

# Employee Training with the Michigan New Jobs Training Program

A unique economic incentive for your business



## Training to Sharpen Your Competitive Edge

As you know, well-trained, highly skilled employees can give you the competitive edge your company needs for success in this ever-changing global economy.

If your company is planning to expand and add new jobs in the state of Michigan, the Michigan New Jobs Training Program (MNJTP) can provide reimbursement of the costs for employee training and education programs designed specifically for your business.

This unique economic incentive allows your business to partner with Macomb Community College to develop training programs that increase employee skills, expertise, performance and productivity.



Education • Enrichment • Economic Development

Discover. Connect. *Advance.*<sup>SM</sup>

# How the Michigan New Jobs Training Program Works

The approval process requires that the employer sign a preliminary agreement with Macomb. The College will then work with the employer to develop a detailed training plan and coordinate the implementation of training for company employees.

The employer will then enter into an agreement with Macomb and comply with the terms of the contract, per the approval of the Macomb Community College Board of Trustees. The employer will fund the job training, and Macomb Community College will collect the workers' diverted Michigan income tax withholding and reimburse the company for its allowable training expenses. Reimbursement is only made to the extent that the tax withholdings are collected.

Macomb's Workforce and Continuing Education (WCE) Department will work with your business to implement your training plan and administer the project.



## Key points of MNJTP

- The MNJTP legislation allows community colleges to support workforce training for regional businesses that offer newly created jobs within the state.
- A payment process allows an employer to fund the job training. Macomb Community College then collects the workers' diverted Michigan income tax withholdings and in turn reimburses the company for training expenses.
- Flexible guidelines allow for a variety of training topics for most businesses.

## MNJTP funding can pay for:

- Customized training through Macomb's WCE
- Job-related training services
- College tuition, books, fees
- Skills assessment, testing and evaluation of employees
- Training facilities, equipment, materials and supplies
- Reimbursement of travel expenses for trainers or trainees
- Administrative expenses for the New Jobs Training Program

## Macomb offers customized training in:

- Advanced Manufacturing
- Computer Aided Design
- Computers and IT
- Industrial Technologies
- Leadership
- Project Management
- Quality/Process Improvement
- Supply Chain Management

## Eligible Employers

If you are engaged in business in the state of Michigan and are anticipating creating new jobs that require employee training, you may be eligible to take advantage of the Michigan New Jobs Training Program.

Consider the MNJTP with Macomb Community College if you are creating new jobs in Michigan that:

- Are new, full-time, permanent positions for a new or expanding business located in the state
- Are not positions related to recalling laid-off or replacement workers, or any other job that existed within the previous 12 months at your business
- Are new jobs that pay at least 175% of the minimum wage or \$16.19 per hour for calendar year 2018
- Are new jobs that result in a net increase in employment in Michigan for the employer

If your new positions fit these criteria, contact Macomb's Workforce and Continuing Education Department to learn more about how we can partner with your business to provide training for your emerging workforce.

## Workforce and Continuing Education

Macomb's Workforce and Continuing Education (WCE) Department is focused on supporting, strengthening and improving the skills of our region's workforce.

We offer employers affordable, leading-edge, custom-designed training, education and certification programs, providing employee participants with new skills, knowledge and abilities. Our training advisors have experience helping HR professionals, managers, supervisors and business leaders determine which training solutions are needed to provide employees with the skills for today's fast-paced, global business environment. All programs are scheduled at times and locations convenient to businesses and employees.

## Macomb Community College

Macomb Community College is one of the nation's leading community colleges, providing learning experiences to more than 48,000 students annually. Macomb nationally ranks in the top two percent in the number of associate degrees awarded and is the largest grantor of associate degrees in Michigan. The College's comprehensive educational programming includes pre-collegiate experiences, university transfer and career preparation programs, bachelor degree completion and graduate degree programs, workforce training, professional education and certification, and continuing education and enrichment opportunities.

## Get Started

To begin the process, contact Macomb Community College and submit an application.

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