



# **Looking Forward – What Skills Employees Will Need in 2023 & How to Pay for Them**

**John Henderson,  
Director of Learning & Development**



# The Why

- **Employee engagement/commitment**
- **85% of employees are not satisfied with the support they get for their careers**
- **75% feel “stuck”**



# The WHAT

## Upskilling and Reskilling





# Training v. Professional Development

*“Training fills a gap, but development looks to the future and growth of the company and employee.”*

**Steve Hawter, The Learning Experience**



# 2023 and Beyond





# Top 10



#1

# Flexibility







#2

# Decision Making







#3

# Teamwork





#4

# Time Management





#5

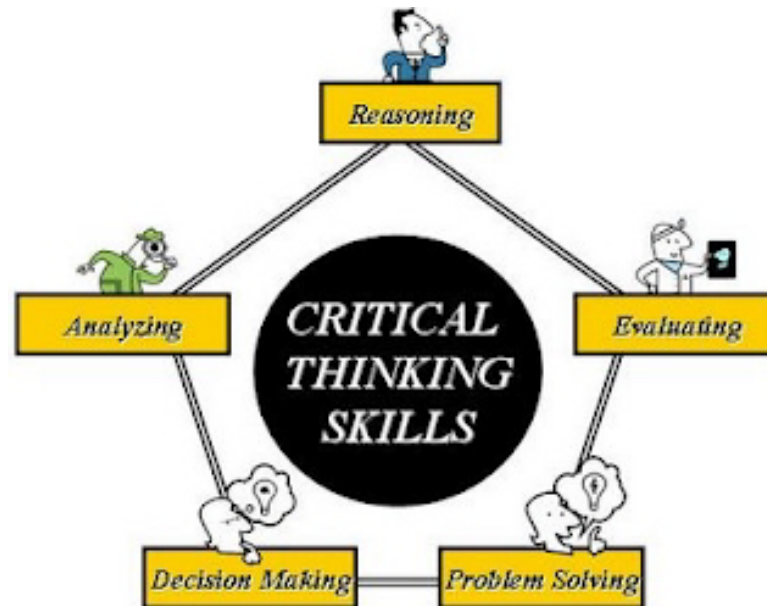
# Creativity





#6

# Critical Thinking





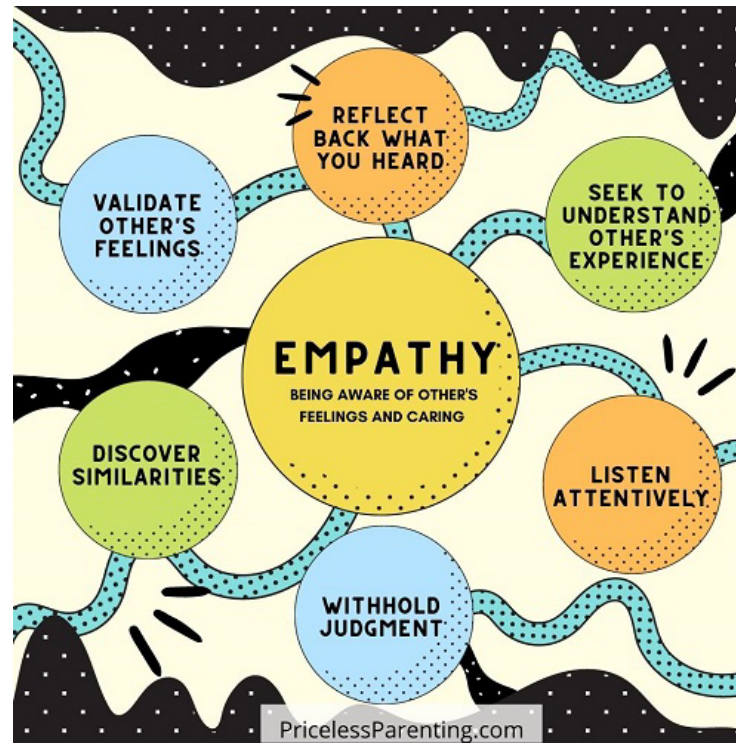
#7

# Emotional Intelligence





# #8 Empathy







#9

# Accountability







#10

# Respect/Courtesy





**Employers Association of the NorthEast**

*Presents The*

# **2023 LEADERSHIP SUMMIT**

**Celebrate & Develop The Strengths  
Leaders Use Each Day To Reach Success!**

**Wednesday, March 29 | Springfield, MA**

**Motivate • Communicate • Lead • Succeed**



Employers Association of the NorthEast | [www.EANE.org](http://www.EANE.org)



## Massachusetts Grants

- Express Program
- General Program





## Eligibility Requirements

- **Contribute to the Workforce Training Fund**
- **Trainees must be employed in MA**
- **Certificate of Good Standing**



# Express Program

- For companies **with 100 or more employees** – reimburses 50% of training fee up to \$3000 per employee – maximum \$30,000 per company
- For companies **under 100 employees** – reimburses 100% of training fee up to \$3000 per employee – maximum \$30,000 per company
- List of pre-approved providers and programs to choose from
- Must be pre-approved before taking course
- <https://workforcetrainingfund.org/programs/express-program-2/>



# Express Program

## PROCESS

- 1) Pick a course from directory
- 2) Apply for Funding – must have Certificate of  
Good Standing
- 3) Accept and electronically sign agreement
- 4) Conduct training
- 5) Submit for reimbursement

All EANE programs are available through Express Program.



# Workforce Training General Grant Program

- Companies of any size
- Maximum award of \$250,000 to be used over 2 year period
- Requires a 1:1 match (employee wages used as matching funds)
- May use training provider(s) of your choice
- Trainees must be MA employees
- Rolling application period





# Grant Application Questions

- What is the business problem or opportunities to be addressed by training?
- Training plan summary
- How did you assess your training needs?
- How will your company sustain the newly developed capabilities resulting from this grant?
- Key performance indicators



# Grant Writing Process

- Identifying business case
- Needs assessment
- Developing your KPIs
- May use multiple training providers
- Job creation/wage increases
- Keep/growing jobs in Massachusetts



Employee Name	Job Category	Average hourly wage for that job category	Excel Level 1	Excel Level 2	LSLP	POL
John Doe	Manager	\$60.00	X		X	
Jane Smith	Sales	\$40.00		X		X
Jack Russell	Admin	\$30.00	X		X	

- Grant will pay UP to \$350 per instructional hour
- If instructor charges more than \$350 per hour the company must pay the difference
- Average hourly wage is calculated for job category
  - Managers & Executives
  - Professional & Technical
  - Sales & Marketing
  - Production/Construction
  - Administrative Support & Clerical
- Your match comes from the wages + benefits you pay for the employee to be in the class
- If Excel Level 1 is 4 hours the company match is \$360 (John + Jack's average hourly wage)



# Review Process

- **Workforce Training Fund Advisory Board**
  - Meets once a month
  - Application must arrive at least 6-weeks prior to meeting
- **Approval**
  - Timeline
- **Denied**
  - Clarify answers and resubmit



ALL THESE  
TOOLS IN  
ONE PLACE

