



HOUSE of REPRESENTATIVES

STATE OF MICHIGAN

Appropriations Requests for Legislatively Directed Spending Items

1. The sponsoring representative's first name:
Tim
2. The sponsoring representative's last name:
Kelly
3. The cosponsoring representatives' names. All cosponsors must be listed. If none, please type 'n/a.' A signed letter from the sponsor approving the co-sponsorship and a signed letter from the member wishing to co-sponsor are required. Attach letters at question #9 below.
n/a
4. Name of the entity that the spending item is intended for:
Talent Together Coalition
5. Physical address of the entity that the spending item is intended for:
Marquette-Alger RESA, 321 E. Ohio St. Marquette, MI 49855
6. If there is not a specific recipient, the intended location of the project or activity:
Funding will be available to school districts statewide, with Marquette-Alger RESA serving as the fiduciary of the funding
7. Name of the representative and the district number where the legislatively directed spending item is located:
Rep. Karl Bohnak, District 109
8. Purpose of the legislatively directed spending item. Please include how it provides a public benefit and why it is an appropriate use of taxpayer funding. Please also demonstrate that the item does not violate Article IV, S 30 of the Michigan Constitution.
Talent Together is a Michigan-based, Michigan-developed Grow Your Own Program that offers no-cost teacher certification pathways to aspiring Michigan educators.
9. Attach documents here if needed:
Attachments added to the end of this file.

10. The amount of state funding requested for the legislatively directed spending item.

25000000

11. Has the legislatively directed spending item previously received any of the following types of funding? Check all that apply.

["State"]

12. Please select one of the following groups that describes the entity requesting the legislatively directed spending item:

Local unit government

13. For a non-profit organization, has the organization been operating within Michigan for the preceding 36 months?

Not applicable

14. For a non-profit organization, has the entity had a physical office within Michigan for the preceding 12 months?

Not applicable

15. For a non-profit organization, does the organization have a board of directors?

Not applicable

16. For a non-profit organization, list all the active members on the organization's board of directors and any other officers. If this question is not applicable, please type 'n/a.'

n/a

17. "I certify that neither the sponsoring representative nor the sponsoring representative's staff or immediate family has a direct or indirect pecuniary interest in the legislatively directed spending item."

Yes, this is correct

18. Anticipated start and end dates for the legislatively directed spending item:

FY 25/26

19. "I hereby certify that all information provided in this request is true and accurate."

Yes



Talent Together is a Michigan-based, Michigan-developed Grow Your Own program that offers no-cost teacher certification pathways to aspiring Michigan educators. Led by a **consortium of 56 intermediate school districts (ISDs)**, Talent Together has now become **the Midwest's largest teacher apprenticeship program and the nation's largest Grow Your Own program**, with over **1,100 teacher candidates across the state** currently in pathways. To date, it is Michigan's largest and most successful teacher Grow Your Own program. **To date, Talent Together has received over 5,000 applications.**

Talent Together's Impact to Date

<< **5,000+ Applications** for three cohorts >>

<< **229 Newly-Certified New Teachers in classrooms** this fall, including 50 apprentice teachers >>

<< **94% Retention Rate** >>

<< **1,100+ Accepted Applicants**, including 150 Apprentice Teachers >>

<< **90+% Apprentice Teacher Completion Rate** >>

<< **384 School Districts** Participating >>

THE ASK: Talent Together is requesting \$25M annually in the School Aid budget, beginning in FY'26.

Why Invest in Talent Together?

Talent Together is a systemic approach to transforming the teacher pipeline. Led by systems-leaders in partnership with local school districts, a Michigan non-profit, and 14 Michigan colleges and universities. Talent Together's nation-leading results demonstrate the importance of continued support and investment by the Michigan legislature. An annual \$25M investment would guarantee nearly 400 new teachers enter the pipeline each year, and support the successful and rapidly growing federally-approved registered apprenticeship program (RAP) under the U.S. Department of Labor. Talent Together's teacher candidates are from the communities they serve, the vast majority having worked in school systems in non-teaching roles for years. Ensuring the program is funded each year will unlock access to a teaching career for thousands of Michiganders who otherwise would remain in lower-impact, lower-wage jobs.

- **High Return-on-Investment (ROI):** *Over 93% of funding* goes directly to candidate tuition, apprenticeship salaries, and candidate support for teachers in **high-needs license areas**.
- **Scaleable:** Talent Together is ***universally accessible no matter where candidates live*** in the state. Talent Together teacher **candidates are in every county in Michigan**.
- **Targeted:** Focused on the certification **areas most needed**. The program is positioned to adjust to address areas of greatest need across the state.
- **Effective:** Over **1,100 teachers** have entered the pipeline in 2 years, with a **94% retention rate** for Year 1

CONTACT: Jason Mellema, Superintendent, Ingham ISD - jmellema@inghamisd.org
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Scott Koziol, Superintendent, Char-Em ISD - koziols@charemisd.org
Greg Nyen, Superintendent, Marquette Alger RESA - gnyen@maresa.org

Proposed Boilerplate

Sec. 27p.

(1) From the state school aid fund money appropriated in section 11, there is allocated for 2025-2026 only an amount not to exceed \$25,000,000.00 to Marquette-Alger RESA for an apprenticeship model grow your own program as part of a consortia of at least 45 intermediate districts.

(2) The intermediate district receiving funding under this section shall use the funding to implement a grow your own program. A grow your own program described in this section must be implemented to improve the teacher talent pipeline and provide a no-cost pathway for support staff members to become certified teachers. Allowable expenses for grow your own programs under this section include, but are not limited to, all of the following:

(a) Tuition and fees for an accelerated degree, for a traditional bachelor's degree for current candidates who are not teachers, or for an advanced degree.

(b) Books.

(c) Testing fees.

(d) Travel to and from coursework.

(e) Substitute employee salary and wages for the duration of the educator preparation program attended by the recipient staff of the district or intermediate district.

(f) Costs for curriculum, materials, professional development, and hands-on-learning experiences to implement a program within the district or intermediate district to encourage students in any of grades 6 to 12 to consider a career in education. Not more than 10% of funds received by a district or intermediate district under this section may be used for this purpose.

(3) Section 27p funds may not be used by any constituent district for the same candidate or program that is receiving section 27b funds.

(4) Notwithstanding section 17b, the department shall make payments under this section on a schedule determined by the department.

(5) The funds allocated under this section for 2025-2026 are a work project appropriation, and any unexpended funds for 2025-2026 are carried forward into 2026-2027. The purpose of the work project is to continue support for the grow your own programs under this section. The estimated completion date of the work project is September 30, 2028.