

# Owner to Owner Podcast Notes



## How Nonprofits Benefit from the Going PRO Talent Fund

Episode #37

### Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services interview Raquel Wade-Martin of Matrix Human Services. Raquel is a trainer at Matrix, which is a nonprofit that runs over 35 programs supporting children, seniors, and families in Detroit. Raquel talks with Felicia Harris about how nonprofits are making use of the Michigan Going PRO Talent Development Fund Grant.

### Episode Highlights:

- What does Matrix Human Services do?
- Why did Raquel apply for the Going PRO grant for Matrix?
- What is the benefit of bringing someone in from outside the organization to supplement training?
- How did Raquel decide what types of training to offer?
- What exactly is the Going PRO Talent Development Fund?
- How does the grant allow an organization to close a skills gap?
- Felicia and Raquel discuss Felicia's training courses and their impact on the staff at Matrix.
- Raquel shares Matrix's employee development plan.
- Raquel discusses many of Matrix's programs.
- How can training be adjusted to better suit the employees and organization they're for?
- What is the importance of professional development and training in employee retention?
- Felicia and Raquel discuss being a lifelong learner and the impact of an employer investing in their employees' learning.

### 3 Key Points:

1. Getting a grant to support employee training can be a game-changer for a nonprofit so they don't have to divert money in their budget away from their programs.
2. Employees want to feel like they are growing and developing in their role; no one wants to feel stagnant.
3. Trainings increase confidence in employees.

### Tweetable Quotes:

- "Being a trainer, like I said I've been doing this for quite a few years now, so to be able to have someone pour into me, as a trainer, this right here is equipping me to do my job better." –Raquel Wade-Martin
- "A lot of employees leave a company because they don't get the development, they don't get the training that they felt they needed to be successful in that role." –Raquel Wade-Martin

## Resources Mentioned

### Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

### Twitter

<https://twitter.com/everythinghr1>

### LinkedIn

<https://www.linkedin.com/company/everythinghr1/>

### Connect with Felicia Harris

<https://www.linkedin.com/in/felicia-g-harris/>

[www.matrixhumanservices.org](http://www.matrixhumanservices.org)

[www.michigan.gov/TalentFund](http://www.michigan.gov/TalentFund)