West Michigan Works! (WMW) Workforce Development Board Meeting (WDB)
Monday, April 10, 2017
Westside Service Center
215 Straight Ave. NW • Grand Rapids, MI 49504
Lunch 11:30 AM • Meeting 12:00 Noon

AGENDA

1. Call to Order, Chairperson Dave Smith
2. Public Comment – Agenda Items
3. Approval of the February 13, 2017 Minutes
   Action Required
4. WDB Membership Nominations
   Dave Smith
   Information Item
5. Labor Market Information Presentation
   Jason Palmer, J.D., Ph.D., Bureau of Labor Market Information and
   Strategic Initiatives, Department of Technology, Management and Budget
   Information Item
6. 2017 Hot jobs list
   Angie Barksdale, WMW Chief Operating Officer
   Information Item
7. Offender Success Program
   Angie Barksdale
   Information Item
8. 2018 Statewide Key Priorities
   Jacob Maas, WMW Chief Executive Officer
   Information Item
9. General Updates
   Deb Lyzenga, Regional Business Solutions Director
   Brittany Lenertz, Regional Service Center Director
   Information Item
10. WMW WDB Subcommittees
    Dave Smith
    Information Item
11. Other Business
12. Public Comment
13. Adjournment

Next Scheduled Workforce Development Board Meeting:
June 12, 2017 located at:
Holland Service Center (Upper Level, Kollen Park Room)
121 Clover St. Holland, MI 49423
West Michigan Works! (WMW) Workforce Development Board Meeting (WDB)
Westside Service Center
215 Straight Ave. NW • Grand Rapids, MI 49504
February 13, 2017
Lunch 11:30 AM • Meeting 12:00 Noon

MINUTES

MEMBERS/ALTERNATES PRESENT: Travis Alden, Nora Balgoyen-Williams, Mark Bergsma, Randy Boss, Norm Brady, Kenyatta Brame, Cindy Brown, John Buchan, Cathy Cronick, Jay Dunwell, Jim Fisher, Ed Garner, Heather Gluszewski, Jon Hofman, Bill Pink, Valorie Putnam, Dan Rinsema-Sybenga, Michelle Seigo, Dave Smith, Dan TenHoopen, Therese Thill, Bob Thompson, Sherry White

MEMBERS/ALTERNATES ABSENT: Bob Ferrentino, Rebecca Herrington, Angela Huesman, Roberto Jara, Scott McLean, Samantha Semrau, Mark Thomas, Shana Welch,

STAFF PRESENT: Jacob Maas, Angie Barksdale, Brenda Isenhart, Erin Kenny, Laura Krist, Jane Kreha, Brittany Lenertz, Deb Lyzenga, Janette Monroe, Rick Treynor, Melanie White, Nancy Wiest

GUESTS PRESENT: Kiesha Guy (MOCAP), Jim Haton (MMI), Val Eavey (Barry ISD), Rich Franklin (Barry ISD), Tony Calcagno (Goodwill), Lynda Sweigart (Hope Network), Karen Wolthuis (Kent ISD), Arielle Goodson (BCS), Paulette Lewis (GR Ford Job Corps), Patrick Coleman (GR Ford Job Corps)

1. Call to Order, Chairperson Dave Smith at 12:00 p.m.

2. Public Comment- Agenda Items- None

3. Approval of the December 7, 2016 Minutes
   Motion – Mark Bergsma
   Second – Sherry White
   Item Approved by Vote – Motion carried

4. WMW Service Delivery Models
   Brittany Lenertz, WMW Regional Service Center Director, provided a brief overview of how job seeker services were provided prior to regionalization. Allegan, Kent, Muskegon and Ottawa counties had moved from contracting out services to a direct delivery of services, and Barry, Montcalm and Ionia Counties were still contracting with providers to provide services. As part of WMW’s Strategic Plan, one of the strategies is to conduct an annual review of the service delivery models. Brittany noted that these two different approaches have made delivery of services increasingly more difficult as WMW works to establish consistency across the region. Brittany added that more recently, a letter from Barry Intermediate School District was received indicating that it is no longer going to contract with ACSET WMW beginning July 1, 2017. Brittany stated that the WMW WDB Executive Committee reviewed the different service delivery approaches and has made a recommendation that WMW align its service delivery models across all seven counties by directly providing all Workforce Innovation and Opportunity (WIOA) Adult and Dislocated Worker, Partnership. Accountability. Training. Hope. (PATH), Wagner-Peyser, and Trade Adjustment Assistance (TAA) programs across all seven counties. Brittany stated it is
being recommended that changes be made to the WIOA Youth delivery of services, while continuing a hybrid approach to those services. Brittany answered board members’ questions.

**Motion – Jim Fisher**  
**Second – Ed Garner**  
**Item Approved by Vote – Motion carried**

5. **Approval of Policy: WMW 16-XXX Priority for Service Policy**  
   Action Required  
   Brittany Lenertz, WMW Regional Service Center Director, reported that this policy defines levels of priority for job seekers and the order in which priority will be applied when seeking individualized career and training services under the Workforce Innovation and Opportunity Act (WIOA) Adult Program funds.  

   **Motion – Dan Rinsema-Sybenga**  
   **Second – Bill Pink**  
   **Item Approved by Vote – Motion carried**

6. **Offender Success (OS) Program**  
   Action Required  
   Angie Barkdale, WMW Chief Operating Officer, reviewed with the WDB members that prior to regionalization in 2015, ACSET administered the OS program (a.k.a. Prisoner Re-entry Program (PRP) in Kent and Allegan Counties. The West Shoreline PRP included the counties of Muskegon, Ottawa and Oceana counties. After regionalization, ACSET contracted with Michigan Department of Corrections (MDOC) to operate PRP in the West Shoreline counties and Kent and Allegan counties. Angie reviewed that MDOC released an RFP last summer looking for one (1) entity to administer the program in the region. Angie noted that ACSET (the 7-county WMW area) partnered with Michigan Works! West Central Region 4a (a 6-county region) to cover a total of 13 counties and submitted a bid, with the intention of ACSET being a subcontractor in Region 4b if Michigan Works! West Central’s bid was awarded. However, rather than awarding a new contract, MDOC offered ACSET another contract extension from October 1, 2016 through September 30, 2017. ACSET WMW has continued working with MDOC which requested WMW take on Barry County and that Oceana County PRP contract with counties further north. Angie also reviewed some of the differences in the OS program in comparison to other WMW services that are provided.

   Angie reported to the WDB that on December 19, ACSET received a corrective action letter from MDOC requesting resolutions to the findings within a brief time period. ACSET requested an extension because it wanted WDB Executive Committee board input before submission of responses to MDOC. On January 9, 2017, WMW WDB Executive Committee discussed the ongoing concerns of administering this program. The committee members recommended that ACSET WMW provide MDOC with a list of non-negotiables that would impact the decision on whether to continue administering the OS program. Angie provided a copy of the letter. Angie reviewed the letter with the members and the responses ACSET provided to MDOC.

   Angie stated that during the same week of January 9, MDOC sent an email indicating that it was going to award the proposals that were previously received, effective April 1, 2017. Angie reviewed that we currently have contracts through September 30, 2017. No guidance has been given as to award amounts, how transition from the current administrator will occur or what that means to our current extensions. Further, Michigan Works! Association (MWA) requested that letters be sent to the Governor’s office regarding the administration of the OS program. WMW requested support, and the first letter was sent from WMW WDB Chairperson Dave Smith and the second letter from Talent 2025.
Discussion took place. Jacob, WMW Chief Executive Officer, and Angie answered board members’ questions. Angie requested the WMW WDB endorse and support the non-negotiables outlined in the memo and the transition of the OS program from MDOC to the Talent Investment Agency (TIA).

**Motion – Jim Fisher**  
**Second – Dan Rinsema-Sybenga**  
**Item Approved by Vote – Motion carried**

7. WMW WDB Membership Roster Updates  
*Information item*  
Dave Smith, WMW WDB Chair, reported that WMW WDB has been informed of member resignations from the board. Mr. Ryan Bennett (Organized Labor/Employee Rep) and Mr. Mark Mangione (Labor) no longer represent the original group of selection. Mr. Paul Billings (Community-Based), West Michigan Community Help Network, has notified WMW of his resignation. Mr. Win Irwin (Business), Irwin Seating, has notified WMW of his resignation. Dave stated that WMW WDB is currently seeking to fill the two (2) Labor seats and one (1) Business seat. WMW will seek applications to bring to the WMW WDB Executive Committee in March for approval and approval of the ACSET Governing Board at a future meeting.

8. Nomination of WMW WDB Member  
*(Executive Committee only) Action Required*  
Dave Smith reviewed that since Community-Based member Paul Billings is no longer able to continue serving on the WMW WDB, a recommendation was given and application received from Kiesha Guy, Executive Director of Muskegon-Oceana Community Action Partnership (MOCAP) in Muskegon, MI. Dave stated that WMW is seeking approval from the Executive Committee members to support nomination of Ms. Guy’s application to the ACSET Governing Board on February 27, 2017.

**Motion – Jim Fisher**  
**Second – Jon Hofman**  
**Item Approved by Vote – Motion carried**

9. WMW WDB Subcommittee Formations and Chairpersons  
*Information Item*  
Dave Smith provided a handout to committee members of the subcommittee interests from the information collected in December. Dave reviewed that this document lists each subcommittee and to which committee board members were assigned. Dave stated that the subcommittees will need some non-WDB members and subcommittees will need to report at the next meeting in April.

10. General Updates- Angie Barksdale reported that WMW has been working with a consultant on LEAN processes, and she thanked Bob Thompson for participating on the LEAN panel as a WDB member and employer representative. Jacob Maas provided an update on the Governor’s budget as it relates to Workforce Development. The Governor is proposing a $20 million budget for CTE equipment, an 8% increase in business attraction, and a $10 million increase in Skilled Trades Training Funds (STTF).

11. Other Business- Therese Thill, The Right Place, noted that there is a lot of activity happening in West Michigan, and there is a significant shift in projects coming through, especially those requiring higher skills. Cindy Brown, Hello West Michigan, reported that West Michigan is attracting many people to this area. Cindy noted that there are a few “quiet” layoffs happening with very talented employees being affected. Hello West Michigan is looking at attracting talent through campaigns, and Internships are happening but not growing as steadily as apprenticeships. Jim asked about Switch, and Cindy reported that there are over 500+ workers in HVAC and lots of activity happening.
Dave Smith reported to the board that the Essential Services Awards event will be held on Monday, February 20.

12. Public Comment- None

Adjournment at 1:03 p.m. by Chairperson Dave Smith

**Motion – Dave Smith**

Second – Val Putnam

Item Approved by Vote – Motion carried

Recorded by: _______________________________    Received by: _______________________________
MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)

FROM: West Michigan Works! Staff

DATE: April 3, 2017

RE: Nomination of WMW WDB Members

On February 13, 2017, the WMW WDB Executive Committee supported the nomination of the following individuals for selection to fill the two (2) Labor Organization and one (1) Business seats on the Workforce Development Board.

1.) Jonas Talbott has served as an officer of International Brotherhood of Electrical Workers (IBEW) West Michigan Local No. 275, apprenticeship committee member, and Assistant Business Manager. Mr. Talbott has been nominated by Sean Egan, IBEW Local 275 Business Manager.

2.) David Kitchen has served as an Instructor and Training Director for West Michigan Training Alliance for many years and is instrumental in developing electricians in Western Michigan. David has been nominated by Sean Egan, IBEW Local 275 Business Manager.

3.) Thomas Freeland is the HR Director, Supply Chain & Manufacturing for Meijer. Thomas leads a team of 13 HR generalists, for over 5,000 Manufacturing, Distribution and Central Fill Pharmacy team members in Michigan, Indiana, Ohio and Wisconsin. Thomas has been nominated by Rick Baker, Grand Rapids Area Chamber of Commerce President & CEO.

The Executive Committee has approved, and the WMW staff will request appointment of these individuals from the ACSET Governing Board April 27, 2017.
The Bureau of Labor Market Information and Strategic Initiatives . . . It’s Bigger Than Data.

Jason S. Palmer
Director
Bureau of Labor Market Information and Strategic Initiatives
What is the Bureau of Labor Market Information and Strategic Initiatives?

We are the official source for high-quality demographic and labor market information for the state of Michigan and its regions.

We administer the state’s federal-state cooperative programs with the Bureau of Labor Statistics (BLS) and the Census Bureau and produce high-quality information and analysis through grants from the U.S. Department of Labor and from partner agencies in the state of Michigan.

We provide our national, state, and local partners and customers with accurate, objective, reliable, timely, accessible, and transparent information and insights.
What is the Bureau of Labor Market Information and Strategic Initiatives?

Cooperative Programs w/ Bureau of Labor Statistics
• Quarterly Census of Employment and Wages (QCEW)
• Occupational Employment Statistics (OES)
• Local Area Unemployment Statistics (LAUS)
• Current Employment Statistics (CES)

Cooperative Programs w/ Census Bureau
• Federal State Cooperative for Population Estimates (FSCPE)
• Federal State Cooperative for Population Projections (FSCPP)
• State Data Center (SDC)
What is the Bureau of Labor Market Information and Strategic Initiatives?

Workforce Information Grant (WIG) w/ U.S. Department of Labor
- Employment Projections (EP) Program
- LMI Informer Website and Workforce Information Database (WIDb)
- Annual Economic Analysis Report
- Regional Strategy

Interagency Agreement w/ Talent Investment Agency (TIA)
- Research Reports
- Workforce Information
- Program Evaluation
What Have We Been Doing?

- Rolling out our “regional strategy,” mainly through training / certification and local area visits.
- Supporting federal, state, and local implementation of the Workforce Innovation and Opportunity Act (WIOA).
- Partnering with the Talent Investment Agency (TIA) providing workforce information.
- Supporting other partners, including Governor’s Talent Investment Board (GTIB) and Department of Talent and Economic Development (TED).
What Have We Been Doing? Training / Certification Program for Local Customers

- Participants equally represent workforce development and economic development organizations.
- Fundamentals of economic, demographic, and workforce information and real-world applications.
- Program completers invited to join quarterly conference calls designed to increase two-way communication.
What Have We Been Doing? Annual Planning Information and Workforce Analysis Reports

- Designed for all 10 Prosperity Regions with WIOA State Plan and Regional Plans in mind.
- More than 30 tables of labor market, economic, and demographic data and over 20 slides of analysis. All tied to WIOA.
- Topics include: Population, Labor Force and Employment, Barriers to Employment, In-Demand Sectors and Occupations, Online Ads, Employment Projections, and more.
What Have We Been Doing? Fast Facts Portal and MI Economy Mobile Application

• Our Fast Facts Portal was developed under last year’s MOU. It continues to be a great resource.
• Our Key Labor Market and Economic Metrics is now a mobile application! Get instant access to the most current information and insights.
What Have We Been Doing? Research Reports for the Talent Investment Agency

Returning Citizens (2017)

Foreign Born (2017)

Veterans: An Update (2017)

Labor Supply and Demand (2017)
What Have We Been Doing? Past Research Reports for the Talent Investment Agency

Apprenticeships in Michigan (2016)

Michigan’s Long-Term Unemployed (2015)

Employment and Occupations in the Skilled Trades (2015)

Flint City Demographic and Labor Market Profile (2015)

A Look at Science, Technology, Engineering, and Math Talent in Michigan (2014)

Youth and Young Adults and the Michigan Labor Market (2014)

Regional Prosperity Initiative: Labor Market Information Supplement (2013)

Michigan Industry Cluster Reports and Updates (2013)

Michigan Veterans: A Workforce Study (2013)
What Have We Been Doing?

Online Job Demand Analysis and Snapshots

Annual Planning and Workforce Analysis Report

LMI Certification / Training Program

Fast Facts Portal

WDQI Whitepapers

Michigan Job Vacancy Survey
Continuing Challenges in the Labor Market

Despite major labor market improvements, several trends highlight continued challenges, including:

1. Flattening labor force participation rates
2. Stubborn long-term unemployment
3. Persistent involuntary part-time employment
4. Elevated youth unemployment
With a labor force participation rate of 61.4 percent, Michigan ranks 36th in the U.S.

- This is down from a series peak of 68.7 percent, recorded in 2000.
- Major demographic factors are (and will continue to be) behind lower participation rates.
- So-called “discouraged workers” are just one category of residents who are out of the workforce.
Twenty-two percent of all unemployed have been out of work for 27 weeks or more

- Long-term unemployed swelled to 50 percent at the peak of the “Great Recession.”
- Despite improvements, long-term joblessness remains elevated; compare today’s number to the 4 percent seen in 2000.
- There are many, well-documented costs associated with long-term unemployment.
Part-time workers who want a full-time job are five percent of total employment

- In Michigan, about 21 percent of all employment is part-time employment. Indeed, many people choose part-time employment.
- The concern is so-called “involuntary part-time workers,” or individuals who want full-time work but cannot find it.
So, is that why I heard the “real” unemployment rate is 47 percent?

• Since 1995, the Bureau of Labor Statistics has published alternative measures of labor underutilization.
• Indeed, discouraged workers and involuntary part-time workers are included in the U-6.
• Today, the U-6 is well below the 23 percent recorded during the “Great Recession,” but still up.
Structural Unemployment: Causes and Consequences

- *Cyclical* unemployment coincides with the business cycle while *structural* unemployment reflects structural changes in the labor market.

- Causes of structural unemployment:
  1. Shift to services and skills mismatches
  2. Downsizing, outsourcing, and offshoring
  3. Changes in technology
Structural Unemployment: Solutions

- Because structural unemployment reflects a mismatch between labor demand and labor supply, policy solutions often focus on worker retraining:
  1. Our education institutions: universities, community colleges, etc.
  2. Our career and technical education providers
  3. Our federal job training programs (Governor’s Talent Investment Board)
- To be successful, training should be targeted to occupations with local job vacancies.
Michigan’s Employment Projections Program


• Occupational information for nearly 800 detailed occupations, including:

  1. Employment
  2. Employment Change (% change and # changes)
  3. Annual Openings
  4. Openings from Growth
  5. Openings from Replacement
Employment Projections and Educational Attainment

<table>
<thead>
<tr>
<th></th>
<th>Growth Rate</th>
<th>Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total, All Occupations</td>
<td>7.4%</td>
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<tr>
<td>Doctoral or Professional</td>
<td>9.5%</td>
<td>3,800</td>
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<tr>
<td>Master's</td>
<td>10.1%</td>
<td>2,200</td>
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<tr>
<td>Bachelor's</td>
<td>9.3%</td>
<td>29,500</td>
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<tr>
<td>Associate's</td>
<td>9.5%</td>
<td>3,600</td>
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<tr>
<td>Postsecondary</td>
<td>8.9%</td>
<td>7,800</td>
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<tr>
<td>Some College</td>
<td>0.8%</td>
<td>2,100</td>
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<tr>
<td>High School</td>
<td>6.1%</td>
<td>48,000</td>
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<tr>
<td>Less than High School</td>
<td>7.3%</td>
<td>43,200</td>
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</tbody>
</table>

0% 2% 4% 6% 8% 10% 12%

Less than High School

High School

Postsecondary

Associate's

Bachelor's

Master's

Doctoral or Professional

IT'S BIGGER THAN DATA.
In-Demand Occupations: Michigan’s Hot 50 High-Demand, High-Wage Careers

• This publication highlights Michigan occupations that show a favorable mix of long-term job growth, projected annual job openings, and median wages.

• Highlights a diverse mix of occupations:
  – 14 Middle Skill Occupations
  – 14 STEM Occupations
  – 6 Skilled Trades Occupations
  – 36 Occupations requiring at least a bachelor’s degree
Projections: Knowledge

Through 2024, the most common knowledge areas will be:

- English Language - 89.0% of projected employment
- Customer and Personal Service - 76.8%
- Mathematics - 43.9%
- Administration and Management - 36.7%
- Education and Training - 24.9%
- Computers and Electronics - 22.9%
- Mechanical - 22.3%
- Public Safety and Security - 22.3%
- Sales and Marketing - 19.6%
- Clerical - 19.0%
Projections: Knowledge (Growth)

Another way to look at knowledge projections is which knowledge areas are expected to grow through 2024:

- Foreign Language – Up 21.3%
- Physics – Up 13.8%
- Engineering and Technology – Up 11.7%
- Design – Up 11.0%
- Medicine and Dentistry – Up 10.5%
- Philosophy and Theology – Up 10.4%
- Therapy and Counseling – Up 10.2%
- History and Archeology – Up 10.1%
- Building and Construction – Up 9.9%
- Biology – Up 9.0%
Projections: Skills

Through 2024, the most common skills will be:

- Active Listening - 80.1% of projected employment
- Speaking - 78.5%
- Critical Thinking - 45.3%
- Reading Comprehension - 43.0%
- Social Perceptiveness - 38.7%
- Monitoring - 29.0%
- Service Orientation - 28.6%
- Coordination - 26.2%
- Operation Monitoring - 15.1%
- Time Management - 14.8%
Projections: Abilities

Through 2024, the most common abilities will be:

- Oral Comprehension - 79.2% of projected employment
- Oral Expression - 63.9%
- Problem Sensitivity - 42.6%
- Near Vision - 40.4%
- Written Comprehension - 39.1%
- Speech Clarity - 37.6%
- Speech Recognition - 30.9%
- Deductive Reasoning - 21.0%
- Written Expression - 17.8%
- Manual Dexterity - 16.6%
The Bureau of Labor Market Information and Strategic Initiatives . . . It’s Bigger Than Data.
<table>
<thead>
<tr>
<th>Positions: Click on the position to see the O*Net summary report.</th>
<th>2012-2022 Median Earnings</th>
<th>2012-2022 Projected Growth</th>
<th>2012-2022 Projected Growth %</th>
<th>Minimum Education or Training Requirements</th>
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<tbody>
<tr>
<td>Architechtural, Construction, &amp; Engineering Managers: 17-2011</td>
<td>$45.83 430 15% Bachelor’s degree</td>
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<tr>
<td>Bus &amp; Truck Mechanics &amp; Diesel Engineer Specialists: 49-3011</td>
<td>$23.00 120 10% High school diploma or equivalent</td>
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<tr>
<td>Certified Public Accountants: 15-2021</td>
<td>$139.00 460 21% Bachelor’s degree</td>
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<td>Civil Engineers: 17-3011</td>
<td>$54.18 225 10% Bachelor’s degree</td>
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<td>Commercial and Industrial Designers: 17-4061</td>
<td>$31.50 75 7% Bachelor’s degree</td>
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<td>Construction Laborers: 17-4151</td>
<td>$15.80 225 10% High school diploma or equivalent</td>
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<td>Cost Estimators: 17-3061</td>
<td>$27.45 330 23% Bachelor’s degree</td>
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<td>Electricians: 17-4071</td>
<td>$22.04 50 12% Postsecondary non-degree award</td>
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<tr>
<td>Electrical &amp; Electronic Equipment Mechanics, Installers &amp; Repairers: 49-5031</td>
<td>$24.50 50 16% High school diploma or equivalent</td>
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<td>Electricity, Heating, Air Conditioning &amp; Refrigeration Mechanics &amp; Installers: 17-3081</td>
<td>$21.77 530 21% Postsecondary non-degree award</td>
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<td>Installation, Maintenance &amp; Repair Workers: 49-5091, 49-5099</td>
<td>$18.00 875 13% High school diploma or equivalent</td>
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<td>Light Truck or Delivery Services Drivers: 49-3031</td>
<td>$18.20 450 13% Postsecondary non-degree award</td>
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<td>Operating Engineers &amp; Other Construction Equipment Operators: 17-2131</td>
<td>$21.00 315 22% Postsecondary non-degree award</td>
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<td>Painters, Construction &amp; Maintenance Workers: 49-5071, 49-5099</td>
<td>$18.23 55 14% High school diploma or equivalent</td>
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<td>Personal Financial Advisors: 15-2071</td>
<td>$23.90 185 21% Bachelor’s degree</td>
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<tr>
<td>Physicians &amp; Surgeons: 29-1011</td>
<td>$22.30 175 12% Master’s degree</td>
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<td>Physical Therapist Assistants: 15-1031</td>
<td>$28.91 20 17% Postsecondary non-degree award</td>
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<td>Pharmacists: 29-4011</td>
<td>$28.01 10 15% Bachelor’s degree</td>
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<td>Physical Therapists: 29-1141</td>
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<td>Police, Fire, &amp; Correctional Supervisors: 29-2011</td>
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<td>Police, Fire, &amp; Correctional Support Occupations: 29-2111</td>
<td>$26.74 125 13% Master’s degree</td>
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<td>Personal Care Aides: 31-2011</td>
<td>$16.12 940 32% Less than high school</td>
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<td>Purchasing Agents, Except Wholesale, Retail &amp; Farm Products: 17-4091</td>
<td>$18.91 125 12% High school diploma or equivalent</td>
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<td>Purchasing Managers: 17-4081</td>
<td>$40.12 60 10% Bachelor’s degree</td>
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<td>Quality Control Inspectors: 49-5011</td>
<td>$21.95 15 10% Bachelor’s degree</td>
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<td>Radiologic Technologists: 32-0161</td>
<td>$27.85 190 20% Bachelor’s degree</td>
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<td>Radiologic Technologists, Nurse Techs &amp; Aides: 32-0162</td>
<td>$27.85 190 20% Bachelor’s degree</td>
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<td>Registered Nurses: 10-2071</td>
<td>$27.85 190 20% Bachelor’s degree</td>
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<td>Registered Nurses: 10-2081</td>
<td>$27.85 190 20% Bachelor’s degree</td>
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<td>Respiratory Care Technologists &amp; Specialists: 10-7021</td>
<td>$27.85 190 20% Bachelor’s degree</td>
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<td>Respiratory Therapists: 10-7011</td>
<td>$26.74 125 13% Master’s degree</td>
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EXPAND THE SKILLED TRADES TRAINING FUND (STTF)

THE PROBLEM: The demand for STTF exceeds supply.

STTF is the most successful workforce program in decades, but is underfunded relative to ongoing worker needs. The program creates new opportunities, which help foster:

- Substantial economic growth and local prosperity
- Increased earnings for families and communities across Michigan
- Support for new innovations
- Increased long-term productivity
- Local job growth

THE RESULTS: Last year, an $8.7 million investment resulted in $112.7 million in leveraged resources; 2,913 jobs created and 6,479 jobs retained.

ACTION NEEDED: Increase STTF investment

INVESTMENT: $20M increase

INVEST IN P.A.T.H. WORKER TRAINING

THE PROBLEM: Demand for training programs exceeds available funding.

Through PATH, tens of thousands of individuals have ended their dependence on public assistance and become skilled, productive contributors to Michigan’s economy. With additional investment, Michigan could train even more workers and meet employer demand for 21st-century skills.

THE RESULTS:

- The number of families receiving cash assistance in Michigan has gone down by 70 percent since 2011.
- Statewide productivity and per capita income levels are rising.
- Michigan’s poverty rate has declined every year since 2011, and now stands at 15.8 percent.

ACTION NEEDED: Increase federal TANF investment for PATH training

INVESTMENT: $10M increase
SUPPORT & GROW JOBS FOR MI GRADUATES

THE PROBLEM: Many MI youth face challenges completing their education.

Career and technical education is a priority for this Legislature. Michigan Works! and its partner, Jobs for Michigan’s Graduates, are actively engaged in skill-building for at-risk youth. We especially focus on preparing them for middle-skill jobs—those requiring some postsecondary education but less than a four-year degree—that will make up the largest segment of our labor market for years to come.

THE RESULTS:

- Overall employment for 16–24 year-olds was improved by one-third.
- This year, 99 percent of all freshman through junior year JMG students returned to school.
- For the most at-risk and disadvantaged population, JMG doubles the success rate of employment from 26 percent to 60 percent.
- More than 3,800 high-risk youth have been served.
- JMG has consistently achieved a 90 percent graduation rate or better.
- Last year, 87 percent of JMG students experienced positive outcomes in employment or education.
- Studies at the national level indicate that JAG students repay the costs of the program within 15 months through taxes paid.

ACTION NEEDED: Increase financial support for JMG

INVESTMENT: $1.6M increase

When it comes to meeting the needs of MI employers and workers, we know what works.

The challenge before us now is to invest adequately.
MEMORANDUM

TO: West Michigan Works! Workforce Development Board

FROM: ACSET Staff

DATE: April 3, 2017

RE: Employment Solutions Update

ApprenticeshipUSA Industry Cluster Approach Grant

Statewide Award: $2,499,250

The grant will expand a learning network for employers and intermediaries to grow apprenticeships in targeted industries and occupations including agriculture, construction, energy, healthcare, information technology and manufacturing. The effort will increase the number of registered apprenticeships in Michigan by 5 percent by May 2018, including at least 1,004 new apprentices.

West Michigan Works! Award: $671,150 (2 parts)

1) Healthcare focus:

   $203,900 base award specific toward promoting and expanding Health Sciences Apprenticeships of which $172,400 is to pay for 72 Health Sciences Apprentices Tuition.

2) All other industries: (Construction, Information Technology, Manufacturing)

   $467,250 industries employer incentive award to be shared between three industry sectors.

MiCareerQuest

On Thursday, April 13, 2017 MiCareerQuest 2017 will draw 9,000 middle and high school students from West Michigan counties including: Allegan, Barry, Ionia, Kent, Montcalm, Muskegon and Ottawa. More than 700 exhibitors and 300 volunteers gave their time, talent and treasure to make this event a regional success. The event was already replicated in Kalamazoo and St. Joe counties and Johnson City, Tennessee. As a result, CareerQuestUSA is being trademarked to house and share best practices of the CareerQuest events occurring nationally.

Skilled Trade Training Funds

Skilled Trades Training Fund provides competitive awards for employers to hire and train talent in order to increase productivity and employment retention while increasing the quality and competitiveness of Michigan’s employers.

Region 4b Snapshot:

<table>
<thead>
<tr>
<th>Total Companies Awarded</th>
<th>136</th>
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<tbody>
<tr>
<td>Total Award Amount</td>
<td>$5,105,742</td>
</tr>
<tr>
<td>Average Award Amount</td>
<td>$37,542</td>
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<tr>
<td>Number of Planned Trainees</td>
<td>3977, including 1350 new hires</td>
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</tbody>
</table>

(to date 598 new hires have occurred)
MEMORANDUM

TO: West Michigan Works! Workforce Development Board
FROM: ACSET Staff
DATE: April 3, 2017
RE: Service Center Updates

CNA Classrooms
WMW added CNA classrooms to three of our Service Centers: Kent (Westside), Muskegon and Ottawa. We’re partnering with training institutions to offer the training out of our space, providing easy access for our job seekers and needed space and capacity for the training institutions.

America’s Promise Grant
Grand Rapids Community College received a region-wide grant to promote healthcare career pathways and training across the region. WMW is heavily involved with both job seekers and employers in this opportunity. The grant is focusing on Kent County for the first year and expanding to all other counties in years two and three.

FAE&T Plus
WMW selected community partners for the FAE&T Plus program, which allows for a 50% reimbursement for services already being provided to Food Assistance recipients in Kent and Ottawa Counties. We are piloting the program with two other counties and working closely with the state to develop a system and framework that can be implemented statewide.

North Kent Community Services
WMW will offer job seeker services out of North Kent Community Services in Rockford two days a week starting this month. This partnership allows us to offer general job search activities to the public and continue serving the northern area of Kent County.