



**Executive Leadership and Strategic Engagement Committee
of the West Michigan Works! (WMW) Workforce Development Board (WDB)
Westside Service Center ▪ 215 Straight Ave. N.W. ▪ Grand Rapids, MI 49504**
The public may attend in-person or by remote participation via Teams.

[Click here to join the meeting](#)

Or call in (audio only): [+1 616-803-9815,,881138560#](#) United States, Grand Rapids

Phone Conference ID: 881 138 560# [Find a local number](#)

Monday, September 19, 2022 ▪ Meeting 11:30 a.m. – 1:00 p.m.

AGENDA

1. Call to Order and Attendance
2. Public Comment – Agenda Items
3. Approval of the May 9, 2022 Minutes **Action Required**
4. Report on Financial Activities **Information Item**
Bob Perkins, Chief Executive Officer
 - a. ACSET Financial Report - Notes to Fiscal Year Ending (FYE) June 2022 Board Financials
 - b. Proposed FYE 2022 Budget – Second Modification
5. WDB Term of Office **Action Required**
Jacob Maas, Chief Executive Officer
 - a. Member Term of Office: November 1, 2021 – October 31, 2023
 - b. Member Term of Office: November 1, 2022 – October 31, 2024
6. WDB Meetings
Janette Monroe, Executive Assistant
 - a. October 10, 2022 and December 12, 2022 Agendas **Discussion Item**
 - b. 2023 Meeting Dates **Action Required**
7. Strategic Plan Measurement Review **Discussion Item**
Janie McNabb, One-Stop Operator
8. Wagner-Peyser (WP) Proposed Rule **Discussion Item**
Jacob Maas
9. WDB Committee/Council Updates **Information Item**
 - a. Career Educational Advisory Council (CEAC): *Tonia Castillo, Committee Chairperson*
 - b. Legislative Committee: *Jim Fisher, Committee Chairperson*
 - c. Solutions Driven Committee: *Jordan Clark, Committee Chairperson*
10. Other Business
11. Public Comment
12. Adjournment

**Next Scheduled Executive Leadership and Strategic Engagement Committee Meeting:
November 14, 2022 Location: Westside Service Center**

**Executive Leadership and Strategic Engagement Committee Meeting
of the West Michigan Works! (WMW) Workforce Development Board (WDB)
Westside Service Center ▪ 215 Straight Ave. N.W. ▪ Grand Rapids, MI 49504
Public Access: <https://westmiworks-org.zoom.us/j/91552837564>
You can also dial in using your phone: +1 (929) 436-2866
Meeting ID: 915 5283 7564 Passcode: 170475
Monday, May 9, 2022 ▪ Meeting 11:30 a.m. – 1:00 p.m.**

MINUTES

Members/Alternates Present: Mark Bergsma (Chairperson), Heather Daniel (Vice-Chairperson), Jordan Clark, Jim Fisher, Jon Hofman, Shana Lewis (Lansing, MI), Scott McLean

Members/Alternates Absent: John Buchan, Jay Dunwell, Rebecca Herrington

Staff Present: Jacob Maas, Angie Barksdale, Bob Perkins, Amy Lebednick, Janette Monroe, Melanie White, Tawanna Wright

Guests Present: Janie McNabb (One-Stop Operator)

1. Call to Order, Chairperson Mark Bergsma at 11:44 a.m.
2. Public Comment – Agenda Items – None.
3. Approval of the March 14, 2022 Minutes

Action Required

Motion – Jim Fisher

Second – Scott McLean

Item Approved – Motion approved

4. Report on Financial Activities

Information Item

- a. ACSET Financial Report - Notes to March 2022 Board Financials
Jacob Maas, Chief Executive Officer, reviewed ACSET's statement of revenue and expenditures for the nine months ending March 31, 2022. Brief discussion took place, and Jacob and staff answered board members' questions.
- b. FYE 2022 Budget – First Modification
Jacob Maas reviewed that the budget for fiscal year ending June 30, 2022 was modified for consideration. Jacob reviewed the changes and answered board members' questions.
- c. FYE 2023 Budget
Jacob Maas reviewed that the budget for fiscal year ending June 20, 2023 was approved by the ACSET Governing Board. Jacob reviewed the budget which includes flat funding in various programs, budget for salaries, consumables, training, and direct client costs. Jacob reported that another budget modification will be presented to the board once final allocations are received.

5. WMW WDB Membership

Discussion Item

Jacob Maas, Chief Executive Officer, reported that current WDB member Norm Brady, President & CEO at the Associated Builders and Contractors, Inc. (ABC), will be retiring in the next few months. Staff will be seeking recommendations to fill his seat. Jacob reviewed that WDB member Mike Helsel, will no longer be

serving on the WDB and staff are seeking recommendations to fill his seat. Jacob also reported that Rebecca Herrington has announced she will be retiring and has made a recommended a co-worker to fill her seat.

6. WDB Meeting Agenda: June 13, 2022

Discussion Item

Janette Monroe reported that a representative from the Agribusiness Industry Talent Council will be presenting at the June WDB meeting. Further, a representative from the Michigan Bureau of Labor Market Information and Strategic Initiatives (LMSI) is also planning to present on labor market trends for the region and the state. Furthermore, Janette reported that beginning in June, the WDB meetings will take place at the Westside Service Center, with the exception of December.

7. Strategic Plan Update

Action Required

Janie McNabb, One-Stop Operator, reviewed that since January 2022, the Executive Leadership and Strategic Engagement Committee (Executive Committee or EC) has been focused on evaluating the continued relevance of the 12 strategies, considering environmental changes caused by the COVID pandemic. Janie reported that based on the board engagement process, she recommends revising 3 of 12 strategies, with minor adjustments that will reflect a new direction for each. Janie reviewed the recommendations as provided in the board packet. The EC members discussed the quarterly dashboard that is provided to the full WDB and how it identifies and correlates with the strategies and goals being met by the Strategic Plan. Janie recommended that EC members review the dashboard and internal progress with partnerships, etc. Janie also reviewed how the recommended changes will have slight impacts on West Michigan Works! operations. Per the agenda, this was a discussion item, but members decided to vote on the updated strategic plan and will request formal WDB approval at the June meeting.

Motion – Jim Fisher

Second – Scott McLean

Item Approved – Motion approved

8. Wagner-Peyser (WP) Proposed Rule

Discussion Item

Jacob Maas reported that on April 19, 2022. The Department of Labor (DOL) issued a proposed rule change in regard to Wagner Peyer (WP) that seeks to revert back to the old rule that required all states to ensure that WP activities are being performed by State Merit Based employees only. Jacob reviewed that the 1980s under the Engler administration, Michigan, Massachusetts, and Colorado sued DOL to allow the flexibility for their states to utilize Public Merit staff, instead of State Merit staff. The states lost the lawsuit, but in anticipation of the states appealing the ruling, DOL agreed to a settlement allowing Michigan, Massachusetts, and Colorado to use Public Merit staff, which the states have continued do since the agreement was made. More recently under the previous Trump administration, DOL allowed additional states to apply for a waiver to this flexibility. Several states have subsequently applied and transitioned from State Merit staff to Public Merit staff. Jacob reviewed that WP funds are currently the most “flexible” (participants do not need to be eligible to use) and are leveraged with multiple other funds to provide services such as job search support and services, registration for work and labor exchange activities. These funds are also used to support WMW’s physical infrastructure, the One-Stop, rent, IT and equipment to name a few. Currently, WP is approximately \$2M of our approximately \$30M budget. Jacob further reiterated that the Michigan Works! Agencies (MWAs) are not in support of this proposed rule change and are actively working to fight against it. Jacob reviewed the 60-day public notice and comment period that DOL must engage in before the rule can become final. Once the comment period closes, DOL will review and consider all comments received, issue a response and the final rule (which could change based on comments). Jacob reported that WMW is currently in the 60-day comment period, which closes on June 21, 2022. Jacob reviewed the steps that are being taken to respond to the proposed rule, such as the convening of a workgroup consisting of other MWA directors, a marketing firm, state/federal lobbyists, and policy advisors to create strategic

communication. The workgroup is planning meetings with State of Michigan Labor and Economic Opportunity (LEO) staff, and the Governor's office to determine their support stance, and a meeting with federal legislators. Jacob reported that MWAs are planning to submit comments and will prep board members and community members so they can submit comments as well. Jacob reported that this is a lengthy process to go through so there are no immediate impacts. Discussion took place and Jacob answered board members' questions.

9. WMW WDB Subcommittees Updates

- a. Career Educational Advisory Council (CEAC) **Discussion Item**
 Angie Barksdale, COO, reported that the CEAC last met on January 28, 2022, and the next meeting is scheduled for May 18, 2022. Angie reviewed with EC members that due to Cindy Brown's departure from the board, she is no longer the CEAC Chair. Angie stated that she has reached out to WDB member Tonia Castillo (Ottawa County Intermediate School District) to gauge her interest in serving as the new CEAC Chair. Tonia plans to attend the next CEAC meeting to get a better understanding of the role and responsibilities. Angie reminded the Committee that the new CEAC Chairperson must be appointed by the WDB Chair.
- b. Legislative Committee: **Information Item**
 Jim Fisher, WDB Member and Legislative Chairperson, reported that the committee met in April and discussed the MWA Legislative Priorities, funding, WMW services and programs, potential redistricting maps, and some upcoming legislator representation changes across the region. Jim stated that they discussed Going Pro Talent Funds (GPTF) and spent a lengthy amount of time discussing the proposed WP rule as reported above.
- c. Solutions Driven Committee: **Information Item**
 Jordan Clark, WDB Member and Solutions Driven Committee Chairperson, reported that the committee convened and will meet on June 2nd.

10. Other Business

Discussion Item

- a. Jon Hofman, WDB Member, inquired about whether next year's proposed budget increase was sufficient to cover increased labor expenses and bringing on additional staff. Discussion took place and Jacob answered board members' questions.

11. Public Comment- None.

12. Adjournment at 1:06 p.m. by Chairperson Mark Bergsma.

Recorded by: _____ Received by: _____

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MEMORANDUM

TO: Executive Leadership and Strategic Engagement Committee of the
West Michigan Works! (WMW) Workforce Development Board (WDB)

FROM: Bob Perkins, Chief Financial Officer

DATE: September 19, 2022

RE: Fiscal Year Ending (FYE) June 2022 Board Financials

Revenue

Revenues for the year ending June 30, 2022, totaled \$33.6 million which is 1.77% over the budgeted revenue and \$10.5 million greater than the prior year. The main difference was due to Going Pro Talent Fund (GPTF).

Expenditures

Overall operating expenses are above the proposed budget by 1.07%.

- Wages are up \$588K over the prior year mainly due to merit increases as well as a one-time step increase for employees.
- Fringe Benefits are up \$320K from the prior year due health insurance costs.
- Consumables are up \$253K more than the prior year and is \$332K greater than the budget. The main increase from the prior year is due to office furniture purchased for the Ottawa and Ionia service centers. The amount greater than the budget is due to classifying items as equipment purchases vs consumables.
- Outside Services are up by \$277K compared to prior year. The increase is from the build out of the Ionia service center, the Work Ready Assessment Web Applications Project, and the Career Coach Curriculum Program – GRCC.

Subcontractors increase over budget is mainly due to timing of spending more in the last quarter than budgeted in the WIOA Youth Program. The increase of \$404K over the prior year is due to the increase Future of Work (new fund) grant of \$81K, Clean Slate Pilot (new fund) of \$103K, Michigan Learning & Education fund (new fund) of \$89K as well as WIOA Youth Program.

Training expenses are \$8.089 million more than the previous year. Mainly due to Going Pro Talent Fund (GPTF).

Direct Client Expenses are over budget by \$498K and greater than the prior year by \$541K. The increase in budget is from using up Path Support Services specific funding sooner than expected and using another \$230K more than budgeted. Used \$226K more in supports in the Bres program than budget and the remainder due to timing differences in the spending of the Going Pro Apprenticeship Program.

Area Community Services Employment and Training Council
Michigan Works Agency Programs
Statement of Revenue & Expenses
For the Year Ending June 30, 2022

	YTD Thru June 2022 Actual	YTD Thru June 2021 Actual	YTD 2021/2022 Budget	Budget Variance	Budget Variance %
Total Revenue	<u>\$ 33,604,690</u>	<u>\$ 23,131,997</u>	<u>\$ 33,020,000</u>	<u>\$ 584,690</u>	<u>1.77%</u>
Expenses					
Operating Expenses					
Wages	\$ 10,775,505	\$ 10,187,546	10,850,000	\$ 74,495	0.69%
Fringe Benefits	3,847,407	3,526,846	3,925,000	77,593	1.98%
Consumable supplies	1,179,754	926,231	848,000	(331,754)	-39.12%
Transportation	82,763	49,088	78,000	(4,763)	-6.11%
Outside services	1,206,955	929,909	1,301,000	94,045	7.23%
Space and communications	1,745,377	1,775,995	1,779,000	33,623	1.89%
Equipment rent and maint	64,666	42,506	65,000	334	0.51%
Equipment purchases	182,920	201,454	508,000	325,080	63.99%
Other expense	<u>562,204</u>	<u>568,742</u>	<u>506,000</u>	<u>(56,204)</u>	<u>-11.11%</u>
Total operating expense	<u>19,647,551</u>	<u>18,208,317</u>	<u>19,860,000</u>	<u>212,449</u>	<u>1.07%</u>
Subcontractors	\$ 996,083	\$ 592,072	\$ 845,000	\$ (151,083)	-17.88%
Training	\$ 11,400,212	\$ 3,311,209	\$ 11,252,000	\$ (148,212)	-1.32%
Direct Client Expenses	<u>\$ 1,560,844</u>	<u>\$ 1,020,399</u>	<u>\$ 1,063,000</u>	<u>\$ (497,844)</u>	<u>-46.83%</u>
	<u>\$ 13,957,139</u>	<u>\$ 4,923,680</u>	<u>\$ 13,160,000</u>	<u>\$ (797,139)</u>	<u>-6.06%</u>
Total Expenses	<u>33,604,690</u>	<u>23,131,997</u>	<u>33,020,000</u>	<u>(584,690)</u>	<u>-1.77%</u>
Excess of Revenue over Expense	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>0.00%</u>

Unaudited

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MEMORANDUM

TO: Executive Leadership and Strategic Engagement Committee of the West Michigan Works! (WMW) Workforce Development Board (WDB)

FROM: Bob Perkins, Chief Financial Officer

DATE: September 19, 2022

RE: Fiscal Year Ending 2022 Budget – Second Modification – Due to Increased Expenditures

The budget modification for the fiscal year ending June 30, 2022, was presented and approved on August 22, 2022 by the ACSET/West Michigan Works! Governing Board.

Revenue

The 2021-2022 budget modification increases grant income by \$700,000. The main funds that contributed to this difference is PATH, WIOA, Wagner Peyser, Going Pro Talent (GPTF), Bres, and Clean Slate.

Expenditures

- Wages and Fringes were adjusted down due to the budget items coming in lower than anticipated.
- Consumables were higher than anticipated due to classifying costs as equipment purchases vs consumables.
- Other Expenses are adjusted higher to reflect actual and to be in line with prior year's actual and current year actual.

Subcontracted Program costs is being increased by \$151,000 for the timing differences in WIOA Youth Program.

Training costs is being increased by \$148,000 primarily due to timing differences in Going Pro Talent Fund.

Direct Client Cost is increasing by \$497,000K and represents increases in timing differences in Path, Bres, and Going Pro Talent Fund.

Area Community Services Employment and Training Council

General Fund

Michigan Works! Budgetary Comparison Schedule

For the Fiscal Year Ending June 30, 2022

	Fiscal Year 2021 - 2022 Proposed Mod 1	Fiscal Year 2021 - 2022 Proposed Mod 2	Increase (Decrease)
REVENUES			
Grant Income	\$ 33,000,000	\$ 33,700,000	\$ 700,000
Program income	20,000	20,000	-
TOTAL REVENUE	\$ 33,020,000	\$ 33,720,000	\$ 700,000
EXPENDITURES			
Operating costs:			
Wages	\$ 10,850,000	\$ 10,780,000	\$ (70,000)
Fringe	3,925,000	3,850,000	\$ (75,000)
Consumables	848,000	1,180,000	\$ 332,000
Transportation	78,000	83,000	\$ 5,000
Outside Services	1,301,000	1,281,000	\$ (20,000)
Space & Communications	1,779,000	1,779,000	\$ -
Equipment Rent & Maintenance	65,000	65,000	\$ -
Equipment Purchases	508,000	183,000	\$ (325,000)
Other Expenses	506,000	563,000	\$ 57,000
Subcontracted program costs	845,000	996,000	\$ 151,000
Training costs	11,252,000	11,400,000	\$ 148,000
Direct client expenditures	1,063,000	1,560,000	497,000
SUBTOTAL OPERATING EXPENSES	\$ 33,020,000	\$ 33,720,000	\$ 700,000
Net Change in Fund Balance	\$ -	\$ -	\$ -

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MEMORANDUM

TO: Executive Leadership and Strategic Engagement Committee of the
West Michigan Works! (WMW) Workforce Development Board (WDB)

FROM: Nomination Committee

DATE: September 19, 2022

RE: Member Term of Office: October 31, 2021 – November 31, 2023

Background

As of June 2022, the WDB has two (2) vacant seats on the board for the term of office through October 31, 2023. The vacant Business seat, was previously filled by Becky Herrington whom recently retired from Perrigo. Kolene Miller, Global Diversity Officer & Global Talent Acquisition Strategy Director with Perrigo, has submitted an application to fill her seat.

The Higher Education seat was previously filled by Dr. Bill Bink, President of Grand Rapids Community College (GRCC). Dr. Pink recently departed this position. GRCC is in the process of selecting the successor, therefore it is recommended to keep this seat vacant for the time being and/or until this position is filled.

Action

The WMW WDB Nomination Committee is requesting approval from the Executive Leadership Committee to support Kolene Miller to the ACSET Governing Board for appointment to serve on the WDB with the term of office dates through October 31, 2023 and to await filling the Higher Education seat until further notice.

Business (1):

Kolene Miller (Perrigo)

Pending**Higher Education (1):**

vacant-GRCC

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MEMORANDUM

TO: Executive Leadership and Strategic Engagement Committee of the
West Michigan Works! (WMW) Workforce Development Board (WDB)

FROM: Nomination Committee

DATE: September 19, 2022

RE: Member Term of Office: November 1, 2022 – October 31, 2024

Background

At the end of June 2022, the West Michigan Works! Workforce Development Board had seventeen (17) board members whose term of office expire on October 31, 2022.

At that time, there were the following openings:

Business (8):**Community-Based Organization (3):****Economic Development (2):****Higher Education (2):****Organized Labor/Employee rep (1):****Vocational Rehab (1):**

Of those, Dave Smith and Norm Brady retired leaving two vacant business seats. WMW received an application from Sara Whisler (FlexFab) to fill one of those vacant seats. In addition to those openings, WMW received an application from Jen Schottke (West Michigan Construction Institute). Lastly, an application was received from Greg King (Lakeshore Advantage) to fill the previous seat held by Mandy Cooper (Lakeshore Advantage).

WMW collected 16 applications for the November 1, 2022 - October 31, 2024 office term. Applications were reviewed by a Nomination Committee assigned by the Executive Committee. The proposed slate of applicants is attached below.

Business (6):

Nora Balgoyen, Mark Bergsma, Randy Boss, Kenyatta Brame, Heather Daniel, Sara Whisler

Community-Based Organization (4):

Kristin Garriss, TaRita Johnson, Mark Thomas, Jen Schottke

Economic Development (2):

Greg King, Morgan Carroll

Higher Education (2):

Dan Rinsema-Sybenga, Stacy Young

Organized Labor/Employee rep (1):

Dan TenHooopen

Vocational Rehab (1):

Cathy Cronick

Action

The WMW WDB Nomination Committee is requesting approval from the Executive Leadership Committee to support the slate of applicants listed below to the ACSET Governing Board for appointment to serve on the WDB with the term of office dates of November 1, 2022 through October 31, 2024. Based on the applications received (including the members listed in Item #5b, the WDB would continue to meet State requirements and the WDB would be represented by 32 members' total.



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MEMORANDUM

TO: Executive Leadership and Strategic Engagement Committee of the
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FROM: Janette Monroe, Executive Assistant

DATE: September 19, 2022

RE: 2023 Meeting Dates

Background

West Michigan Works! staff members would like to propose the following schedules for the upcoming 2023 Executive Leadership and Strategic Engagement Committee and Workforce Development Board meetings.

Executive Committee at 11:30 a.m. – 1:00 p.m.

January 9, 2023
March 13, 2023
May 8, 2023
September 18, 2023
November 13, 2023

WDB at 12:00 p.m. (lunch at 11:30 a.m.) – 1:30 p.m.

February 13, 2023
April 10, 2023
June 12, 2023
October 9, 2023
December 11, 2023 (Combined with the ACSET Governing Board)

Action

WMW is requesting support and approval from the Executive Committee of the 2023 meeting schedule.



Service Summary Oct 1, 2021 to Apr 30, 2022

The data shown on this Service Summary are indicators of the organization's progress toward fulfillment of its services-based strategic priorities, as developed in the 2020 Strategic Plan: Enhanced Relationships, Pipeline Development, and Diversity and Inclusion. Each indicator is a reflection of the work conducted on an operational level to ensure robust service delivery and strategic plan alignment.

Additional information and explanation about the data presented are included the narrative.

Strategic Plan Alignment



Enhanced Relationships



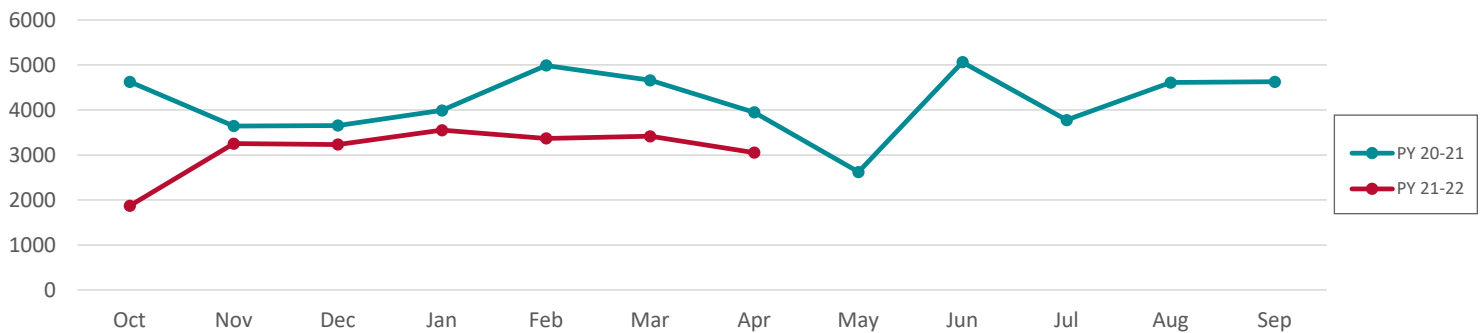
Pipeline Development



Diversity and Inclusion

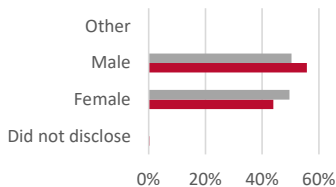
Service Center Traffic & Call Volume* (PY comparison by month)

*call volume not included in PY 21-22 numbers

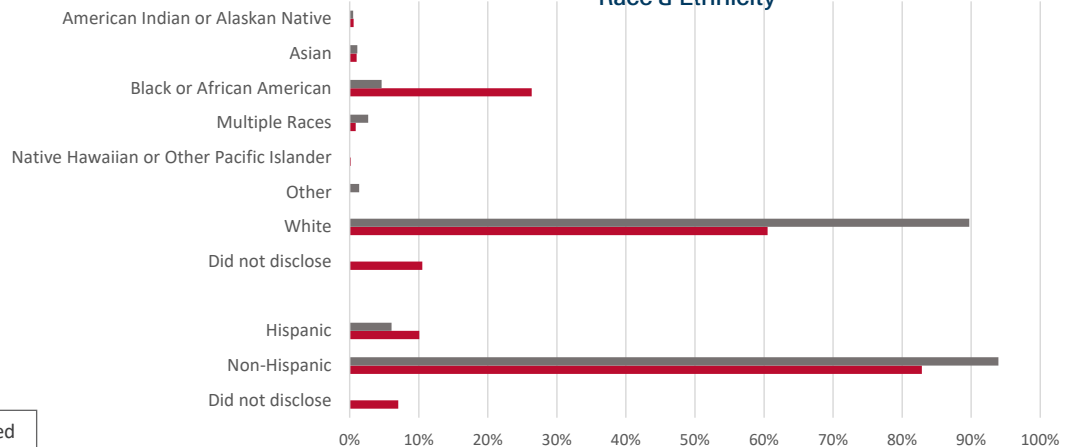


Diversity of Job Seekers Served

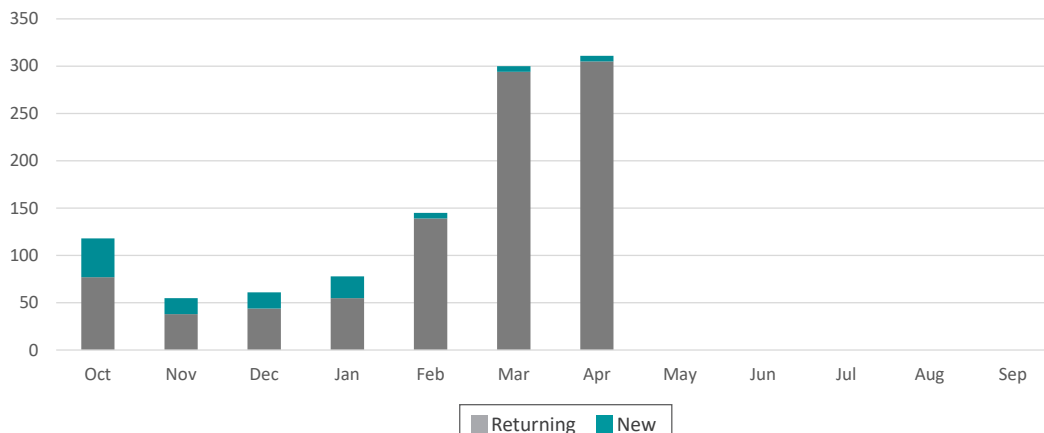
Gender



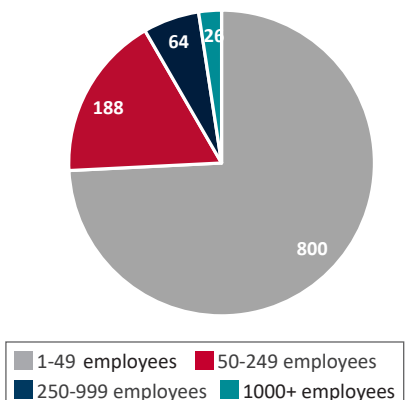
Race & Ethnicity



Employers Served (unique count)



Diversity of Employers Served (by size)



Jobs Filled by Industry

Item #7

Reference Only

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Agribusiness	0	0	0	0	4	2	0					
Construction	0	38	0	0	0	3	2					
Health Care	65	59	200	96	622	480	87					
Information Technology	0	0	0	16	9	2	6					
Manufacturing	461	300	313	69	307	704	157					
Other	58	141	77	92	116	139	58					
TOTAL	584	538	590	273	1058	1330	310					

Training: by Industry

	New Hire	Classroom	Apprenticeship	Credentials Earned
Agribusiness	0	0	0	0
Construction	21	118	1	5
Health Care	15	182	11	42
Information Technology	11	3	0	1
Manufacturing	144	12	0	3
Other	49	46	1	102
TOTAL	240	361	13	153

Active grants supporting new hire, classroom and apprenticeship training this reporting period:

MICA 2.0
MAICA 2.0
WIOA Incumbent Worker Training
WIOA On-the-Job Training
WIOA Individual Training Accounts
Going PRO Apprenticeships (GPA)
PATH Subsidized Employment
Future of Work
National Dislocated Worker Grant
Young Professionals

Training (completed): Going PRO Training Fund FY21

	New Hire	Classroom	Apprenticeship
Agribusiness	215	230	5
Construction	338	225	68
Health Care	770	156	30
Information Technology	164	146	0
Manufacturing	1892	1463	76
Other	179	372	38
TOTAL	3558	2592	217

Numbers as of March 15, 2022

Hiring Events

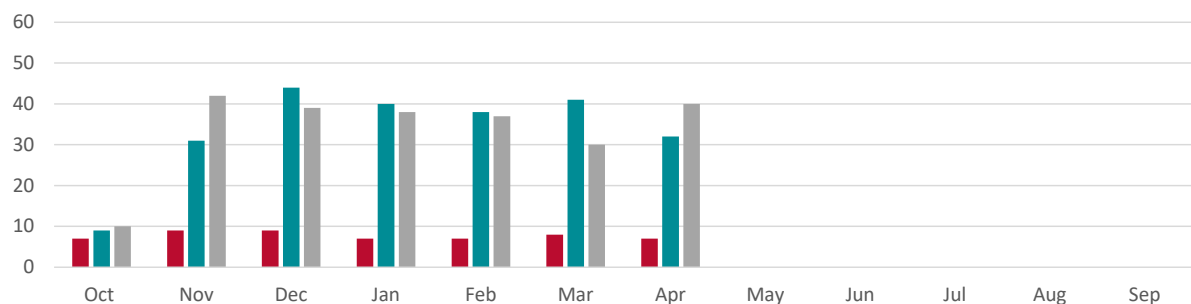
	Events	Participating Employers	Job Seekers
Q1	4	78	38
Q2	4	99	50
Q3			
Q4			
TOTAL	8	177	88

Retention Solutions Network

Employer members Employees served Barriers addressed

Success coach hours
(cumulative, reported quarterly)

432.00



WorkReady Certificates Earned (cumulative, reported quarterly)

1,940

Pre-Assessments

133

Post-Assessments

53

WorkReady Certificates

103

WorkReady Plus Certificates



Service Summary
Oct 1, 2021 to Apr 30, 2022

Reference Only

Workforce Development Board Dashboard Narrative

October 2021 – April 2022

Service Center Traffic & Call Volume

In October of 2021, West Michigan Works! began implementing a new tracking system. During this transition, UIA reinstated the requirement to register for work and the previously tracked service center calls shifted to include only UIA virtual appointments. Data that is not reflected in the recorded for traffic are the virtual services being provided without an appointment and those being provided through workshops, focused job search, and coaching sessions. We anticipate being able to capture all virtual services with the next stage of implementation.

Diversity of Job Seekers

With the implementation of the new system mentioned above, WMW has resumed tracking demographic data. Although we are in the early stages of collecting this information, we will continue to monitor and evaluate race, ethnicity, and gender as we move forward. Please note that WMW did find an error in this tracking on the previous dashboard. That error has been addressed and the information reflected in this report has been updated.

Employers Served

The numbers reported are unique employers served each month. An employer is counted once per program year as unique; this occurs the first time an employer receives value-added services within a program year. A new employer is one that has never been engaged with WMW. A returning employer is one that has received services from WMW in a prior program year(s).

Diversity of Employers

Diversity of Employers provides a comprehensive picture of our employer base. This metric reports the diversity of employers served by company size (total number of employees) and can be helpful in planning strategies for identifying specific employer groups for size-targeted initiatives. Industries represented in the “Other” category include: consulting, education, entertainment/media, finance, government, hospitality, not-for-profit, retail, recreation, staffing agency, and communication. A majority of employers served by the Business Solutions department are small employers with 49 or less employees.

Jobs Filled by Industry

This is the total number of jobs filled for an employer based on their designated industry. These positions were filled for each employer through WMW assistance and services. The dashboard report shows a sharp increase in jobs filled. This is primarily due to late employer reporting of new hires for close out of Going PRO Talent Fund FY21 awarded grants. Additionally, there is an increase specifically for healthcare as a result of a large hiring held by Spectrum Health and a pilot partnership program with a local manufacturing to offer employment opportunities for New Americans.

Reference Only

Training: Credentials by Industry

Active grants (not including Going PRO Talent Fund) administered by WMW to support eligible new hire, classroom and apprenticeship training this program period. Some trainings such as On-the-Job Training (OJT) result in advancement of skills and wages but not necessarily a recognized credential.

Training: Going PRO Talent Fund

The Going PRO Talent Fund (GPTF) numbers presented are reflective of trainings that have been completed and paid out. FY21 trainings were authorized to take place from February 2021 through January 2022. Nearly 96% of FY21 trainings have been billed with the remainder of billing to occur through June 2022. FY22 GPTF awarded training is authorized to take place from January 2022 to December 2022.

Hiring Events

A majority of hiring events are currently held virtually. Finding qualified talent continues to be a challenge, but we are pleased with the overall employer response. WMW continues to look for new and innovative ways to conduct outreach to job seekers. A survey will go out to participating employers and job seekers of our hiring events to gauge interest on holding in-person events in the future.

Retention Solutions Network

Success Coaches provided both virtual open-hours for each employer and dedicated, onsite hours depending on the needs of each employer. This data reveals the total number of employees served but does not consider the high number of touchpoints each employee had with our Success Coaches. The barriers addressed include transportation, housing, medical bills, and utilities, so that employees can successfully engage in the workplace.

WorkReady Certificates

WorkReady is an employability skills curriculum developed in coordination with employers. It consists of nine modules: five “core employability skills” and four “advanced employability skills”. Job Seekers take a pre-assessment to determine areas of readiness and areas for improvement; they only attend workshops for areas identified as needing improvement. Following attendance at any needed workshop(s) job seekers take the post-assessment to ensure they’ve gained the knowledge necessary to understand and use that skill. Following a successful pre-assessment, workshops, and post-assessment, job seekers receive a certificate that communicates to regional employers that they are “work ready.” Job Seekers can choose to obtain a WorkReady Certificate, consisting of the five core employability skills or work toward a WorkReady Plus Certificate that includes the advanced modules.