2018 IMPACT AWARDS

Recognizing the finest achievements in workforce development statewide

ECONOMIC PROSPERITY. EVERYONE WORKS!
11:00  OPENING REMARKS*
Luann Dunsford
CEO
Michigan Works! Association

*lunch available during this time

11:30  AWARDS CEREMONY
Emcees
Charlie Mahoney
Chairperson
Michigan Works! Association
Four-M Associates - Communications Group
Conan Smith
Second Vice Chairperson
Michigan Works! Association
Michigan Works! Southeast
Local Elected Official

1:45  CLOSING REMARKS

ECONOMIC PROSPERITY. EVERYONE WORKS!
Workers need the right skills to compete for available jobs. Businesses need a talented workforce.

Providing programs and services focused on job preparedness, career-based education, worker training, employment assistance and unemployment insurance.

To find out more, contact michigan.gov/tia or call 517-335-5858
The **MICHIGAN WORKS! SYSTEM** is made up of regional Michigan Works! Agencies.

Michigan Works! Agencies are on the front lines, meeting the talent demands of employers, responding to the unique needs of each community and developing talent for the 21st century economy.

Michigan Works! Agencies are proud partners of the [American Job Center](https://www.americanjobcenter.com) network.
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February 21, 2018

Dear Friends,

It is a pleasure to welcome you to the 2018 Michigan Works! Impact Awards in Lansing.

Michigan’s great employers, workers and talent development leaders have continued to show a commitment to strengthening our communities by creating more and better jobs across our state. Over half a million private sector jobs have been created in Michigan since 2010 and Michigan ranks number one in the nation for total manufacturing jobs created. Attracting talent is critically important to ensuring a healthy 21st Century economy, and Michigan is now above the national rate in terms of population growth among 25-to 34-year olds.

We are showing students that there are multiple pathways to high-wage, high-demand jobs in Michigan. In 2017 we formed the Michigan Career Pathways Alliance to ensure Michigan students are best prepared for a prosperous career by improving access to good jobs in Michigan. Our state’s unemployment rate is near its lowest point in 17 years and our labor market has grown significantly. Michigan is now outpacing the national average in terms of workforce growth rate and, for the first time since the turn of the century, more people are moving into Michigan than moving out. I applaud your efforts and dedication to helping Michiganders around the state.

I hope you reflect on and enjoy this success while continuing to move forward to meet the demand of our state’s growing economy. Regional collaboration and talent placement efforts continue to be critical as we work together to attract and retain skilled workers for the state’s next half a million private-sector jobs. Thank you for your dedicated service and congratulations to this year’s deserving honorees. I am confident your continued efforts to build a skilled and adaptable workforce in Michigan will positively impact our state for years to come.

Please accept my very best wishes for a productive, enjoyable and memorable gathering.

Sincerely,

Rick Snyder
Governor
Dear Friends:


We are so pleased to share a unique look at the work that is transforming Michigan’s economy -- a glimpse of the results provided by continuing economic growth.

The Michigan Works! demand-driven approach produces extraordinary results, some of which you’ll hear about today. These stories include award-winning apprenticeship models, robust career and technical education programs and more.

For over 30 years, Michigan Works! has championed its mission to build economic and talent potential and make Michigan a place of economic prosperity, where everyone works.

You will see firsthand how Michigan Works!, through public and private sector partnership, helps businesses identify solutions and prepare a diverse and inclusive workforce for the jobs of tomorrow, at all education and skill levels.

The award winners we recognize include businesses, workers, Michigan Works! Agencies and partners.

However, there are other essential achievements behind the scenes—a strong and evolving policy and budgetary framework, coupled with regulations that were created to support a strong economic future.

We offer our thanks to the policy leaders, lawmakers, community partners and others in the private, nonprofit and education sectors, who have helped make today’s achievements possible.

Together here in Michigan we are making an impact—one job at a time.

As we reflect on the successes of the past year, we look forward to continued commitment and dedication to building a skilled workforce in Michigan.

Sincerely,

Charlotte (Charlie) Mahoney, Chairperson, Board of Directors
Michigan Works! Association
President, Four-M Associates - Communications Group
In 2017, the Capital Area Michigan Works! Business Services Team partnered with 571 businesses in the Greater Lansing region to fill 2,675 jobs. In addition, 260,031 individuals visited one of the three Capital Area Michigan Works! American Job Centers for assistance achieving their career goals, and 5,940 individuals were served in eight intensive programs. Connecting with business. Strengthening our workforce.
Capital Area Manufacturing Council (CAMC) is part of Capital Area Michigan Works!, who supports the Council both financially and strategically. Capital Area Michigan Works! also provides opportunities for CAMC members through manufacturing-specific education, employment services, executive and industry education and economic development.

One of those opportunities was the 2017 Manufacturing Day, coordinated by the Capital Area Manufacturing Council.

Initiatives like Manufacturing Day are important to the region because they promote the opportunities available in skilled trades and provide viable, alternate career paths for students.

The number of STEAM (science, technology, engineering, arts and math) jobs in the U.S. will grow by 14 percent from 2010-2020, and 51 percent of parents say STEAM should be a priority to produce the next generation of innovators.

With this in mind, the Capital Area Manufacturing Council works to increase awareness of the skilled trades and manufacturing jobs available to students and graduates throughout Mid-Michigan.

To that end, CAMC coordinated a region-wide initiative for the National Manufacturing Day campaign. This initiative covered Clinton, Eaton, Ingham, Ionia and Livingston Counties, exposing more than 1,000 middle and high school students to local manufacturing opportunities in one day.

“The collaboration needed with the schools, manufacturers and transportation partners region-wide is not a small undertaking. The commitment of Michelle Cordano, executive director of the Capital Area Manufacturing Council, and her board is one to be commended. Their efforts will continue to have an impact for years to come,” said Capital Area Michigan Works! CEO Edythe Hatter-Williams.
- CONGRATULATIONS -

Timika Clarke | City of Detroit | Detroit Employment Solutions Corporation | Detroit Medical Center
Focus: HOPE | Henry Ford Health System | Oakland University School of Nursing Continuing Education
St. John Providence

IMPACT AWARD presented for strategic partnership and collaboration on training that addresses a critical skills gap and creates employment opportunities.

Left: Timika Clarke (left) with Mayor Mike Duggan and a fellow graduate
Right: Detroit at Work Graduates

... WHAT ELSE IS GOING ON?

DESC is once again the lead partner for ‘Grow Detroit’s Young Talent’, Mayor Mike Duggan’s summer jobs program for Detroit youth age 14-24. This program has provided six-week summer job opportunities for over 8,000 youth each of the last two years, and is supported by a $10MM budget from a range of funding sources including employer donations, foundations and the public.
The ‘Detroit at Work’ Healthcare training model is a partnership between three of the city’s biggest healthcare employers - St. John Providence, Detroit Medical Center and Henry Ford Health System - to address a skills gap by creating a shared training curriculum.

This curriculum, developed by Detroit Employment Solutions Corporation (DESC), Focus: HOPE and Oakland University School of Nursing Continuing Education, prepares Detroiters for entry-level positions in the healthcare field with these three employers.

The curriculum includes job readiness and clinical skills aligned to the requirements of the employers.

Oakland University, Focus: HOPE and DESC conducted multiple outreach and recruitment events, as well as “lunch and learn” events with the employers in advance of the interview process.

After the first five cohorts of training, 110 have graduated and 80 job offers have been made.

One of the graduates is Timika Clarke. Following completion of the training, she was hired by St. John Providence and works as a patient care technician in the Neurology department.

“The Detroit at Work program gave me the essentials to prepare me for a career and not just a job,” said Timika. “I am greatly honored that I had an opportunity that has opened a whole new world of success and pride. I am finally able to do something that I love!”

Additional health care employers are now starting to inquire about the possibility of hiring program graduates.

Further Detroit at Work healthcare training program cohorts are currently underway and employers are starting to interview these cohorts as well. Recruitment activities are underway for further cohorts. Training takes place at the Detroit campus of Oakland University School of Nursing Continuing Education, located at Focus: HOPE.
- CONGRATULATIONS -
Great Lakes Bay Michigan Works! | Mobile Medical Response, Inc. (MMR) | Nancy McMurray

IMPACT AWARD presented for growing operations and collaborating on customized recruitment and accelerated training opportunities to meet demand.

Direct interaction with our employer customers empowers us to adapt, respond and customize solutions for challenging recruitment projects. Through innovative partnerships with employers and training providers we have helped create on-demand, accelerated training programs with near 100% placement, including a pay-to-train EMT to paramedic program, chemical processing, diesel tech, CNC, and advanced manufacturing.
In May 2016 Mobile Medical Response, Inc. (MMR), an emergency medical service (EMS) company serving 15 Michigan counties, met with Great Lakes Bay Michigan Works! (GLBMW) to discuss their critical need for emergency medical technicians (EMT) and paramedics. They expressed concern that the ability to provide high-quality service would be jeopardized if a solution is not found.

GLBMW provided assistance to MMR in their successful 2017 Skilled Trades Training Fund (STTF) grant award and worked with them to design a customized recruitment and accelerated training strategy to address their immediate need for paramedic candidates.

In this unique, innovative collaboration MMR created an academy-style course to fast-track new-hire EMTs with the goal of advancing them into a paramedic career. GLBMW helped recruit the initial group of 30 EMTs through a variety of activities.

“The collaboration with the GLBMW team was essential in attracting, screening and retaining quality candidates,” said Steve Myer, Director of Patient Access. “Our EMT courses were full of students eager to develop long-term careers in EMS. Their common sense approach allowed the project to stay on track and together we created a foundation for future training and solution for critical staffing resources.”

Once MMR’s first EMT course was complete, GLBMW helped successful EMT candidates transition into paramedic training by using Workforce Innovation and Opportunity Act (WIOA) funds to help pay for their continued education.

Nancy McMurray started with GLBMW after hearing about the new EMT opportunity MMR was offering. A Certified Nursing Assistant, Nancy knew that she wanted to do more within her community and she felt this was the career path that she had always dreamed of but was out of reach because she had to support her family.

Nancy completed the training, passed her exam and received a State of Michigan EMS professional license. She is now employed full-time as an EMT for MMR and continues her classroom training and clinicals to become a paramedic.

“It has been extremely difficult to be away from my family while spending so much time with work and clinicals, but I am dedicated to making a better life for them,” said Nancy. “Without the help from Great Lakes Bay Michigan Works! I would not have had this opportunity. I am grateful for the chance to advance my career and future for my family.”
- CONGRATULATIONS -
Di’Anndra Davis  |  Flint Housing Commission  |  GST Michigan Works!  |  Metro Flint Youth Build
WT Stevens Construction, Inc.

IMPACT AWARD presented for growing operations and collaborating on customized recruitment and accelerated training opportunities to meet demand.

GST MICHIGAN WORKS!

... WHAT ELSE IS GOING ON?

GST Michigan Works! expanded its reach in October 2017, opening a new service center in Fenton. With over 70,000 career seeker visits in Genesee County last year, we are leveraging industry relationships and regional partnerships to create real-time talent strategies that assist employers in sourcing, developing and retaining talent.
Di’Anndra Davis was homeless and unemployed when she first visited GST Michigan Works! As a mother of two, she wanted to turn her life around and provide for her family.

Di’Anndra was referred to GST Michigan Works! through the PATH (Partnership. Accountability. Training. Hope.) program. Right away, Di’Anndra’s Career Coach, Sue Hughes went to work.

Through the GST Michigan Works!/Metro Flint Youth Build partnership, Di’Anndra was engaged in an apprenticeship-readiness opportunity with WT Stevens Construction along with paid work experience with the Flint Housing Commission.

Throughout the work experience, GST Michigan Works! continued to support Di’Anndra’s efforts with career coaching and transportation support services. This unique work-based learning opportunity provided Di’Anndra with valuable, hands-on training and experience in the construction industry.

Shortly after completing her work experience with the Flint Housing Commission, Di’Anndra was hired by WT Stevens to replace lead pipelines for Flint residents.

Today, Di’Anndra is well on her way to home ownership in the community. One of the things she enjoys most about her job is the opportunity to help the Flint community with safe drinking water.

“I love seeing the look on my children’s’ faces when I tell them about the work that I do,” says Di’Anndra.

When partners work together to build well-trained, talented employees, help them learn new skills, overcome barriers and become successful, everybody wins.
- CONGRATULATIONS -
Kinexus  |  Lyons Industries Inc.  |  Michigan Department of Health and Human Services

IMPACT AWARD presented for a leadership role in establishing a Business Resource Network (BRN) through strategic partnership and collaboration.

... WHAT ELSE IS GOING ON?

The LINK (Business Resource Network) is a private-public collaborative whose purpose is improved workforce retention through onsite employee support and training services. The LINK has served over 400 employees, removing 422 barriers to sustainable employment in 2017. The barriers are related to transportation, food, housing, financial and medical.
With the regional unemployment rate nearing three percent, employee retention of new and existing workers created a burden for area employers who could grow but are struggling to maintain adequate production and staffing levels.

Kinexus understood these local challenges and acted in partnership with Lyons Industries to address the issue through a newly established business resource network (BRN), The LINK. The LINK is a regional partnership where member employers establish the strategic direction and Kinexus facilitates solutions to remove employment barriers and sustain retention.

Launched in September 2016, The LINK provides services to over 1700 employees at 11 businesses, with a goal of serving 20 businesses and their employees. Within the last year, The LINK’s Success Coach has already assisted nearly 300 individuals.

Business expenditures for lost entry-level workers are projected at $3,500 per one employee turnover. To date, the program has resulted in a return on investment of 802 percent and over 1,260 percent specifically for Lyons Industries.

“The LINK has exceeded all expectations and helped stabilize my workforce for the first time in years,” said Lance Lyons, Lyons Industries.

The LINK is projecting to serve nearly 500 employees over the next year. The top barriers employers are experiencing that Kinexus and area partners have helped address are transportation, food insecurity, housing, financial literacy and utility delinquency.

“Overall, Lyons Industries has been a great community partner and advocate of the business resource network. Lance’s strategic vision and financial support have really increased our outcomes and impact to the community,” said Alex Grumbine, Director of Strategic Partnerships, Kinexus.
- CONGRATULATIONS -
Amber Steinmetz | Macomb/St. Clair Michigan Works!

IMPACT AWARD presented for strategic partnership with Michigan Works!
to provide local training and employment opportunities.

... WHAT ELSE IS GOING ON?
During the 2017 Program Year, Macomb/St. Clair Michigan Works! assisted 1,590 individuals with PATH activities and support leading to employment and economic self-sufficiency. During this time 852 individuals obtained full-time employment with an average hourly wage of $10.25 per hour; 156 individuals participating in community service experiences and 334 individuals received vocational education and training.
As the mother of three children whose husband has a disability, Amber Steinmetz came to the Macomb/St. Clair Michigan Works! Career Center in Port Huron as an applicant for Temporary Assistance to Needy Families (TANF). She then successfully transitioned to the PATH (Partnership. Accountability. Training. Hope.) program.

Soon after, she began full-time employment. Selected for admission to the nursing program at St. Clair County Community College, Amber maintained full-time employment until she began the training.

With a PELL award and the additional support of Michigan Works! training funds through the Workforce Innovation and Opportunity Act (WIOA), Amber had the financial resources to enroll in school.

The training hours also counted toward the PATH requirement. In addition to tuition assistance, Amber received WIOA supportive services for the training required books, supplies, uniforms and licensing fees.

By braiding multiple resources, Macomb/St. Clair Michigan Works! assisted Amber in successfully completing an education plan and enabled her to earn an Associate Degree in Nursing (ADN).

It also propelled her to self-sufficiency and financial stability for her family. Amber is employed full-time at St. John Hospital and Medical Center as a Registered Nurse.

“When my husband was no longer able to work, the PATH program provided the assistance and guidance necessary to fulfill my dream of being a nurse,” said Amber.

Macomb/St. Clair Michigan Works! has contributed WIOA training funds for over 450 individuals enrolled in nursing programs since July of 2014. Currently, nearly 200 individuals are attending nursing programs with the assistance of Macomb/St. Clair Michigan Works! to help meet the growing need of employers in the healthcare industry.
- CONGRATULATIONS -
Kirtland Community College | Curtis Marculewicz | Michigan Works! Northeast Consortium
Weyerhaeuser

IMPACT AWARD presented for playing a leadership role in the demand-driven process in order to provide local employment and training opportunities.

... WHAT ELSE IS GOING ON?
PREPARING TOMORROW’S JOB SEEKERS: Michigan Works! Northeast Consortium has been listening to what area employers are saying...that many of the younger job seekers aren’t coming to them with the necessary soft skills. So we’re doing something about it! In multiple schools, we’ve been presenting to high school seniors about “Reflecting a Positive Image” and “How to Interview.” It is our hope that educating students on what employers expect from them right from the first impression will make a positive impact as they enter the workforce.
The Grayling Weyerhaeuser Mill has been an active employer in the local community for 35 years. Committed to growth, they plan on investing over $75 million into their facility over the next five years.

Weyerhaeuser relies on Michigan Works! to help with staffing and training needs, taking full advantage of programs like On-the-Job Training (OJT) funds.

Weyerhaeuser received reimbursement of over $8,000 for their training and development and thanks to the services they’ve received from Michigan Works!, they have trained 79 individuals, filled two new positions and created two new jobs in recent months.

One of those success stories is Curtis Marculewicz. Despite only having his GED, Curtis learned a technical trade and had a good paying job working as a Service Tech out of state until the market crashed in 2016. Curtis returned to his family in Michigan and got a job as a tech in a tire store earning less than half his previous salary.

Unable to make ends meet, Curtis applied for welfare assistance. With the help of Michigan Works! in Grayling, he found an opportunity offering an OJT at Weyerhaeuser. With the OJT secured, Curtis no longer needed to go on welfare assistance and was able to put his skills to work at Weyerhaeuser.

“Michigan Works! helped me in the nick of time with an OJT at Weyerhaeuser with training that paid enough to support my family,” said Curtis.

Thanks to the training opportunity provided by Michigan Works!, Curtis was able to receive the support he needed to learn a new trade, secure employment and gain stability with one of the largest, best-paying employers in the area.

Michigan Works! Northeast Consortium has also helped Weyerhaeuser secure over $37,000 in Skilled Trade Training Funds this year alone to address the challenge of classroom training for rotating shifts of workers. Thanks to a strong partnership between Kirtland Community College and Michigan Works!, plans were established that brought instructors directly to the company.

That same partnership with Kirtland Community College resulted in Weyerhaeuser becoming DOL certified for their Apprenticeship program, believing that building the skills of the workforce is vital to the continued success of the community.
- CONGRATULATIONS -
Hayden Hager  |  Michigan Works! Region 7B Consortium  |  Roll-Rite, LLC

IMPACT AWARD presented for collaboration with Michigan Works! to provide local training and employment opportunities.

... WHAT ELSE IS GOING ON?

Michigan Works! Region 7B is committed to helping employers develop talent pipelines to meet the local talent demands. One of the ways we do this is through Talent Tours, which allow for employers to increase awareness about careers in their business. Over 225 students and community members attended Talent Tours in the fields of manufacturing, health care, local government, skilled trades, culinary, Department of Natural Resources and even radio.
Roll-Rite’s roots in Gladwin County date back to 1978 when it began as a small custom metal fabricator. In 1991, with just 25 employees, the company became incorporated, patenting its first tarp system. In 2001, the company designed and manufactured its own complete tarping system. Assisted by state export programs, Roll-Rite has since grown its customer base and ships products to various countries around the world.

Leadership at the company work closely with Michigan Works! Region 7B Consortium and other partners to recruit talent, offer plant tours, arrange co-ops and internships, provide employee training and recently explored the process of offering Registered Apprenticeships.

When Roll-Rite moved their facility to the City of Gladwin in 2014, more career opportunities were available for residents like Hayden Hager, who had worked in surrounding counties and had experience in the dispatching and automotive service industry.

**Roll-Rite felt that Hayden would be a great candidate for the salesperson position they had available, but knew that he would need training to become proficient in the position. Michigan Works! Region 7B Consortium determined that Hayden would be eligible to participate in the On-the-Job Training (OJT) contract and partnered with Roll-Rite to make it happen. The OJT allowed Hayden to get the personalized training he needed.**

“As a graduate of Gladwin High School, I have always wanted to help my community and contribute to its growth. I was pleased to have the opportunity through Michigan Works! and Roll-Rite to return to work within my community,” said Hayden. “Past work experience combined with the training program through Michigan Works! and Roll-Rite has given me the opportunity to work with a local company and communicate with people not only throughout the country but worldwide.”

Hayden has been with Roll-Rite for more than a year and is expected to become a successful long-term employee – proof that Michigan Works! programs are beneficial to both employer and employee.

*“Roll-Rite believes in supporting the Gladwin community and surrounding areas and employs many area residents to support its sales growth. Through Michigan Works! we are able to connect with outstanding people like Hayden that become valued employees who impact our ability to service our markets. Michigan Works! programs are greatly appreciated and help contribute to Roll-Rite’s steady growth,” said Yvonne Jakubik, Human Resource Manager.*
- CONGRATULATIONS -
Consumers Energy | Michigan Works! Southeast

IMPACT AWARD presented for strategic partnership and collaboration with Michigan Works! to convert their internal step program into a USDOL Registered Apprenticeship.

... WHAT ELSE IS GOING ON?
Consumers Energy, Lansing Community College (LCC) Foundation and Michigan Works! Southeast collectively established a $2,500 scholarship, designed to help female students reach great heights by becoming a line worker. Our goal is to take an occupation that is underrepresented by the female population and share the rewarding benefits of this career with them.
The partnership between Michigan Works! Southeast and Consumers Energy began in 2014 in an effort to share available options that the energy leader could benefit from in workforce development.

In particular, Michigan Works! Southeast shared information about the increased focus on apprenticeships in the U.S. and how they could put that trend to work for their business.

To support Consumer Energy’s success, the Michigan Works! Southeast Business Services team worked through the Skilled Trades Training Fund (STTF) application and training plan. They also facilitated outreach to candidates and referred them to Consumers Energy for consideration, helping with resumes where needed and identifying special considerations to recruiters, including candidates who are veterans or On-the-Job Training (OJT) eligible.

Consumers Energy worked for three years to take their internal apprenticeships and convert them over to USDOL Registered Apprentices. Their 2016-17 STTF grant award was heavily focused on line workers and the positions were filled with 80 percent internal candidates and 20 percent new hires.

The grant also added three new apprenticeships – Sub Station Operator, Sub Station Maintenance and Electric Meter Operation – in addition to the Line Worker Apprenticeship. This approach provided just-in-time candidates to fill the positions needed.

Consumers Energy has identified that they need to address long-term succession planning. Initially, they identified that 47 percent of their workers could retire within five-to-seven years. They have been proactive in addressing their needs in the line worker step program by working with the Union and Lansing Community College to adjust the current curriculum to meet the standards required by the US Department of Labor. This benefits the company and the employees by allowing them to have a nationally known credential.

“The impact of the STTF training has been noticeable in the reduced amount of time it takes to solve technical problems in the field. Additionally, a key benefit to participating in this grant was the relationship that we were able to develop with Michigan Works! Southeast. The Business Services staff there was very helpful and continue to be a great resource for us,” said Amber Fogerty, Learning Facilitator II/School-to-Work Coordinator, Consumers Energy.
MICHIGAN WORKS! SOUTHWEST

- CONGRATULATIONS -
City of Coldwater | Clemens Food Group | Kellogg Community College
Michigan Talent Investment Agency | Michigan Works! Southwest | Rob Rzepka

IMPACT AWARD presented for strategic partnership and collaboration to customize local strategies for training and employment opportunities.

... WHAT ELSE IS GOING ON?

Michigan Works! Southwest is committed to implementing innovative approaches to serving our communities. Providing customer-centered services has resulted in a neighborhood-based model to meet the needs of job seekers and employers in Branch, Calhoun, Kalamazoo and St. Joseph Counties, resulting in increased customer engagement and expanded opportunities for employers. For more information on how this model worked in Kalamazoo visit http://www.michiganworkssouthwest.org/other-services/employment-hubs/.
In 2014, when Clemens Food Group first announced their plan of expanding operations into Coldwater, they approached Michigan Works! Southwest and the State of Michigan for help in filling more than 800 positions by the time operations began in September 2017.

Due to the massive size of this Business Solutions project, targeted to generate $310 million in total capital investment, Michigan Works! Southwest applied for and received, a special grant from the Talent Investment Agency to help fund a team of specialists to work with Clemens Food Group, job applicants and new hires.

In addition to learning the details of Clemens’ operations, the team also focused on other employers in the area with hiring needs. Applicants whose skills and interests did not directly align with Clemens Food Group’s production needs were matched with these other local employers or companies providing auxiliary services to Clemens.

Once the hiring process began, Michigan Works! Southwest helped facilitate more than 75 career fairs and information sessions and assisted in the pre-screening and interviewing of candidates, onboarding of new hires and the tracking of positions.

“During the due diligence phase of the project, Michigan Works! Southwest was introduced to the Clemens Food Group team. Missy Lafferty explained the resources available to assist in the sourcing, hiring and training aspects of the project,” said Earnie Meily, Vice President of Human Relations for Clemens Food Group.

“Through the two-year journey, from choosing the Branch County area to opening the plant on September 5, 2017, the resources required to support the project grew. The company was very impressed with the willingness of Kara Stewart and Rey Guzman to align resources when needed to assure the project’s success.”

Recently unemployed, Rob Rzepka enrolled in the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker program. His Michigan Works! Southwest career coach assisted him in developing his resume, shared information on job leads and interview skills and provided guidance in managing his job search while simultaneously raising a family.

Once Clemens Food Group began hiring, Rob’s career coach saw the opportunity as a fit for his skill set and interests and focused on job counseling specific to Clemens Food Group. Rob completed a series of interviews locally and in Pennsylvania. He accepted an opportunity to train for a supervisor position in Clemens Food Group’s Cyrovac Department.

Currently, Rob is employed as a superintendent for Clemens Food Group in Coldwater.
- CONGRATULATIONS -

Amanda Franklin  |  Michigan Works! West Central  |  West Michigan Community Mental Health

IMPACT AWARD presented for strategic partnership and collaboration to customize local strategies for training and employment opportunities.

Left: Amanda Franklin and her supervisor Joshua Snyder, West Michigan Community Mental Health

Right: Amanda Franklin, West Michigan Community Mental Health

... WHAT ELSE IS GOING ON?

Michigan Works! West Central’s Business Services Team is committed to helping companies with Workforce Development by promoting the Skilled Trades Training Fund. In 2017 half of the employers who filed were first time applicants, companies contributed nearly $7 million in matching funds to train 782 employees and funding was approved for 46 apprenticeships! Learn more about our services at www.michworkswc.org under employer resources.
Amanda Franklin spent most of her adult life addicted to drugs. It wasn’t until her 12-year old son discovered her after she overdosed that Amanda quit using. “I got clean and sober for my son in 2012,” she said. “My main focus was keeping my family.”

However, following a surgical procedure in 2015, Amanda lost her job. And because she had a criminal record due to her addiction, it made finding a new job extremely difficult. That’s when she contacted Michigan Works! West Central.

Amanda met with Career Development Specialist Shayla Savich who was able to enroll her in the PATH (Partnership. Accountability. Training. Hope.) program. While she was able to receive cash assistance, Amanda says all she wanted was to get back to work. “I told Shayla I don’t want a job, I want a career,” Amanda said.

Amanda was determined but needed help with her professional skills. “I found a job I felt Amanda was qualified for, but I was afraid she wouldn’t get an interview,” Shayla said. “So we worked on her resume and cover letter and we also focused on improving her interviewing skills.”

Once she felt Amanda was ready, Shayla encouraged her to apply for the job. To bolster her success, Shayla helped provide Amanda with professional attire and transportation to the interview.

Through her own hard work, and with the support of Michigan Works! West Central, Amanda was offered the position and readily accepted. Today she works as a Certified Peer Recovery Coach for West Michigan Community Mental Health in Ludington and helps others who battle addiction.

“I have the joy of walking their journey with them and helping them turn their lives around,” she said. “Our past is a life lesson, not a life sentence. Shayla went above and beyond. I wouldn’t have this job if it weren’t for Michigan Works!”
- CONGRATULATIONS -
GD Systems Inc. (dba Overhead Door Company of Grand Traverse and Garage Door Services Inc.)
Northwest Michigan Works! | Sue Sawusch

IMPACT AWARD presented for collaboration with Michigan Works! to provide local training and employment opportunities.

Left: Sue Sawusch, GD Systems Inc.
Right: Kyle Hartley, GD Systems Inc.

... WHAT ELSE IS GOING ON?
Northwest Michigan Works! is partnering with the Wexford-Missaukee Career Technical Center and local employers to offer Adult Career Training (ACT). The free, 18-week adult education and training program offers a direct path to job skills, a high school diploma or GED and entry-level positions with local employers.
Looking for help with their hiring needs, GD Systems Owner/CEO Kyle Hartley made an unannounced visit to Northwest Michigan Works! to meet with a Business Services Specialist and a Business Liaison.

Support from Northwest Michigan Works! came in many forms, including fact-finding, learning about the needs, wants and desires of GD Systems’ management. Services encompassed designing ads for the Pure Michigan Talent Connect, direct referrals from networking events and increased exposure through opportunities such as Employer of the Day in the Service Centers.

At the same time, Michigan Works! Northwest made their partners and other centers aware of GD Systems’ needs. Over the course of their brief relationship, Northwest Michigan Works! has made eight successful referrals.

One such referral was Sue Sawusch. Unemployed, Sue first came to Michigan Works! Northwest through a Career Connection event led by Michigan Works! staff providing peer-to-peer networking along with job development staff expertise.

“When GD Systems approached Northwest Michigan Works! for help with hiring, Sue’s career facilitator recognized it as a perfect fit. Sue received an interview and was offered a support staff position. Northwest Michigan Works! was able to facilitate an On-the-Job Training (OJT) incentive to bring Sue’s skills up to the necessary level for her new position.

“Northwest Michigan Works! was an invaluable resource for an unemployed individual. I tried to do it on my own and received very little positive response. I reached out to Northwest Michigan Works!, went to a resume workshop and attended Career Connection to get leads and support from the staff and my peers. This was a very positive experience and I recommend the service to anyone I hear that is looking for employment. I have a very rewarding position and all with the help of Northwest Michigan Works!”

“Northwest Michigan Works! has been a valuable resource for GD Systems Inc.,” said Kyle Hartley. “We have benefited from three OJT programs and have hired several other employees as well. We work exclusively with Northwest Michigan Works! in finding employees. We tried other options previously and have never had the results that we receive from Northwest Michigan Works!. Their team is top notch!”
- CONGRATULATIONS -
Oakland County Economic Development and Community Affairs | Oakland County Michigan Works!
Oakland County Small Business Center/Tech248 | Red Level Networks

IMPACT AWARD presented for forming strategic partnerships to upskill and expand the local workforce to meet industry need.

... WHAT ELSE IS GOING ON?

Oakland County Michigan Works! is spreading awareness and helping expand apprenticeship opportunities across Oakland County. In 2017, the County published “Apprenticeships in Oakland County and Southeastern Michigan” – a guide featuring 60 apprenticeship programs. It has been distributed to more than 6,000 students, parents and educators across the region. Oakland County Michigan Works! also hosted and participated in a number of innovative events, including Manufacturing Day, the Tech248 IT Apprenticeship Event and a special Twitter Chat during National Apprenticeship Week, to help increase awareness of apprenticeship opportunities to businesses and students.
Red Level Networks, a full-service advanced infrastructure solutions company, engaged Oakland County Michigan Works! in 2015, while investigating training options for its employees via the Skilled Trades Training Fund (STTF).

Red Level ultimately decided it was not ready to apply for an STTF grant that year. However, the company became involved with other partner groups and resources within Oakland County and expanded the support for their Pure Michigan Talent Connect (PMTC) postings.

Via connections with the Tech248 initiative, PMTC and Oakland County Michigan Works!, Red Level was able to broaden its search area for technical candidates. Oakland County Michigan Works! promoted open positions and referred job seekers to Red Level.

As the partnership grew, Red Level once again explored an STTF grant to address the firm’s training needs within the organization and how the grant could help address industry driven demands.

With the help of Oakland County Michigan Works!, Red Level was awarded a grant and was able to train 23 employees and hire four new individuals. Red Level’s desire to upskill its workers led to additional training for current employees, as well as expand the company’s workforce.

“Red Level Networks has used both economic development resources as well as Michigan Works! resources available to them in Oakland County. We are proud to partner with them now and in the future, as they continue to grow in our great state,” said Irene Spanos, Director of Economic Development and Community Affairs at Oakland County.

The success of this partnership has led Red Level to consider creating an apprenticeship program within their company. Oakland County Michigan Works! coordinated a connection to the Department of Labor for apprenticeship occupations and standards, as well as provided information about apprenticeship training facilities within the region surrounding Oakland County. Red Level is currently researching the possibility of apprenticeship career pathways for its employees.

“Oakland County Michigan Works! has been a critical and impactful partner to Red Level Networks’ commitment to hire and grow the brightest and best employees,” said Janet Tyler, Chief Operating Officer, Red Level Networks. “The Skilled Trades Training Fund provided us the opportunity to train our employees and attract new talent in a highly competitive tech economy. We are appreciative of Mona and the Oakland County Michigan Works! Novi team for their continued support.”
- CONGRATULATIONS -
Amazon.com, Inc. | Southeast Michigan Community Alliance (SEMCA) Michigan Works!
Chaquinita Burton

IMPACT AWARD presented for playing a leadership role in the demand-driven process in order to provide local employment and training opportunities.

... WHAT ELSE IS GOING ON?

The SEMCA Workforce Development Board received the “Board of Excellence” Award at the 2017 Michigan Works! Annual Conference. This award honors a Michigan Works! Agency Workforce Development Board that exemplifies leadership and teamwork and the following qualities (1) locally responsive, (2) demand driven, (3) strategic, (4) innovative and (5) collaborative.
When Amazon opened its fulfillment center in Wayne County in 2014, they primarily relied upon their website and electronic communications to recruit candidates and perform human resources functions for the Brownstown facility.

Initially successful, this approach resulted in the hiring of qualified candidates from throughout the larger Detroit Metro region for the part-time sortation position. Amazon’s reputation was appealing to many under/unemployed individuals hoping to get their foot in the door at one of America’s most popular brands.

Over time, when retention of those employees who had difficult and/or lengthy commutes to the Amazon facility began to decrease, Amazon approached Southeast Michigan Community Alliance (SEMCA) Michigan Works! for help in solving their talent issue.

SEMCA began a demand-driven outreach and created monthly on-site hiring events at the local Michigan Works! office, giving Amazon direct access to qualified candidates who live within a reasonable commute of the facility.

With over 1,500 individuals placed, it has stabilized their workforce and created a very unique, local environment within the facility.

Chaquinita Burton initially registered with Michigan Works! access resources through the PATH (Partnership. Accountability. Training. Hope.) program. She also registered into the Workforce Innovation and Opportunity Act (WIOA) program where she worked with Career Development Facilitators to identify reachable goals in training and employment.

Chaquinita expressed interest in IT training and finding a job to supplement her income while she improved her technical abilities. She was brought in as part of Amazon’s Michigan Works! recruitment and was hired less than 30 days after her registration in the WIOA program. After securing employment, Chaquinita continued to pursue her training interest and is currently enrolled in A+ and Network+ training at Global Information Technology as she continues to work at Amazon.

“I’m honored to be a part of the Amazon team whose first priority is the customer,” said Chaquinita. “The flexibility of Amazon employment has allowed me to work around school and my family and now I have advanced to a full-time position with Amazon. A big thanks to Michigan Works! for their help.”
UPWARD TALENT COUNCIL MICHIGAN WORKS!

- CONGRATULATIONS -
David LaFoille | Delta County Economic Development Alliance | Delta-Schoolcraft ISD
Northern Machining & Repair Inc. | UPWARD Talent Council Michigan Works!

IMPACT AWARD presented for engaging with local and regional partners to provide training and employment opportunities.

Left: David LaFoille, Northern Machining & Repair Inc.
Right: Melisa Johnson, Controller, Northern Machining & Repair Inc.
and David LaFoille

... WHAT ELSE IS GOING ON?
The UPWARD Talent Council partnered with VanAire, Inc., Delta-Schoolcraft ISD, Delta County Manufacturing Alliance and the Delta County Economic Development Alliance to hold an Industry After Hours event for Delta County K-12 students and parents. The event celebrated manufacturing and busted the common myth that manufacturing jobs are low-skill and low-pay. Organizers expected approximately 50 attendees, but more than 276 participants showed up to learn about the high-tech, high-skilled manufacturing jobs available in their area. The event was covered by Valve Magazine, the official magazine of the Valve Manufacturers Association of America. More events like this one will be held throughout the Upper Peninsula in 2018.
Northern Machining & Repair Inc. (NMR) worked closely with UPWARD Talent Council to meet their talent needs.

UPWARD Talent Council provided NMR with such services as job postings, filling posted positions, Skilled Trades Training Fund grant assistance, On-the-Job-Training (OJT) placements, supportive services for OJT participants, training provider referrals, talent tours, labor market information and ongoing communication on worker needs and shortages. They have also made referrals to and partnerships with local and regional economic development partners like the Delta County Economic Development Alliance (EDA) and Delta-Schoolcraft Intermediate School District (ISD).

David LaFoille was a long-term unemployed, older worker. He was identified by UPWARD Talent Council staff as a strong candidate for OJT. He had skill in machining, had exhausted his unemployment benefits and had been unemployed for more than a year, making it difficult to find work.

Assisting David in finding a job with a family-sustaining wage and matching David to a company that required and desired his talents was the goal.

When an opening for a machinist at NMR became available, UPWARD Talent Council staff referred David to the company, organized an interview for him and followed up with David and the company after the interview.

Once the company decided that David had the main skill set needed but would require immediate re-training and upskilling, UPWARD Talent Council and NMR completed an OJT contract for 12 weeks.

Supportive services in the form of initial commuting costs and tools were provided to remove barriers for David to be successfully employed. Regular communication between UPWARD, David and the company was integral.

“Michigan Works On-the-Job Training funding has allowed us to put more of a focus on initial training for our new employees,” said Melisa Johnson, Northern Machining & Repair Inc. “This training broadens the new employee’s skillset which directly impacts our value to our customers.”

Working hand-in-hand with the company to identify their needs and create win-win scenarios for the company and job seekers is vital to the growth and prosperity of the Upper Peninsula.
- CONGRATULATIONS -
Michael Minton | Muskegon Area Intermediate School District | Muskegon Tool Industries
Orchard View Community Education | West Michigan Works!

IMPACT AWARD presented for collaboration with strategic partners to support local students with graduation, training and employability skills.

... WHAT ELSE IS GOING ON?
Apprenticeships are a proven strategy for meeting employers’ critical talent needs. West Michigan Works! currently holds the standards for 15 apprenticeships in its region’s high-demand industries. The U.S. Department of Labor recently saluted the agency’s innovative Medical Assistant Registered Apprenticeship Program as a national Promising Practice; the program is reporting a 96% retention rate among its first cohort of graduates.
Michael Minton was a high school dropout, unemployed, with no plans for his future when he was referred to LINKED Muskegon, an adult education and training program developed to meet the need for skilled workers.

The program is a collaboration between employers, Muskegon’s adult education programs, the Career Technical Center and West Michigan Works!. Michael was selected to be part of the program in the spring of 2017.

During the 18-week program, Michael obtained his high school diploma, received training in CNC machining and developed employability skills.

At the end of the program, he met with local employers to discuss his experience and skills. Michael was prepared not just for hire, but to excel in a job.

One of the employers, Muskegon Tool Industries, was interested in hiring Michael, but he didn’t have all the skills they were looking for. Because he was new to the industry, West Michigan Works! was able to provide On-the-Job Training funds to help offset the cost of training.

Thanks to the collaboration of many and Michael’s hard work, he has realized his goal of a high school diploma and is employed doing a job he really enjoys. Soon Michael will start at Muskegon Community College for a certificate in CNC Programming.

“I had no plan for my future and now I have a diploma and a job that I really like,” said Michael.

Michael, Muskegon Tool Industries, Orchard View Adult Ed and the Muskegon Area ISD highlight the power of partnerships within our System.
CONGRATULATIONS

to Lance Lyons of Lyons Industries
2018 Impact Award Winner

“The Link has exceeded all expectations and helped stabilize my workforce for the first time in years.”
-Lance Lyons, CEO, Lyons Industries, Inc.

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L. Brooks Patterson, Oakland County Executive

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- Jason Vertrees, President Applied
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Employers Served*

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- Sharon Miller, CCMP
Michigan Talent Architect
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“...have been invaluable to us as we have expanded our workforce in the hardest to fill skilled trade jobs in the industry.”

- Sharon Miller, CCMP
Michigan Talent Architect
Learning and Development

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Thank you, legislators, for your continued support of the Michigan Works! system...
"Our past is a life lesson, not a life sentence. I wouldn’t have this job if it weren’t for Michigan Works!"

Amanda Franklin

Congratuations Amanda Franklin and West Michigan Community Mental Health on Your Impact Awards!

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