

Career Educational Advisory Council (CEAC)

A committee of the Workforce Development Board for Michigan Works! Southwest

Monday, December 5, 2022, from 1:00 – 3:00 PM
At Kalamazoo RESA, 1819 E. Milham Road, Portage, Michigan 49002

In-person attendance is encouraged - Virtual Meeting Link: <https://meet.goto.com/761823877>
You can also dial in using your phone. (Toll Free): [1 877 309 2073](tel:18773092073) **Access Code:** 761-823-877
Get the app now and be ready when your first meeting starts: <https://meet.goto.com/install>

AGENDA

- | | |
|---|-------------------------------|
| I. Call to Order / Introductions [5 min] | Tim Staffen, Chair |
| II. Meeting Minutes (<i>vote required</i>) [2 min] | |
| A. CEAC May 16, 2022 Meeting Minutes | |
| B. CEAC September 19, 2022 Meeting Minutes | |
| III. MI STEM Network Update [5 min] | Diane Owen-Rogers |
| IV. Best Practices [15 min] | |
| A. Talent Portfolios | Jim Barry |
| B. Other | |
| V. Education Updates [15 min] | |
| A. Secondary Education | Secondary Education Reps |
| B. Post-secondary Education | Post-secondary Education Reps |
| C. Adult Education | Jerry Johnson |
| D. Job Corps | Windy Rea |
| VI. Business Updates [5 min] | |
| A. Private Sector | Business Representatives |
| B. MWSW Business Services | Ashley Iovieno |
| VII. CEAC 2023 Schedule [2 min] | |
| VIII. CEAC Metrics [2 min] | Kathy Olsen |
| IX. Other Member Updates & Announcements [10 min] | Members |
| X. Public Comments [5 min] | |
| XI. Upcoming Events [3 min] | |
| XII. Next CEAC Meeting – Monday, March 20, 2023, from 1:00-3:00 p.m. | |
| XIII. Adjournment | Tim Staffen, Chair |

Our Mission is to create and support a talent preparation system that will provide all students, youth to the adult learner, with the necessary academic, technical, and work behavior skills that will meet business and industry needs to maintain and enhance the economy of the Michigan Works! Southwest region.

METRICS

Establish Registered Apprenticeships for adults and youth.
Establish or participate in career pathway and exploration events.
Promote and positively impact the Governor's post-secondary credential attainment goal of 60% by 2030.

Career Educational Advisory Council (CEAC)

Meeting Minutes

May 16, 2022

CALL TO ORDER – Committee Chair, Tim Staffen, called the meeting to order at 1:03 p.m. at Kalamazoo Regional Educational Services Agency (KRESA), 1819 E. Milham Rd, Portage, MI 49002.

MW SOUTHWEST CEAC MEMBERS PRESENT

Jim Berry (SJCISD)

Cameron Buck (KRESA-CTE)

Jerry Johnson (ISD-Calhoun)

David Maurer (PS-Humphrey Products)

Brian O'Donnell (Labor-IBEW Local 131)

Dr. Diane Owen-Rogers (MiSTEM)

Andrea Rainer (Huron Pottawatomi)

Dustin Scharer (BACC -CTE)

Jim Sertic (PS-Sertic Consulting)

Tim Staffen (CISD)

STAFF PRESENT

Kathy Olsen (MWSW)

OTHERS PRESENT

Lee Adams (WEUI)

Scott Cubberly (KCC)

John Fiore (MRS)

Rey Guzman (LEO-WD)

MW SOUTHWEST CEAC MEMBERS ABSENT

Paul Aivars (GOCC)

Dr. Dennis Baskin (KCC)

James Brylowski / James Callahan,
(Labor-SW MI Building Trades)

Mitch Fowler (BCPS)

LaToy Green (Parent)

Windy Rea (Job Corps)

Tammy Schiller (CISD/CACC)

Ken Willcutt (Labor-Plumbers & Pipefitters
& HVACR Local Union 357)

INTRODUCTIONS/ANNOUNCEMENTS

Individuals present introduced themselves and the agency they represented.

MINUTES

Motion made by Brian McDonnell and supported by Dave Maurer to approve the Michigan Works! Southwest Career Educational Advisory Council (CEAC) March 21, 2022 meeting minutes. The minutes were approved by a consensus of members present.

ECONOMIC FORECAST

Lee Adams, Director of Community Development at the W.E. Upjohn Institute for Employment Research gave a presentation focused on the local economic forecast for industries and jobs. Content included the development and attraction for talent supply; and economic conditions, forecast and occupational projections for talent demand. A copy of the PowerPoint was emailed to members following the meeting. Members with questions or those desiring additional information should contact Mr. Adams at adams@upjohn.org or 269-385-0409.

MI STEM NETWORK UPDATE

Diane Owen-Rogers reported on upcoming professional learning opportunities. A list of the offerings, as well as a sign-up is available at

<https://docs.google.com/document/d/1AhGOEtpZKBObNQGXPdtDhwQOWIzPRdlv1pqKXefb3Hg/edit>

Individuals may sign-up to receive the Southwest MiSTEM Newsletter at:

<https://airtable.com/shrLjYJamd7hhJTSO>

KRESA is the fiscal agent for the MiSTEM Advisory Council Action Area. This means that KRESA and SW MiSTEM will take leadership in stewarding Advisory Council funds allocated to mathematics, computer science, and science and engineering. There are 70 stakeholders across the State. They are working on a uniform plan.

EDUCATION UPDATES

Secondary Education

Branch Area ISD – Dustin Scharer reported on staffing changes at the Branch Area Career Center (BACC) and that he would be replacing Randy Sowles, representing the BACC and Career Technical Education on the CEAC.

Calhoun County ISD – Tim Staffen reported the Calhoun ISD has been working with Kellogg Community College to create a program for the State Apprenticeship Expansion (SAE) grant. Students would be dual enrolled with the CTE instructor focusing on skill hardening and KCC focusing on technical training. Employment would follow the apprenticeship model instead of an Early Middle College degree. Areas of focus include manufacturing, IT, and healthcare. Staff at Calhoun ISD are also conversing with the medical industry and early childhood partners to fill the pipeline in those industries.

St. Joseph County ISD – Jim Berry reported he replaced Tammy Cameron at St. Joseph County ISD. Two new CTE programs are being introduced, both will be held at Centreville High School. One is focused on Public Safety and the other is Advanced Healthcare. SJC ISD is also hiring staff for Career Prep Work-based Learning/ Instructor-Coach. The construction trades class won a competition in Lansing last week.

Kalamazoo RESA – Cameron Buck reported staff are deeply involved in the design phase for the proposed new CTE center for Kalamazoo County. Staff are working on identifying credentials for CTE programs, determining exactly what equipment will be needed, and reviewing the building layout and power needs. The groundbreaking is scheduled for September.

Cameron Buck also reported that volunteers are still needed for the MiCareerQuest scheduled to take place on May 17 & 18 at the Kalamazoo Expo Center. Volunteers are still needed, even if they only have a couple hours. Individuals may sign up at:

https://docs.google.com/forms/d/e/1FAIpQLSfaOx2EcHZ8AVWG_u2KHQPYC2DbDHRs5umR5m_Rm6JJwQEokQ/viewform

Post-Secondary Education

Kellogg Community College (KCC) – Scott Cubberly reported KCC staff continue to explore building additional partnerships and they are working with Lisa Smith on the State Apprenticeship Expansion (SAE) grant. They are also working on outreach with employers in the Marshall area as well as exploring a CareerQuest™ mobile lab.

Adult Education

Jerry Johnson reported that regional Adult Education providers are doing well. Participation has stabilized and instruction has retooled with the use of technology and increasing access. There are not a lot of changes statewide. Funding is flat and costs are rising.

MI Job Corps

No report.

MWSW BUSINESS SERVICES and BUSINESS UPDATES

Kathy Olsen reported on Business Services for Ashley Iovieno. The Business Services Team supported two recent events; both were held on May 1, 2022. They included the Albion Recipe for Success Job Fair and the Spring Hiring Blitz in Coldwater. The Coldwater event included bringing classrooms of students from the Branch Area Career Center over to the event to interact with employers and learn more about local companies. Between the two events, approximately eighty (80) employers were in attendance. Job seeker attendance was lower than desired.

The Business Service Team is setting up today for MiCareerQuest™ Southwest. The event will take place on Tuesday and Wednesday this week. Approximately 4,000 eighth grade students from Calhoun and Kalamazoo Counties are expected to attend. Some new pathways were added for this year's event with one including students spending time outside to see and explore large equipment. This pathway is being called 'Touch a Truck'. Volunteers are still needed for the event and interested parties can sign up at

https://docs.google.com/forms/d/e/1FAIpQLSfaOx2EcHZ8AVWG_u2KHQPYC2DbDHRs5umR5m_Rm6JJwQEokQ/viewform.

CEAC METRICS

Kathy Olsen reminded members to send her career pathway and exploration events that have occurred since July 1, 2021. The annual report for the period July 1, 2021 through June 30, 2022 will be due to the State in July.

ELECTION OF CEAC VICE-CHAIR

Tim Staffen reported that with the retirement of Tommy Cameron, a new vice-chair needs to be elected.

Motion by Brian O'Donnell and supported by Dustin Scharer to nominate Jim Berry to serve as the CEAC Vice Chair. Motion carried.

OTHER MEMBER UPDATES

Members commented on data from today's economic presentation that resonated with them. This included the volatility of individuals ages 18-24 years; the migration of retirees moving to Florida and Texas where there is 0% income tax; and retail workers who left the industry for higher paying jobs in manufacturing.

One member stressed the need for youth to understand that the manufacturing industry has strict attendance requirements and that this type of work also requires teamwork and adherence to schedule-based production.

One member noted that due to trauma, some schools are changing policies. An example provided was that some schools are currently not enforcing dress codes. This person noted there is a need to reacclimate to a more professional environment.

Another member reported that they are seeing many 18-24-year-old individuals who have not held a previous job and attendance and showing up on time does not appear to be a priority for this population.

Another member noted there are a lot of supply chain issues that has been driven by the bottleneck at ports. This can also be a cause for potential inflation. There are also many jobs in the trucking industry that need to be filled. Many companies have raised prices and blamed the need to do so on COVID even though the companies are having record profits and are buying back stocks.

It was reported that many who quit jobs in healthcare and hospitality were tired of dealing with irate customers.

PUBLIC COMMENTS

None.

ANNOUNCEMENTS / UPCOMING EVENTS and MEETINGS

Michigan Trades Program Pilot Program - Diane Owen-Rogers reported a Michigan Trades Program will be piloted this summer in Calhoun and Kalamazoo Counties. Staff are working with Brian O'Donnell and the Michigan Building Trades for the pilot that will be focused on middle school age students. The curriculum will include math, construction trades and social emotional learning. Mr. O'Donnell thanked Diane Owen-Rogers for her hard work on this project and noted that it will be great benefit to the area's trades profession helping to fill the pipeline as additional retirements are experienced.

WIOA Four-Year Regional and Local Plans - Kathy Olsen reported modifications to the Workforce Innovation and Opportunity Act (WIOA) Four-Year Regional and Local Plans for Program Years (PYs) 2020 through 2023 for Region 8 and Michigan Works! Southwest. The plans will be available for public comment until June 15, 2022. A link to the plans will be sent to members following the meeting.

Kalamazoo Growlers Education Days - The Kalamazoo Growlers will be hosting three education days. They are scheduled for June 1, 2 and 6, 2022. Attendees will be mostly elementary and middle school age students. There will be sixteen (16) booths to explore STEM careers and colleges. There are still openings for additional companies to participate.

NEXT CEAC MEETING

The next CEAC meeting is scheduled for Monday, September 19, 2022, from 1:00-3:00 p.m. The decision to hold the meeting virtually or in-person will be made later.

Between meetings, if members have information that they would like shared with the CEAC group, they should send the information to Kathy Olsen to be distributed.

ADJOURNMENT

With no further business to conduct, the meeting was adjourned at approximately 2:36 p.m.

Respectfully submitted,

Kathy Olsen, CEAC staff support

Tim Staffen, Chair CEAC

Career Educational Advisory Council (CEAC)

Meeting Minutes

Sept 19, 2022

CALL TO ORDER – Committee Chair, Tim Staffen, called the virtual meeting to order at 1:01 p.m.

MW SOUTHWEST CEAC MEMBERS PRESENT

Jim Berry (SJCISD)
Dr Mark Dunnebeck, alternate for Coates (KVCC)
LaToy Green (Parent)
Jerry Johnson (ISD-Calhoun)
David Maurer (PS-Humphrey Products)
Brian O'Donnell (PS-Martell Electric)

Dr. Diane Owen-Rogers (MiSTEM)
Andrea Rainer (Huron Pottawatomi)
Dustin Scharer (BACC/CTE)
Jim Sertic (PS-Sertic Consulting)
Tammy Schiller (CISD/CACC)
Tim Staffen (CISD)

STAFF PRESENT

Kathy Olsen (MWSW)

OTHERS PRESENT

Rebecca Foley (PS- Beacon Group/TR Health)
Jennifer Searles (BACC)

Lisa Smith (KRESA)

MW SOUTHWEST CEAC MEMBERS ABSENT

Dr. Dennis Baskin (KCC)
Jeff Birkholz (PS-DENSO)Cameron Buck/Eric
Stewart (KRESA-CTE)
James Brylowski /James Callahan,
(Labor-SW MI Building Trades)

Mitch Fowler (BCPS)
Windy Rea (Job Corps)
Ken Willcutt (Labor-Plumbers & Pipefitters
& HVACR Local Union 357)

INTRODUCTIONS/ANNOUNCEMENTS

Individuals present introduced themselves and the agency/company they represented.

MINUTES

Approval of the CEAC May 16, 2022 minutes was tabled until the next CEAC meeting.

MI STEM NETWORK UPDATE

Diane Owen-Rogers reported the MI Trades Program was launched by Southwest MiSTEM this past spring. The program is a way to bridge middle school students to construction trades career paths. The program connects SEL, trades skills and knowledge, and mathematics. Two pilot sessions, one in Hastings and one at Kalamazoo Public Schools, took place this summer. An article regarding the Hastings Middle School MI Trades Program can be accessed at <https://mea.org/donations-jumpstart-program/>. An article regarding the Kalamazoo Public Schools MI Trades Program can be accessed at https://www.kalamazoopublicschools.com/cms/lib/MI50000600/Centricity/Domain/60/Excelsior_Sep22_web.pdf. Both programs benefitted from donations and/or auctioned projects to raise funds. Dr. Owens reported they are seeking more partners and speakers so that the program can be expanded into additional schools next year. Dr. Diane Owen-Rogers also reported they are developing a data science course pairing

traditional algebra with computer science. There will be training for math teachers so they can develop a course for students that embeds traditional Algebra II with computer science. Tim Staffen indicated Calhoun ISD would be interested. Others who are interested in learning more and/or becoming an early adopter should contact her at diane.owenrogers@kresa.org.

EDUCATION UPDATES

Secondary Education

St. Joseph County ISD – Jim Berry reported St. Joseph County schools have half days this week due to it being fair week. Three Rivers High School is starting to receive equipment funded by the SME Prime Grant. The instructor, Phil Webb, has a strong math and manufacturing background. Graphic Design is no longer offered at Glen Oaks Community College because an instructor could not be identified. Otherwise, St. Joseph ISD is fully staffed. A public safety class is now offered at Centreville High School and the instructor is a retired St. Joseph County sheriff. There is also a new advanced healthcare class.

Branch Area ISD – Dustin Scharer reported Branch County CTE is fully staffed. Changes in allowing retired teachers to return to the classroom affected a few of the classes. The Cosmetology class has been closed. The CAD/CAM architecture class that operated on an engineering SIP code has had the architecture SIP code added. CTE enrollment numbers have increased from 400+ to over 500 this year.

Calhoun County ISD – Tim Staffen reported CTE enrollment numbers at Calhoun ISD are down. Construction for expansion of the welding program is expected to begin at the end of November or early December. The hope is that two more sections can be added which would serve approximately fifty (50) more students. This will address the current waiting list for at least one year. The biggest problem is hiring staff, not the equipment. An Apprenticeship Program is being proposed. The development of which came from the Michigan Works! Youth Apprenticeship Program and the State Apprenticeship Expansion Grant that KRESA is operating. Calhoun ISD is applying for a DENSO Foundation grant. A proposal will be presented to the CISD Board to hire teachers to teach 21st century soft skills. Students can access technical training at KCC RMTTC or at the KCC Eastern campus. By focusing on apprenticeships, flexibility is being built into the programming. Current apprenticeships include three machinists, five vet techs, six electricians, and five finish carpenters with the technical training covered by the post-secondary partner and CISD providing the soft skills training. CISD also holds the technical standards for the apprenticeships. The pilot is operating with 6-7 students working with the current system and not as a separate classroom. This model is not dependent on a specific business partner. Calhoun ISD will be participating in the MICareerQuest Southwest on October 25-26, 2022. Volunteers are still needed, and individuals can sign up at https://docs.google.com/forms/d/e/1FAIpQLSc22AoQ6cmBu5XqoiQ0gkOqyAslK1ut00CP_WfQujOw5aYvhA/viewform

Tammy Schiller reported that this Friday, September 23, 2022, is Military and Public Services Career Day. So far, twenty-four (24) organizations representing organizations such as college ROTC, healthcare, DHHS, MDOT, the military and MI State Police are committed to participating. The event will be an expo style format and will include introducing the students to some large equipment. Students will be prepped to ask questions and they will be given opportunities to cycle through and interact with businesses.

Kalamazoo RESA – Lisa Smith reported the State Apprenticeship Expansion (SAE) grant is for in-school and out-of-school students through age 24. There is ongoing support for youth ages 18-34 for short-term training in all four counties.

Post-Secondary Education

No reports.

Adult Education

Jerry Johnson reported there have been struggles using NexSys for the adult education grants. The first quarterly meeting for this program year for the Adult Education providers will be on October 3, 2022. The State budget has identified stable funding for the region's adult education programs. There are five providers who are consistently under performing and focused professional development will be provided to help increase performance.

MI Job Corps

No report.

BUSINESS UPDATES

Private Sector – David Maurer from Humphrey Products reported the groundbreaking for Kalamazoo's new technical education Career Center will take place at the end of September. Southwest Michigan First's strategic planning includes bringing the Advanced Manufacturing Career Consortium that has been meeting at KVCC under their organization. They hope to create a more regional approach to manufacturing as well as more diverse industry involvement by working with Battle Creek Unlimited. They will also be working to recruit consortium members to work more closely with KRESA and the new Career Center.

Portage Public Schools will be hosting an all-Portage STEAM night at the Air Zoo on Friday, October 21, 2022, from 3:00-8:00 p.m. This is the second of what is to be an annual event. Over 3,100 individuals attended the inaugural event and holding it annually was delayed due to COVID.

In the manufacturing industry, many of the lower-skilled positions are getting filled; however, there are still openings for more skilled positions such as maintenance techs, mechanical technicians, CNC operators, and welders.

Jim Sertic reminded educators to continue focus on building skilled labor because there will always be an increasing demand for workers with higher skills. He reminded members to help send this message to students and parents.

MW! Southwest Business Services - Kathy Olsen reported on Business Services for Ashley Iovieno. As reported earlier during today's meeting, the MICareerQuest Southwest is scheduled for October 25-26, 2022. The event will be held at the Kalamazoo Expo Center. Volunteers are still needed, and individuals can sign up at https://docs.google.com/forms/d/e/1FAIpQLSc22AoQ6cmBu5XqoiQ0gkOqyAsIK1ut00CP_WfQujOw5aYvhA/viewform.

CEAC METRICS

Kathy Olsen reminded members to send her their list of career pathway and exploration events that have occurred since July 1, 2022, as well as any that are planned this school year through June 30, 2023.

OTHER MEMBER UPDATES

Jennifer Searls reported Branch Area Career Center will be hosting a career day for ninth-grade students.

Jim Berry reported Manufacturing Day is October 7, 2022, and four days of activities are planned at 4 to 5 employer locations in the St. Joseph County area.

Students in 10th grade will be visiting the Branch Area Career Center. Each student will visit two programs. A few of the presenters will be students who are currently or formerly enrolled.

Calhoun County students are also participating in Manufacturing Day events.

KCC and Marshall Public Schools will hold another event targeted to middle school students at RMTCC. The students will also visit a couple of manufacturing sites in the Fort Custer area.

Jim Berry reported St. Joseph County ISD is working on having students develop a talent portfolio and they have hired a Career Prep/Work-based Learning Coordinator to spearhead this project. He will provide further information at the next CEAC meeting.

Members requested that the topic of Best Practices be added to the December 5, 2022, CEAC meeting agenda.

PUBLIC COMMENTS

None.

UPCOMING EVENTS / ANNOUNCEMENTS

- Manufacturing Day is October 7, 2022.
- MICareerQuest Southwest is October 25-26, 2022, at the Kalamazoo Expo Center.

NEXT CEAC MEETING

The next CEAC meeting is scheduled for Monday, December 5, 2022, from 1:00-3:00 p.m. Kathy Olsen will reserve a meeting room at Kalamazoo RESA. Members are encouraged to attend in-person; however, a virtual option will also be made available.

ADJOURNMENT

With no further business to conduct, the meeting was adjourned at approximately 1:52 p.m.

Respectfully submitted,

Kathy Olsen, CEAC staff support

Tim Staffen, Chair CEAC

**Career & Educational Advisory Council (CEAC)
 2023 Meeting Schedule**

| DAY | DATE | TIME | PLACE |
|------------|--|----------------|--------------------------|
| Monday | March 20, 2023 | 1:00-3:00 p.m. | Virtual or In-Person TBD |
| Monday | May 15, 2023 | 1:00-3:00 p.m. | Virtual or In-Person TBD |
| Monday | September 18, 2023 | 1:00-3:00 p.m. | Virtual or In-Person TBD |
| Monday | December 4, 2023 (tentative – based on need to meet) | 1:00-3:00 p.m. | Virtual or In-Person TBD |

Additional meetings may need to be added if initiatives are presented that require the attention of the CEAC.

CEAC Agendas, Minutes and Schedules will be posted on the Michigan Works! Southwest website at: <http://www.michiganworkssouthwest.org/about/board/>