WORKFORCE DEVELOPMENT BOARD
Executive Committee

FRIDAY, DECEMBER 14, 2018 from 8:00 – 9:30 A.M.
at Michigan Works! Southwest Service Center
200 W. Van Buren Street, Battle Creek, MI 49017

I. CALL TO ORDER / INTRODUCTIONS
Randall Hazelbaker, Chair

II. TRANSPARENCY & INTEGRITY OF WDB DECISIONS
Sarah Pohl

III. APPROVAL OF MINUTES (Vote Required)
A. WDB Executive Committee October 12, 2018 Meeting Minutes (Exhibit A)
Randall Hazelbaker

IV. CITIZENS’ TIME

V. COMMITTEE REPORTS
A. Career & Educational Advisory Council (CEAC) (Exhibit B) Kris Jenkins/Kathy Olsen
   1. CEAC Membership Changes (vote required) (Exhibit C)
   2. CEAC 2019 Meeting Schedule (vote required) (Exhibit D)
B. Monitoring Committee John Fiore
C. Veterans Community Action Team Kathy Olsen
D. Disability Awareness Resource Team (DART) John Fiore

VI. NEW BUSINESS
A. Plans (Vote Required) Amy Meyers
   1. FY19 Community Ventures Program (Exhibit E)
   2. Work-Based Training for Special Populations (Exhibit F)
   3. FY19 Trade Adjustment Assistance (TAA) (Exhibit G)

VII. STAFF REPORTS
A. Marketing (Exhibit H1-H2) Kathy Olsen
B. Program Operations/Special Initiatives/Workforce Innovation Fund (WIF) Update Dallas Oberlee
C. Business Services/Talent Fund Update/LMI (Exhibit I) Kara Stewart/Ashley Iovieno
D. MW! Southwest Dashboard Report (Exhibit J) Jakki Bungart-Bibb
E. Director’s Report Ben Damerow

VIII. OLD BUSINESS

IX. CITIZENS’ TIME

X. MEMBERS’ TIME

XI. UPCOMING MEETINGS
A. **Career & Educational Advisory Council (CEAC)** – Mon, February 4, 2019, 1:00-3:00 p.m. at Kalamazoo Regional Educational Service Agency (KRESA), 1819 E. Milham Road, Kalamazoo, MI 49002

B. **Monitoring & Evaluation Committee** – Wed, January 23, 2019, **3:30-5:00 p.m.**
   at Youth Opportunities Unlimited, 422 E. South St, Kalamazoo, MI 49007

C. **Executive Committee** – Fri, January 11, 2019, 8:00-9:30 a.m.
   at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007

D. **DART Committee** – Tues, January 29, 2019, 2:00-4:00 pm,
   at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007

E. **Full Workforce Development Board** – Fri, February 8, 2019, 8:00-9:30 a.m.
   at Battle Creek Unlimited, 4950 W. Dickman Rd, Battle Creek, MI 49037

F. **Veterans Committee**
   VCAT Region 8 Quarterly Meeting – Tues, Jan 22, 2019 - time & location TBD
   VCAT Employment Sub-committee – Thurs, Dec 13, 2018 at 11 a.m. at Upjohn Institute
   MI Veterans Affairs Agency (MVAA) Employer Event – Wed, Mar 6, 2018 at Consumers Credit Union (time TBD)

XII. **ADJOURNMENT**

Randall Hazelbaker, Chair
CALL TO ORDER - Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 7:59 a.m. at the W.E. Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007

WDB Executive Committee Members Present:
Morris Applebey (Labor)  Randall Hazelbaker (PS)  Randy Sowles, alternate for Jenkins
Paul David (PS)  Julie Rogers (PS)  (Educ)
Lisa Godfrey (PS)

WDB Executive Committee Members Absent:
Colleen Knight (CBO)  David Maurer (PS)

Other WDB Members Present:
Richard Anderson (Labor)

Other Guests WDB Present:
Jan Reed (DHHS)  Dalexius Walker (District Director for Senator O’Brien)

Other individuals in attendance at the meeting included:

Michigan Works! / Upjohn Institute Staff:
Jakki Bungart- Bibb  Amy Meyers  Sarah Pohl
Ben Damerow  Kathy Olsen

Michigan Works! Services / Program Staff Present:
Amy Holman (PATH/WEUI)  Eric Stewart (YOU/KRESA)
Curt Mastos (M-HRDI)  Amanda Sutherland (YOU/KRESA)

TRANSPARENCY AND INTEGRITY OF WDB DECISIONS
Conflict of Interest and Disclosure – Sarah Pohl asked members present if there were any items on the agenda requiring a vote for which a conflict of interest or a potential conflict of interest exists; and if so, the conflict should be declared at this time. There were none.

APPROVAL OF MINUTES (Exhibit B)
Motion made by Paul David and supported by Morris Applebey to approve the Workforce Development Board meeting minutes of September 14, 2018. Motion carried.

CITIZENS’ TIME
None.

COMMITTEE REPORTS

VCAT Employment Committee – Kathy Olsen reported 56 employers attended the VCAT Employer Event which took place at Zeigler Motorsports. The Michigan Veterans Affairs Agency (MVAA) presentation was the highlight of the day, as well as a passionate welcome speech given by the owner of Zeigler detailing a personal experience with a Veteran he had hired as an employee. In the speech, he urged employers to be openminded about ways to best utilize and help further develop skills gained from a veteran’s time in the service; he highlighted organization and project management skills.

Kathy Olsen reported the MVAA is also exploring the possibility of hosting the MVAA Veteran-Friendly Employer...
Program in Kalamazoo. Member’s discussed difficulties in tapping into the Veteran talent pool and a suggestion was made to use strategic language in job postings and to reach out to Veteran contacts locally and at the State level to assist in recruitment efforts. Ms. Olsen offered to send members a link to a the recently released Veteran Hiring Toolkit after the meeting. In response to questions from Paul David, she also offered to send him contact information regarding the veteran-friendly employer program.

**Career & Educational Advisory Council (CEAC)** – Kathy Olsen reported that in addition to the Marshall Plan for Talent Concept Papers reported on at last month’s meeting, three additional concept papers that included educational entities in the Michigan Works! Southwest area were submitted. One was a state-wide proposal focused on engineering career pathways, another was submitted by the St. Joseph County ISD that was focused on manufacturing in St. Joseph County, and the third submitted by Sturgis Public Schools was focused on manufacturing careers and businesses in Sturgis.

Ms. Olsen also reported the CEAC met yesterday in a joint meeting consisting of both Michigan Works! Southwest and Kinexus CEAC members, and members of the Regional Talent Consortium who are working on the Regional Marshall Plan submitted by Kalamazoo RESA.

During the meeting, it was reported that all of the concept summaries submitted from around the state were approved and were moving on to the next step of the process which is to complete a Talent Agreement. A large portion of the CEAC meeting was spent breaking into small work groups to work on the Regional Talent Agreement.

**NEW BUSINESS**

**FY18 Families Forward Demonstration Pilot Program (FFD) Plan (Exhibit B)** – Amy Meyers requested board consideration and approval of the FY18 Families Forward Demonstration Pilot Program (FFD) plan. An allocation of $304,707 was awarded to Michigan Works! Southwest for the time period of April 1, 2018 – September 30, 2019 for the implementation of FFD. As stated by Dallas Oberlee at the last few meetings, this project will offer 60 non-custodial parents who are unable to meet their child support obligations in Calhoun County, occupational skills training and employment services, as well as support services. Eligible participants will be referred by the Office of Child Support and will be given the opportunity to participate in Welding or Industrial Machine Maintenance through a partnership with Kellogg Community College.

It was reported that the FFD program is a pilot taking place in both Jackson and Calhoun Counties, with funding coming from both the Kellogg Foundation and the State. Locally, 19 referrals have been made to the program, and ten (10) are actively participating.

**FY19 Partnership.Accountability.Training.Hope. (PATH) Plan (Exhibit C)** – Amy Meyers requested board consideration and approval for the FY19 Partnership.Accountability.Training.Hope. (PATH) Plan. The Michigan Works! Southwest area received an allocation of $3,046,796, a small decrease from FY18’s allocation which totaled $3,107,813. Ms. Meyers reported that allocations were based on an algorithm which factored 60% of the total number of PATH participants and 40% of the 21-day AEP attendees, with a minimum allocation of 95% of the previous year’s funding.

Amy Meyers reported that individuals eligible for participation in the PATH program include Family Independence Program (FIP) recipients and applicants referred to the program by the Department of Health and Human Services (DHHS). FIP applicants begin with a 21-day application eligibility period (AEP) where individuals work one-on-one with PATH Employment Specialists to identify and address barriers to employment as well as to focus on their goals. This year staff will be aligning the goal setting with the Goal4 It!™ model, which was also discussed at the previous board meeting by Ms. Oberlee.

**FY19 Food Assistance Employment and Training (FAE&T) Plan (Exhibit D)** – Amy Meyers requested board consideration and approval for the FY19 Food Assistance Employment and Training (FAE&T) plan which included an allocation in the amount of $149,610 for the Michigan Works! Southwest area. This is a decrease from the $180,427 allocation in FY18, with the allocation based on the number of Food Assistance Program (FAP) cases. Individuals who are served through the program are those who are receiving Food Assistance, between the ages of 18 and 49, are without dependents, and are referred to Michigan Works! by the Department of Health and Human Services (DHHS).
Ms. Meyers reported that employment, support, and training services are available to participants through the program. She also noted that effective in Kalamazoo on January 1, 2018 and Branch, Calhoun, and St. Joseph Counties on October 1, 2018, Time Limited Food Assistance (TLFA) was implemented making this program no longer voluntary. This change did result in a spike in referrals; however, the number of individuals attending orientation and participating in the program remains low.

Career Exploration and Experience Events Plan (Exhibit O) – Amy Meyers requested board consideration and approval of the Career Exploration and Experience Events plan with a total allocation of $25,000 for the Michigan Works! Southwest area. This is the first time this funding has been awarded and the intent is to provide Career Exploration and Experience Events similar to MiCareerQuest. Within the Michigan Works! Southwest area, events such as this, with a focus on hands-on activities that match local demand, have been taking place for the past few years. Members were referred to the middle of the plan document (Exhibit O) which outlines the goals of these types of events. It was verified by staff that this funding is coming from the funding source of AY17 Workforce Innovation and Opportunity Act (WIOA) Statewide Activities.

FY19 Statewide Allocations for Employer Engagement Activities Plan (Exhibit N) – Amy Meyers requested board consideration and approval of the FY19 Statewide Allocations for Employer Engagement Activities plan. An allocation of $20,000 was awarded to Michigan Works! Southwest for the time period of October 1, 2018 – September 30, 2019 to support employer engagement activities. This is the first time this funding has been awarded.

Ms. Meyers reported that with a focus of the Workforce Innovation and Opportunity Act (WIOA) on employment engagement to meet local and regional workforce needs, funding may be used to support the outreach to and engagement of employers for activities such as industry focused employer collaborations; outreach for employer opportunities, such as the Going PRO Talent Fund; and for special career exploration events outreach, such as National Apprenticeship Week.

Motion made by Paul David and supported by Julie Rogers to approve the FY18 Families Forward Demonstration Pilot Project Plan, the FY19 Partnership, Accountability, Training, Hope, Plan, the FY19 Food Assistance Employment and Training Plan, the Career Exploration and Experiences Events Plan, and the FY19 Statewide Allocations for Employer Engagement Activities Plan. Motion carried.

Workforce Development Board (WDB) Local Policy Updates (Exhibit E) – Amy Meyers requested board consideration and approval for the Workforce Development Board Local Policy Updates to Policy 10, Rev 04 – Standards of Conduct (Exhibit F), Policy 18, Rev 04 – Monitoring (Exhibit G), and Policy 32, Rev 03 – Selective Service Registration (Exhibits H1–H3). Members were referred to the redline copies of each of the three policies included in the agenda packet. WDB Policy 10 R04, Standards of Conduct changes included updates to Federal and State policy references, the WDB Policy 18 R04, Monitoring policy contained changes to update language to align with Workforce Development Board bylaws and updates to Federal and State policy references, and WDB Policy 32 R03, Selective Services Registration was updated with strengthened language regarding “knowing and willing failure to register” as well as updating Federal and State policy references.

Motion made by Julie Rogers and supported by Morris Applebey to approve the Workforce Development Board Local Policy updates to Policy 10, Rev 04 – Standards of Conduct; Policy 18, Rev 04 – Monitoring; and Policy 32, Rev 03 – Selective Services Registration. Motion carried.

Workforce Development Board Election of Chair/Vice Chair –

Motion made by Morris Applebey and supported by Paul David to nominate and approve the appointment of Randall Hazelbaker as chair and Julie Rogers as vice chair for the Michigan Works! Southwest Workforce Development Board beginning November 1, 2018. Motion carried.

Workforce Development Board Meeting Schedule (Exhibit I) – Kathy Olsen presented a draft 2019 WDB meeting schedule (Exhibit I) with the meetings remaining on the second Friday of the month. It was explained that in early 2019,
the meetings typically scheduled at Kellogg College RMTC will need to be moved to a different location due to a remodeling project at the college. Ms. Olsen stated that members would be updated as locations are confirmed.

Motion made by Paul David and supported by Morris Applebey to approve the 2019 Workforce Development Board meeting schedule. Motion carried.

Workforce Development Board Membership Changes (Exhibit J) – Kathy Olsen requested board consideration and approval of changes for the Department of Corrections representation on the Michigan Works! Southwest Workforce Development Board. The changes included appointing Lisa Johansen as a regular member rather than an alternate, replacing Omar Alston for the two-year term that began October 1, 2018 and which ends September 30, 2020. Ms. Olsen requested that Jessica Whaley be appointed as the alternate for Lisa Johansen. She reported Lisa Johansen is the Parole Probation Supervisor in Kalamazoo County and Jessica Whaley is the Parole Probation Supervisor in Calhoun County.

Motion made by Paul David and supported by Julie Rogers to approve the Workforce Development Board membership change appointing Lisa Johansen as a regular member, replacing Omar Alston and appointing Jessica Whaley as an alternate for Lisa Johansen for the remainder of the two-year term that began October 1, 2018 and ends September 30, 2020. Motion carried.

STAFF REPORTS
Marketing (Exhibit K) – Kathy Olsen referenced Exhibit K in the agenda packet which included information about upcoming events for job seekers and employers within the Michigan Works! Southwest four-county region. She highlighted Townsquare Media’s Job Fair on October 17, 2018 at Full Blast in Battle Creek. The event is open for a Veteran’s only hour beginning at 3:00 p.m., the event will be open to the general public from 4:00 p.m. until 7:00 p.m. Ben Damerow reminded members that the MiCareerQuest Southwest event is scheduled for November 13-14 at the Kalamazoo Expo Center. The event is for students in both Kalamazoo and Calhoun Counties and will have a focus on hands-on career exploration. It was reported that this year there would not be a family event in the evening due to low attendance the previous year.

Program Operations / Special Initiatives
Food Assistance and Training (FAE&T) / Time Limited Food Assistance (TLFA) – Jakki Bungart-Bibb reported Branch, Calhoun and St. Joseph Counties switched from the voluntary FAE&T program to the non-voluntary TLFA program on October 1, 2018. Similar to Kalamazoo County, which transitioned to TLFA on January 1, 2018. Rates of those attending orientation remain low at 3.5%. It was reported that of the 257 that have been referred, only 9 are currently participating throughout the Michigan Works! Southwest four-county area.

Employer Resource Network (ERN) / Community Ventures – Jakki Bungart-Bibb reported many companies that benefited from the Employer Resource Network have decided to continue their membership for the new program year that began October 1, 2018. She also reported that Dallas Oberlee was scheduled to give a presentation in Kentucky at a National Career Pathway Network event. Dallas will also be presenting information on the implementation of Goal4 It!™ into ERN services at a conference in New York and Ben Damerow will be participating in a panel at the Economic Mobility Summit in Chicago later this month.

Business Services and Talent Fund Update – Jakki Bungart- Bibb reported applications for the Going PRO Talent Fund were due from employers on October 3, 2018. Fifty-one (51) company applications were submitted to the State, this is an increase from last year’s number of 40. The list of companies included a variety of industries with a significant number of companies requesting this funding for the first time. For FY19, a total of $2.8 million has been requested through Michigan Works! Southwest.

Labor Market Information (LMI) (Exhibit L) – The link to access the labor market reports generated from Burning Glass Analytics and Real Time Jobs Data that identified the top detailed occupations, skills greatest in demand, and employers with the most job openings in Prosperity Region 8, Michigan Works! Southwest, and each of the four counties in the MW! SW Area for the period August 1 through September 30, 2018 was sent to members via email along with the agenda packet.
Dashboard Report (Exhibit M) – Jakki Bungart-Bibb reported page one of the Michigan Works! Southwest Dashboard contains current data consistent with what has been reported the past few months on the labor participation, top employers advertising online, top job categories, top occupations and education requirements. She noted there was an increase of 3.4% in the number of ads in the Top Job Categories Advertised Online section; however, the listing of job categories remains unchanged. Page two includes a graph depicting the number of visitors to the Michigan Works! Southwest Service Centers as well as data on WIOA registrations, the FFD project, and final numbers for the Driver Responsibility Fee (DRF) program. Ben Damerow reported that the U.S. Department of Labor awarded a $3.2 million Trade and Economic Transition National Dislocated Worker Grant to the Talent Investment Agency (TIA). The grant will be used to serve individuals who have been dislocated by a reduction in the number of retail stores and those impacted by the realignment of the banking industry. TIA has partnered with the Upjohn Institute, using $300,000 of the grant to develop a proactive predictive analytics tool, similar to past work completed by Upjohn Institute staff for the state of Georgia. The tool is intended to provide Michigan Works! front-line staff the ability to assess and target customer needs through a quick analysis of labor market needs, ultimately resulting in quicker re-employment.

Director’s Report – Ben Damerow distributed the Director’s Report dated October 12, 2018.

Federal Budget – Mr. Damerow reported FY19 Department of Defense and Labor, Health and Human Services (Labor-HHS) Appropriation Bills passed the House on September 26, 2018 with President Trump signing the bills on September 28, 2018 marking the first time in more than 20 years that the Labor-HHS bill was signed into law prior to the start of the fiscal year. The bills maintained funding levels for most workforce development programs, with a decrease in Wagner-Peyser funding and an increase in funding for apprenticeships. The package also included a continuing resolution (CR) that will keep the rest of the government operating through December 7, 2018.

TANF Reauthorization – Mr. Damerow reported a paper released by the House Republicans for the Ways and Means Committee was distributed to members prior to the start of meeting. The paper highlights changes that are being discussed for TANF Reauthorization based on the JOBS for Success Act. Michigan Works! Southwest staff are in support of the bill which would align outcomes with those used for WIOA and eliminate the work participation rate as the primary performance measure. The bill would also increase program flexibility by eliminating the counting of core and non-core activities. The ability to transfer up to 50% of their TANF grant to local workforce development boards would also be granted to State agencies. Mr. Damerow reported the bill will continue to be tracked at the state level and the Michigan Works! Association is in support of it.

Michigan Dislocated Worker Grant – Mr. Damerow reported that the U.S. Department of Labor awarded a $3.2 million Trade and Economic Transition National Dislocated Worker Grant to the Talent Investment Agency (TIA). The grant will be used to serve individuals who have been dislocated by a reduction in the number of retail stores and those impacted by the realignment of the banking industry. TIA has partnered with the Upjohn Institute, using $300,000 of the grant to develop a proactive predictive analytics tool, similar to past work completed by Upjohn Institute staff for the state of Georgia. The tool is intended to provide Michigan Works! front-line staff the ability to assess and target customer needs through a quick analysis of labor market needs, ultimately resulting in quicker re-employment.

OLD BUSINESS
None.

CITIZENS’ TIME
None.
MEMBERS’ TIME
Julie Rogers and Ben Damerow thanked Lisa Godfrey for her leadership as the Michigan Works! Southwest Workforce Development Board Chair.

Julie Rogers thanked members for nominating her as Vice-Chair to the Workforce Development Board.

Julie Rogers reported she was one of twenty women selected to represent this year’s cohort of Women in Government.

Julie Rogers reported she highlighted the wage increase for PATH placements at the last County Commission meeting.

Julie Rogers complimented the staff on the work they have accomplished with all the changes happening at the State level.

UPCOMING MEETINGS
Members were reminded of the next Full Workforce Development Board and Executive Committee meetings.

The next Full Workforce Development Board is scheduled for Friday, November 12, 2018 from 8:00 a.m. – 9:30 a.m. at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007.

The next Executive Committee is scheduled for Friday, December 14, 2018 from 8:00 a.m. – 9:30 a.m. at Michigan Works! Service Center, 200 W. Van Buren St, Battle Creek, MI 49017.

The dates for the other committee meetings were listed on the agenda as follows:

The next Monitoring and Evaluation Committee is scheduled for Wednesday, October 24, 2018 from 8:00 – 9:30 a.m. at Michigan Works! Service Center, 1601 S. Burdick St, Kalamazoo, MI 49001.

The next Disability Awareness Resource Team (DART) is scheduled for Tuesday, November 13, 2018 from 2:00 – 4:00 p.m. at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007.

The next Career & Educational Advisory Council (CEAC) meeting is Thursday, November 8, 2018 from 1:30 – 3:30 p.m. at Kalamazoo Regional Educational Service Agency (KRESA), 1819 E. Milham Road, Kalamazoo, MI 49002.

Veterans Committee –
VCAT Region 8 Quarterly Meeting – Date and location TBD
VCAT Employment Sub-committee – Wednesday, October 17, 2018 at 9 a.m. at the Upjohn Institute
VCAT Education Sub-committee – Thursday, October 25, 2018 at 10 a.m. at location TBD

ADJOURNMENT
There being no other reports, the meeting was adjourned at 8:40 a.m.

_________________________________________  Date  _______________________________
Kathy Olsen                                        Randall Hazelbaker, Chair
Southwest MiSTEM Network Strategic Plan

MiSTEM Network Region Name: SW MiSTEM Region 1
MiSTEM Network Regional Director: Jason Luke, Director
Date Range: October 1st, 2018 through August 31st, 2019

<table>
<thead>
<tr>
<th>Key Objective #1 - Create a STEM culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal 1: Customize various marketing materials to promote common understanding of STEM, purpose of STEM, and STEM student outcomes.</td>
</tr>
<tr>
<td>Baseline: Description of Region status in connection to the goal. There is a lack of STEM marketing materials in region/state. Wide variations of STEM definitions and understanding exist and are in use around the region. (Who are we marketing to/what stakeholders? What is going to drive people to our website/info, believing it’s important? Items on a website could include: 4 pillars, survey results, PD’s, community event, service organizations, integrated STEM examples, contacts, calendars, grants/resources, etc.)</td>
</tr>
<tr>
<td>Goal Lead: Person(s) who will lead goal, assign strategy leads, and oversee activities. Jason Luke, Southwest MiSTEM Council, and strategy lead Tina Tribu will focus Key Objective #1.</td>
</tr>
<tr>
<td>Grant Criteria: Indicate alignment or not applicable 7(i), 7(iii)(f)</td>
</tr>
<tr>
<td>Strategies to Reach the Goal:</td>
</tr>
<tr>
<td>a. Promote a universal STEM definition, understanding, language, and best practice.</td>
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<tr>
<td>b. Customize and distribute media packets around vision/goals for MiSTEM using STEM definition.</td>
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<tr>
<td>c. Compile qualitative data to illustrate the four pillars in action around the region.</td>
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</tbody>
</table>

Description, including stakeholder involvement and applicable funding sources:
The MiSTEM Network is working on marketing efforts together and the regions are sharing various marketing tools. Some funding was allocated in the budget towards marketing materials or purchased services for graphic artist services.

<table>
<thead>
<tr>
<th>Goal 2: Build a database of existing STEM programs/efforts around the region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline: Description of Region status in connection to the goal. No efforts are currently underway to compile database around existing STEM programs in the Southwest Region.</td>
</tr>
<tr>
<td>Goal Lead: Person(s) who will lead goal, assign strategy leads, and oversee activities. Jason Luke, Southwest MiSTEM Council, and strategy lead Tina Tribu will focus on Key Objective #1.</td>
</tr>
<tr>
<td>Grant Criteria: Indicate alignment or not applicable 7(i), 7(ii), 7(iii)(e)</td>
</tr>
<tr>
<td>Strategies to Reach the Goal:</td>
</tr>
<tr>
<td>a. Identify the best database to use.</td>
</tr>
<tr>
<td>b. Create a survey to assess the current STEM providers in various sectors of the region.</td>
</tr>
<tr>
<td>c. Survey region members to identify current practices/efforts and log info.</td>
</tr>
</tbody>
</table>

Description, including stakeholder involvement and applicable funding sources:
Building a database regarding current STEM practices in place around the region. Stakeholders are all partners in the region: education, parents and business/industry with community agencies.

Considerations for Action Planning
Reflect on these high-level questions for this Key Objective (Pillar) and provide ideas in this table. Choose and use an action planning template (e.g., Appendix E) or Gantt Chart (e.g., Appendix F) to shape the details of the activities needed to accomplish your strategic plan.
**Key Accomplishments of the First Year Plan**

List the most significant accomplishments you expect to achieve by quarter. These should correlate to the goals, strategies and activities for this Key Objective (Pillar). This does not need to be a complete re-documentation of your plan. It should list what you expect to be the most significant accomplishments within each time frame.

- **Quarter 1:** Customize marketing for Southwest MiSTEM materials/strategies in conjunction with the state. Begin Southwest MiSTEM roadshow to create buy-in across the region and with various sectors across the region.
- **Quarter 2:** Develop a survey for regional partners to determine what STEM practices, activities, professional developments are being done and to identify areas of need. Create a Southwest MiSTEM website.
- **Quarter 3:** Disseminate survey to regional partners to determine what STEM practices, activities, professional developments are being done and to identify areas of need.
- **Quarter 4:** Analyze results of surveys to identify areas of most need.

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### Key Objective #2 – Empower all STEM teachers

*Note: Teachers should be thought of more broadly as Educators.*

**Goal 1:** Promote STEM pedagogy with key stakeholders

- **Baseline:** Identify key stakeholders in the various districts throughout the counties

- **Goal Lead:** Jason Luke, Southwest MiSTEM Council, strategy lead Mary Burke will focus on objective #2.

- **Grant Criteria:** 7(iii)

**Strategies to Reach the Goal**

a. Identify best practice instructional strategies in STEM.

b. Gather information on what professional developments are occurring throughout the region.

c. Encourage participation in existing high-quality STEM professional development opportunities.

d. Plan a system of follow-up to support the educators who receive STEM trainings throughout the year.

c. Partner experts in STEM industries with inservice and preservice teachers and administrators.

**Description, including stakeholder involvement and applicable funding sources:**

To increase educators’ involvement in STEM trainings.

**Goal 2:** Create 8 STEM educator communities one in each county by fall of 2019

- **Baseline:** Fewer than 5 STEM learning communities exist in the region.

- **Goal Lead:** Jason Luke, Southwest MiSTEM Council, strategy lead Mary Burke will focus on objective #2.

- **Grant Criteria:** 7(iii)(b)(e)

**Strategies to Reach the Goal:**

a. Initiate and support local groups of STEM teachers who meet regularly to share successes and strategies.

b. “Taste of STEM” – a professional development around instructional strategies that support STEM.

c. Identify and promote STEM research opportunities or community experiences for educators.

d. Identify and exemplify districts who offer incentives around successful implementation of STEM practices.

**Description, including stakeholder involvement and applicable funding sources:**

Connecting STEM educators. Possible Marshall Plan funding.
**Considerations for Action Planning**

**Reflect** on these high-level questions for this Key Objective (Pillar) and provide ideas in this table. **Choose and use** an action planning template (e.g., Appendix E) or Gantt Chart (e.g., Appendix F) to shape the details of the activities needed to accomplish your strategic plan.

<table>
<thead>
<tr>
<th><strong>What assets can be leveraged to help your state team get this work done?</strong></th>
<th><strong>What barriers should you anticipate as you implement these strategies?</strong></th>
<th><strong>What unintended consequences or trade-offs should be considered?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Google type group software, survey, established networks, teacher coaches, career navigators, SCECH’s</td>
<td>Time commitments of involved parties. Physical distances, heavy coordination requirements for the “Taste of STEM” events</td>
<td>Teachers may want some compensation for travel time/meeting times for group work</td>
</tr>
</tbody>
</table>

**Key Accomplishments of the First Year Plan**

List the most significant accomplishments you expect to achieve by quarter. These should correlate to the goals, strategies and activities for this Key Objective (Pillar). This does not need to be a complete re-documentation of your plan. It should list what you expect to be the most significant accomplishments within each time frame.

Quarter 1: Identify STEM educators to begin collaboration. Identify central locations for STEM teacher groups. Discuss ways to connect teachers to various groups.

Quarter 2: Schedule various STEM teacher group meetings and maximize electronic communications (Smores).

Quarter 3: Attend/record a sample of meetings’ progress in STEM educator groups.

Quarter 4: During the last STEM teacher meeting, debrief each group and discuss plans for rearranging groups next year.

**Key Objective #3 – Integrate Business and Education**

**Goal 1:** Schedule educator externships for summer of 2019

**Baseline:** At least one county has offered externships to educators.

**Goal Lead:** Jason Luke, Southwest MiSTEM Council, strategy leads Kristen Garceau and Deb Kolberg will focus on objective #3.

**Grant Criteria:** 7(ii)

**Strategies to Reach the Goal:**

a. Arrange for at least three educator externship opportunities one in healthcare, IT and manufacturing.

b. Standardize externships to assist employers and align with district/state standards for content.

c. Pre-post externship assessing. Provide educator feedback to the businesses as to learner impact.

d. Help reluctant businesses clearly understand what STEM is and how it relates to their business

e. Have educators who experienced externships return with students to the same place.

*Description, including stakeholder involvement and applicable funding sources:*
Possible Marshall Plan funding, possible underwriting by b/i partners

**Goal 2:** Offer students a variety of experiences with business/industry

**Baseline:** Measure and identify current student experience/interaction with business and industry in each county. It’s our hypothesis that fewer than 20% of students in the region have a direct experience with a business/industry professional to connect to their learning in any given school year.

**Goal Lead:** Jason Luke, Southwest MiSTEM Council, strategy leads Kristen Garceau and Deb Kolberg will focus on objective #3.

**Grant Criteria:** 7(ii)

**Strategies to Reach the Goal:**
a. Connect local b/i partner with local schools to establish a mutually beneficial STEM partnership.

b. Connect younger students (primary/elementary) virtually with industry personnel to tap into student interests early.

c. Connect the content of the externships with learning-develop lesson plans around STEM pillars and how they relate to the industry.

d. Use multiple avenues of connecting b/i with students of all ages: virtual, MiCareerQuest Southwest and other career fairs, field trips to safe areas, experts invited to classrooms, etc.

Description, including stakeholder involvement and applicable funding sources:
Industry/education connections contribute to both parties: young people gain understanding that connects their learning to the workplace, and professionals become aware of what is happening in the schools and how they can help make learning real.

<table>
<thead>
<tr>
<th>Considerations for Action Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflect on these high-level questions for this Key Objective (Pillar) and provide ideas in this table.</td>
</tr>
<tr>
<td>Choose and use an action planning template (e.g., Appendix E) or Gantt Chart (e.g., Appendix F) to shape the details of the activities needed to accomplish your strategic plan.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What assets can be leveraged to help your state team get this work done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our region has a wealth of business/industry partners because of vibrant economies, many educators are open to these interactions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What barriers should you anticipate as you implement these strategies?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Busy schedules, time commitment, number of students who can go to companies, apprehension about change, perceptions, funding issues</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What unintended consequences or trade-offs should be considered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rich relationships develop in communities, learning becomes real and exciting, this model grows organically in the community</td>
</tr>
</tbody>
</table>

Key Accomplishments of the First Year Plan
List the most significant accomplishments you expect to achieve by quarter. These should correlate to the goals, strategies and activities for this Key Objective (Pillar). This does not need to be a complete re-documentation of your plan. It should list what you expect to be the most significant accomplishments within each time frame.

Quarter 1: Identifying business/industries in the Southwest region by location.
Quarter 2: identify and communicate with interested employers in the Southwest region by location.
Quarter 3: Plan and hold pre-externship conferences between all parties to develop standard externship experiences.
Quarter 4: Through these conferences, teachers will co-facilitate student externships in business/industry locations.

Key Objective #4 – Ensure high-quality STEM experiences

<table>
<thead>
<tr>
<th>Goal 1: Identify exemplars and best practices for high-quality STEM experiences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline: An estimated 10% of classrooms employ best practices for STEM experiences.</td>
</tr>
<tr>
<td>Goal Lead: Jason Luke, Southwest MiSTEM Council, strategy lead Diane Owen-Rogers will focus on objective #4.</td>
</tr>
<tr>
<td>Grant Criteria: 7(f)</td>
</tr>
</tbody>
</table>

Strategies to Reach the Goal:

a. Identify and customize a rubric for defining high quality-research framework.

b. Create a system for assessing a district’s approach to offering K-12 STEM experiences.

c. Share out examples of high-quality integrated STEM systems to inspire others.

d. Recruit school leaders from across the 8 counties to use the framework to obtain baseline data-snapshot of Region 1.

e. Utilize data to inform districts about school improvement opportunities for the MiSTEM Network work.
**Goal 2:** Equity—seek ways to break down barriers for equitable access to STEM opportunities with Out of School Time providers on a regional basis.

**Baseline:** 53% of respondents to the MiSTEM Network survey said that there were ZERO discussions around how to bridge the equity gap.

**Goal Lead:** Jason Luke, Southwest MiSTEM Council, strategy lead Diane Owen-Rogers will focus on objective #4.

**Grant Criteria:** 7 (i & ii)

**Strategies to Reach the Goal:**

- Prepare and distribute marketing materials around equity to increase awareness of the disparity of opportunities.
- Recruit business/industry partners from opportunity deserts to engage the employers with students in their areas.
- Connect with Out of School Time (OST) providers to create further STEM learning opportunities.
- Focus on offering STEM events/activities that bridge the equity gaps between students.

**Description, including stakeholder involvement and applicable funding sources:**
Identifying and supporting those areas that have few resources to overcome barriers and provide more equity of opportunities.

**Considerations for Action Planning**

**Reflect** on these high-level questions for this Key Objective (Pillar) and provide ideas in this table.

**Choose and use** an action planning template (e.g., Appendix E) or Gantt Chart (e.g., Appendix F) to shape the details of the activities needed to accomplish your strategic plan.

<table>
<thead>
<tr>
<th>What assets can be leveraged to help your state team get this work done?</th>
<th>What barriers should you anticipate as you implement these strategies?</th>
<th>What unintended consequences or trade-offs should be considered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity resources, genuine conversations, making equity a priority, excellent non-profit STEM providers, out-of-school time networks</td>
<td>Lack of resources, disparities in socio/economic status of residents, finding ways to engage reluctant parties, transportation, parental involvement</td>
<td>Equitable versus equity paradigm challenges, reluctance towards change</td>
</tr>
</tbody>
</table>

**Key Accomplishments of the First Year Plan**

List the most significant accomplishments you expect to achieve by quarter. These should correlate to the goals, strategies and activities for this Key Objective (Pillar). This does not need to be a complete re-documentation of your plan. It should list what you expect to be the most significant accomplishments within each time frame.

**Quarter 1:** Meet with districts to discuss the importance of high-quality STEM education. Gather data around what employers exist in our region and identify those in the opportunity deserts.

**Quarter 2:** Utilizing high-quality assessment tools. Share information on equity vs. equality. Begin partnership with OST providers.

**Quarter 3:** Have districts use the assessment tools. Start the externship processes from Key Objective 3 in these identified areas.

**Quarter 4:** Provide feedback to districts/STEM providers on the quality of their STEM programs and promote opportunities to improve.
DATE: December 7, 2018
TO: Workforce Development Board
FROM: Kathy Olsen / Ben Damerow
SUBJECT: Career Educational Advisory Council – Membership

We are requesting WDB consideration and approval of the following new appointment to the Career Educational Advisory Council (CEAC) for Michigan Works! Southwest (Branch, Calhoun, Kalamazoo, and St. Joseph Counties).

Sue Gardner, Dean, Business, Industrial Trades and Public Service, Kalamazoo Valley Community College (KVCC).

This appointment is to serve as an alternate for Dr. Deb Coates, representing KVCC and is for the balance of a term that ends on June 30, 2020.

We would also like to update the Board on the retirement of CEAC member, Cheryl Peters, Director of Generation E Institute. During a national search for her replacement, it became apparent that Generation E had a great opportunity for growth by moving to a new location. Generation E is now part of the Monroe Community Stakeholders which includes, but is not limited to, Monroe Public Schools, Monroe Economic Development, and Monroe Community College in Monroe, Michigan. The name and mission will continue.
## Career & Educational Advisory Council (CEAC)
### 2019 Meeting Schedule

<table>
<thead>
<tr>
<th>DAY</th>
<th>DATE</th>
<th>TIME</th>
<th>PLACE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>February 4, 2019</td>
<td>1:00-3:00 p.m.</td>
<td>Kalamazoo RESA Conference Rooms B/C</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1819 E. Milham Road</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kalamazoo, MI 49002</td>
</tr>
<tr>
<td>Monday</td>
<td>March 25, 2019</td>
<td>1:00-3:00 p.m.</td>
<td>Kalamazoo RESA Conference Rooms A/B</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1819 E. Milham Road</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kalamazoo, MI 49002</td>
</tr>
<tr>
<td>Monday</td>
<td>September 16, 2019</td>
<td>1:00-3:00 p.m.</td>
<td>Kalamazoo RESA Conference Rooms A/B</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1819 E. Milham Road</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kalamazoo, MI 49002</td>
</tr>
<tr>
<td>Monday</td>
<td>November 4, 2019</td>
<td>1:00-3:00 p.m.</td>
<td>Kalamazoo RESA Conference Rooms A/B</td>
</tr>
<tr>
<td></td>
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<td>1819 E. Milham Road</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kalamazoo, MI 49002</td>
</tr>
</tbody>
</table>

Additional meetings may need to be added if initiatives are presented that require our immediate attention.

**CEAC Agendas, Minutes and Schedules will be posted on the Michigan Works! Southwest website at:** [http://www.michiganworkssouthwest.org/about/board/](http://www.michiganworkssouthwest.org/about/board/)

November 8, 2018
FY19 Community Ventures
Policy Issuance: 18-40

Michigan Works! Southwest has been allocated $193,893 for the ongoing implementation of the Community Ventures Program. Michigan Works! Southwest received an initial allocation of $266,602 for Community Ventures in July 2018.

Background

The Community Ventures Program is an initiative that promotes economic excellence and talent development by providing career pathways and wrap-around services to the structurally unemployed and the Asset Limited, Income Constrained, Employed (ALICE) population. ALICE participants are individuals who are working yet still struggling to make ends meet or one crisis away from poverty.

Model

The Community Ventures initiative will utilize a locally driven Business Resource Network (BRN) model to deliver wrap-around services necessary to provide eligible Community Ventures participants with opportunities to long-term, meaningful employment.

BRNs are locally driven private-public consortia whose purpose is to improve the employer’s workforce retention. Through the BRN model, services are directly delivered to eligible participants to offer long term, sustainable employment options and deliver supportive services that reduce barriers to employment.

Funding Summary

<table>
<thead>
<tr>
<th>Funding Category</th>
<th>Funding Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distribution by Cost Category</td>
<td>$193,893</td>
</tr>
<tr>
<td>Administration</td>
<td>$19,389</td>
</tr>
<tr>
<td>Program</td>
<td>$174,504</td>
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<tr>
<td>Success Coaching</td>
<td></td>
</tr>
<tr>
<td>Support Services</td>
<td></td>
</tr>
</tbody>
</table>

Source: FY19 Community Ventures, PI 18-40
Work-Based Training for Special Populations
Pl: 18-41

Background
The Reemployment Services and Eligibility Assessment (RESEA) program provides customized services to Unemployment Insurance claimants deemed most likely to exhaust their unemployment benefits. This program offers an orientation of the Michigan Works! Service Centers, an eligibility assessment, a work search plan, labor market information, career guidance and reemployment services to the claimants. Previously, there was not a paid training component attached to this program.

With this policy, Michigan Works! Southwest received an allocation of $25,000 for Work-Based Training for Special Populations to provide career services, support services, and work-based learning opportunities, to allow individuals an opportunity to “earn and learn.”

Individuals Served
Individuals who are eligible for work-based training services are:

- Individuals referred to the RESEA program
- Long-term unemployed individuals
- Returning citizens
- Partnership. Accountability. Training. Hope. (PATH) participants
- Food Assistance Employment and Training participants
- Out-of-School Youth
- Refugee/Work-Authorized Immigrants
- Underemployed
- Senior Workers
- Single Parents

Available Training
Work-based training can be an effective training strategy that can provide additional opportunities for participants finding high-quality work and for employers in developing a high-quality workforce.

OJT – intended to provide a participant with the knowledge and skills necessary for the full performance of the job. The OJT is a critical tool that can help job seekers enter into successful employment. The term “on-the-job training” means training by an employer that is provided to a paid participant while engaged in productive work in a job.

Pre-Apprenticeship Training – designed to provide work experiences that can help participants obtain the skills needed to be placed into a registered apprenticeship.
Registered Apprenticeships – designed to combine paid learning on-the-job and related technical instruction in a skilled occupation. This training is an important component of the education and training services that the workforce system can provide to its participants and should be used as a strategy to train and employ job seekers.

Customized Training – aimed at meeting the special requirements of an employer with a commitment to employ after successful completion of the training.

Supportive Services
Supportive services available to eligible individuals may include, but are not limited to, assistance with transportation, child care and dependent care, educational testing, uniforms or other appropriate work attire, fees for school supplies and other necessary items for students enrolled in post-secondary education classes, and payments and fees for employment and training-related applications, tests, and certifications.

Funding Summary

<table>
<thead>
<tr>
<th>Funding Source and Cost Categories</th>
<th>Funding Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocation</td>
<td>$25,000</td>
</tr>
<tr>
<td>Training Services</td>
<td>$15,000</td>
</tr>
<tr>
<td>Career Services</td>
<td>$7,500</td>
</tr>
<tr>
<td>Administration</td>
<td>$2,500</td>
</tr>
</tbody>
</table>

Source: PI: 18-41

Technical Information
Program Title/Number: Work-Based Training for Special Populations/PI: 18-41
Funding Source: FY2019 General Fund General Purpose
Funding Level: $25,000
Duration: October 1, 2018 – September 30, 2019
Reference: Talent Investment Agency (TIA) PI: 18-41, October 30, 2018
CFDA Number: N/A
Background
TAA is a federal program that assists U.S. workers who have lost their jobs as a result of foreign trade. The program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become reemployed.

The planned allocation of funding to support TAA program activities for the period October 1, 2018 through September 30, 2019, for Michigan Works! Southwest is $292,332. This represents a decrease in TAA funding in comparison to last year’s allocation of $535,439.

Funding Summary

<table>
<thead>
<tr>
<th>Cost Categories</th>
<th>Funding Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2019 Allocation</td>
<td>$293,332</td>
</tr>
<tr>
<td>Program</td>
<td>$181,587</td>
</tr>
<tr>
<td>Case Management</td>
<td>$102,666</td>
</tr>
<tr>
<td>Administrative</td>
<td>$9,079</td>
</tr>
</tbody>
</table>

Case Management
The purpose of case management services is to provide workers the necessary information and support for them to achieve sustainable reemployment. These services will be available to workers over the course of their participation in the TAA program, in an integrated manner that suits their individual needs at a particular time. Allowable Case Management activities include the provision of: Comprehensive Assessments, Individual Service Strategies, Training Information, Financial Aid Information, Employability Skills Assistance, Career Counseling, Labor Market Information and Supportive Service Information.

Program
TAA program funds can be used to fund the following TAA services (and all allowable benefits that accompany the service): Classroom Training, On-the-Job Training, Customized Training, Registered Apprenticeship Training, Job Search Allowances and Relocation Allowances.

Merit Based Staffing
All service provider staff funded by TAA must be merit-staffed employees of eligible local governments that follow a merit system of personnel administration.

Technical Information
Program Title/Number  | Trade Adjustment Assistance (TAA) Fiscal Year (FY) 2019 Allocations; Policy Issuance 18-43
Funding Source        | AY2017 TAA Funding
Funding Level          | $293,332
Duration              | FY2019 (October 1, 2018 – September 30, 2019)
CFDA Number           | 17.245
UPCOMING EVENTS – as of December 7, 2018

COMMUNITY

BC Vision  https://www.wkkf.org/what-we-do/michigan/bc-vision

Shared Prosperity Kalamazoo  http://www.kalamazooicity.org/sharedprosperity

Viewing of the 13th documentary – Link to trailer on YouTube

Neighborhood Employment HUBS (Battle Creek) – Community Action, Parkway Manor and New Level Sports Ministries. For more information and hours, visit: http://www.michiganworkssouthwest.org/other-services/employment-hubs/

EMPLOYMENT PREPARATION EVENTS

MI Works! Southwest Employability Workshops  http://www.michiganworkssouthwest.org/events/

Strategies for Success - contact MI Works! Southwest to schedule employment readiness workshops at your organization’s location.

Making Strides for Employment – Wednesdays from 10-11:30 am at MI Works! Battle Creek and Wednesdays from 1-3 pm at MI Works! Kalamazoo

CAREER EXPLORATION

Pathfinder  https://pathfinder.mitalent.org/ - The State’s free online tool designed to provide real-time, value-added information for users to make more informed decisions on education and career opportunities is up and running.

MiCareerQuest Southwest – November 13 & 14, 2018 at the Kalamazoo Expo Center. See http://www.micareerquestsw.org/ for more information

TRAINING OPPORTUNITIES

http://www.michiganworkssouthwest.org/training/opportunities/ and http://www.michiganworkssouthwest.org/resources/training/

Apprenticeship Readiness Training – Recruiting now for January class, contact Sam Dougherty at 269-488-7618 or sdougherty@miworkssw.org More information, including a flyer to view/download can be found at http://www.michiganworkssouthwest.org/training/vision-for-prosperity/

GOCC - Training options listed under the business & industry tab https://www.glenoaks.edu/Pages/default.aspx#

KVCC - Multiple Training Academies http://www.kvccgrovescenter.com/career/

KCC – Training opportunities http://www.kellogg.edu/academics/academic-programs/ http://www.kellogg.edu/business-industry/rmtc/
Michigan Training Connect (MiTC) – Information to assist you in making knowledgeable decisions about your career and training.  
https://www.mitalent.org/mitc  
Post-secondary education opportunities in Michigan
https://www.mitalent.org/skilled-trades-post-secondary-education-opportunities

KCC Innovative Accelerated Credentialled Training (iACT) http://www.kellogg.edu/business-industry/workforcesolutions/iact/KCC Advanced Manufacturing Assembly (KAMA) Training -  
http://www.kellogg.edu/business-industry/workforcesolutions/work/

Branch Area Career Center - Computer Classes, Technical Classes; plus Industrial, Trades, Enrichment and Self-Improvement Classes offered in partnership with Kellogg Community College. Register by calling 517-279-5753. Stop by the BACC at 366 Morse St, Coldwater, MI 49036. For more information or to register online, visit the BACC website at www.branch-isd.org

Momentum Training Opportunities - Soft Skills Training and Technical Skills Training Academies (Warehouse, Production Tech, CNC, etc.) For more information about Momentum and associated training academies, contact: Urban Alliance at 1009 East Stockbridge Ave, Suite 100, Kalamazoo, MI 49001 or (269) 348-0978  
https://uainc.org/momentum-urban-employment-initiative/  info@uainc.org

FAFSA https://fafsa.ed.gov/  
Also contact your local College Access Network (CAN)  
http://www.micollegeaccess.org/lcan

- Battle Creek Area CAN http://www.battlecreeckcan.org/
- Kalamazoo Area CAN http://cacanonline.org/
- St. Joseph County CAN http://www.sjccan.org/resources.php

BUSINESS EVENTS & RESOURCES

GOING PRO TALENT FUND (formerly called the Skilled Trades Training Fund)  
For more information contact Kara Stewart  
stewart@upjohn.org OR Ashley Iovieno  
iovieno@upjohn.org

APPRENTICESHIP INFORMATION https://www.dol.gov/apprenticeship/  
Contact: Tiffanie Clawson, Michigan’s USDOL Apprenticeship & Training Representative  
Clawson.Tiffanie.L@dol.gov

PROCUREMENT TECHNICAL ASSISTANCE CENTER (PTAC)  
http://www.michiganworkssouthwest.org/employers/sw-mich-ptac/

PTAC Upcoming Training Opportunities  
http://www.michiganworkssouthwest.org/employers/sw-mich-ptac/  
2019 schedule of classes will be posted soon on the above website

- Government Contracting: Orientation
- Lessons Learned in Government Contracting
- Government Contracting - Marketing and Research: Mining for Opportunities

For more information or to schedule a meeting, please contact a PTAC Counselor:  
Kim Bourner bourner@upjohn.org 269-385-0472

EMPLOYER RESOURCE NETWORK (ERN)  
For more info contact Kelli Adams at 269-615-9633 or Dallas Oberlee  
oberee@upjohn.org  
http://www.michiganworkssouthwest.org/employers/employer-resource-network/

SCORE  
https://kalamazoo.score.org/localworkshops
HIRING / CAREER EVENTS http://www.michiganworkssouthwest.org/events/

Gun Lake Casino Employer of the Day – Mon, Dec 10, 2018 from 12 – 3 pm at MI Works! Kalamazoo

OnStaff USA Employer of the Day – Mon, Dec 10, 2018 from 2 – 4 pm at MI Works! Three Rivers

Ralph Moyle Employer of the Day – Tues, Dec 11, 2018 from 9 am - 12 pm at MI Works! Kalamazoo

Snelling Staffing Services Employer of the Day – Tues, Dec 11, 2018 from 2-4 pm at MI Works! Kalamazoo

Effex Management Solutions / Il Stanley Employer of the Day – Wed, Dec 12, 2018 from 12-2 pm at MI Works! Battle Creek

Adient Employer of the Day – Thur, Dec 13, 2018 from 1-4 pm at MI Works! Kalamazoo

Xcel Staffing Employer of the Day – Thur, Dec 13, 2018 from 10 am – 2 pm at MI Works! Battle Creek

Aequitas Mobility Employer of the Day – Fri, Dec 14, 2018 from 10 am – 2 pm at MI Works! Battle Creek

OnStaff USA Employer of the Day – Mon, Dec 17, 2018 from 11 am – 1 pm at MI Works! Coldwater

OnStaff USA Employer of the Day – Tue, Dec 18, 2018 from 10 am – 12:30 pm at MI Works! Battle Creek

Taplin Group Employer of the Day – Tue, Dec 18, 2018 from 9 am - 12 pm at MI Works! Kalamazoo

EDUStaff Employer of the Day – Wed, Dec 19, 2018 from 9 am - 12 pm at MI Works! Coldwater

Effex Management Solutions / Il Stanley Employer of the Day – Wed, Dec 19, 2018 from 10 am - 12 pm at MI Works! Kalamazoo

Effex Management Solutions / Il Stanley Employer of the Day – Wed, Dec 19, 2018 from 12-2 pm at MI Works! Battle Creek

Michigan State Police Employer of the Day – Thur, Dec 20, 2018 from 9 am – 12 pm at MI Works! Kalamazoo

Ralph Moyle Employer of the Day – Wed, Jan 2, 2019 from 9 am - 12 pm at MI Works! Kalamazoo

Michigan State Police Employer of the Day – Mon, Jan 7, 2019 from 9 am – 12 pm at MI Works! Kalamazoo

OnStaff USA Employer of the Day – Mon, Jan 7, 2019 from 2-4 pm at MI Works! Kalamazoo

Taplin Group Employer of the Day – Tue, Jan 8, 2019 from 10 am - 2 pm at MI Works! Battle Creek

Career.Life.Expo. – Thurs, March 21, 2019 (time TBD) at Kalamazoo Expo Center

Hiring events - continued on next page
UPCOMING JOB FAIRS AT WESTERN MICHIGAN UNIVERSITY (2018-2019 school year) – for WMU students and alumni https://wmich.edu/career/events

Science, Technology, Engineering, and Mathematics (STEM) Job Fair 2019 - registration opened August 13 at 8 a.m.
Wed, Feb 6, 2019 - from 10 am – 2:30 pm at WMU Bernhard Center
Student information STEM Fair 2019 | Employer information STEM Fair 2019

Career Fair 2019 - registration opened August 13 at 8 a.m.
Thur, Feb 7, 2019 from 10 am – 2:30 pm at WMU Bernhard Center
Student information Career Fair 2019 | Employer information Career Fair 2019

Government and Nonprofit Job Fair 2019 - registration opened August 13 at 8 a.m.
Fri, Feb 8, 2019 from 1-4 pm at WMU Bernhard Center
Student information GNPF 2019 | Employer information GNPF 2019

Aviation Outlook Day 2019 - registration opens December 3 at 8 a.m.
Fri, April 5, 2019 - information coming soon

Education Career Fair 2019 - registration opens December 3 at 8 a.m.
Tuesday, April 9, 2019 - information coming soon
**Vision for Prosperity**

**Apprenticeship Readiness Training**

Classes begin February 2019

**MINIMUM REQUIREMENTS FOR TRAINING**

- Must live in Kalamazoo County
- High School Diploma or GED
- 18 Years Old or Older
- Valid Michigan Driver’s License
- Ability to Pass Drug Screen
- Subject to a Criminal Background Check
- Experience in the Building Trades a plus

**PREPARE FOR YOUR FUTURE CAREER**

- Boilermaker
- Bricklayer
- Carpenter
- Cement Mason
- Electrician
- Elevator Constructor
- Glazier
- Insulator
- Iron Worker
- Laborer
- Millwright
- Operating Engineer
- Painter
- Pipe Fitter
- Plasterer
- Plumber
- Roofer
- Sprinkler Fitter
- Sheet Metal Worker

**FOR MORE INFORMATION CONTACT**

Sam Dougherty at 269-488-7618 or sdougherty@miworkssw.org

Vision for Prosperity training program includes 272 hours of blueprint reading, construction math, health and safety, first aid/CPR, building trades and labor history, field trips to apprenticeship programs and an externship at a local construction site.

*An equal opportunity employer / program supported by the State of Michigan. 1-800-285-WORK (9675). Auxiliary aids and services are available upon request. Dial 711 for Relay Center and TTY.*