

## **WORKFORCE DEVELOPMENT BOARD EXECUTIVE COMMITTEE AMENDED AGENDA**

**THURSDAY, APRIL 20, 2023, from 9:00 – 10:30 A.M.**

### **In-Person Meeting**

At Michigan Works! Service Center, 1601 S. Burdick Street, Kalamazoo, MI 49001

**Note: Members must attend in-person to participate in voting.**

Public Access is available at:

<https://us02web.zoom.us/j/88210578234?pwd=dTVvVWc0Q0hkVHc1RWdjNU5kV25ZOT09>

**Meeting ID:** 882 1057 8234    **Passcode:** 712154

**Or Dial US Toll Free:**

877 853 5257; 888 475 4499; 833 548 0276; 833 548 0282

- I. CALL TO ORDER / INTRODUCTIONS** Lisa Godfrey, Chair
- II. TRANSPARENCY & INTEGRITY OF WDB DECISIONS** Kathy Olsen
- III. PUBLIC TIME**
- IV. APPROVAL OF MINUTES** (*Vote Required*)
  - A. WDB March 16, 2023 Executive Committee Meeting Minutes (*Exhibit A*)
- V. COMMITTEE REPORTS**
  - A. Monitoring Committee Jackie Murray
  - B. Career Educational Advisory Council (CEAC) Kris Jenkins/Kathy Olsen
  - C. Disability Awareness Resource Team (DART) John Fiore
- VI. NEW BUSINESS**
  - A. WDB Plans Amanda Rosenberg
    - 1. WIOA Local Plan (*Vote Required*) (*Exhibit B*)
    - 2. FY23 Going PRO Talent Fund (*Vote Required*) (*Exhibit B2*)
    - 3. State Apprenticeship Expansion (SAE) (*No vote required*)
  - B. Request for Proposal Update Amanda Rosenberg
    - 1. One-Stop RFP
    - 2. TAA Merit Based Staffing RFP
    - 3. Outreach and Communication RFP
  - C. Announcements Kathy Olsen
    - 1. Save the Date – Dec 6, 2023
- VII. STAFF REPORTS**
  - A. Labor Market Info Update (*Exhibit C*)  
& Business Services Update & Dashboard (*Exhibit D*) Ashley Iovieno

- B. Operations Update & Dashboard (*Exhibit E*)  
C. Directors Report (*Exhibit F*)

Amy Meyers  
Jakki Bungart-Bibb

## VIII. OLD BUSINESS

## IX. PUBLIC TIME

## X. MEMBERS' TIME

## XI. UPCOMING MEETINGS

- A. **Full Workforce Development Board** – Thursday, May 18, 2023, from 9:00-10:30 am  
at Branch County Community Health Conference Room, 570 Marshall Rd, Coldwater, MI 49036
- B. **Executive Committee** – Thursday, June 15, 2023, from 9:00-10:30 am  
at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007
- C. **Monitoring & Evaluation Committee** – Tuesday, May 23, 2023, from 8:00-9:30 am  
at Michigan Works! Service Center, 200 W. Van Buren St, Battle Creek, MI 49017
- D. **Career Educational Advisory Council (CEAC)** – Monday, May 15, 2023, from 1:00-3:00 pm  
(In-person with virtual option)  
at Kalamazoo RESA, Wile Auditorium, 1819 E. Milham Rd, Portage, MI 49002
- E. **Disability Awareness Resource Team (DART) Committee** – Tuesday, June 20, 2023,  
from 2:00-4:00 pm (In-person with virtual option)  
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007

## XII. ADJOURNMENT

Lisa Godfrey, Chair

**Workforce Development Board Executive Committee  
 Meeting Minutes  
 March 16, 2023**

**CALL TO ORDER:** Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 9:00 a.m. at the Michigan Works! Service Center, 200 W. Van Buren Street, Battle Creek, MI 49017.

Attendees introduced themselves and Kathy Olsen introduced individuals who were attending virtually.

**WDB Members Present:**

Lisa Godfrey (PS)\* Jackie Murray (PS)\* \* Exec Committee  
 Randall Hazelbaker (PS)\* Frank Tecumseh (PS)\*

**WDB Executive Members Absent**

Kris Jenkins (Educ)\*  
 Dave Maurer (PS)\*

**Other WDB Members Present**

Charles Rose, alternate for  
 Jose Orozco (CBO)

**Center for Workforce Innovation and Solutions / Michigan Works! / Upjohn Institute Staff Present:**

Jakki Bungart- Bibb Amy Meyers Amanda Rosenberg  
 Ashley Iovieno Kathy Olsen

**Michigan Works! Services / Program Staff Present:**

Paige Daniels (YOU/KRESA) <sup>∨</sup> Sarah Mansberger (KRESA) <sup>∨</sup> <sup>∨</sup> Attended Virtually  
 Blaine Farr (WDI) <sup>∨</sup> Amanda Sutherland YOU/KRESA) <sup>∨</sup>

**Guests Present:**

Kristine Stevens (GOCC) <sup>∨</sup>

**TRANSPARENCY & INTEGRITY OF WDB DECISIONS**

Kathy Olsen 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.

**PUBLIC TIME**

No comments.

**APPROVAL OF MINUTES (Exhibit A)**

**Motion made by Randall Hazelbaker and supported by Jackie Murray to approve the Workforce Development Board (WDB) February 16, 2023 Full Board meeting minutes Motion carried.**

**COMMITTEE REPORTS**

No reports.

## **NEW BUSINESS**

### **WDB Plans**

***AY2021 WIOA Statewide Activities – Young Professionals 2023 Initiative*** (Exhibit B) - Amanda Rosenberg reported Michigan Works! Southwest received an allocation of \$250,000 WIOA statewide activities funding for the Young Professionals 2023 Initiative. The period for this funding is March 1, 2023 through February 29, 2024. Michigan Works! Southwest applied for this funding, with the opportunity to request up to \$375,000. The amount awarded is a decrease from the 2022 award which was \$450,000. The goal for the use of this funding is to increase career awareness and preparation while reducing youth unemployment. This will be accomplished by introducing under-represented young adults to the world of work while providing income. Examples of allowable services and expenditures are listed on the plan summary document (Exhibit B). As with previous years, Michigan Works! Southwest will be partnering with Kalamazoo RESA Youth Opportunities Unlimited (YOU) to provide the programming.

**Motion made by Frank Tecumseh and supported by Jackie Murray to approve the plan for the AY2021 WIOA Statewide Activities – Young Professionals 2023 Initiative. Motion carried.**

### **WDB Plans – Public Announcement**

***Posting of an Update to the WIOA Local Plan*** – Amy Meyers reported in response to KRESA’s announcement to no longer bid to provide Employment Services (ES), Reemployment Services and Eligibility Assessment (RESEA), and Trade Adjustment Assistance (TAA) services, and the WDB’s vote to allow direct service delivery of these services at the January 2023 meeting, a modification to the local plan was made. Modifications are required when the conditions warrant it, and in this case the updates are necessary to acknowledge the updated service delivery model, effective July 1, 2023. The updated WIOA local plan has been posted on the Michigan Works! Southwest website for the required thirty-day comment period. A notice with the website link was also emailed to WDB members, WDB committee members, and community partners. She encouraged members to review the plan and to please let her know if they have any questions or comments. Upon conclusion of the thirty-day comment period, staff will present the modified plan to the Board for approval.

### **Requests for Proposals Update**

As a follow up to the Michigan Works! Southwest’s January meeting, Amanda Rosenberg reported Michigan Works! Southwest has finalized the One-Stop Operator Request for Proposal (RFP) and it is expected to be released and posted on the website this coming Friday, March 17, 2023.

Two additional RFPs are tentatively scheduled to be posted on Friday, March 24, 2023. The first one is for a Merit-Based staffing contractor for Trade Adjustment Assistance (TAA) determinations and the second RFP is for General Outreach and Communications. Following the projected procurement schedule, Michigan Works! Southwest will need two groups of WDB reviewers. Staff expect to hold reviews for the One-Stop and TAA RFPs on Wednesday, April 26, 2023 at 9:00 a.m. and Outreach reviews on Tuesday, May 2, 2023, at 1:00 p.m. Please email Kathy Olsen if you are available to assist.

## **STAFF REPORTS**

### **Business Services Update and Dashboard (Exhibit D)**

Ashley Iovieno provided a Business Services update and Dashboard Report (Exhibit D) update. The Dashboard was emailed to members prior to the meeting. The Dashboard included data pertaining to unemployment rates, job demand, the Going PRO Talent Fund, and employers served. She also provided updates pertaining to the Labor Market newsletter, MiCareerQuest™ St. Joseph County, and the Wage and Benefit survey.

***Unemployment Rates*** - Ms. Iovieno reported unemployment rates for the month of January 2023 were listed on page two of the Dashboard. The Michigan Unemployment rate was reported to be at 4.3%, the national rate was reported to be at 3.6% and the four counties in the Michigan Works! Southwest service area ranged from 3.5% to 4.5%. They were as follows: St Joseph County was at 4.1%, Kalamazoo County was at 3.5%, Branch County was at 4% and Calhoun County was at 4.5%.

**Job Demand** - Page three of the Dashboard included details of job demand in the Southwest Prosperity Region. The in-demand jobs data continues to show Registered Nurses at the top, followed by retail salespersons, and then first-line supervisors/retail, for a total of 12,754 ads, which is a 4.3% decrease from last month. Employers with the most job openings closely aligned with the occupation showing the most openings, which was healthcare.

**Going PRO Talent Fund (GPTF)** - Since the last Workforce Development Board meeting, one additional company received a Going PRO Talent Fund award; page four of the dashboard reflects this addition. The total awarded to companies increased to \$3,230,467. The individuals to be trained and number of new hires also increased. The new company that was awarded is located in Calhoun County. One additional company may receive an award this cycle if their tax issues are addressed by the first week of April. The Industry Led Collaborative (ILC) portion of the Going PRO Talent Fund application is on track to open March 22, 2023. This week, staff tested the application portal to help the state make sure everything is working properly before its launch. The second cycle for the Going PRO Talent Fund is also on track to open May 1, 2023 and it will stay open until the end of May.

**Employers Served** - Page five of the Dashboard shows the number of employers served and services provided, this includes data through February 2023. Ms. Iovieno noted that demand is starting to pick up again due to interest in cycle two of the Going PRO Talent Fund application period.

**Michigan's Labor Market News** - The release of the March edition of the Labor Market Newsletter has not been released. Once it is released, a link will be sent to Board members.

**MiCareerQuest™ St. Joseph County** – Ms. Iovieno announced that Michigan Works! Southwest is partnering with Saint Joseph County Intermediate School District, the Chambers of Commerce, Southwest Michigan First, Glen Oaks Community College, and many other organizations to bring the MiCareerQuest™ back to Saint Joseph County students. The event is scheduled for May 9, 2023 at the Doyle Center in Sturgis, Michigan. Staff are currently recruiting employers for the event and soon efforts will shift to recruiting volunteers. Anyone interested in either option, should contact her at [iovieno@upjohn.org](mailto:iovieno@upjohn.org).

**Wage and Benefit Survey** - Ms. Iovieno announced the final report for the wage and benefit survey conducted last fall is now available. Currently, staff are distributing the results to the respondents; this will be followed by sending it out to others through the employer newsletter and partner contacts. Staff have also scheduled Mike Horrigan, president of the Upjohn Institute, to present at employer group meetings to discuss and showcase the results.

**Burning Glass Analytics and Real Time Jobs Data (Exhibit C)** - The website link to the labor market reports generated from Burning Glass Analytics and Real Time Jobs Data that identified 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 Michigan Works! Southwest Area for the period January 1, 2023, through February 28, 2023, was included in the meeting notice.

### **Operations Update and Dashboard (Exhibit E)**

Amy Meyers reported the Services Dashboard was emailed to member prior to the meeting and it includes services data through February 28, 2023. She highlighted page three of the Dashboard that included data from the Clean Slate initiative and the activity regarding expungements.

Ms. Meyers also reported on the State's recent programmatic review of the Workforce Innovation Opportunity Act (WIOA) and Wagner Peyser (W-P) for the Michigan Works! Southwest area. There were no administrative recommendations and no findings. Data Validation (DV) passed with a 95% accuracy. She noted that 80% accuracy is required to pass and includes the review of approximately 150 different data elements within a participant file. If one element fails, the entire file fails. The programmatic review requires extensive work from staff and the admin team and she thanked them for their efforts. A couple of activities that were highlighted by the State as best practices



included the work of the Disability Awareness Resource Team (DART) Committee and the local provision of the State Apprenticeship Expansion (SAE) grant.

Ms. Meyers also provided an update on the transition of the provision of services for Wagner-Peyser, Trade, and other services to be provided by Upjohn. Upjohn staff have been meeting regularly with the KRESA leadership team in preparation for the transition. Staff training is occurring and some of the job positions have been posted. Chair, Lisa Godfrey expressed appreciation for the update.

### **Director's Report**

Jakki Bungart-Bibb reported there was great attendance at the open house / ribbon cutting for the new Branch County Michigan Works! Service Center. Attendees included staff, employers, educators, community organization, and representatives from the Michigan Works! Association. She especially thanked the staff who organized the event, as well as the staff and Board members who were able to attend.

Ms. Bibb reported that the Michigan Department of Labor and Economic Opportunity (LEO) held a roundtable event in Kalamazoo on March 13, 2023. The purpose was to present the Governor's budget. Ms. Bibb reported that she advocated for more funding for the Going PRO Talent Fund and the importance of flexible funding for supportive services such as the Barrier Removal Employment Success (BRES) funds which are used to assist individuals where more restrictive State and Federal dollars cannot be used.

Ms. Bibb also reported the Michigan Works! Association's strategic plan was approved at yesterday's Board of Directors meeting which was held in Lansing. Following the meeting, Michigan Works! directors and Workforce Development Board representatives met with legislators and/or their staff to share information regarding the work of Michigan Works! The WDB vice chair, Jackie Murray, and Ms. Bibb had seven legislative visits on their schedule. Legislative priorities discussed during the meetings included skills training, youth work experience and career exploration, service center upgrades, the Going PRO Talent Fund (GPTF), Barrier Removal Employment Success (BRES) funding, and Michigan Reconnect. They also took the opportunity to invite legislators to visit the Michigan Works! Southwest area to tour a service center and/or attend local workforce events. As a WDB member representing the private sector, Jackie Murray was able to share how the funding helps employers. Ms. Murray was also able to share information regarding how WIOA eligibility affects workers who receive layoff notices.

Lastly, Ms. Bibb reported that Amy Meyers and she will be attending the National Association of Workforce Boards (NAWB) Conference at the end of March. She further reported that while she in in Washington D.C., she has meetings scheduled with Senator Stabenow and Senator Peters.

### **OLD BUSINESS**

None.

### **PUBLIC TIME**

None.

### **MEMBERS' TIME**

None.

### **UPCOMING MEETINGS**

- The next WDB Executive Committee meeting is scheduled for Thursday, April 20, 2023, from 9:00-10:30 a.m. at the Michigan Works! Southwest Service Center, 1601 S. Burdick Street, Kalamazoo, Michigan. (Kalamazoo Room).
- The next meeting of the full WDB is scheduled for Thursday, May 18, 2023, from 9:00 – 10:30 a.m. [Following the meeting, the location was confirmed to be held at the Branch County Community Health building, 570 Marshall Road, Coldwater, Michigan.]

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Other upcoming committee meetings listed on the agenda included:

- The Career Educational Advisory Council (CEAC) meeting is scheduled for Monday, March 20, 2023, from 1:00-3:00 p.m. at the Upjohn Institute, 300 S. Westnedge Ave., Kalamazoo, Michigan.
- The Monitoring and Evaluation Committee meeting is scheduled for Tuesday, March 21, 2023, from 3:30-5:00 p.m. at Youth Opportunities Unlimited, 422 E. South Street, Kalamazoo, Michigan.
- The Disability Awareness Resource Team (DART) Committee meeting is scheduled for Tuesday, April 18, 2023, from 2:00-4:00 p.m. at the Upjohn Institute, 300 S. Westnedge Ave., Kalamazoo, Michigan.

### ADJOURNMENT

There being no other reports or business for the Board, the meeting was adjourned at 9:23 a.m.

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Kathy Olsen

Date

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Lisa Godfrey

Date

### APPROVED

These minutes were approved on \_\_\_\_\_

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## **The Workforce Innovation and Opportunity Act (WIOA) Four-Year Regional and Local Plans for Program Years (PYs) 2020 through 2023 Policy Issuance: 20-07, change 1**

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### **Background**

The WIOA Section 106(c) states local Workforce Development Boards (WDBs) and Chief Elected Officials (CEOs) are required to engage in a regional planning process that results in the development of a Regional Plan. Further, Section 108(a) states each local WDB is also responsible for developing a Local Plan.

In addition, per the WIOA, states are required to identify planning regions. In Michigan, the Prosperity Regions fulfill this requirement. Further, the WIOA requires the Governor to designate local workforce development areas within the state for the purposes of the WIOA. Planning regions provide an opportunity for local areas to collaborate more formally within the larger regional economy, and per the WIOA Proposed Rules, the purpose of identifying planning regions is to align workforce development activities and resources with larger regional economic development areas and available resources to provide coordinated and efficient services to both jobseekers and employers. Local and regional plans outlining these planning processes are required to be submitted to the State of Michigan.

### **Duration and Modifications**

During the four-year lifecycle of the Regional and Local Plans, local areas may be required to submit annual modifications to the Plans as changes in regional and local conditions necessitate, and as LEO determines necessary.

At a minimum, modifications for both Regional and Local Plans will be required at the end of the first two-year period of the plans. This local plan is being modified to reflect the service delivery change of Wagner Peysner services in the Michigan Works! Southwest Area.

### **Michigan Works! Southwest Local Plan**

The Michigan Works! Southwest Local Plan serves as a four-year action plan to develop, align, and integrate service delivery strategies and to support the State's vision and strategic and operational goals. The Michigan Works! Southwest Local Plan sets forth the strategy to:

- Direct investments in economic, education, and workforce training programs to focus on providing relevant education and training to ensure that individuals, including youth and individuals with barriers to employment, have the skills to compete in the job market and that employers have a ready supply of skilled workers;
- Apply job-driven strategies in the one-stop system; and
- Enable economic, education, and workforce partners to build a skilled workforce through innovation in, and alignment of, employment, training, and education programs.



The proposed Michigan Works! Southwest Local Plan includes the following required elements:

- The regional analysis prepared as part of the Regional Plan.
- A description of the local board's strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment), including goals relating to performance accountability measures based on primary indicators of performance as described in the WIOA Section 116(b)(2)(A) in order to support regional economic growth and economic self-sufficiency. Expected performance levels may be used to evaluate outcomes until such time as formal performance goals are established. Performance measures are designated as baseline where it is unlikely that adequate data exists to make a reasonable determination of an expected level of performance. Such designations vary across the core programs.
  - WIOA Title I – Adult, Dislocated Worker, and Youth
    - Employment Second Quarter After Exit
    - Employment Fourth Quarter After Exit
    - Median Earnings Second Quarter After Exit
    - Measurable Skill Gains
    - Credential Attainment Rate
    - Effectiveness in Serving Employers (baseline)
  - WIOA Title III – Wagner-Peyser
    - Employment Second Quarter After Exit
    - Employment Fourth Quarter After Exit
    - Median Earnings Second Quarter After Exit
    - Effectiveness in Serving Employers (baseline)
- A description of the Michigan Works! Southwest Workforce Development Board's strategy to align local resources, required partners, and entities that carry out core programs to achieve the strategic vision and goals.
- A description of the workforce development system in the four-county area of Branch, Calhoun, Kalamazoo and St. Joseph.
- A description of how the Michigan Works! Southwest Workforce Development Board, working with the entities carrying out core programs, will potentially expand access to employment, training, education, and supportive services for eligible individuals; facilitate the development of career pathways and co-enrollment in core programs; and improve access to activities leading to a recognized postsecondary credential.
- A description of the strategies and services that will be used in the four-county area to facilitate engagement of employers in workforce development programs and improve coordination between workforce development programs and economic development.
- A description of the one-stop delivery system in the four-county area.
- A description of coordination of WIOA Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area.

- A description of how the Michigan Works! Southwest Workforce Development Board will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.
- A description of coordination of WIOA Title I workforce investment activities with adult education and literacy activities under the WIOA Title II.
- A description of training services in the Michigan Works! Southwest area.
- A description of the actions the Michigan Works! Southwest Workforce Development Board will take toward becoming and/or remaining a high-performing board, including effectiveness and continuous improvement criteria the board will implement to assess their one-stop centers.
- A description of the allocation of one-stop center infrastructure funds.
- A description of the roles and contributions of one-stop partners, including cost allocation.

#### **Technical Information**

<b>Program Title/Number</b>	Workforce Innovation and Opportunity Act (WIOA) Four-Year Regional and Local Plans for Program Years 2020 through 2023; PI: 20-07, change 1
<b>Funding Source</b>	N/A
<b>Funding Level</b>	N/A
<b>Duration</b>	Program Years 2020-2023
<b>Reference</b>	Department of Labor and Economic Opportunity (LEO) PI: 20-07, change 1, 4/5/2022
<b>CFDA Number</b>	N/A

**Going PRO Talent Fund (Talent Fund) Program Administration Fiscal Year (FY) 2023,  
the Period of February 1, 2023 through September 30, 2024**

**PI: 23-08**

**Background**

The Going PRO Talent Fund provides individuals with employment, industry recognized credentials, and strong wages through competitive awards to employers to assist in training, developing, and retaining new and current employees. The Talent Fund helps to ensure Michigan’s workers have the skills they need for in-demand jobs and employers have the talent they need to compete and grow. Talent Fund-supported training expands and improves employees’ skills and develops their opportunities for growth or promotion within the company and for economic advancement.

Companies may apply for funding specific to their organization and/or they may apply for funding as part of an Industry Led Collaborative (ILC).

**Training**

Training funded by the Talent Fund must fill a demonstrated talent need experienced by an eligible participating employer. Training must lead to a credential for a skill that is transferable and recognized by the industry. Allowable training includes:

- Classroom or customized training for new and current employees
- On-the-job training for new employees
- Apprenticeships for first-year United States Department of Labor (USDOL) Registered Apprentices (new and current employees)

**Funding**

MWAs receive an award of Talent Fund funding based on the total number of company applications approved for funding.

**Funding Summary**

<b>Funding Source and Cost Categories</b>	<b>Funding Levels</b>
Total Allocation	\$3,492,964
Award Amount	\$3,264,452
Administration	\$228,511

Source: PI: 23-08, 4/14/2023

**Technical Information**

<b>Program Title/Number</b>	Going PRO Talent Fund (Talent Fund) Program Administration Fiscal Year (FY) 2023/PI: 23-08
<b>Funding Source</b>	State Funds
<b>Funding Level</b>	\$3,492,964
<b>Duration</b>	February 1, 2023 – September 30, 2024
<b>Reference</b>	State of Michigan; LEO PI: 23-08; 4/14/2023
<b>CFDA Number</b>	N/A

March 31, 2023  
Business Services Summary

# Michigan Works! Southwest Dashboard

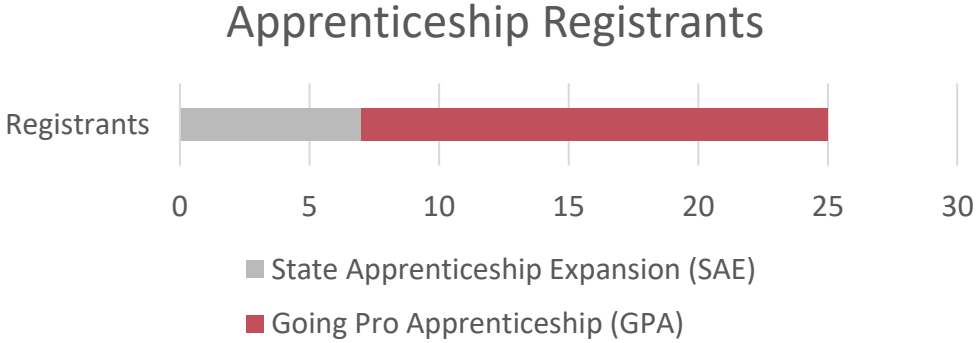




# Apprenticeship Summary

Total Registrants  
(March 31, 2023)

25



# Unemployment Rate by County February 2023

Kalamazoo County  
4.1%

Calhoun County  
5.1%

Branch County  
4.9%

St. Joseph County  
5%

Source: <https://milmi.org/DataSearch/Unemployment-by-County>

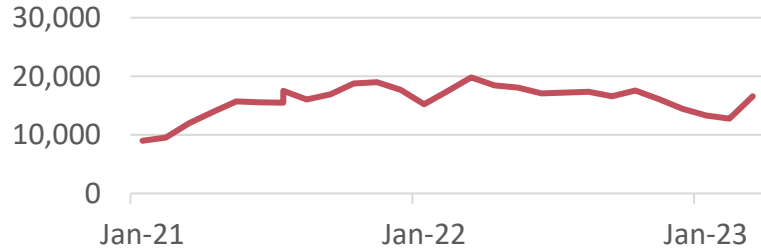
# Job Demand (Southwest Prosperity Region)

Time Period  
March 2023

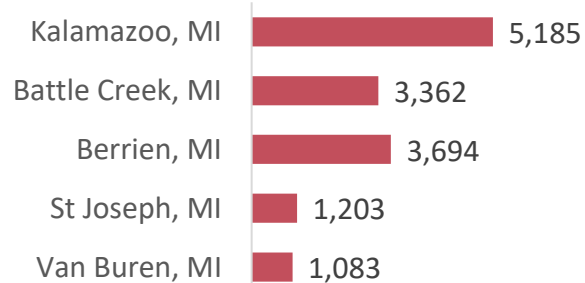
Total Ads  
16,611

Change/Month  
15.5%

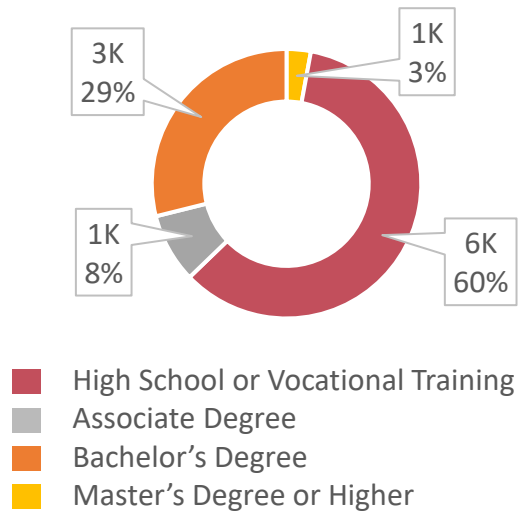
## Historical Ad Volume



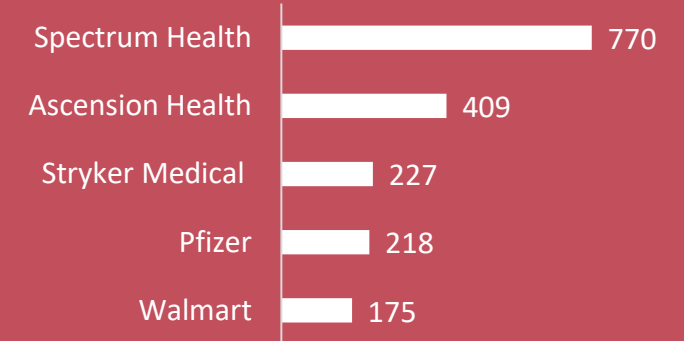
## Top Job Locations



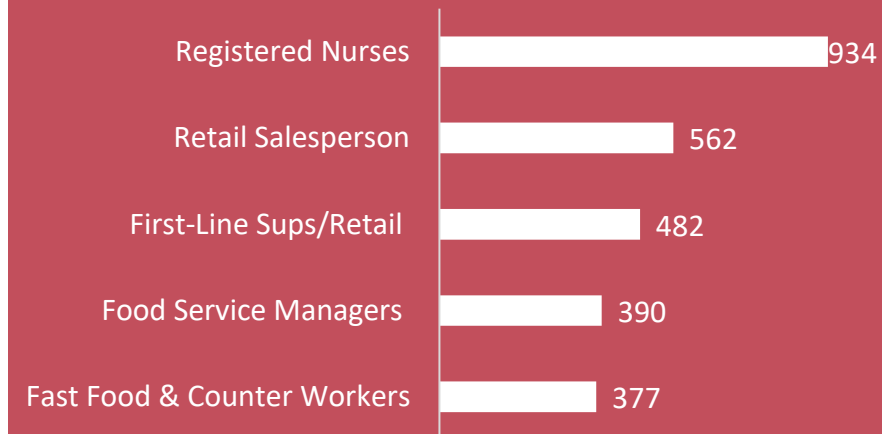
## Education Requirements



## Top Employers



## Top Occupations





# Going Pro Talent Fund (GPTF) FY2023



**\$3,230,467**

Awarded to  
companies



**Branch**

\$25,771

**Calhoun**

\$735,956

**St. Joseph**

\$359,115

**Kalamazoo**

\$2,044,625



**31\***

Companies  
Awarded GPTF



**Branch**

1

**Calhoun**

5

**St. Joseph**

4

**Kalamazoo**

19



**1,721**

Individuals  
to be trained



**Branch**

17

**Calhoun**

432

**St. Joseph**

245

**Kalamazoo**

1,002



**334**

Planned  
Apprentices



**Branch**

0

**Calhoun**

37

**St. Joseph**

3

**Kalamazoo**

284



**721**

Anticipated New  
Hires



**Branch**

6

**Calhoun**

198

**St. Joseph**

127

**Kalamazoo**

373

\*Two additional employers outside of Michigan Works! Southwest's four-county area were awarded GPTF money.

# Employers Served

Number of Employers Served  
(7/1/22 - 03/31/2023)

391

Number of Services Provided  
(7/1/22 - 03/31/2023)

2,636





March 31, 2023  
Services Summary

# Michigan Works! Southwest Dashboard



# PATH

Partnership. Accountability.  
Training. Hope.

Number of Participants  
(Served 10/01/22 - 03/31/2023)

417

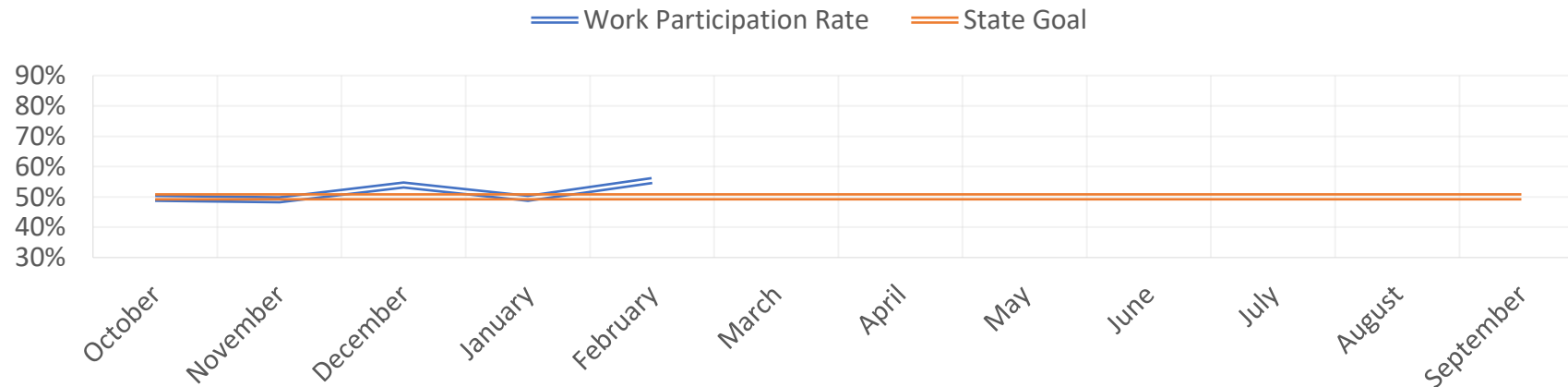
Employment Rate  
(10/01/22 - 03/31/2023)

38.1%

Wage  
(10/01/22 - 03/31/2023)

\$15.17

## PATH WORK PARTICIPATION RATE (FY23): 55.4%



# LEAP Learn, Earn, and Provide

**Number of Participants**  
(Served 10/01/22 - 03/31/2023)

**205**

**Employment Rate**  
(10/01/22 - 03/31/2023)

**64.8%**

**Wage**  
(10/01/22 - 03/31/2023)

**\$15.96**

# CLEAN SLATE

**Intake**  
(Served 06/01/21 - 03/31/2023)

**1968**

**Active**  
(06/01/21 - 03/31/2023)

**120**

**Expungements**  
(06/01/21 - 03/31/2023)

**46**

# BRES

**Barrier Removal Employment Success**

**Number of Individuals Who  
Received BRES Services**  
(10/01/22 - 03/31/2023)

**283**

**Most Common Support  
Services Received**

**Expungement Fees**  
**Housing and Rental Assistance**



# WIOA and Wagner-Peyser Performance

(Workforce Innovation Opportunity Act)

	WIOA Adult		WIOA Dislocated Worker		WIOA Youth		Wagner-Pyser	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Employment 2nd Quarter After Exit	88.60%	88.90%	90.10%	91.70%	80.60%	75.90%	65.00%	72.10%
Employment 4th Quarter After Exit	83.60%	91.30%	87.60%	89.20%	72.80%	82.80%	63.00%	68.70%
Median Earnings 2nd Quarter After Exit	\$6,192	\$7,931	\$7,914	\$10,489	\$3,660	\$4,030	\$5,175	\$9,147
Credential Attainment Rate	77.30%	59.30%	76.90%	92.9%	71.40%	72.20%	N/A	N/A
Measurable Skill Gains	65.10%	65.50%	67.60%	78.60%	33.30%	28.30%	N/A	N/A

PY23-Q3 outcomes as of 4/14/23

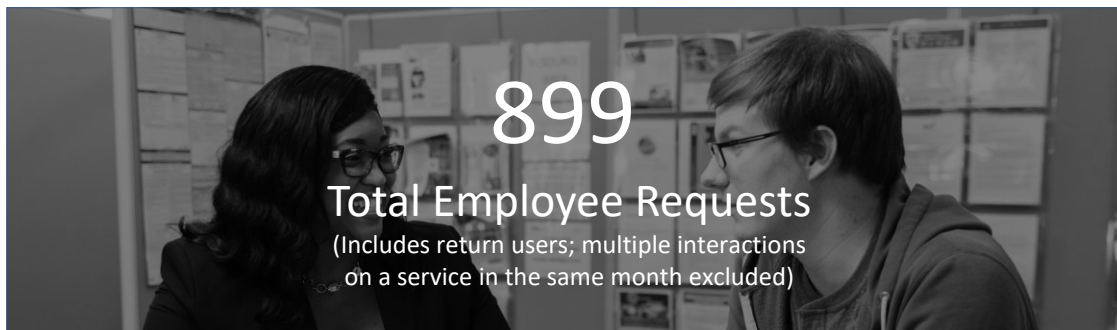
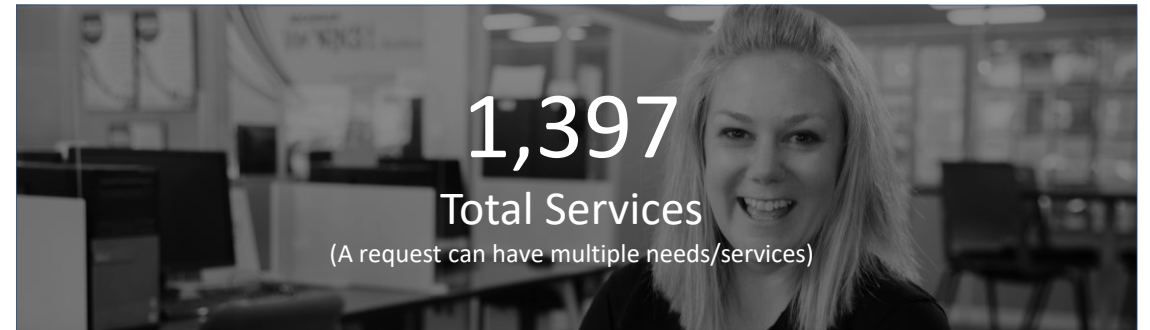


# Employer Resource Network (ERN)

Key Performance Indicators (10/01/2022 to 03/31/2023)

767% ROI

Increased Productivity and Retention Saves Money  
Based on retention; turnover costs = \$4,129 per employee.



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Directors Report  
April 20, 2023

### Wage and Benefit Survey

In the fall of 2022, the Upjohn Institute conducted a wage and benefit survey. The survey focused on manufacturing and healthcare establishments in Prosperity Region 8, which includes Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph, and Van Buren Counties. The results of that survey were recently released and can be found by clicking [here](#). The survey examined issues related to employee attraction and retention. It also examined alternative ways companies are trying to meet the labor demand.

With the release of these results, Upjohn Institute President Mike Horrigan along with partners across the region presented the results in a Legislative roundtable on Monday, April 17<sup>th</sup> and a media roundtable on Tuesday, April 18<sup>th</sup>. Several articles were published as a result of these roundtables.

### ETA Conference

A Michigan Works! Southwest representative was recently invited to attend the USDOL Vision 2030 Workforce Convening in Virginia. This is an invite only conference.

The U.S. Department of Labor's Employment and Training Administration (ETA) will provide an opportunity for the public workforce system to come together to ensure that we build an economy that works for all. This convening will be an opportunity to highlight and uplift existing programs, build partnerships, and break down silos, catalyze success by scaling up together, and create strategic plans to meet the needs of the future. In service of this important work, ETA will share their vision for the next decade, focused on four guiding pillars:

- Open Opportunities for Vulnerable Workers and Communities
- New Industry Partnerships that Lead to Real, Good Jobs
- Build a Better Care Economy
- Action Today for the Future of Work

This monumental task requires all facets of the workforce development system to come together. Attendees will include representatives from state and local workforce boards, education and training providers, state workforce agencies, community colleges, employers, unions, industry associations, training intermediaries, philanthropy, community-based organizations, academic researchers, and federal and other government partners.

### ERN<sup>®</sup> award

Kelli Adams, Michigan Works! Southwest Employer Resource Network<sup>®</sup> Director, was recently awarded the 2023 Change Maker Award for her work in the development and administration of the largest ERN<sup>®</sup> in the Nation. Kelli was recognized at a national conference held in Ohio in March.

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### **Michigan Works! Association Advocacy Newsletter**

The Association recently published their inaugural Michigan Works! Advocacy Newsletter. Through this Newsletter, they will be sharing stories, while lifting up the voices of workforce partners. The first edition highlights the state and federal legislative priorities for the workforce system. Some of those highlights are listed below:

#### State:

- Michigan Skills Fund
- Youth Work Experience
- Michigan Works! Infrastructure Funding
- Going PRO Talent Fund
- BRES Program
- Youth Career Awareness & Exploration
- Michigan Reconnect

#### Federal:

- Wagner-Peyser Employment Services
- Workforce Innovation and Opportunity Act (WIOA) Re-authorization
- Pell Eligibility Expansion
- Temporary Assistance for Needy Families (TANF) Re-authorization
- Trade Adjustment Assistance (TAA) Re-authorization

### **Childcare Executive Order**

On April 18<sup>th</sup>, President Bidon signed an executive order designed to address the childcare crisis. The order includes more than fifty (50) directives to nearly every agency to take action on fixing the childcare and long-term care system. Additional information can be found [here](#).