

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

**THURSDAY, AUGUST 17, 2023, from 9:00 – 10:30 A.M.**

### **In-Person Meeting**

At the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan 49007

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

#### **Public Access is available at:**

<https://us02web.zoom.us/j/89724693922?pwd=WUo0QUdKNUNNT3dVY2JyeFYzOGRoQT09>

**Meeting ID:** 897 2469 3922    **Passcode:** 238488

**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 July 20, 2023 Executive Committee Meeting Minutes (*Exhibit A*)
- V. COMMITTEE REPORTS** No reports
- VI. NEW BUSINESS**
  - A. WDB Plans (*Vote Required*)
    - 1. MiSTAIRS Funding for Apprenticeship Success Coordinators (*Exhibit B1*) Amanda Rosenberg
    - 2. Michigan Works! Area (MWA) Apprenticeship Success Coordinator (ASC) and MWA Registered Apprenticeship Program (RAP) Intermediary Functions (*Exhibit B2*)
  - B. WDB Policies - Update Kathy Olsen
  - C. WDB Memberships – Private Sector Renewals (*Exhibit C*) Kathy Olsen
- VII. STAFF REPORTS**
  - A. Business Services Update, Labor Market Info & Dashboard (*Exhibit D*) Ashley Iovieno
  - B. Operations Update & Dashboard (*Exhibit E*) Amy Meyers
  - C. Directors Report (*Exhibit F*) Jakki Bungart-Bibb
- VIII. OLD BUSINESS**
- IX. PUBLIC TIME**

---

**X. MEMBERS' TIME**

**XI. UPCOMING MEETINGS**

- A. **Executive Committee** – Thursday, October 19, 2023, from 9:00-10:30 am  
at Upjohn Institute, 300 S Westnedge Ave, Kalamazoo, MI 49007
- B. **Full Workforce Development Board** – Thursday, September 21, 2023, from 9:00-10:30 am  
at the Three Rivers Chamber of Commerce, 1116 N. Main Street, Three Rivers, MI 49093
- C. **Monitoring & Evaluation Committee** – Tuesday, October 24, 2023, from 8:00-9:30 am  
at Michigan Works! Service Center, 1601 S Burdick St, Kalamazoo MI 49001
- D. **Disability Awareness Resource Team (DART) Committee** – Tuesday, September 19, 2023,  
from 2:00-4:00 pm (In-person with virtual option)  
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007
- E. **Career Educational Advisory Council (CEAC)** – Monday, September 18, 2023, from 1:00-3:00 pm  
(In-person with virtual option)  
at Kalamazoo RESA, 1819 E. Milham Rd, Portage, MI 49002

**XII. ADJOURNMENT**

Lisa Godfrey, Chair

---

**Workforce Development Board Executive Committee  
Meeting Minutes  
July 20, 2023**

**CALL TO ORDER:** Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 9:04 a.m. at the Michigan Works! Service Center, 200 W. Van Buren Street, Battle Creek, Michigan 49017.

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

**WDB Members Present:**

Lisa Godfrey (PS)*	Dave Maurer (PS)* <sup>(V)</sup>	Frank Tecumseh (PS)* <sup>(v beg of mtg)</sup>
Kris Jenkins (Educ)*	Jackie Murray (PS)*	* Exec Committee

**WDB Executive Members Absent**

Randall Hazelbaker (PS)\*

**Other WDB Members Present**

Jeff Heppler (PS)	Al Ives (PS)	Brian O'Donnell (PS)
-------------------	--------------	----------------------

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

Jakki Bungart- Bibb	Amy Meyers	Shelby Springett <sup>(V)</sup>
Ashley Iovieno	Kathy Olsen	
Roie Lord-Taylor	Amanda Rosenberg	

**Guests Present:**

Kylee Johnson	State Rep. Sarah Lightner	<sup>V</sup> Attended Virtually
(for State Rep. Julie Rogers	(45 <sup>th</sup> District) <sup>V</sup>	
41 <sup>st</sup> District) <sup>V</sup>	Don Reed (Media) <sup>V</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**

On behalf of Representative Julie Rogers, Kylee Johnson reported Kalamazoo-area legislators, State Sen. Sean McCann (D-Kalamazoo), State Rep. Christine Morse (D-Texas Township), and State Rep. Julie Rogers (D-Kalamazoo), announced major local investments as a part of the overall Michigan state budget agreement passed by the Legislature. Among the investments in Southwest Michigan included in the budget are:

- \$20 million to complete the U.S. 131 Interchange Business Loop.
- \$4 million for the Western Michigan University Autism Center of Excellence to expand services for children with severe needs.
- \$3 million for the Michigan Geological Survey housed at Western Michigan University.
- \$2.2 million for Texas Township to address long-term flooding challenges.
- \$1.75 million for the city of Portage to build a new farmers market.

- \$530,000 for Kalamazoo Valley Community College to build a pipeline of careers in renewable energy.
- \$250,000 toward the development of a multi-venue performing arts center in downtown Kalamazoo.
- \$500,000 for the Community Based Crisis Response Pilot Program in Kalamazoo to train behavioral health specialists working with law enforcement.

Ms. Johnson reported that Rep. Julie Rogers can be contacted by emailing her at [JulieRogers@house.mi.gov](mailto:JulieRogers@house.mi.gov).

## COMMITTEE REPORTS

### Monitoring Committee

Brian O'Donnell reported that the Monitoring Committee met in June to review the Business Solutions activities and data for the past program year; and to evaluate the meeting format and schedule from the past year, as well as proposed changes for the coming program year. At the meeting, Ashley Iovieno reported on the core business services, new initiatives, branding, staffing, and the various projects that the Business Solutions Team has worked on during the past program year. She also shared information regarding new initiatives for the upcoming program year. Minor changes are being made to the Monitoring meeting structure and topics to hopefully shorten the length of meetings in the upcoming program year.

### Disability Awareness Resource Team (DART) Committee

Kathy Olsen reported that the Disability Awareness Resource Team (DART) Committee also met during the month of June. Members had requested an update pertaining to the multitude of programs and services that Michigan Works! Southwest provides, so the bulk of the DART meeting was devoted to a presentation on the Michigan Works! Southwest network and the programs and services provided.

## STAFF REPORTS

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

Ashley Iovieno provided a Business Services and Dashboard Report update (Exhibit D). 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 most recent edition of the state's Labor Market newsletter, the Michigan Department of Corrections (MDOC) Job Fair, and the Electric Vehicle Jobs Academy Policy and Advanced IT Solutions Consortium.

**Unemployment Rates** - Ms. Iovieno reported unemployment rates for the month of May 2023 were listed on page two of the Dashboard. The Michigan unemployment rate was reported to be 3.7% with the national rate also reported at 3.7% and the four counties located in the Michigan Works! Southwest service area ranging from 4% to 4.6%. St. Joseph County was reported to be at 4.4%, Kalamazoo County at 4%, Branch County at 4%, and Calhoun County at 4.6%.

**Job Demand** - Page three of the Dashboard included details of job demand in the Southwest Prosperity Region. She reported the in-demand jobs data continues to show Registered Nurses (RNs) at the top, followed by retail salespersons, and then first-line supervisors/retail, for a total of 17,237 ads, which is a 5.8% decrease from last month. Employers with the most openings align closely with the occupations with the most openings. The link to the online jobs data was sent to members following the meeting.

**Going PRO Talent Fund (GPTF)** – MWSW Business Solutions staff received notice yesterday of the Cycle 2 Going PRO Talent Fund (GPTF) awards. The announcement of these awards was released to the public at 1:00 p.m. yesterday and staff had only two hours to inform all the employer applicants of the release of the award announcement. Due to the timing of the announcement, the GPTF chart in the Dashboard has not yet been updated to reflect the most recent awards. Ms. Iovieno reported this was the first time GPTF grant applications were offered under two application periods. Of the twenty-seven (27)

applications submitted for Cycle 2, six were awarded and one additional application is pending. The seven awards total \$238,999. Five awards are for employers in Kalamazoo County, and two awards are for employers located in Calhoun County.

***Employers Served*** - Page five of the Dashboard highlights the number of employers served and services provided. This data is up to date as of June 2023.

***Michigan's Labor Market News*** – The July edition of the Labor Market Newsletter was just released. Ms. Iovieno encouraged members to review it, as Michigan Works! Southwest, along with Northeast and the Capital Area, were featured as part of the Michigan Works! Regional Updates. This report focuses on the 2022 Occupational Employment and Wage Trends. The map of the month features the Ratio of Unemployed Individuals to Job Openings Across the U.S. for April 2023. Michigan ranked in the .7 range which indicates that, for every seven unemployed people, there were ten job openings available at the time. Michigan had the eighth highest ratio and second highest in the Midwest, only behind Illinois. The link to the Labor Market Newsletter was sent to members following the meeting.

***Michigan Department of Corrections (MDOC) Job Fair*** – In follow-up to last month's report regarding the Michigan Department of Corrections Job Fair, Ms. Iovieno reported on the results of that job fair. There were fourteen (14) employers onsite for the job fair and they conducted interviews throughout the event. There also was a positive media presence as the Director of MDOC attended and used a back room to record an interview that aired that same day on the four-o'clock news. In total, there were 107 job seekers who attended the job fair during the three-hour span. Forty-three (43) of the 107 attendees were from MDOC related programs and MDOC was pleased with the response. Business Solutions staff will be following up at three weeks and six weeks, post event, to determine the number of individuals who obtained jobs. Outreach for the event included emailing 3,600 job seekers and sharing the event information with all program partner staff. Jakki Bungart-Bibb reported that when she arrived for the event, the parking lot was full, and she ran into a couple of individuals who were leaving the event with job orders.

***Electric Vehicle Jobs Academy Policy and Advanced IT Solutions Consortium*** – Regarding the Electric Vehicle (EV) Jobs Academy Policy that is on today's agenda, staff plan to use those funds to do training that would be in addition to the funds received from the Sector Strategies Grant previously received. Ms. Iovieno also reported that within State Policy, there is an apprenticeship training list and local partners are working to add additional training offerings to the list. The grant allows for employer reimbursement up to \$5,000 per trainee and there is a bonus for training individuals from underserved populations. The grant will be used to do work in conjunction with the newly formed Employer Led Collaborative that recently received funding to begin work focused on the EV industry.

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

Amy Meyers extended a thank you to the Monitoring and Evaluation Committee for their dedication and input during the past program year and stated that she hopes the plan for the new year will better accommodate members' time. She also extended a thank you to Brian O'Donnell for his assistance regarding the Advanced IT Solutions Consortium grant application and noted that he has been a champion employer in helping to connect Michigan Works! Southwest to new partners. Ashely Iovieno also extended a thank you to Brian O'Donnell. An apprenticeship update to the Dashboard will be provided at the next WDB meeting.

Ms. Meyers reported data for the Partnership. Accountability. Training. Hope. (PATH) Program appears on page two of the Services Dashboard. Data for the Learn, Earn and Provide (LEAP) Program appears on page three of the Dashboard. The LEAP Program has been a pilot and there is currently one additional Michigan Works! area providing LEAP services. It is expected that the LEAP program will be going statewide in the coming program year. Michigan Works! Southwest staff have developed a great working relationship with the local Friend of the Court offices and the State has asked MWSW staff to provide



technical assistance and to present at the annual Michigan Works! Association's statewide conference. Performance data for the Workforce Innovation and Opportunity Act (WIOA) and Wagner-Peyser services is reported on page four of the Dashboard. The data reported is the year-end numbers; however, it is not final and will be updated next month if the final data is received as expected. Pages six and seven of the Dashboard include definitions for the WIOA Performance measures.

Ms. Meyers also reported on the service provider transition that staff have been preparing for during the past six months, and the implementation that began on July 1, 2023. She shared information that has recently been provided to staff and distributed copies of a department chart. She reported that this document is a tool being used to highlight the internal structure of the departments of Michigan Works! Southwest employees who are employed by the Upjohn Institute and how they have been impacted by the transition. She also highlighted the relationships with the service providers that includes entities such as Kalamazoo RESA, Workforce Development Institute (WDI), the One Stop Operator, and an Outreach Agency, who provide WIOA services under subrecipient contracts or agreements. With the new structure, the Upjohn employees are divided into four departments which are: Administration, Business Solutions, Innovative Solutions, and Talent Solutions. Jakki Bungart-Bibb reported that the new structure focuses on services rather than siloed programs. She noted that when presenting to the Board, staff may speak about programs because that is the way services are funded. Amy Meyers further reported that the list provided under each department is not all-inclusive; however, it does provide a snapshot of the functions and services that fall within each department. The programs that staff have discussed as part of the transition are listed under the Talent Solutions department. They include Wagner-Peyser Employment Services (W-P ES), the Trade Adjustment Assistance Act (TAA) and Reemployment Services and Eligibility Assessment (RESEA).

Ms. Meyers distributed a second document for Board members to review. This document outlined the 2023 goals for Michigan Works! Southwest. The top section of that document includes statements that the operations team pulled together a few years ago and which are still relevant to the work that MWSW does. Ms. Meyers highlighted that MWSW continues to strive to prepare a qualified workforce to meet the current and emerging needs of business and industry, and to create a meaningful transformation in the people, businesses, and communities we serve, through data driven decision making. The bottom section of the second document reflects the four focus areas for MWSW for the upcoming year. These include Outreach, Innovation, Integration, and Outcomes.

- **Outreach** - MWSW is striving to increase brand awareness, ensuring employers and job seekers, as well as community partners, are aware of services. As previously reported on, through the Request for Proposal (RFP) process, MWSW will be partnering with LKF Marketing this coming year to assist with outreach.
- **Innovation** - MWSW is working to foster an environment of innovation that supports job seekers and employers by ensuring service delivery exceeds expectations.
- **Integration** - Strategic integration across the Michigan Works! Southwest system to ensure a diverse collection of perspectives and maximization of the effectiveness of projects is going to be critical. This includes across all the MWSW partners.
- **Outcomes** - Local, state, and federal performance standards are achieved as a result of trained and well-equipped staff providing exceptional customer service. Customer service that is really focused on a customer-centered design.

Ms. Meyers also pointed out that the strategies section, which was not on the document that was distributed, is what the Operations Team will be working on. The Operations Team consists of managers and leaders from throughout the system that reflect all programs and services that MWSW provides.

In responding to a question regarding the targeted and actual WIOA and ES W-P performance. Amy Meyers reported that if performance is not met cumulatively across all programs it could affect future

funding and it is important to meet performance collectively as a system. She reported that program directors meet bi-weekly to ensure integration and alignment of services.

## **APPROVAL OF MINUTES (Exhibit A1)**

**Motion made by Kris Jenkins and supported by Jackie Murray to approve the June 15, 2023, Workforce Development Board (WDB) Executive Committee meeting minutes. Motion carried.**

## **NEW BUSINESS**

### **WDB Plans (Exhibits B1-B7)**

Amanda Rosenberg requested Board consideration and approval for seven workforce development plans.

### ***AY2023 Wagner-Peyser Employment Services Allocation and AY 2023 WIOA Statewide Activities (SWA) to support PY2023 ES Operations (Exhibit B1)***

The first plan presented by Ms. Rosenberg was the Program Year 2023 Employment Services Operations plan, in which Michigan Works! Southwest has received an allocation of \$759,261 to support Employment Services Operations. This represents an increase from last year's allocation of \$44,248. This funding runs on a July 1 program year. She reported that the funding for Employment Services Operations is from two fund sources, federal Wagner Peyser funding and WIOA statewide activities funding. The description of Employment Services, focused on a variety of employment-related labor exchange services including job search assistance, job referral and placement of job seekers, and recruitment services for employers was outlined on the plan summary document. The performance measures for Wagner Peyser for program year 2023 were highlighted at the bottom of page one on the plan summary.

### ***AY2023 (WIOA) Adult, Dislocated Worker (DW), and Youth Program Allocations for the Time Period of July 1, 2023 through June 30, 2025 (Exhibit B2)***

The second plan for review is the 2023 WIOA allocations for adult, dislocated workers and youth totaling \$5.32 million for the four-county area. She noted that this funding runs on a July 1 program year. In comparison to allocation year 2022, Michigan Works! Southwest has seen an increase in total WIOA adult and youth funding and a decrease in WIOA dislocated worker funding. The individual dollar amount change per program, compared to the previous year, is highlighted at the top of the plan summary document. Basic and individualized career services, along with training services, which will be provided to adult and dislocated worker program participants are highlighted in the plan summary. These include job search assistance, workforce preparation, and on the job and occupational skills training.

Services to be provided to youth, ages 14-24, are the WIOA required fourteen (14) elements which are also listed on the plan summary document. They include work experience, financial literacy, supportive services, leadership development and occupational skills training. Funding requirements for the Youth program include that at least fifty percent (50%) of expenditures for youth are to be invested in out-of-school youth and at least twenty percent (20%) must be spent on work experience. The bottom of page two of the plan summary highlights the performance measures for WIOA for program year 2023. These performance measures are consistent with measures for program year 2022.

### ***AY2022 (WIOA) Statewide Activities Funding for PY2023 High Concentrations of WIOA Eligible Youth (Exhibit B3rev)***

Michigan Works! Southwest was allocated \$14,320, which is an increase of \$102 from what was received in the past two years. Ms. Rosenberg reported that these funds are to provide additional assistance to local areas where there is a high concentration of WIOA eligible youth. The WIOA eligibility, as well as services to be provided with this funding, are outlined on the plan summary document. In past program years, this funding has served five youth participants. The services to be provided include preparing individuals for postsecondary education and employment. Both the services and the eligibility align with the WIOA Youth services and eligibility.

***2022 WIOA Statewide Activities Funding Allocations for PY2023 Customer Relationship Management (CRM) (Exhibit B4)***

For program year 2023, an amount of \$4,173 was allocated to Michigan Works! Southwest to be used in support of electronic systems for Customer Relationship Management (CRM). This funding will be used to support new or existing systems or software for information gathering as it relates to employer services. Locally, the funds will be used to renew the licenses for Salesforce, a CRM system that is currently used across the state for Business Solutions related activities. Allocations are based on the number of previously reported local customer relationship management licensure agreements. Michigan Works! Southwest has not seen a change in allocations since Program Year 2018.

***AY2022 WIOA SWA Funding to Support Capacity Building Professional Development (CBPD) for PY2023 (Exhibit B5)***

Michigan Works! Southwest received an allocation in the amount of \$33,321, to be used for Capacity Building and Professional Development (CBPD). This is a \$254 increase from last year's allocation. Michigan Works! Southwest, along with all other Michigan Works! Agencies, receive this funding annually; it is then passed through to the Michigan Works! Association to provide technical assistance and professional development opportunities for workforce development professionals within the Michigan Works! network across the state.

***AY22 WIOA Statewide Activities Funding for Career Exploration and Experience Events (Exhibit B6)***

Michigan Works! Southwest received an allocation in the amount of \$30,000 for Career Exploration & Experience Events, to be used for events for an eighteen-month period, from July 1, 2023, through December 31, 2024. Each of the events supported should include multiple local in-demand businesses and industries at a single location, or in a virtual format, similar to MiCareerQuest™. Events should include hands-on activities, whenever possible, and information pertaining to the educational requirements for in-demand positions. A full list of requirements for the use of these funds is included in the plan summary document.

***FY 2022 and 2023 General Fund/General Purpose Funding for Michigan Electric Vehicles (EV) Jobs Academy (Exhibit B7)***

Michigan Works Southwest received an allocation in the amount of \$421,085 to address the demand for Electric Vehicle (EV) employment and training programs, which are related to the mobility industry. The targeted participant populations are included in the plan summary document. This funding is to be used for the period June 1, 2023 through September 30, 2025. Locally, these funds will supplement training dollars for employers of the Advanced Information Technology (IT) Solutions Consortium once the consortium is implemented. Ms. Iovieno reported on the consortium during the update she provided earlier at today's meeting.

**Motion made by Frank Tecumseh and supported by Kris Jenkins to approve the seven Workforce Development plan presented: AY2023 Wagner-Peyser Employment Services Allocation and AY 2023 WIOA Statewide Activities (SWA) to support PY2023 ES Operations; AY2023 (WIOA) Adult, Dislocated Worker (DW), and Youth Program Allocations for the Time Period of July 1, 2023 through June 30, 2025; AY2022 (WIOA) Statewide Activities Funding for PY2023 High Concentrations of WIOA Eligible Youth; 2022 WIOA Statewide Activities Funding Allocations for PY2023 Customer Relationship Management (CRM); AY2022 WIOA SWA Funding to Support Capacity Building Professional Development (CBPD) for PY2023; AY22 WIOA Statewide Activities Funding for Career Exploration and Experience Events; and FY 2022 and 2023 General Fund/General Purpose Funding for Michigan Electric Vehicles (EV) Jobs Academy. Motion carried.**

In response to WDB member questions, Jakki Bungart-Bibb reported that the WIOA Dislocated Worker allocation is based on the prior three years of data and unemployment numbers are taken into consideration



for the allocation. Amy Meyers reported that should it be necessary to do so, Michigan Works! Southwest can transfer funding between the adult and dislocated worker programs. Ms. Rosenberg reported the amount reported for the Career Events is the same as previous years; however, although the amount is the same, the period for the grant is eighteen months instead of twelve. Ashley Iovieno reported that if the need arises, there is a process to request additional funds.

### **WDB Policies** (Exhibits C1-C4)

Kathy Olsen requested Board consideration and approval of updates to three Workforce Development Board Policies. She reported updates were made to three policies to change how discrimination complaints are processed within the Michigan Works! System/Service Center operations. This change is due to a draft State policy change that is effective July 1, 2023. She reported that normally, changes to Board policies are not brought to the Board for approval until the State policy is final. However, due to the severity of the rule change and the effective date of July 1, 2023, staff felt it was necessary to bring these to the Board for approval based on the language in the draft policy. The three policies affected are: *Policy 24 Rev 08 Grievance and Complaint* (Exhibit C2); *Policy 25 Rev 05 Nondiscrimination and Equal Opportunity* (Exhibit C3); and *Policy 23 Rev 04 Sexual and Other Forms of Workplace Harassment* (Exhibit C4). She further reported that references were updated, and minor edits were also made to language within each of the policies.

**Motion made by Alan Ives and supported by Jackie Murray to approve the revisions to the three Workforce Development policies presented: Policy 24 Rev 08 Grievance and Complaint; Policy 25 Rev 05 Nondiscrimination and Equal Opportunity; and Policy 23 Rev 04 Sexual and Other Forms of Workplace Harassment. Motion carried.**

Members also discussed policy changes pertaining to updating references and minor edits to language within the policies. The consensus was that staff could proceed with making those changes without bringing the policies to the WDB for approval.

### **STAFF REPORTS** (continued)

#### **Director's Report**

*State Budget* - Jakki Bungart-Bibb reported the State legislature passed the FY 23-24 annual budget and noted that the final budget was just over \$81-billion dollars with a record-breaking budget for students from pre-K through grade 12, community colleges and universities, while also leaving a significant amount set aside for school funding to be earmarked later. She highlighted three items in the budget of specific interest to workforce development efforts. They were:

- \$54M for Going PRO Talent Fund - This was on the Michigan Works! Association's legislative priority list. The amount is slightly below the proposed amount; however, Michigan Works! is pleased to see there is still support for this program because it has been a successful program that has resulted in great impact.
- \$10M For Skills Scholarships – This was also on the Michigan Works! Association's legislative priority list. Ms. Bibb noted that it was funded through the Labor and Economic Opportunity Department, and it is uncertain at this time what that means. Staff are hopeful that the Michigan Works! network will be utilized to support this work.
- \$70M to lower the age requirement for Michigan Reconnect from 25 to 21, for the next three years. Ms. Bibb noted that Reconnect was also on the Michigan Works! Association's priority list.

Kris Jenkins stated that this is the first time she has seen special education fully funded.

*Job Quality Academy* - At prior WDB meetings, Ms. Bibb reported that Michigan Works! Southwest, in partnership with Pulse and Upjohn, was selected to participate in the Job Quality Academy. She reported that this team is one of sixteen (16) teams selected nationwide. Staff were asked to choose an industry to focus on and locally, the childcare industry was chosen. Five members of the local team traveled to

Washington D.C. in late June to participate in the first summit. During this time, staff were introduced to the other fifteen teams as well as many USDOL staff, Jobs for the Future staff, Social Policy Research Associates, and many expert panelists who spoke about job quality challenges and best practices. The mission during this first session was to begin building an action plan for how to address the childcare crisis. Because Michigan Works! Southwest is connected to and partnering with Pulse, staff have an advantage in this process because some of the groundwork is either in progress or already completed. Pulse received an Early Childhood Investment Corporation grant and staff can leverage the work of the grant with the work of the academy. The end goal is to complete a regional plan to address childcare needs. Staff will be working virtually with the USDOL and with Jobs for the Future over the next couple of months to move this work along. The sixteen teams will reconvene in Washington D.C. at the end of September to present their plans.

**Executive Order** – Ms. Bibb reported that last week Governor Whitmer issued an Executive Order to create the Michigan Department of Lifelong Education Advancement and Potential or MiLEAP. There are three broad goals for this new department: (1) Add capacity in our early learning team, so every child is ready for kindergarten. (2) Accelerate progress toward our Sixty by 30 goal, so everyone can earn a skill certificate or degree after high school, tuition-free. (3) Prioritize community, regional, and state partnerships that help students succeed. MiLEAP will be led by a director, appointed by the governor and the director will join the governor’s Cabinet. To focus on the three topline goals listed above, MiLEAP will be comprised of three offices. Those offices are the Office of Early Childhood Education, the Office of Higher Education, and the Office of Education Partnerships. Other offices, including the office of “Sixty by 30” and the Michigan Tri-Share childcare program will transfer from other departments into the Office of Education Partnerships department. The Executive Order is scheduled to go into effect December 1 of this year. Ms. Bibb also noted a fun fact. Currently, there are already three other programs or grants in Michigan with a LEAP or MiLEAP title so there will be some confusion moving forward. There is the MiLEAP grant, the LEAP program, and an economic development agency also called LEAP.

**Pulse Event** – Ms. Bibb announced that Pulse is hosting the convening of a Regional Child Care Planning Summit on Wednesday, July 26, 2023, from 4:00-7:00 p.m. at the Catalyst Center in Kalamazoo. During the Pulse Childcare Summit, networking, and collaboration opportunities with key stakeholders from Michigan’s Prosperity Region 8 will take place. Attendees will be able to learn about the region’s childcare landscape and contribute to the development of a comprehensive plan to address the childcare crisis in region 8.

## **OLD BUSINESS**

Chair Lisa Godfrey requested reapproval of the three Board policies.

**Motion made by Frank Tecumseh and supported by Kris Jenkins to approve the revisions to the three Workforce Development policies presented: Policy 24 Rev 08 Grievance and Complaint; Policy 25 Rev 05 Nondiscrimination and Equal Opportunity; and Policy 23 Rev 04 Sexual and Other Forms of Workplace Harassment Motion carried.**

## **PUBLIC TIME**

Ashley Iovieno introduced Roie Lord-Taylor as the recently hired Business Solutions Manager.

## **MEMBERS’ TIME**

None.

## **UPCOMING MEETINGS**

- The next WDB Executive Committee meeting is scheduled for Thursday, August 17, 2023, from 9:00-10:30 a.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan.
- The next meeting of the full WDB is scheduled for Thursday, September 21, 2023, from 9:00 – 10:30 a.m. in St. Joseph County.

---

Other upcoming committee meetings listed on the agenda included:

- The Monitoring and Evaluation Committee meeting is scheduled for Tuesday, October 24, 2023, from 8:00-9:30 a.m. at the Michigan Works! Service Center, 1601 S. Burdick Street, Kalamazoo, Michigan.
- The Disability Awareness Resource Team (DART) Committee meeting is scheduled for Tuesday, September 19, 2023, 2023, from 2:00-4:00 p.m. at the Upjohn Institute, 300 S. Westnedge Ave., Kalamazoo, Michigan.
- The Career Educational Advisory Council (CEAC) meeting is scheduled for Monday, September 18, 2023, from 1:00-3:00 p.m. at Kalamazoo RESA, Wile Auditorium, 1819 E. Milham Rd, Portage, Michigan.

### **ADJOURNMENT**

There being no other reports or business for the Board, the meeting was adjourned at 10:20 a.m.

---

Kathy Olsen

Date

---

Lisa Godfrey

Date

### **APPROVED**

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

---

**Michigan Statewide Targeted Apprenticeship Inclusive and Readiness System (MiSTAIRS)  
Funding for Apprenticeship Success Coordinators (ASCs)**

**PI: 23-22**

---

**Background**

The MiSTAIRS will provide underrepresented populations unparalleled access to a life-changing pathway by ensuring readiness for direct enrollment and completion of Registered Apprenticeship Programs (RAPs). MiSTAIRS targets those most severely impacted by the COVID-19 Pandemic and those least often included in the benefits from Registered Apprenticeship Programs (RAPs), underrepresented populations, specifically women, people of color, individuals with disabilities, and individuals without a High School Equivalency (HSE) credential, diploma or equivalent.

**Funding**

To support the Apprenticeship Success Coordinator (ASC) function, Michigan Works! Southwest has received an allocation of \$92,919 of FY21 State Apprenticeship Expansion, Equity, and Innovation (SAEEI) Grant funding, and \$23,608 AY2023 WIOA SWA funding. ASCs help employers effectively register, launch, and report on Registered Apprenticeship Program (RAP) progress leading to completion.

MiSTAIRS funding can only be used to support USDOL RAPs and quality pre-apprenticeship programs that lead to USDOL RAPs, and grant-funded activities must address the following SAEEI program goals:

- Apprenticeship system expansion to support the development, modernization, and diversification of RAPs.
- Partnership and alignment to support workforce system integration.
- Increasing the number of individuals enrolled in RAPs, including increasing access to RAPs from underrepresented populations.
- Innovation in apprenticeship expansion efforts to include program development and recruitment strategies.

**Allowable Use**

Allowable use of grant funds includes, but is not limited to:

- Grant funds may be used to provide reimbursements for the extraordinary costs of Registered Apprenticeship Programs (RAPs) to new employers, joint labor management organizations, industry associations, or other partners included in an Employer-Led Collaborative (ELC). Allowable use of funding to support RAP development, launch, and sustainability, include:
  - Registration of RAPs with the USDOL.
  - Costs related to design and start-up of RAPs.
  - Classroom education or online training for apprentices.
  - Completion of high school equivalency credential leading into a RAP.

- Extraordinary costs related to on-the-job learning (excluding wages). These extraordinary costs to the employer can be calculated based on an apprentice's wages, as well as based on a journey worker's time as mentor for a RA in On-the-Job Learning (OJL).
  - Train-the-trainer costs or activities.
  - Training supplies for apprentices including expendable materials and expendable equipment such as tools, Personal Protective Equipment (PPE), etc.
  - Curricula development.
- Grant funds may be used to reimburse employers for the extraordinary costs of On-the-Job Learning (OJL) and Related Technical Instruction (RTI), as well as supportive services to individuals participating in apprenticeship readiness and RAPs.
  - Grant funds can be braided with other Federal and State funds, as permitted by SAEEI braiding and co-enrollment requirements as well as those requirements of other funding streams.

**Technical Information**

**Program Title/Number**  
**Funding Source**  
**Funding Level**  
**Duration**  
**Reference**

MiSTAIRS Funding for Apprenticeship Success Coordinators/PI: 23-22  
 FY21 SAEEI Grant/AY2023 WIOA SWA  
 \$116,527  
 July 1, 2023 – June 30, 2025  
 State of Michigan; LEO PI: 23-22, 7/31/2023



---

**MWA Apprenticeship Success Coordinators (ASCs) and MWA Registered  
Apprenticeship Program (RAP) Intermediary Functions**  
**PI: 23-21**

---

**Background**

Registered Apprenticeship Programs (RAPs) can benefit all residents because the training model accelerates the growth of right-skilled workers. For this reason, Michigan is intentionally and strategically implementing a plan to grow the use of the model across the state. As a part of the plan, the state has realized substantial USDOL funding, and received significant State funding, to support and further expand the use of the RAP model.

MWA Apprenticeship Success Coordinators (ASCs) and MWA Registered Apprenticeship Program (RAP) Intermediaries serve a critical success function in regional expansion success. These functions promote RAP expansion through new employer and RAP sponsor engagement and implementation of diversity, equity, inclusion, and accessibility strategies to grow the number of RAP participants (apprentices) overall, with a focus on those typically underrepresented in the benefits of RAPs.

**Funding**

Michigan Works! Southwest has received an allocation of \$161,282 for the Apprenticeship Success Coordinator (ASC) and Registered Apprenticeship Program (RAP) intermediary functions.

This policy provides funding for ASC staff, who will perform outreach to and coordination with employers and organized labor to expand RAPs, increase partnerships, improve services to RAP stakeholders, promote and connect employers with the Registered Apprenticeship Program Tracking with Online Reporting (RAPTOR) application, and enroll and track participants served in the Apprenticeship Program (AP) in the One Stop Management Information System (OSMIS).

This policy also awards funding for intermediary services to grow the use of the RAP model. As both ASC and intermediary focused activities are integral to the success of RAP program sponsors and supporting the outcomes of participating Registered Apprenticeship (RA) participants, this funding can be utilized for both functions, and in any combination of each.

**Required Activities and Services**

This funding supports the following required activities and services of the MWA Apprenticeship Success Coordinator (ASC):

- Ensuring adequate personnel to accomplish the MWA ASC functions.
- Coordination all activities with the USDOL Office of Apprenticeship (OA), and the USDOL OA, Michigan, and regional USDOL Apprenticeship & Training Representatives.
- Collaboration and coordination for LEO-WD State Apprenticeship Expansion and RAP grant initiatives and activities.
- Outreach to, and coordination with, current and new RAP Sponsors, including employers and organized labor partners.
- Enrollment and tracking of SAE grant and program participants served in AP in OSMIS.
- Promotion of and connection to the RAPTOR application for current and future RAP sponsors.
- Expansion of current RAP programming.
- Expansion of SAE partnership activities.

- Improved service to all RAP stakeholders.
- MWA RAP Intermediary function funds will reimburse the extraordinary cost of MWAs adopting RAP intermediary program sponsorship roles, intermediary administrative activities, and for promotion, outreach, and connection to new and existing employer partners.
- Outreach and recruitment including specific strategies to increase apprenticeship opportunities for low-income individuals and underrepresented populations including youth, women, communities of color, Native Americans, Veterans, persons with disabilities, and ex-offenders.

#### **Technical Information**

<b>Program Title/Number</b>	MWA ASCs and RAP Intermediary Functions/PI: 23-21
<b>Funding Source</b>	State GF/GP
<b>Funding Level</b>	\$161,282
<b>Duration</b>	April 1, 2023 – June 30, 2025
<b>Reference</b>	State of Michigan; LEO PI: 23-21, 7/27/2023



*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.  
Funded in part with state and /or federal funding.*

**DATE:** August 10, 2023  
**TO:** Workforce Development Board  
**FROM:** Jakki Bungart-Bibb / Kathy Olsen  
**SUBJECT:** Workforce Development Board – Membership Renewals

We are requesting WDB consideration and approval of the following renewal appointments, representing the private sector, to the Workforce Development Board for Michigan Works! Southwest (Branch, Calhoun, Kalamazoo, and St. Joseph Counties).for another two-year term beginning October 1, 2023 and ending September 30, 2025.

#### **REPRESENTING THE PRIVATE SECTOR**

*Ms. Jessica Eyster, HR Manager, IAC Group (St. Joseph)*  
*Ms. Lisa Godfrey, Owner, Lisa A. Godfrey Attorney at Law (Kalamazoo)*  
*Mr. Randall Hazelbaker Owner, Hazelbaker Antiques (Branch BOC)*  
*Mr. Jeff Hepler, Police Chief, Village of Augusta and Owner, Hit-Em Here (Kalamazoo BOC)*  
*Mr. Jared Hoffmaster, Assistant Vice President and Investment Officer at Century Bank and Trust (St. Joseph BOC)*  
*Mr. Alan Ives, Vice President of Operations, Kadant Johnson LLC (St. Joseph)*  
*Mr. Derek King, Owner, King Jewelers (Calhoun BOC)*  
*Mr. David Maurer, President, Humphrey Products, Inc. (Kalamazoo)*  
*Ms. Karla Meeks, Human Resource Director, Stewart Sutherland, Inc. (Kalamazoo)*  
*Ms. Jacquelyn Murray, Director of Human Resources, Marshall Excelsior Company (Calhoun)*  
*Mr. Brian O'Donnell, Project Executive, Hi-Tech Electric Company (Kalamazoo)*  
*Ms. Sabrina Radenovic, HR Business Partner, Stryker (Kalamazoo)*  
*Mr. David Sutherland, Senior Manager, Human Resources, Asama Coldwater Manufacturing, Inc. (Branch)*  
*Mr. Frank Tecumseh, CEO, FireKeepers Casino Hotel (Calhoun)*  
*Ms. Elizabeth Van Dussen, HR Manager, Duncan Aviation (Calhoun)*

July 31, 2023

Business Services Summary

# Michigan Works! Southwest Dashboard



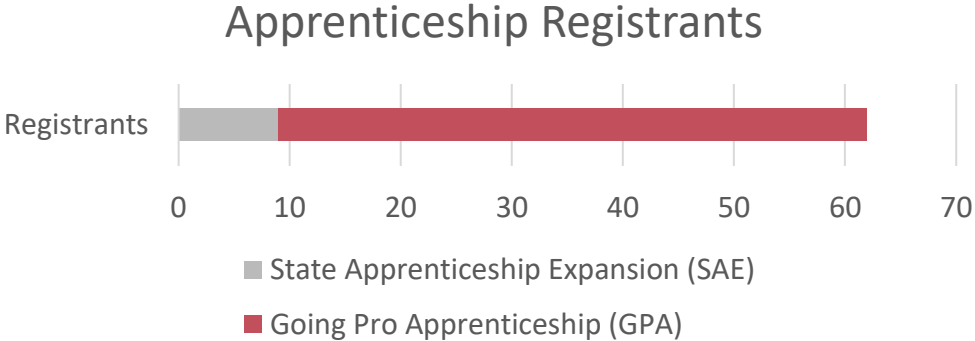


# Apprenticeship Summary

## Total Registrants

(June 30, 2023)

62\*



\*Per OSMIS reporting; 47 GPA, 6 GPA pending state guidance on GPA data entry/co-enrollment.



# Unemployment Rate by County

July 2023

Kalamazoo County  
4.3%

Calhoun County  
4.9%

Branch County  
4.3%

St. Joseph County  
4.7%

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



# Job Demand (Southwest Prosperity Region)

Time Period

July 2023

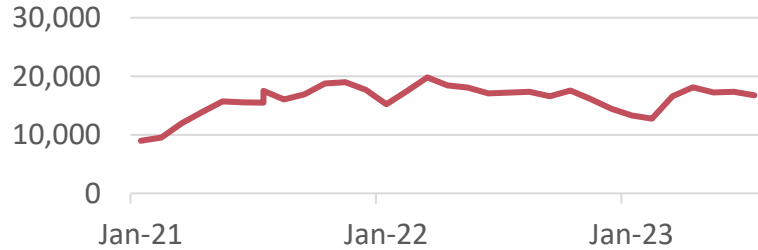
Total Ads

16,725

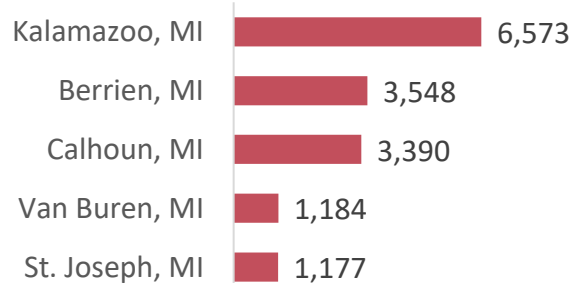
Change/Month

-3.2%

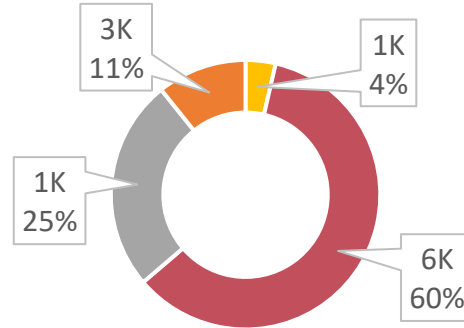
## Historical Ad Volume



## Top Job Locations

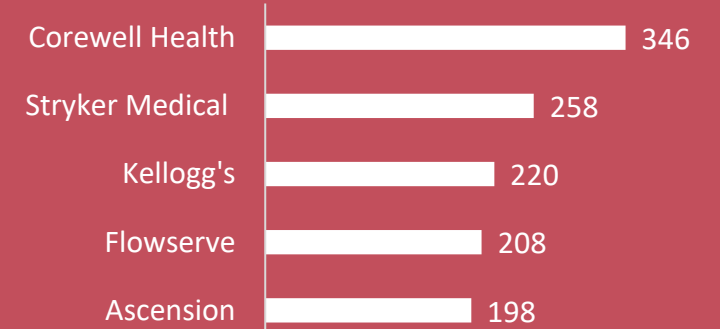


## Education Requirements



- High School or Vocational Training
- Associate Degree
- Bachelor's Degree
- Master's Degree or Higher

## Top Employers



## Top Occupations



# Going Pro Talent Fund (GPTF) FY2023



**\$4,622,601**

Awarded to companies



**Branch**  
\$54,111

**Calhoun**  
\$1,091,604

**St. Joseph**  
\$374,715

**Kalamazoo**  
\$2,189,924



**68\***

Companies Awarded GPTF



**Branch**  
2

**Calhoun**  
24

**St. Joseph**  
4

**Kalamazoo**  
25



**2,661**

Individuals to be trained



**Branch**  
36

**Calhoun**  
692

**St. Joseph**  
254

**Kalamazoo**  
1,115



**339**

Planned Apprentices



**Branch**  
0

**Calhoun**  
39

**St. Joseph**  
3

**Kalamazoo**  
287



**783**

Anticipated New Hires



**Branch**  
6

**Calhoun**  
218

**St. Joseph**  
127

**Kalamazoo**  
415

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

# Employers Served

Number of Employers Served  
(7/1/2023 – 07/31/2023)

85

Number of Services Provided  
(7/1/2023 – 07/31/2023)

244





July 31, 2023  
Services Summary

# Michigan Works! Southwest Dashboard



# PATH

Partnership. Accountability.  
Training. Hope.

Number of Participants  
(Served 10/01/2022 – 07/31/2023)

873

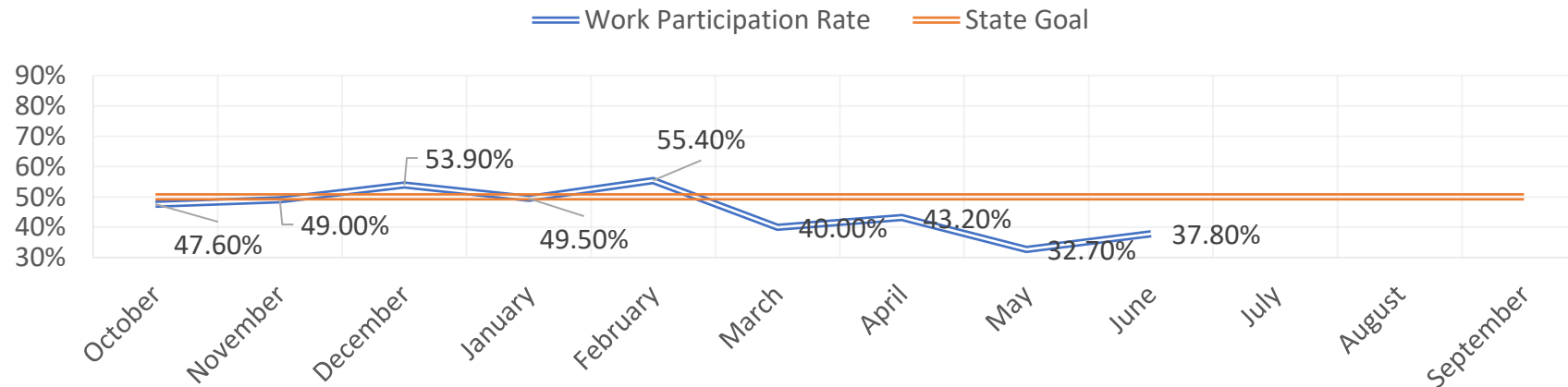
Employment Rate  
(10/01/2022 – 07/31/2023)

46.8%

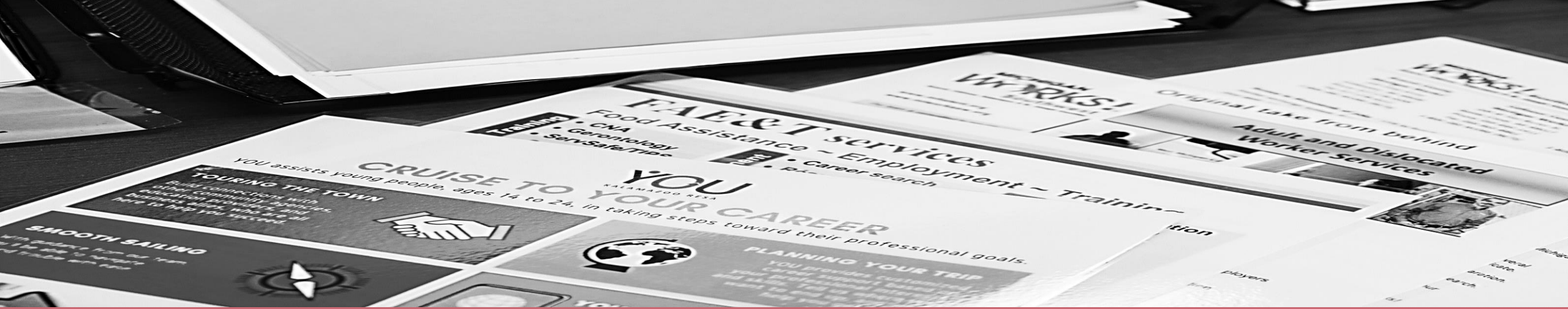
Wage  
(10/01/2022 – 07/31/2023)

\$15.67

## PATH WORK PARTICIPATION RATE (FY23): 46.0%







# LEAP

Learn, Earn, and Provide

269

Number of Participants  
(Served 10/01/2022 – 07/31/2023)

69.5%

Employment Rate  
(10/01/2022 – 07/31/2023)

\$15.86

Average Wage  
(10/01/2022 – 07/31/2023)

# BRES

Barrier Removal Employment Success

350

Number of Individuals Who Received BRES  
Services  
(10/01/2022 – 07/31/2023)

## Most Common BRES Support Services Provided:

- Expungement Fees
- Housing and Rental Assistance

# WIOA and Wagner-Peyser Performance

(Workforce Innovation and Opportunity Act)

	WIOA Adult		WIOA Dislocated Worker		WIOA Youth		Wagner-Peyser	
	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%	72.20%
Employment 4th Quarter After Exit	83.60%	91.30%	87.60%	89.20%	72.80%	82.80%	63.00%	68.80%
Median Earnings 2nd Quarter After Exit	\$6,192	\$7,931	\$7,914	\$10,489	\$3,660	\$4,030	\$5,175	\$9,142
Credential Attainment Rate	77.30%	59.30%	76.90%	92.90%	71.40%	72.20%	N/A	N/A
Measurable Skill Gains	65.10%	92.00%	67.60%	92.30%	33.30%	43.30%	N/A	N/A

PY22-Q4 outcomes as of 6/30/2023; data pull 08/06/2023

See Slide 6 & 7 for Performance Measures Definitions

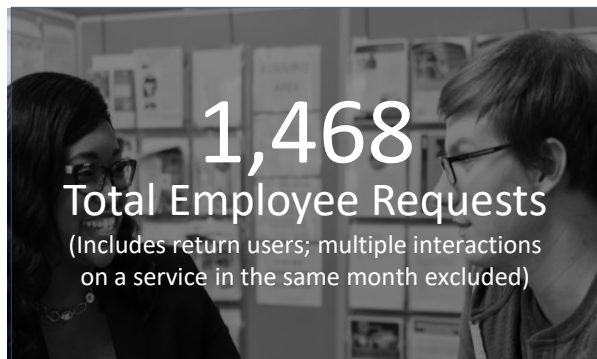
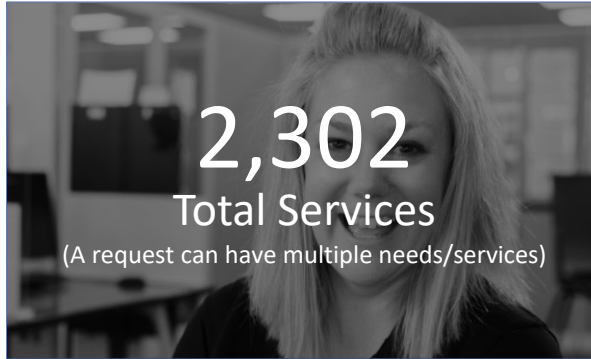
# Employer Resource Network (ERN)

Key Performance Indicators (10/01/2022 to 07/31/2023)

## 767% ROI

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

## Employer Testimonials



**“Duncan Aviation team members have benefited significantly from our SWM ERN® Success Coach, April Gordon, and her commitment to helping our team members achieve personal and professional goals, overcome obstacles, and stay engaged at work. We know that inflation has increased the cost of living for our team members and find it necessary for them to make use of additional community resources from time to time. Therefore, it is even more important than ever for us to communicate what opportunities for assistance are available. April’s ability to directly connect resources with our team members allows them to be more productive and focused at work, helping to eliminate or minimize distractions. Providing the tools, motivation, and support needed for our team members to reach their full potential, makes a significant impact on their personal and professional lives.”**

- Andy Richards, COO, Duncan Aviation

\*Distinct Employees Served data through 7/31/2023 estimated due to adjustments in reporting factors at the end of June 2023.

# WIOA Performance Measures Overview

## Source: State of Michigan WIOA Manual

**Employment Rate – 2nd Quarter after Exit:** The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program. For WIOA Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit.

**Employment Rate – 4th Quarter after Exit:** The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program. For WIOA Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit.

**Median Earnings – 2nd Quarter after Exit:** The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

**Credential Attainment:** The percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training [OJT] and customized training) who attain a recognized post-secondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within four quarters after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed within four quarters after exit or is enrolled in an education or training program leading to a recognized post-secondary credential within 365 days of exit from the program.

# WIOA Performance Measures Overview

## Source: State of Michigan WIOA Manual

**Measurable Skill Gains:** The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized post-secondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. Depending on the type of education or training program, documented progress is defined as one of the following:

- Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the post-secondary education level.
- Documented attainment of a secondary school diploma or its recognized equivalent.
- Secondary or post-secondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the state's unit academic standards.
- Satisfactory or better progress report towards established milestones, such as completion of OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training.
- Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams.



## Directors Report August 17, 2023

### Federal Update:

In July, both the House and Senate Committees released their FY 2024 bill for Labor Health and Human Services, Education and Related Agencies.

[Summary of Senate Committee LHHS Appropriations Bill](#)

[Summary of House Committee LHHS Appropriations Bill](#)

### Advocacy Efforts:

We Need Your Active Support!

On July 13, the U.S. House Appropriations Committee released its budget bill which included a 50.1% cut to the Workforce Innovation and Opportunity Act (WIOA) funding. This is one of the key federal workforce programs that provides support to youth, adults, and dislocated workers. These cuts include outright elimination of WIOA Youth programs and a \$712 million rescission of available WIOA Adult program funds beginning October 1, 2023.

In Michigan alone, these proposed cuts would result in more than 16,000 fewer residents being served directly under WIOA Adult and WIOA Youth programs, which would severely limit the ability of the workforce system to help individuals achieve upward economic mobility, while at the same time making it harder to assist employers in hiring, retaining, and training a dedicated workforce.

The Michigan Works! Association needs your active support and urges you to send a message to your Congressional leaders to oppose these proposed cuts and keep Michiganders working! To oppose these proposed cuts, click the button below to send a letter to your Congressional leaders.

[Send a message to your lawmaker now!](#)

Programs	FY23 Omnibus - Labor, HHS, Education	FY24 House Labor, HHS, Education	FY24 Senate Labor, HHS, Education
<b>Workforce Innovation and Opportunity Act Title I – State Formula Grants</b>	\$2,929,332,000	\$1,807,553,000	\$2,929,332,000
<b>WIOA Adult</b>	\$885,649,000	\$712,000,000	\$885,649,000
<b>WIOA Dislocated Worker</b>	\$1,095,553,000	\$1,095,553,000	\$1,095,553,000
<b>WIOA Youth</b>	\$948,130,000	\$0	\$948,130,000
<b>Wagner-Peyser/Employment Service Grants</b>	\$705,052,000	\$658,639,000	\$653,639,000
<b>Workforce Data Quality Initiative Grants</b>	\$6,000,000	\$6,000,000	\$6,000,000
<b>Apprenticeship Grants</b>	\$285,000,000	\$285,000,000	\$290,000,000
<b>DW National Reserve</b>	\$325,859,000	\$360,859,000	\$305,859,000
<b>Native American Programs</b>	\$63,800,000	\$60,000,000	\$60,000,000
<b>Ex-Offender Activities</b>	\$115,000,000	\$115,000,000	\$115,000,000
<b>Migrant and Seasonal Farmworkers</b>	\$97,396,000	\$97,396,000	\$97,396,000
<b>YouthBuild</b>	\$105,000,000	\$105,000,000	\$105,000,000
<b>Senior Community Service Employment Program</b>	\$405,000,000	\$0	\$405,000,000
<b>Trade Adjustment Assistance</b>	\$494,400,000	\$30,700,000	\$30,700,000
<b>Career and Technical Education State Grants</b>	\$1,429,848,000	Not available yet	\$1,469,848,000
<b>Adult Education State Grants and National Leadership Activities</b>	\$729,167,000	Not available yet	\$715,455,000
<b>Combined CTE and Adult Ed</b>	\$2,191,436,000	\$2,191,436,000	\$2,185,303,000
<b>Vocational Rehabilitation</b>	\$3,949,707,000	\$4,253,834,000	\$4,253,834,000
<b>SECTOR Program</b>	\$0	\$0	\$0
<b>Civilian Climate Corp</b>	\$0	\$0	\$0
<b>Strengthen Community College Grant Program</b>	\$65,000,000	\$65,000,000	\$55,000,000