

WORKFORCE DEVELOPMENT BOARD EXECUTIVE COMMITTEE AGENDA

THURSDAY, OCTOBER 19, 2023, from 9:00 – 10:30 A.M.

In-Person Meeting

At the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007

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

Public Access is available at:

<https://us02web.zoom.us/j/87642323503?pwd=cWlqMFJkRkoxN0c5Yjkza0duQ3pYUT09>

Meeting ID: 876 4232 3503 **Passcode:** 647800

Or Dial US Toll Free: 833 548 0282; 877 853 5257; 888 475 4499; 833 548 0276

- I. CALL TO ORDER / INTRODUCTIONS** Jackie Murray, Chair
- II. TRANSPARENCY & INTEGRITY OF WDB DECISIONS** Kathy Olsen
- III. PUBLIC TIME**
- IV. APPROVAL OF MINUTES** *(Vote Required)*
 - A. WDB September 21, 2023 Full Board Quarterly Meeting Minutes *(Exhibit A)*
- V. COMMITTEE REPORTS**
 - A. Career Educational Advisory Council (CEAC) Kris Jenkins/Dustin Scharer
- VI. NEW BUSINESS** *(Vote Required)*
 - A. Plans Amanda Rosenberg
 - 1. FY24 Food Assistance Employment & Training Plan *(Exhibit B1)*
 - B. WDB Committee Chairs for 2023-2024 Program Year *(Exhibit C)*
- VII. STAFF REPORTS**
 - A. Business Services Update & Dashboard *(Exhibit D)*
& Labor Market Info 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. **Annual Meeting** – Wednesday, December 6, 2023, from 5:00-7:00 p.m.
- B. **Executive Committee** – Thursday, December 21, 2023, from 9:00-10:30 am
at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007
- C. **Full Workforce Development Board** – Thursday, November 16, 2023, from 9:00-10:30 am
at Battle Creek Unlimited, 4950 W Dickman Rd, B2 Building, Battle Creek, MI 49037
- D. **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
- E. **Disability Awareness Resource Team (DART) Committee** – Tuesday, November 14, 2023,
from 2:00-4:00 pm (In-person with virtual option)
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007
- F. **Career Educational Advisory Council (CEAC)** – Monday, December 4, 2023, from 1:00-3:00 pm
(In-person with virtual option)
at Kalamazoo RESA, 1819 E. Milham Rd, Portage, MI 49002

XII. ADJOURNMENT

Jackie Murray, Chair

XIII. CLOSED DOOR SESSION – Pending Litigation

**Workforce Development Board
 Meeting Minutes
 September 21, 2023**

CALL TO ORDER: Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 9:00 a.m. at the Three Rivers Area Chamber of Commerce, 1116 N. Main Street, Three Rivers, Michigan.

Individuals attending in-person and virtually, introduced themselves.

WDB Members Present:

John Fiore (MRS)	Brian O'Donnell (PS)	
Lisa Godfrey (PS)*	Charles Rose/Jose Orozco (CBO) [∇]	* Exec Committee
Randall Hazelbaker (PS)* [∇]	Dustin Scharer, for	[∇] Attended Virtually
Dave Maurer (PS)* [∇]	Kris Jenkins (Educ)*	
Jackie Murray (PS)*	Frank Tecumseh (PS)*	

WDB Members Absent

Morris Applebey (Labor)	Alan Ives (PS)	David Sutherland (PS)
Kathi Cain-Babbitt (Labor)	Lisa Johansen (DOC)	Elizabeth Van Dussen (PS)
Jill Bland (Econ Dev)	Derek King (PS)	Dr. Paul Watson (Educ)
Karen Doubleday (DHHS)	Karla Meeks (PS)	Ken Willcutt (Labor)
Jessica Eyster (PS)	Dave Pawloski (Labor)	
Jeff Hepler (PS)	Sabrina Radenovic (PS)	
Jared Hoffmaster (PS)	Windy Rea (Job Corps)	

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

Jakki Bungart-Bibb	Amy Meyers
Mike Horrigan [∇]	Shelby Springett

Michigan Works! Services / Program Staff Present:

Jim Benton (YOU/KRESA)	Betsy Sanchez (ERN [®] /Upjohn)	Barb Travis (MWSW/Upjohn)
Paige Daniels (YOU/KRESA) [∇]	Jeana Hamilton (MWSW/Upjohn)	
Kelli Jenkins (MWSW/Upjohn)	Amanda Sutherland (YOU/KRESA) [∇]	

Guests Present:

Dan Reid (Media) [∇]	Matthew Jenkins
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RECOGNITION

Shining Star Awards

Amy Meyers presented the Michigan Works! Southwest's Shining Star Awards for the months of May, June, July, and August 2023. She expressed a congratulations to each recipient for their accomplishment.

May Shining Star - Jeana Hamilton was recognized as the May Shining Star. Amy Meyers reported Jenna Hamilton goes out of her way to make customers comfortable by greeting everyone with a smile and a pleasant voice and by consistently maintaining a positive attitude. She is a top-notch multi-tasker, serving multiple customers at a time and never misses a step in the registration process, or for any other need in the service center. Ms. Hamilton is a team player, very knowledgeable, and willing to share that knowledge with her coworkers. Ms. Hamilton never misses an opportunity to make a referral that better assists Michigan Works! Southwest customers.

June Shining Star - Devon Ivy (not present) was recognized as the June Shining Star. Ms. Meyers reported Devon Ivy is a Career Navigator in the Kalamazoo County Service Center. He continually goes above and beyond in his role, ensuring customers receive top quality service and attention with a cool and calm presence. Mr. Ivy displays great flexibility and attention to detail as well as providing exceptional customer service to all job seekers. When the Calhoun and St. Joseph County teams need support Mr. Ivy is always ready to assist. His hard work and dedication are truly appreciated and reflects the standards of Michigan Works! Southwest services.

July Shining Star - Betsy Sanchez was recognized as the July Shining Star. Ms. Meyers reported Betsy Sanchez is an Employer Resource Network® (ERN®) Success Coach. She is a detailed, team and customer focused employee, who customers feel safe with, resulting in her ability to form long-lasting relationships with those she serves, which is imperative when addressing barriers to employment. Ms. Sanchez is a tremendous support to the ERN® success coach team, even while leading a team of coaches and serving seven ERN® employers with hundreds of employees, she remains accessible and available to meet her coworkers' needs as they arise. Ms. Sanchez makes continual efforts to always keep one foot forward with a smile on her face and makes those around her feel supported. Her continuous hard work and dedication is true to the Michigan Works! Southwest mission.

August Shining Star - Kelli Jenkins was recognized as the August Shining Star. Ms. Meyers reported Kelli Jenkins is the go-to person to assist with the data entry for Employment Services and is willing to step in and assist in a moment's notice. She always maintains a positive attitude with both customers and co-workers. Ms. Jenkins does not hesitate to ask questions and uses great problem-solving skills to navigate any issues that may arise. She demonstrates a willingness to learn new things and consistently goes above and beyond to solve problems and provide excellent service to Michigan Works! Southwest customers.

Michigan Works! Association's Awards

Annual Shining Star Award - Jackie Murray reported Barb Travis was recognized as the Shining Star representing Michigan Works! Southwest at the Michigan Works! Association's annual conference which was held early this month. Ms. Travis has been the Calhoun County Site Manager since July 1, 2023. Prior to serving in this capacity, she spent over five years as a Career Coach and Lead Career Coach in Battle Creek's Neighborhood Employment HUBs program, which provides neighborhood-based workforce development services, including community service placement, job placement, employability skills building, and connections to training opportunities. With her guidance and commitment to true collaboration and partnership, the Neighborhood Employment HUBs have established countless partnerships and relationships resulting in positive outcomes for job seekers, employers, and community organizations. Most notable were the critical connections with neighborhood associations made by Ms. Travis, creating enhanced partnerships for all of Michigan Works! Southwest and the community members served. She is relied upon by co-workers and management for her thoughtful connections to many stakeholders, resulting in positive outcomes for the Michigan Works! Southwest system. Some of her accomplishments include providing job readiness and employability skill building services to inmates, as well as employment placement and barrier removal assistance to individuals upon conclusion of their incarceration, establishing a formalized process with the local court system to navigate the payment of fines and fees for customers, serving on the planning committee for the implementation of expungement fairs, and developing procedures and implementing streamlined processes for programs. Ms. Travis is passionate about customer service and assisting underserved populations with achieving their goals. As a result of her continued commitment to excellence, staff, co-workers, and managers describe Ms. Travis as empathetic, helpful, kind, and hard working. Her positivity and spirit are contagious, and her communication skills are exemplary. Ms. Travis is energetic in her communications and thoughtful in her message delivery, she does not shy away from difficult conversations and always handles them with grace and respect. Barb Travis' hard work and dedication to the Michigan Works! Southwest mission and exemplary service to customers is why staff are honored to have her represent Michigan Works! Southwest as the 2023 MW Association's Shining Star.

Christine Quinn Excellence in Leadership Award – Jackie Murray reported the Christine Quinn Excellence in Leadership Award remembers Christine Quinn, who passed away in 2020 and was Michigan's workforce champion in the U.S. Department of Labor, serving as a strong advocate for our system for decades. Special thanks to Oakland County Michigan Works! for sponsoring this and the other Challenge of Excellence Awards. This year's honoree is Jakki Bungart-Bibb of Michigan Works! Southwest. In her role as director of Michigan Works! Southwest, Ms. Bibb leads and oversees workforce development programs and services across four counties. Using her 25 years of workforce

experience, she has continued to scale the success of her organization and the Michigan Works! system. Her tenure has included the growth of the successful Neighborhood Employment HUBs that have provided employment and training support for job seekers in Battle Creek, serving over 1,600 individuals between June 2017 and September 2020 with support from the Woman's Co-Op, Kellogg Community College, the W.K. Kellogg Foundation, and Goodwill Industries of Central Michigan's Heartland. Ms. Bibb embodies the spirit and collaboration required for effective partnership, following along the path of many successful workforce development leaders that have come before her, such as Christine Quinn. Congratulations were expressed to Jakki Bungart-Bibb as the 2023 Christine Quinn Excellence in Leadership Award Winner.

Jakki Bungart-Bibb thanked the Michigan Works! Southwest team and stated that she was humbled by the award, honored to receive it, and that all the credit should go to her team. A video of Ms. Bibb's award recognition was shared with members at the meeting. Lisa Godfrey agreed that Ms. Bibb has a great team, but teams need great leaders and noted that Ms. Bibb is a great leader.

TRANSPARENCY & INTEGRITY OF WDB DECISIONS

Amy Meyers asked members present if there were any items on the agenda 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

None.

APPROVAL OF MINUTES (*Exhibit A*)

Motion made by Frank Tecumseh and supported by Brian O'Donnell to approve the August 17, 2023 Workforce Development Board Executive Committee meeting minutes. Motion carried.

COMMITTEE REPORTS

There were no committee reports.

NEW BUSINESS

Election of Chair and Vice Chair

Motion made by Frank Tecumseh and supported by John Fiore to appoint Jackie Murray as WDB Chair and Brian O'Donnell as Vice Chair for a one-year term to begin October 1, 2023 and ending on September 30, 2024. Motion carried.

Jakki Bungart-Bibb thanked Lisa Godfrey for her over thirty years of service to the Board and that she hoped Ms. Godfrey would continue to serve as a private sector representative. Lisa Godfrey expressed her thanks and noted that the accomplishments of the Board over the years have been enjoyable to see and be a part of.

WDB 2024 Meeting Calendar (*Exhibit B*)

Amy Meyers presented a draft 2024 WDB meeting calendar for Board consideration and approval. She reported that the day of the month, the 3rd Thursday, and the time, from 9-10:30 a.m., are the same as the current year's meetings. The locations for the quarterly meetings would rotate around the four counties and the locations for the Executive Committee meetings are divided between Kalamazoo and Battle Creek.

Motion made by Brian O'Donnell and supported by Jackie Murray to approve the 2024 WDB meeting calendar as presented. Motion carried.

STAFF REPORTS

Business Services Activities (*Exhibit C*)

Amy Meyers provided an update on the Business Services Dashboard that included information regarding the current unemployment rates, job demand, the Going PRO Talent Fund, and employers served. She noted that a link to the Dashboard would be sent to members in the meeting follow-up email.

Unemployment Rates - Ms. Meyers reported the updated unemployment rates for July 2023 were noted on the second page of the Dashboard. The Michigan Unemployment rate was reported to be 3.6%, with the national rate at 3.6% and the rate for the four counties in the Michigan Works! Southwest service area ranged from 4.3% to 4.9%. St. Joseph County was at 4.7%, Kalamazoo County was at 4.3%, Branch County was at 4.3%, and Calhoun County was at 4.9%.

Job Demand - The third page of the dashboard showed details of job demand in the Michigan Works! Southwest services area. For the second month in a row, registered nurses were not at the top, instead RNs were a close second to retail salesperson for a total of 14,924 ads which is a 10.6% decrease from last month. Employers with the most openings aligned closely with the occupations with the most openings.

Going PRO Talent Fund - One update will be added to the Going PRO Talent Fund numbers displayed on page four of the Dashboard. Yesterday, Michigan Works! Southwest received notice of one additional Going PRO Talent Fund award. This company is in Calhoun County and will be awarded \$31,500. Ashley Iovieno is currently presenting at a Going PRO information session with Southwest Michigan First on details for the FY24 Cycle I grant application and thus, was not able to attend today's WDB meeting. The application period for FY24 Cycle I will open on October 9, 2023 and run until October 27, 2023. In addition to holding one-on-one meetings with employers, additional information sessions for employers are currently being organized.

Employers Served - The last page of the Dashboard highlights the number of employers served and services provided, this data is up to date as of August 2023.

Labor Market Information

Michigan's Labor Market News – Amy Meyers reported the September edition of the Labor Market Newsletter has not yet been released. Once available, a link to the publication will be sent to members in the meeting follow-up email.

Operations Update & Dashboard (Exhibit D)

Amy Meyers reported on the Dashboard Report pertaining to the daily program operations. She noted that a link to the Dashboard would be sent to members in the meeting follow-up email. Page two of the Dashboard showed the Participation Rate for the *Partnership. Accountability. Training. Hope. (PATH)* program to be 46.0% as of August 31, 2023 along with a 45.2% employment rate. Page three of the Dashboard included data for the *Lean Earn and Provide (LEAP)* and *Barrier Removal Employment Success (BRES)* programs and services. LEAP has served 300 participants with an employment rate of 67.3% for the period October 1, 2022 through August 31, 2023. BRES has provided 377 individuals with services during the same period with the most common support services provided being expungement fees and housing and rental assistance. The *WIOA and Wagner-Peyser Performance* displayed on page four of the Dashboard is reflective of the first quarter of the program year that began July 1, 2023. *Employer Resource Network®* data was displayed on page five of the Dashboard, along with an employee testimonial. ERN® data included 27 employers served, with 2,540 services provided to 1,081 distinct employees and their families between October 1, 2022 and August 31, 2023.

In responding to a question regarding the PATH WPR goal, Amy Meyers reported staff are continuing to focus on meeting goals and balancing customer participation and that similar outcomes are being seen statewide. Jakki Bungart-Bibb reported that although MWSW is not alone in this trend, with an increased staff focus, there still is an opportunity to meet those goals.

Director's Report

Jakki Bungart-Bibb provided updates on the UAW Strike, the potential government shutdown, the Notice of Proposed Rulemaking (NPRM) for Wagner-Peyser (W-P), and the Job Quality Academy.

UAW Strike - On September 15, 2023, the UAW began a limited and targeted, but historic "stand up strike" against the "Big Three" (GM, Ford and Stellantis) to reach a deal for new contracts that would include better wages, better benefits, and industry protections. Additional plants are planning to strike if serious progress is not made by this Friday. The state has provided estimates regarding downstream suppliers and the potential workforce impact statewide and locally. She stressed that these are estimates because the list provided was only focused on one NAICS code (motor vehicle parts manufacturing) and it could also include other suppliers in addition to the big three. Unofficial estimates are that

approximately 1,400 companies and close to 142,000 employees could be affected. Locally, this would be 37 companies and approximately 4,300 employees. A meeting is scheduled with the workforce development team at LEO and MEDC this afternoon to discuss the strike response and strategies to provide services to those affected both directly and indirectly.

Potential Government Shutdown - Ms. Bibb also reported on the potential government shutdown and noted that Congress has until September 30, 2023, when the federal fiscal year ends, to reach an agreement on next year's budget and prevent a government shutdown. A temporary stopgap bill was proposed the past Sunday that would have kept the government funded until October 31, 2023; however, the bill did not make it out of the House and it was expected to be rejected by the Senate even if it would have been passed by the House. She noted that although the threat of a government shutdown is not new to staff, what makes this one a bit different is that there is no support for a continuing resolution. In addressing how a government shutdown affects the federally funded work done locally to assist job seekers and employers, she reported that the effects are driven by how a shutdown is defined if it happens. If it does happen, the Employment and Training Administration (ETA) would provide direction to the states and the state would then provide direction to the local Michigan Works Agencies. She further reported that many of the federally funded programs are forward funded, which means that staff would continue operations and provide services. Impacts that could be seen would include individuals missing food stamp payments, and social security cards not being issued which could affect hiring. She added that since 1976, there have been 20 government shutdowns. The most recent was in December 2018; it lasted 34 days and was the longest shutdown in U.S. history.

Notice of Proposed Rulemaking (NPRM) Wagner-Peyser (W-P) - Ms. Bibb reported there is still no word on the Proposed Rule affecting Wagner-Peyser services. Staff have heard unofficially that the final proposed rule is at the White House for review.

Job Quality Academy Update – Ms. Bibb reported Michigan Works! Southwest (MWSW) is one of 16 teams chosen nationwide to participate in the Job Quality Academy. The focus industry for MWSW is childcare. The Job Quality travel team will be in Washington D.C. next week to participate in Summit 2 at the U.S. Department of Labor. Staff will be submitting their draft action plan which will provide details proposing how MWSW intends to address the childcare challenges in the MWSW service area. Staff will spend two and a half days listening to presentations about job quality initiatives across the nation, as well as interacting with the other fifteen teams doing this work. She reported that staff are excited to participate in this initiative and what can be learned and potentially implemented locally. Staff also look forward to presenting the plan at a future board meeting.

In responding to a comment from Lisa Godfrey regarding recent news that over 70,000 childcare centers will be negatively affected with the expiration of COVID generated federal support, Ms. Bibb reported that Michigan Works! Southwest is lucky to have Pulse on the Center for Workforce Innovation and Solutions team and that Pulse staff are working on a plan to address this issue. The plan is due in December and MWSW is hoping to collaborate with Pulse on these efforts.

PROGRAM

Asset Limited, Income Constrained, Employed (ALICE) Update

Alyssa Stewart, Chief Impact Officer, United Way of South Central Michigan provided a PowerPoint presentation pertaining to research on the Asset Limited, Income Constrained, Employed (ALICE) population. She reported this population includes hard working households whose earnings cannot keep up with the rising costs of necessities. They are above the federal poverty line, but below the ALICE survival budget threshold for their household. The presentation included data from the COVID years 2020 and 2021, examples of household ALICE budgets, statewide trends, number of ALICE households in the Michigan Works! Southwest service area, the impact of pandemic support that was provided in 2020 and 2021, the effects of future economic conditions will have on ALICE households, and the United for ALICE @ work strategies. Discussion followed that included funding to support ALICE research, where additional data can be found, the effects of government payments and support services on ALICE budgets, and wage increases. Mike Horrigan offered the Upjohn Institute's assistance in comparing supplemental poverty measures with ALICE data. A link to the presentation will be sent to members in the meeting follow-up email.

Labor Market Update

Mike Horrigan, President of the Upjohn Institute, shared a PowerPoint presentation that included research on inflation, payroll employment trends, employment to population ratios and labor force participation rates, and labor shortages. Due to time constraints, a summary of the presentation was provided, and it was noted that a link to the full presentation would be sent to members in the meeting follow-up email.

OLD BUSINESS

None.

PUBLIC TIME

No comments

MEMBERS' TIME

Jose Orozco expressed his appreciation to the United Way for their presentation and the ALICE data. He encouraged others to explore the ALICE website at UnitedForAlice.org.

UPCOMING MEETINGS

Lisa Godfrey referred members to the list of upcoming WDB meetings that were listed on the agenda. The next meeting of the WDB Executive Committee is Thursday, October 19, 2023; and the next quarterly meeting of the full WDB is Thursday, November 16, 2023.

ADJOURNMENT

There being no other reports or business for the Board, the meeting adjourned at 10:32 a.m.

Amy Meyers _____ Date

Lisa Godfrey _____ Date

APPROVED

These minutes were approved on _____

FY2024 Food Assistance Employment and Training Program

PI: 23-25

For fiscal year 2024, October 1, 2023 – September 30, 2024, \$112,630 has been allocated to Michigan Works! Southwest, by the Department of Labor and Economic Opportunity (LEO), for the Food Assistance Employment and Training (FAE&T) program. This is an increase from the \$102,541 allocation in FY2023. Allocations are based on the number of Food Assistance Program (FAP) cases by county. Michigan Works! Southwest will receive separate allocations for program delivery and supportive services.

Background

The FAE&T Program is designed to establish a connection to the labor market for able-bodied adults without dependents (ABAWDs), receiving Food Assistance, between the ages of 18 and 52, without minor dependents on their Food Assistance Program (FAP) case. The FAE&T Program is also available to single adults aged 18 through 59 years old and adult members of a FAP household with minor children.

The FAE&T funds may only be used to provide employment and training activities and supportive services to individuals referred to Michigan Works! by the Michigan Department of Health and Human Services (MDHHS).

Program Operations Funds

In addition to program delivery costs, program operations funds may be used for actual educational costs if no other source of financial assistance is available to the participant.

Supportive Services

Supportive service funds may be used for expenses incurred to assist participants to overcome barriers that prevent them from engaging in employment and training activities.

Job retention supportive services are also available and designed to assist participants in maintaining employment.

Funding Summary

Funding Source and Cost Categories	Funding Levels
FY2024 Allocation	\$112,630
Program	\$91,776
Supportive Services	\$10,657
Administration	\$10,197

Source: PI: 23-25; 10/02/2023

Technical Information

Program Title/Number

FY24 Food Assistance Employment and Training (FAE&T) Program Plan Instructions PI: 23-25

Funding Source

US Department of Agriculture (USDA) Supplemental Nutrition Assistance Program Grant and State GFGP

Funding Level

\$112,630

Duration

FY2024 (October 1, 2023 – September 30, 2024)

Reference

Department of Labor and Economic Opportunity PI: 23-25; 10/02/2023

CFDA Number

10.561

Workforce Development Board 2024 Committee Chairs

Monitoring Committee - no change from 2023

Dave Maurer, Co-Chair
Brian O'Donnell, Co-Chair

DART Committee – no change from 2023

John Fiore, Co-Chair
Hank Bostic, Co-Chair

CEAC Committee – no change from 2023

Tim Staffen, Chair
James Berry, Vice-Chair

September 30, 2023
Business Services Summary

Michigan Works! Southwest Dashboard



Apprenticeship Summary

Total Registrants
(September 30, 2023)

9



Unemployment Rate by County August 2023

Kalamazoo County
4.2%

A graphic for Kalamazoo County showing an unemployment rate of 4.2%. The background is a dark, semi-transparent image of a person's hands using a laptop. The text is overlaid in white.

Calhoun County
4.8%

A graphic for Calhoun County showing an unemployment rate of 4.8%. The background is a dark, semi-transparent image of a resource area with signs for "RESOURCE AREA" and "American Job Center network". The text is overlaid in white.

Branch County
4.2%

A graphic for Branch County showing an unemployment rate of 4.2%. The background is a dark, semi-transparent image of various job training and assistance materials, including signs for "FAE&T", "Food Assistance", "Job Training", and "CRUISE TO YOUR CAREER". The text is overlaid in white.

St. Joseph County
4.5%

A graphic for St. Joseph County showing an unemployment rate of 4.5%. The background is a dark, semi-transparent image of a person using a tablet computer. The text is overlaid in white.

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

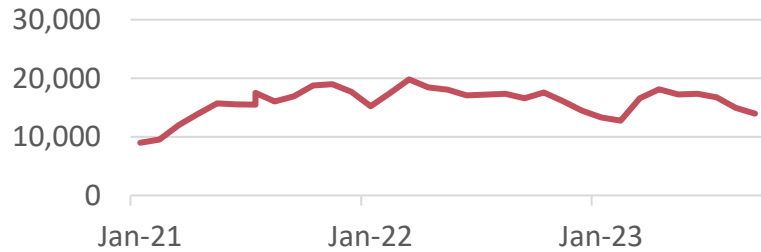
Job Demand (Southwest Prosperity Region)

Time Period
September 2023

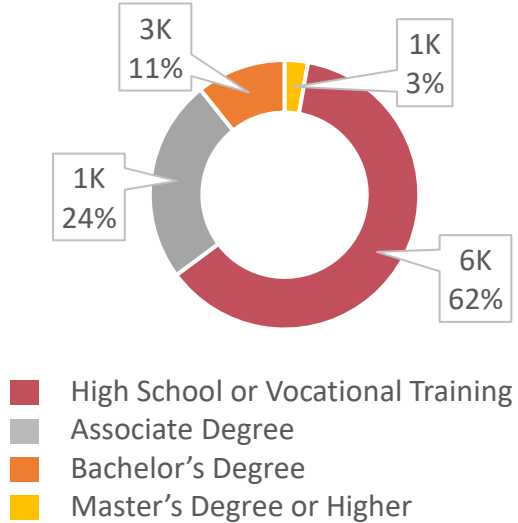
Total Ads
13,948

Change/Month
-7.2%

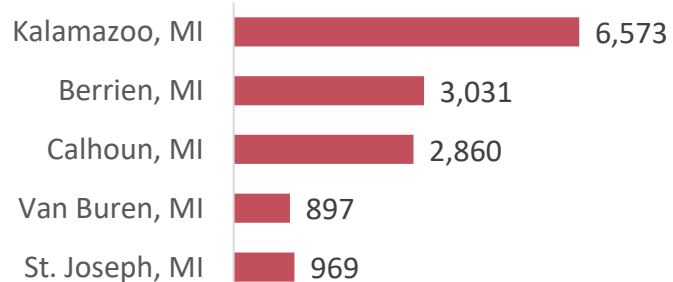
Historical Ad Volume



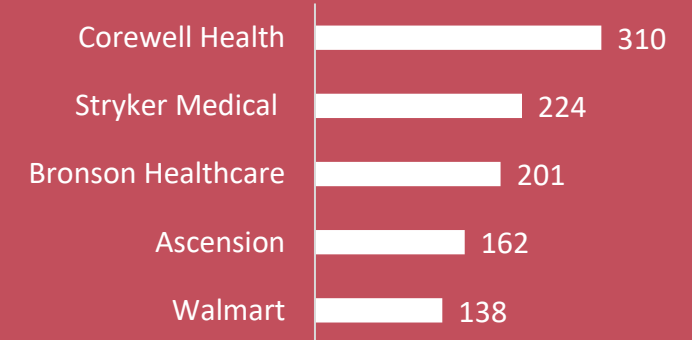
Education Requirements



Top Job Locations



Top Employers



Top Occupations



Going Pro Talent Fund (GPTF) FY2023



\$4,654,101

Awarded to companies



Branch

\$54,111

Calhoun

\$1,123,104

St. Joseph

\$374,715

Kalamazoo

\$2,189,924



69*

Companies Awarded GPTF



Branch

2

Calhoun

25

St. Joseph

4

Kalamazoo

25



2,670

Individuals to be trained



Branch

36

Calhoun

701

St. Joseph

254

Kalamazoo

1,115



348

Planned Apprentices



Branch

0

Calhoun

48

St. Joseph

3

Kalamazoo

287



784

Anticipated New Hires



Branch

6

Calhoun

219

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 – 09/30/2023)

131

Number of Services Provided
(7/1/2023 – 09/30/2023)

569



Exhibit E

September 30, 2023
Services Summary

Michigan Works! Southwest Dashboard



A proud partner of the
AmericanJobCenter[®]
network

*Michigan Works! is 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.
Supported in part with state and/or federal funds.*

PATH

Partnership. Accountability.
Training. Hope.

Number of Participants
(Served 10/01/2022 – 09/30/2023)

1069

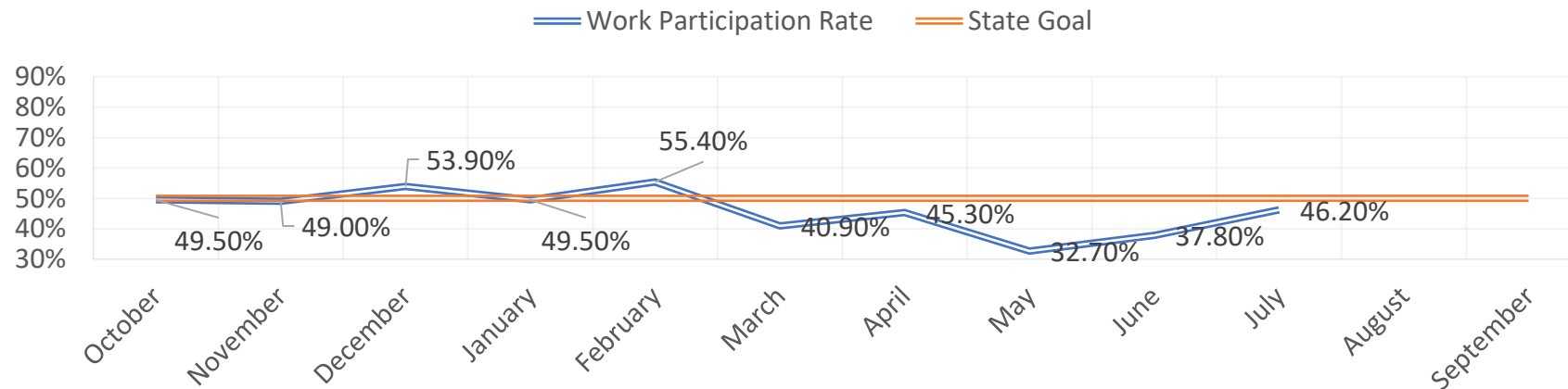
Employment Rate
(10/01/2022 – 09/30/2023)

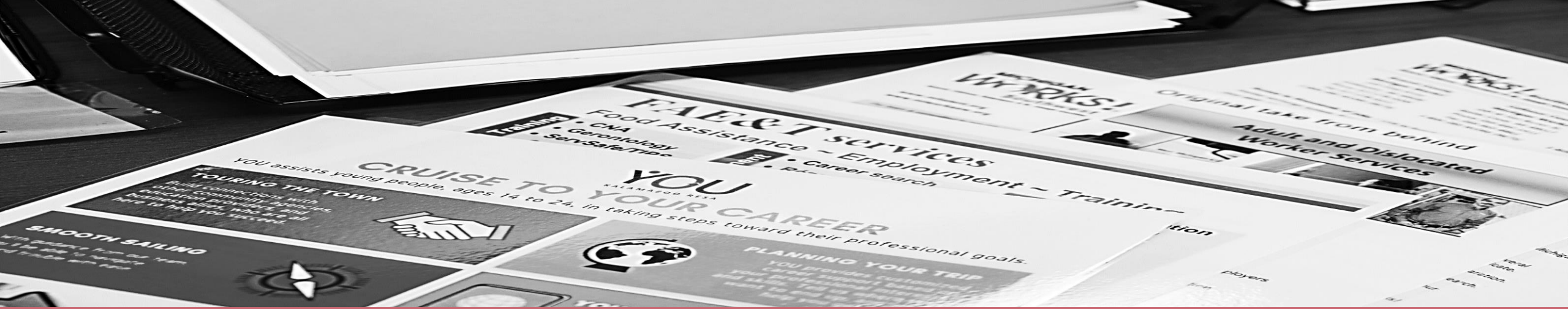
45.5%

Wage
(10/01/2022 – 09/30/2023)

\$15.72

PATH WORK PARTICIPATION RATE (FY23): 46.0%





LEAP

Learn, Earn, and Provide

318

Number of Participants
(Served 10/01/2022 – 09/30/2023)

67.6%

Employment Rate
(10/01/2022 – 09/30/2023)

\$15.98

Average Wage
(10/01/2022 – 09/30/2023)

BRES

Barrier Removal Employment Success

417

Number of Individuals Who Received BRES
Services
(10/01/2022 – 09/30/2023)

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%	96.20%	90.10%	91.20%	80.60%	82.60%	65.00%	73.00%
Employment 4th Quarter After Exit	83.60%	91.70%	87.60%	89.50%	72.80%	81.40%	63.00%	68.40%
Median Earnings 2nd Quarter After Exit	\$6,192	\$10,539	\$7,914	\$9,807	\$3,660	\$4,140	\$5,175	\$8,722
Credential Attainment Rate	77.30%	62.10%	76.90%	80.00%	71.40%	64.70%	N/A	N/A
Measurable Skill Gains	65.10%	32.90%	67.60%	39.50%	33.30%	33.80%	N/A	N/A

PY23-Q1 outcomes 07/01/2023-09/30/2023; data pull 10/12/2023

See Slide 6 & 7 for Performance Measures Definitions

Employer Resource Network (ERN)

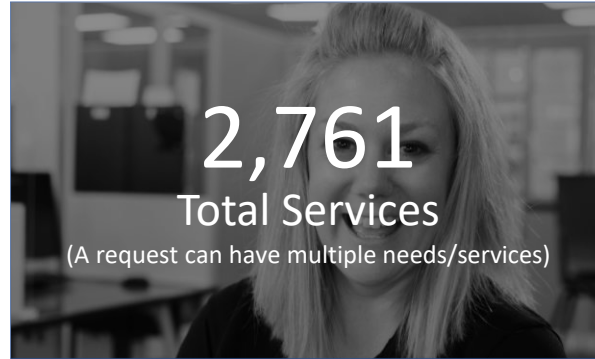
Key Performance Indicators (10/01/2022 to 09/30/2023)

767% ROI

Increased Productivity and Retention Saves Money

Based on retention; turnover costs = \$4,129 per employee.

Employee Testimonial



“Employee (EE) approached ERN Success Coach (SC) requesting assistance for housing. EE and family had been evicted from their home and living in a hotel for months. Friends fostered family pets and belongings were stored. The family had one week left before they needed to leave the hotel and would be homeless. EE was approved for an apartment but had no funds to move in. EE tried numerous community resources and was denied. EE felt there was nowhere to turn and felt hopeless. SC discussed with EE the BRES funding offered through Michigan Works Services, designed to assist people who are working and have barriers. SC and EE worked quickly to submit an application and required documents. It was a holiday weekend; the deadline to be out of the hotel and provide funds to the apartment complex was near. SC and MW worked together quickly, and funding was approved. EE and family moved in the following day, family pets were united, and family did not need to go to a shelter. EE was overjoyed and grateful for the assistance. After months of being separated from their pets and living in a hotel, the family is now housed in their apartment.”

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

October 19, 2023

2024 State Legislative Priorities:

- The Michigan Works! Association, in partnership with the Michigan Works! Directors, has outlined 2024 State legislative priorities including Going PRO Talent Fund, Barrier Removal Employment Success (BRES), skills scholarships, and youth career exploration. The Association and Directors are working collaboratively with LEO to align priorities and anticipate finalizing priorities by the end of November.

Federal:

- Congress passed a stopgap funding bill to keep government open through November 17, 2023, lawmakers must pass another spending bill before November 17th in order to avoid a shutdown. Legislative business in the House has been halted pending the election of a new speaker.

WIOA Reauthorization:

- There are ongoing high-level talks aimed at reauthorizing WIOA, with a markup session planned mid to late November.

Key Proposals:

- Proposals include a reformed and dedicated funding stream for ITAs with a probable cap of \$4k-5k per account. The proposal introduces a mandatory funding stream for ITAs, similar to UI or Pell grants. This approach guarantees funding for individuals seeking training at the local level through ITAs, with a voucher system allowing eligible individuals to select training providers from the Eligible Training Provider List (ETPL) or potentially any area or occupation.

Concerns Raised:

- Concerns have been raised about the potential impact on formula allocations for Local Workforce Development Boards.
- There are apprehensions that ITAs might undermine the demand-driven model for employers. Suggestions have been made to reform the Eligible Training Provider List (ETPL) to better align with local demand and offer relevant training options.

Additional Points:

- Discussions are ongoing regarding the eligibility criteria for ITAs, suitability assessments for programs, and the overall approach to training.
- The objective is to pass the reauthorization in the House before the end of the calendar year. How quickly this will be taken up by the Senate, and what the Senate may want to see in reauthorization, is TBD.

2024 Save the dates:

- Legislative Day will be held March 13, 2024 at Heritage Hall at the Michigan State Capital.
- Impact Awards will be held April 17, 2024 at Heritage Hall at the Michigan State Capital.
- Michigan Works! Annual Conference will be held September 8-10, 2024 at Grand Traverse Resort in Acme, MI.