

WORKFORCE DEVELOPMENT BOARD AMENDED AGENDA

THURSDAY, FEBRUARY 16, 2023, from 9:00 – 10:30 A.M.

In-Person Meeting

At 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/87313524966?pwd=TUV3K2p0UVhiU1ZOMWRkTjc5QVNPZz09>

Meeting ID: 873 1352 4966 **Passcode:** 805802

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. RECOGNITION** Jakki Bungart-Bibb
 - A. Shining Star – November, December & January
 - B. WDB Member
- III. PRESENTATION – Part 1**
Projecting the Demand for Electric Vehicle Related Occupations
Mike Horrigan, President, Upjohn Institute
- IV. TRANSPARENCY & INTEGRITY OF WDB DECISIONS** Amy Meyers
- V. PUBLIC TIME**
- VI. APPROVAL OF MINUTES (Vote Required)**
 - A. WDB January 19, 2023 Executive Committee Meeting Minutes (*Exhibit A*)
- VII. COMMITTEE REPORTS**
 - A. Monitoring and Evaluation Committee (Jan 2023 Meeting) Dave Maurer/Jackie Murray
- VIII. NEW BUSINESS**
 - A. WDB Committee Chairs (*Chair Approval Required*) Amy Meyers
(*Exhibit B-corrected*)
 - B. WDB Plans (*Vote Required*) (*Exhibit I*) Amanda Rosenberg
 - 1. WIOA) Statewide Activities Allocations for Michigan
Rural Enhanced Access to Careers in Healthcare (MiREACH)
 - C. WDB Policies (*Vote Required*) (*Exhibits C1-C3*) Amy Meyers
 - 1. WDB Policy 32 Rev 04 – Selective Service Registration
 - D. WDB Appointment Change (*Vote Required*) (*Exhibit D*)
 - E. Announcements
 - 1. Ribbon Cutting & Open House – Coldwater Service Center Amy Meyers

IX. STAFF REPORTS

- A. Labor Market Info Update (*Exhibit E*)
& Business Services Update & Dashboard (*Exhibit F*)
- B. Operations Update & Dashboard (*Exhibit G*)
- C. Directors Report (*Exhibit H*)

Ashley Iovieno
Amy Meyers
Jakki Bungart-Bibb

X. PRESENTATION – Part 2

Meeting the Demand for EV Related Occupations
Brian O'Donnell, Project Executive, Hi-Tech Electric Company

XI. OLD BUSINESS

XII. PUBLIC TIME

XIII. MEMBERS' TIME

XIV. UPCOMING MEETINGS

- A. Executive Committee – Thursday, March 16, 2023, from 9:00-10:30 am
Michigan Works! Service Center, 200 W Van Buren Street, Battle Creek, MI 39017
- B. Full Workforce Development Board – Thursday, May 18, 2023, from 9:00-10:30 am
at a location TBD
- C. Monitoring & Evaluation Committee – Tuesday, March 21, 2023, from 3:30-5:00 pm (**Note Time**)
at Youth Opportunities Unlimited, 422 E. South Street, Kalamazoo, MI 49007
- D. Career Educational Advisory Council (CEAC) – Monday, March 20, 2023, from 1:00-3:00 pm
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007
(In-person with virtual option)
- E. Disability Awareness Resource Team (DART) Committee – Tuesday, April 18, 2023,
from 2:00-4:00 pm (In-person with virtual option)
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007

XV. ADJOURNMENT

Lisa Godfrey, Chair

**Workforce Development Board Executive Committee
Meeting Minutes
January 19, 2023**

CALL TO ORDER: Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 9:00 a.m. at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007.

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

WDB Members Present:

Lisa Godfrey (PS)*	Jackie Murray (PS)*	Frank Tecumseh (PS)*
Randall Hazelbaker (PS)*	Dustin Scharer, alternate for	* Exec Committee
Dave Maurer (PS)*	Kris Jenkins (Educ)*	

WDB Executive Members Absent

None

Other WDB Members Present

Rebecca Hill (MRS) Jose Orozco (CBO) ^v

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

Jakki Bungart- Bibb	Amy Meyers	Shelby Springett ^v
Ashley Iovieno	Kathy Olsen	^v Attended Virtually
Jennifer Klemnow	Amanda Rosenberg	

Michigan Works! Services / Program Staff Present:

Paige Daniels (YOU/KRESA)	Sara Mansberger (KRESA)	Mark Waurio (PATH/WEUI)
Sam Dougherty (WDI)	Eric Stewart (KRESA)	
Aly Lipari (YOU/KRESA) ^v	Amanda Sutherland YOU/KRESA)	

Guests Present:

Jeffrey Griffin for Rep. Julie Rogers ^v	Marcus Keech State representative staff ^v	Kristine Stevens (GOCC) ^v
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TRANSPARENCY & INTEGRITY OF WDB DECISIONS

Kathy Olsen asked members present if there were any items on the agenda requiring a vote for which a conflict of interest or a potential conflict of interest exists; and if so, the conflict should be declared at this time. There were none.

PUBLIC TIME

No comments.

APPROVAL OF MINUTES (Exhibits A1 and A2)

Motion made by Frank Tecumseh and supported by Randall Hazelbaker to approve the Workforce Development Board (WDB) October 20, 2022 Executive Committee meeting minutes and the WDB November 17, 2022 Full Board meeting minutes. Motion carried.

COMMITTEE REPORTS

Monitoring and Evaluation Committee Report

Dave Maurer reported the Monitoring Committee met in October to review the One-Stop Operator, Employment Services and the Trade Program. Four participants were interviewed and all reported being very satisfied with the services received. A suggestion for improvement was to offer a crash course for online learning. He noted that this issue was not specific to Michigan Works! Southwest, as many organizations encountered similar issues during the COVID shutdown. He also noted that this could have been a generational issue for older workers. As happy as the participants were with the services provided by Michigan Works! Southwest, they reported unacceptable experiences with the State's Unemployment Insurance system, which unfortunately affected their overall experience while they searched for employment and explored training options. Staff monitoring found no findings; however, administrative recommendations and opportunities for improvement were identified. Administrative recommendations included properly completing and validating digital signatures, implementation of supports to ensure successful training outcomes, and consistently completing file documentation.

Career Educational Advisory Council (CEAC) Report

Dustin Scharer reported the Career Educational Advisory Council (CEAC) met in December. At the meeting, Jim Berry from St. Joseph County Intermediate School District (SJCISD) shared a Talent Portfolio website and discussed how SJCISD is working with students to create Talent Portfolios. Updates were also provided by members representing secondary education. Branch County ISD is celebrating 50 years of career education this year. They also held a career day for ninth grade students, and tenth grade students toured programs at the Career Center. Students from Branch County also competed in the annual WMU Innovation Expo and were recognized for developing a UV light. For this year's event, nine (9) schools participated. The schools were represented by 148 teams where 348 students pitched their innovations. Additional schools are encouraged to participate in future competitions. In Calhoun County, 10th grade students will be visiting the career center in February 2023. The welding program is expanding to address their wait list. St. Joseph County is partnering with Glen Oaks Community College, and they are planning Career Exploration Days for 10th grade students. New videos were created to promote their CTE programs. Kalamazoo RESA is offering a CareerNow curriculum for youth ages 16-24 which can assist with training costs. KRESA also held a couple of events to help educate teachers, parents, and students about apprenticeships. During the updates from post-secondary education, Kellogg Community College reported participating in the MiCareerQuest™ in October that was held at the Kalamazoo Expo Center. KCC also partnered with employers and Michigan Works! Southwest for Manufacturing Day/week events, as well as for an event in Marshall to expose students from three schools to career pathways. Adult Education reported that some providers continue to struggle with using the state's NexSys system for the adult education grants. Staff shortages and laws limiting access to Adult Education have further added to the struggle providers are having. The Michigan Association for Community and Adult Education has identified staffing and professional development needs to help lift program performance. Portage Elementary Schools held a STEAM (Science, Technology, Engineering, Arts, and Mathematics) event on October 21, 2022 at the Air Zoo and approximately 3,500 individuals attended the event. Michigan Works! Southwest staff reported working with employers for MiCareerQuest™ events and FY23 Going Pro Talent Fund applications. State staff in attendance at the CEAC meeting reported the impact of funds spent for career awareness is important to the state. The state staff also recognized the great community partnerships between employers, intermediate school districts, post-secondary education, and Michigan Works! that exist in the Michigan Works! Southwest service area.

NEW BUSINESS

WDB Plans

CY2023 System Plan (Exhibit B1) - Amanda Rosenberg reported The Michigan Works! System Plan is nonfinancial and includes a series of certifications, assurances, stipulations, and administrative procedures applicable for all programs funded through the Michigan Department of Labor and Economic Opportunity. This is an annual plan, in alignment with the calendar year, and the required administrative procedures are included on the plan document, including identification of board leadership, the one-stop operator, as well as all the service providers for the Michigan Works! Southwest workforce development system. There are no changes from last year's requirements.

AY2020 WIOA Statewide Activities Funding to Support WIOA Participant Training (Exhibit B2) - Amanda Rosenberg reported Michigan Works! Southwest received notice from the Michigan Department of Labor and Economic Opportunity of an allocation totaling \$187,500 of WIOA Statewide Activities funding to assist with meeting local demands for training. The funding is available through June 30, 2023 to support participants who are WIOA eligible Adults and Dislocated Workers. WIOA allows states to use a portion of the funds reserved for Statewide Activities to develop strategies to serve individuals with barriers to employment and implement services for workers and businesses, this includes support for education, training, and skill upgrading. Training services guidelines and allowability are provided on the plan document and include opportunities for on-the-job and occupational skills training.

Motion made by Dave Maurer and supported by Frank Tecumseh to approve the CY2023 System Plan and the AY2020 WIOA Statewide Activities Funding to Support WIOA Participant Training. Motion carried.

WDB Schedules

WDB 2023 Proposed Schedule (Exhibit C1) - Kathy Olsen reported two schedules were being presented for Board approval. The first was the Workforce Development Board proposed 2023 schedule with the meetings continuing to be held on the third Thursday of the month from 9:00-10:30 a.m. The Full Board would meet during the months of February, May, September, and November and the Executive Committee would meet during the other months.

CEAC 2023 Proposed Schedule (Exhibit C2) - The Career Educational Advisory Council is required to meet a minimum of three times per year. The proposed 2023 schedule includes four meetings during the months of March, May, September, and December. The meetings would continue to be held on Mondays from 1:00 to 3:00 p.m.

Both calendars will be updated to include meeting locations and the updated calendars will be added to the Michigan Works! Southwest website.

Motion made by Randall Hazelbaker and supported by Frank Tecumseh to approve the Workforce Development Board 2023 meeting schedule and the CEAC 2023 meeting schedule. Motion carried.

WDB Appointments (Exhibit D-Amended)

Kathy Olsen requested Board consideration and approval of two appointments to the Workforce Development Board. The first appointment was for David Pawloski, labor liaison for the United Way of South Central Michigan and member of the South Central Michigan AFL-CIO Labor Council and UAW local 2093. Mr. Pawloski would be representing labor for a balance of a two-year term that began October 1 2022 and ends September 30 2024. The second appointment was for Allen Ives, vice president of operations at Kadent Johnson LLC, to represent the private sector, for the balance of a two-year term that began October 1 2021 and ends September 30 2023.

Motion made by Dave Maurer and supported by Frank Tecumseh to approve the appointments of David Pawloski, labor liaison for United Way of South Central Michigan and member of the South Central Michigan AFL-CIO Labor Council and UAW local 2093, representing labor, for a balance of a two-year term that began October 1 2022 and ends September 30 2024; and Allen Ives vice president of operations at Kadent Johnson LLC, to represent the private sector, for the balance of a two-year term that began October 1 2021 and ends September 30 2023. Motion carried.

Request for Proposals Update

Jakki Bungart-Bibb reported Employment Services (ES), the One-Stop Operator and Trade Act services are scheduled to be bid this year as these services are on a three-year Request for Proposal (RFP) cycle. This year is the end of that three-year cycle which means that typically an RFP would be released in the next couple of months to procure a provider to deliver services effective July 1, 2023. She reported the current service provider for these services is Kalamazoo Regional Educational Service Agency (KRESA). She introduced Eric Stewart, the assistant superintendent for career and talent development for KRESA, as he has requested an opportunity to address the board regarding KRESA's role as a provider of these services.

Eric Stewart expressed appreciation for the opportunity to speak to the Workforce Development Board. He reported Kalamazoo RESA has been the One-Stop Operator and has managed Employment Services and other supplementary services for many years and staff are proud of the accomplishments. He added that he personally has been involved in workforce development programs for many of those years. After many strategic planning sessions, KRESA has made the decision to back away from bidding on these contracts once the current program year ends on June 30, 2023. He wanted the Workforce Development Board to know how amazing KRESA's relationship has been with Michigan Works! Southwest, and that it has always been focused on solutions to address the challenges as they were presented. One example provided was addressing the difficulty customers faced navigating Unemployment Insurance claims during COVID and the ability of staff to 'switch gears' to assist. The Workforce Development Board's trust in KRESA's provision of services and their partnership with Michigan Works! Southwest is greatly appreciated. He wanted to publicly share how much KRESA appreciates the staff and the challenges they have faced as they provided services. KRESA has been undergoing a realignment of services, and with plans for a new Career Center in Kalamazoo, a new Career Connect department, and an increased focus on elementary school programming for career exploration, it has become even more challenging to manage the One-Stop Operations and provide Employment Services. KRESA has made a lot of commitments to the community and recognizes a need to narrow their focus. Mr. Stewart noted that over the years, there have been many transitions for the management of other workforce development programs and KRESA is committed to assisting with a smooth transition for these services. They also look forward to continuing to bid, and hopefully be selected, to provide youth services, as they are aligned with KRESA's strategic planning.

Chair, Lisa Godfrey offered thanks on behalf of the Board and noted that it has been a wonderful relationship. Jaki Bungart-Bibb expressed that Michigan Works! Southwest is extremely grateful for the many years of partnership and support from KRESA and its staff, and she recognized their dedicated service to the advancement of workforce development services across the four-county area. Ms. Bibb continued by stating that Michigan Works! Southwest is looking forward to continuing the workforce development partnership with KRESA to serve youth through the Workforce Innovation and Opportunity Act (WIOA) Youth program, Jobs for Michigan's Graduates (JMG) program, and other youth-focused programming opportunities. Ms. Bibb also stated Michigan Works! Southwest is proud to be a committed partner of KRESA in their endeavors to create a world class CTE center in Kalamazoo and are looking forward to the continued partnership serving local community members and employers. She personally thanked KRESA's leadership and stated that their time, effort, and service to Michigan Works! Southwest customers have contributed to the many successes.

Given the announcement from KRESA, Ms. Bibb requested the opportunity to address the Board regarding next steps. She reported that under federal regulations, One-Stop operations are required to be procured, thus, Michigan Works! Southwest will be following the typical schedule to procure these services in the coming months to identify a new One-Stop Operator. She further reported that under the current Wagner-Peyser regulations, maximum staffing flexibility is allowed for the operation of Wagner-Peyser Employment Services, and in response to KRESA's announcement, she proposed to the Board that Michigan Works! Southwest/Upjohn Institute provide these services directly, inclusive of RESEA and TAA, beginning July 1, 2023, as opposed to releasing a Request for Proposal (RFP) to procure services.

Additionally, in follow-up to previous board meeting updates, Ms. Bibb reminded members of the pending Notice of Proposed Rulemaking (NPRM) that would impact the delivery of Wagner-Peyser services through the required use of state merit-based staffing. With all the current unknowns, it is not anticipated that there would be responses to an RFP at this time. She also reported that administrative staff reviewed past RFP responses and noted there were no bidders other than KRESA for the last decade. Wagner-Peyser services must be available July 1, 2023 and even if the NPRM required a change in the staffing model, there would be at least an 18-month transition period. Approving Upjohn to provide these services would allow Upjohn to train existing staff and would position Michigan Works! Southwest to be prepared to provide services regardless of the Proposed Rule decision. The primary benefits of providing direct services include cross trained staff, braided funding, leveraged resources, and streamlined administrative processes and service delivery, all of which would create efficiencies. She added that Michigan

Works! Southwest staff have proven success in the implementation and delivery of other workforce development services and programs, including PATH. She expressed appreciation for Board consideration of this proposal and expressed openness to address any questions from the Board. There were no questions.

Motion made by Frank Tecumseh and supported by Randall Hazelbaker that Michigan Works! Southwest/Upjohn Institute, the administrator for workforce development programs for Branch, Calhoun, Kalamazoo, and St. Joseph Counties, provide direct services, beginning July 1, 2023, for Wagner-Peyser Employment Services that includes Trade Act services; and in doing so, there is no need to release a Request for Proposal to procure these services. Motion carried.

STAFF REPORTS

Business Services Update and Dashboard (Exhibit F1)

Ashley Iovieno provided a Business Services update and Dashboard report (Exhibit F1) that included data pertaining to apprenticeships, unemployment rates, job-demand, the Going PRO Talent Fund (GPTF), employers served, and labor market news. The Dashboard summarizing these topics was included in the agenda packet.

Apprenticeships - Ms. Iovieno reported a summary of the work with apprenticeships is highlighted on page 2 of the Dashboard Report. In 2023, Business Services staff plan to continue working with employers and the United States Department of Labor – Office of Apprenticeships to promote, educate and develop new apprenticeship programs and occupations. This work will be supported by continuing with Apprenticeship 1.0 information sessions. A schedule has been confirmed with the apprenticeship representative and a flyer promoting the events will be released soon. The information sessions will begin in February and run throughout the year.

Unemployment Rates - Unemployment rate updates for November 2022 were also provided on page 2 of the Dashboard. The Michigan Unemployment rate was reported to be at 3.5%, the national rate was reported to be at 3.6% and the four counties in the Michigan Works! Southwest service area ranged from 3.4% to 4.3%. They were as follows: St Joseph County was at 4%, Kalamazoo County was at 3.4%, Branch County was at 3.7% and Calhoun County was at 4.3%.

Job Demand - Page 3 of the Dashboard included details of job demand in the Southwest Prosperity Region. The in-demand jobs data continues to show Registered Nurses at the top, followed by retail salespersons, and then first-line supervisors/retail, for a total of 16,070 ads, which is an 8.4% decrease from last month. Employers with the most job openings aligned with the occupation showing the most openings, which was healthcare.

Going PRO Talent Fund (GPTF) - The application period for the Going Pro Talent Fund (GPTF) ended earlier this month and as noted on page 5 of the Dashboard, Michigan Works! Southwest staff successfully submitted 64 applications to the State for consideration. The total amount of those applications was almost \$4.4 million. Although fewer applications were submitted when compared to the 81 submitted in FY22 for a total of about \$4.8 million, the funding request amount from employers in FY23 was still comparable. This can partly be attributed to this year's increase in the amount per trainee. A couple of factors that contributed to the decline in applications were that for the first time in the program's history, a second application cycle will be offered in Spring of 2023, and that the first application period fell across three holidays. This led to many employers thinking strategically about their training needs and determining the best training schedule for their company which led some to decide to wait for cycle two. Staff have kept a running list of these employers and will reach back out once more information has been released. The number of individuals to be trained in the applications submitted included 1,148 new hires, 1,194 current employees, and 355 apprentices. This is the highest number of apprentices staff have seen as last year there were 310. This increase can be contributed to the opportunity to train second year and beyond apprentices which was not allowed in past years. In total, the State of Michigan received 1,412 applications this cycle, which is 56 less than what they received in FY22. The State did not disclose the total dollar amount requested from employers. Submitted proposals are currently being reviewed and the State plans to make award announcements at the end of the month. The State has also given a tentative time of March 2023 for the Industry Led Collaborative (ILC) portion of GPTF grants to open and Spring 2023 for the second cycle of GPTF grant applications to open.

Employers Served - Page 5 of the Dashboard shows the number of employers served and services provided, this data includes December 2022. Ms. Iovieno noted a significant increase in the number of employers and services provided due to the Going PRO Talent Fund activity at the end of 2022.

Michigan's Labor Market News - The January edition of the Labor Market Newsletter is now available, and the link will be sent to Board members following the meeting. This month's publication features Michigan Highlights from the Vintage 2022 release for national and state population estimates. It shares maps reviewing population changes per state and includes data related to 2022 online job ads.

Burning Glass Analytics and Real Time Jobs Data (Exhibit E) - The website link to the labor market reports generated from Burning Glass Analytics and Real Time Jobs Data that identified top detailed occupations, skills greatest in demand, and employers with the most job openings in Prosperity Region 8, Michigan Works! Southwest, and each of the four counties in the Michigan Works! Southwest Area for the period November 1, 2022, through December 31, 2022, was included in the meeting notice.

Operations Update and Dashboard (Exhibit F2)

Jennifer Klemptow reported the annual report was finalized and printed copies were provided at the meeting. She noted some programs operated on a October through September program year and some operated on a July through June program year; the dates are reflected in the report as they pertain to each of the programs.

Ms. Klemptow reported the recognition of the Shining Star Award winners is changing to announcements at quarterly board meetings instead of monthly.

Ms. Klemptow provided a couple of highlights to the Service Summary Dashboard (Exhibit F2) that was included in the agenda packet. Highlights included a slight increase every month for the last three months of program participants for the Partnership. Accountability. Training. Hope. (PATH) Program as noted on page 2 of the Dashboard. The program is on track to meet the 50% Work Participation Rate (WPR) for next month. The employment rate noted on page 3 of the Dashboard for the Learn, Earn and Provide (LEAP) Program which is currently at 63.4%, remains consistently higher than average. Staff have also seen an increase in the number of intakes for the Clean Slate Program, which is not expected to slow down anytime soon. The Barrier Removal Employment Success (BRES) Program, also highlighted on page 3, remains to be the most flexible funding and is often used to assist with expungement, housing, and transportation support services. At the last WDB meeting it was mentioned that Stryker has joined the list of Employer Resource Network® (ERN®) members. Page 5 of the Dashboard highlights the work of the ERN®.

Director's Report (Exhibit G)

Jakki Bungart-Bibb congratulated Frank Tecumseh on the recent announcement of his promotion to CEO of FireKeepers Casino Hotel.

State – Jakki Bungart-Bibb highlighted a couple of upcoming events sponsored by the Michigan Works! Association. The first event highlighted was the annual Legislative Day in Lansing scheduled for March 15, 2023. Vice Chair Jackie Murray and Ms. Bibb will be attending and will be meeting with lawmakers. She noted there are many new lawmakers, and this will be a wonderful opportunity to meet them and acquaint the legislators with the work of the Michigan Works! network, to share the Association's legislative priorities, and advocate for future funding opportunities. The second event highlighted was the annual Impact Awards scheduled to be held in Lansing on May 10, 2023. She reported this event highlights successes across the state and legislators present tributes to award winners. It is a very impactful event and typically has an in-person attendance limit; however, there may be a virtual option. Staff will keep members posted as the details are confirmed.

Federal – Ms. Bibb reported a few items relevant to workforce development from the FY 2023 Omnibus Appropriation package were listed on the Director's Report included in the agenda packet as well as a [hyperlink to](#)

[the Bill summary](#) for those interested in additional details. Overall, there were large increases to apprenticeship grants and modest increases to other workforce development programs except for Trade which had a \$46 million dollar reduction. She noted that Trade has not been reauthorized and the statutory authority expired last year; however, keeping a line item in appropriations is important to keep the program operational because the Employment and Training Administration (ETA) instructed states that for as long as there was funding available, they could continue providing services.

Wagner-Peyser – Ms. Bungart-Bibb reported that unofficially, staff have heard that the decision for the Wagner-Peyser Proposed Rulemaking is expected in June.

Unemployment Insurance Agency Modernization - Ms. Bibb reported late last night she received notice that later today, the Governor’s office is expected to issue a media release pertaining to the Unemployment Insurance Agency (UIA) Modernization. Ben Damerow and Mike Horrigan, both from the Upjohn Institute, have been serving on the UIA Modernization Workgroup for this initiative and the Upjohn Institute will be mentioned in the [media release](#).

OLD BUSINESS

None.

PUBLIC TIME

None.

MEMBERS’ TIME

Dave Maurer reported substantial changes to the minimum wage and paid sick leave requirements for Michigan employers are expected to become effective on January 20, 2023. The Earned Sick Time Act (ESTA) creates a significant burden, especially for small employers and no employer, other than the government, will be exempt. The record keeping requirements for the ESTA are cumbersome and there could be automatic findings for employers who lack records. The State Supreme Court is expected to rule on the matter, hopefully by February 1, 2023.

UPCOMING MEETINGS

- The next meeting of the full WDB is scheduled for Thursday, February 16, 2023, from 9:00 – 10:30 a.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan.
- The next WDB Executive Committee meeting will be Thursday, March 16, 2023, from 9:00-10:30 a.m. at the Michigan Works! Service Center in Battle Creek, Michigan.

Other upcoming committee meetings listed on the agenda included:

- The Monitoring and Evaluation Committee meeting is scheduled for Tuesday, January 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, February 7, 2023, from 2:00-4:00 p.m.
- The Career Educational Advisory Council (CEAC) meeting is scheduled for Monday, March 20, 2023, from 1:00-3:00 p.m. at a Kalamazoo location TBD.

ADJOURNMENT

There being no other reports or business for the Board, the meeting was adjourned at 9:47 a.m.

Kathy Olsen

Date

Lisa Godfrey

Date

APPROVED

These minutes were approved on _____

Workforce Development Board 2023 Committee Chairs

Monitoring Committee

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

DART Committee – no change from 2022

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

CEAC Committee – no change from 2022

Tim Staffen, Chair
James Berry, Vice-Chair

**Workforce Innovation and Opportunity Act (WIOA) Statewide Activities Allocations
For Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)
PI: 23-05**

Michigan Works! Southwest has been awarded \$148,409 to support the State of Michigan's Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH) initiative focuses on two major priorities:

- Increasing the number of individuals training in healthcare occupations directly impacting patient care.
- Alleviating healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations (including behavioral and mental healthcare) serving rural populations.

Background

MiREACH provides support for education and training in critical healthcare careers, including those needing supportive services and incumbent healthcare workers who want to advance into new patient-facing jobs in rural healthcare facilities. Michigan Works! Southwest has latitude in the plans to meet the local needs of the community and their participants.

Eligibility

Participants must be 17 years of age or older and not currently enrolled in secondary school (high school). MiREACH participants must be unemployed, underemployed, or incumbent workers, with funding geared towards intentionally targeting individuals from the following populations:

- Asset Limited Income Constrained Employed (A.L.I.C.E.)
- Economically Disadvantaged
- Unemployed
- Dislocated Workers
- Underemployed
- COVID-19 Entry-Level Essential Workers
- Adults on Public Assistance
- Adults in Need of High School Diploma or Equivalency
- Individuals Living in Distressed Communities and Opportunity Zones
- Underrepresented populations, including based on:
 - o Race
 - o National Origin
 - o Gender
 - o Age
 - o Disability

Technical Information

Program Title/Number	WIOA Statewide Activities for Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH); Policy Issuance 23-05
Funding Source	WIOA Statewide Activities
Funding Level	\$148,409
Duration	January 1, 2023– December 31, 2024
CFDA Number	17.258; 17.259; 17.278

Workforce Development Board Policy Revision Summary
February 16, 2023

WDB Policy 32 Rev 04 – Selective Service Registration for WIOA

- Shortened the title of the policy.
- Created a section titled “Purpose” and moved text from the Background section to this section.
- Updated References.
- Under Policy
 - Removed procedures, including the attachments, from the policy. Added language to state that additional information pertaining to the circumstances and actions taken must be submitted and documented.
 - Added Section I – Selective Service Registration Requirement.
 - Added updated hyperlinks to the official Selective Service System website to ensure that staff use the most up-to-date registration requirements.
 - In alignment with the Selective Service System, changed wording to state “almost all male U.S. citizens and...” The qualifier “almost” covers the exceptions to the requirements.
 - To clarify the requirements for individuals whose assigned sex at birth was male.
 - Added an allowable exception, which requires approval, to begin the determination process prior to requesting the Status Information Letter.
 - Added language to state that individuals denied program registration should also be referred to other available, appropriate services and resources.
 - Added a section titled “Inquiries”.

Workforce Development Board

WDB Policy 32 R04

AUTHORITY: The Michigan Works! Southwest Workforce Development Board is established under the Workforce Innovation and Opportunity Act of 2014, and subsequent changes. The Board is assigned the responsibility to set policy for the workforce investment system within the local area.

ORDER OF PRECEDENCE: Where any part of this policy shall be determined to conflict with any federal, state, or local policy, the federal, state, and then local policy shall take precedence without affecting any other part or parts of this policy.

Selective Service Registration for WIOA

EFFECTIVE DATE xx-xx-2023

BACKGROUND The Military Selective Service Act, a federal law, requires almost all male U.S. citizens and male immigrants, 18 through 25, register with Selective Services. Individuals born on or after January 1, 1960 must register with Selective Service within 30 days of their 18th birthday. Individuals not registered within this timeframe may still register up to the date of their 26th birthday. The website to register is <https://www.sss.gov>.

The Workforce Innovation and Opportunity Act (WIOA) stipulates that applicants for WIOA funded services, who are required to register, document their compliance with the Selective Service registration requirement. Applicants who are within the Selective Service registration timeframe and who have not completed the process, may choose to register concurrently with the WIOA application process.

The Michigan Works! Southwest Workforce Development Board (WDB) Policy 17 and subsequent changes, WIOA Program Eligibility, addresses the requirements for documentation of Selective Service Registration as part of the WIOA eligibility determination process.

PURPOSE This policy is to comply with the federal requirement for the local area to establish a policy to work with applicants 26 years of age and older who are required to register, and have not registered for Selective Service, and are requesting to receive services and assistance through a WIOA funded program.

SCOPE All programs and services under the auspices of the Michigan Works! Southwest Workforce Development Board that receives funding under Title I of the Workforce Innovation and Opportunity Act.

REFERENCES U.S. Department of Labor, Training and Employment Guidance Letter No. 11-11, changes 1 and 2, and subsequent changes, Selective Service Registration Requirements for Employment and Training Administration Funded Programs

Workforce Innovation and Opportunity Act of 2014 and subsequent changes

WIOA Manual, Department of Labor and Economic Opportunity - Workforce Development, State of Michigan, March 11, 2021 and subsequent changes

WDB Policy 17, Revision 05 and subsequent changes, WIOA Program Eligibility

Selective Service System, official site of the United States government, <https://www.sss.gov/>

POLICY

I. Selective Service Registration Requirement

Nearly all male U.S. citizens and male immigrants residing in the United States born on or after January 1, 1960 are required to register with Selective Service within 30 days of their 18th birthday. Individuals not registered within this timeframe may still register up to the date of their 26th birthday at <https://www.sss.gov>. Individuals who are already registered may verify their registration on this same website.

The U.S. Selective Service System website provides a complete list of who must register, as well as the exceptions. Guidance is provided for a variety of situations including individuals who are immigrants, confined, handicapped (physically or mentally), oppose war for religious/moral reasons, or those whose current gender identity does not match that which was assigned at birth. The complete and official list can be accessed at <https://www.sss.gov/>.

II. Status Information Letter

- A. Applicants who are required to register and who are requesting services for WIOA funded activities who are 26 years of age or older and who are unable to document registration for Selective Service shall be required to request a Status Information Letter from Selective Service.
 1. The Request for Status Information Letter form and instructions as to how to complete, can be accessed at the Selective Service System website <https://www.sss.gov>. The form is located on the verify page of the same website <https://www.sss.gov/verify/sil/>
 2. WIOA program staff shall also have information available regarding the process to request a Status Information Letter.
- B. Once the Status Information Letter verifying the exemption of the individual from registering for Selective Service is received from the Selective Service System, a determination of WIOA eligibility can be made.
- C. If there are time limits for enrolling a participant (e.g., an individual recently released from incarceration), the process to determine if the failure to register was knowing and willful may be initiated, without first having the potential program participant request the Status Information Letter. This would be an exception for an unusual situation and requires prior approval from the Michigan Works! Southwest Administrative Entity.
- D. If the Status Information Letter indicates that the individual was required to register for Selective Service and failed to do so, and the individual wishes to continue the WIOA eligibility determination process; then a local determination must be made as to whether the failure to register was knowing and willful.

III. Determination of Knowing and Willful Failure to Register

- A. The decision to determine knowing and willful failure to register for Selective Service is to be made based on documentation provided by the individual substantiating their failure to adhere to the universal requirement for nearly all males to register by their 26th birthday.
- B. To assist in the determination process, program applicants subject to the Selective Service requirement who are unable to document Selective Service registration must provide additional information pertaining to the circumstances and action they have taken to comply with the Selective Service registration requirement. This may include, but is not limited to, a written explanation and supporting documentation.
- C. In the Michigan Works! Southwest Area, the Administrative Entity shall be responsible for making the final determination of whether failure to register was knowing and willful based on information submitted by the subrecipient/service provider and the applicant.
- D. The final determination of knowing and willful failure to register shall be provided in writing by the Administrative Entity to the program subrecipient/service provider staff. The program subrecipient/service provider staff shall provide the final determination in writing to the applicant.
 1. If the applicant becomes a program participant, a copy of the local letter of determination must be included in their program file. The written determination

must be included with other applicant paperwork and retained according to the local record retention policy.

2. Applicants deemed to have knowingly and willfully failed to register for Selective Service will be denied program registration. These individuals must be made aware of the local grievance and complaint procedures and how those procedures apply to this decision. These individuals should also be referred to other available, appropriate services and resources.

ACTION All staff must become familiar with the requirements of this policy and all impacted staff must take action, as appropriate and necessary, to implement the directives of this policy immediately.

INQUIRIES Questions regarding this policy should be directed to the Michigan Works! Southwest Administration at 269-349-1533 or miworks@upjohn.org.

This policy is available for download from the Michigan Works! Southwest Employee Portal website www.michiganworkssouthwest.org. Staff should contact the Michigan Works! Southwest Administration at 269-349-1533 or miworks@upjohn.org to obtain their username and password.

The information contained in this policy will be made available in alternative formats (large type, audio recording, etc.) upon request to the Michigan Works! Southwest Administration office.

INITIAL EFFECTIVE DATE 8/2/2012

APPROVED		
Initial Policy	WDB Executive Committee	9/2/2012
Revision 01	WDB Executive Committee	3/18/2015
Revision 02	WDB Executive Committee	4/20/2016
Revision 03	WDB Executive Committee	10/12/2018
Revision 04	Workforce Development Board	xx/xx/2023

EXPIRATION Ongoing

Workforce Development Board

WDB Policy 32 ~~R03~~R04

AUTHORITY: The Michigan Works! Southwest Workforce Development Board is established under the Workforce Innovation and Opportunity Act of 2014, and subsequent changes. The Board is assigned the responsibility to set policy for the workforce investment system within the local area.

ORDER OF PRECEDENCE: Where any part of this policy shall be determined to ~~be in~~ conflict with any federal, state, or local policy, the federal, state, and then local policy shall take precedence without affecting any other part or parts of this policy.

Selective Service Registration ~~in the for~~ WIOA Eligibility Determination Process

EFFECTIVE DATE ~~xx-xx-2023~~

BACKGROUND The Military Selective Service Act, a federal law, requires ~~that almost all~~ males U.S. citizens and male immigrants, 18 through 25, register with Selective Services. Individuals born on or after January 1, 1960 are required to must register with Selective Service within 30 days of their 18th birthday. Individuals not registered within this ~~timeline~~ timeframe may still register up to the date of their 26th birthday. The website to register is <https://www.sss.gov>.

The Workforce Innovation and Opportunity Act (WIOA) stipulates s that ~~male~~ applicants for WIOA funded services, who are required to register, document their compliance with the Selective Service registration requirement. Applicants who are within the Selective Service registration time-frame and who have not completed the process, may choose to register concurrently with the WIOA application process.

The Michigan Works! Southwest Workforce Development Board (WDB) Policy 17 and subsequent changes, WIOA Program Eligibility, addresses the requirements for documentation of Selective Service Registration as part of the WIOA eligibility determination process.

PURPOSE This policy ~~fulfills is to comply with~~ the federal requirement for the local area to establish a policy to work with ~~male~~ applicants 26 years of age and older who are required to register, and have not registered for Selective Service, and are requesting to receive services and assistance through a WIOA funded program.

SCOPE All programs and services under the auspices of the Michigan Works! Southwest Workforce Development Board that receives fundings under Title I of the Workforce Innovation and Opportunity Act.

REFERENCES U.S. Department of Labor, Training and Employment Guidance Letter No. 11-11, changes 1 and 2, and subsequent changes, Selective Service Registration Requirements for Employment and Training Administration Funded Programs

Workforce Innovation and Opportunity Act of 2014 and subsequent changes

WIOA Manual, ~~Talent Investment Agency/Department of Labor and Economic Opportunity - Workforce Development Agency~~, State of Michigan, ~~January 2018~~ March 11, 2021 and subsequent changes

WDB Policy 17, Revision 05 and subsequent changes, WIOA Program Eligibility

Selective Service System, ~~O~~ Official S ~~s~~ ite of the United States ~~G~~ government, <https://www.sss.gov/>

POLICY

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The U.S. Selective Service System website provides a complete list of who must register, as well as the exceptions. Guidance is provided for a variety of situations including individuals who are immigrants, confined, handicapped (physically or mentally), oppose war for religious/moral reasons, or those whose current gender identity does not match that which was assigned at birth. The complete and official list can be accessed at <https://www.sss.gov/>.

II. Status Information Letter

~~A. Male~~ Applicants who are required to register and who are requesting services for WIOA funded activities who are 26 years of age or older and who are unable to document registration for Selective Service shall be required to request a Status Information Letter from Selective Service.

1. The Request for Status Information Letter form and instructions as to how to complete, can be accessed at the Selective Service System website <https://www.sss.gov>. The form is located on the verify page of the same website <https://www.sss.gov/verify/sil/>

2. WIOA program staff shall also have available information available regarding the process to request a Status Information Letter. (Attachment A)

~~B. Only~~ Once the Status Information Letter is received from the Selective Service System verifying the exemption of the individual from registering for Selective Service, ~~can~~ a determination of WIOA eligibility can be made.

C. If there are time limits for enrolling a participant (e.g., an individual recently released from incarceration), the process to determine if the failure to register was knowing and willful may be initiated, without first having the potential program participant request the Status Information Letter. This would be an exception for an unusual situation and requires prior approval from the Michigan Works! Southwest Administrative Entity.

~~C.D.~~ If the Status Information Letter indicates that the individual was required to register for Selective Service and failed to do so, and the individual wishes to continue the WIOA eligibility determination process; then a local determination must be made as to whether the failure to register was knowing and willful. ~~This decision is to be made based on documentation provided by the individual substantiating misunderstanding of the universal requirement for males to register by their 26th birthday.~~

III. Determination of Knowing and Willful Failure to Register

~~A. The~~ This decision to determine knowing and willful failure to register for Selective Service is to be made based on documentation provided by the individual substantiating misunderstanding their failure to adhere to of the universal requirement for nearly all males to register by their 26th birthday. In the Michigan Works! Southwest Area, the Administrative Entity shall be responsible for making the final determination of whether failure to register was knowing and willful based on information submitted by the subrecipient and applicant.

A. To assist in the determination process, male program applicants subject to the Selective Service requirement who are not unable to document Selective Service registration will must provide additional information pertaining to the circumstances and action they have taken to comply with the Selective Service registration requirement. This may include, but is not limited to, a written explanation and supporting

- ~~documentation. be asked to complete the Selective Service Registration—Applicant Questionnaire (Attachment B).~~
- ~~1. When completed, the questionnaire and any supporting documentation shall be submitted to staff from the program in which the applicant is requesting an eligibility determination.~~
 - ~~2. After reviewing the completed applicant questionnaire, a program staff member shall meet with the applicant to discuss their responses and gain first-hand information and impressions regarding the individual's failure to register for Selective Service.~~
 - ~~a. The Selective Service Registration—Staff Questionnaire (Attachment A) shall be used to guide the discussion.~~
 - ~~3. The Selective Service Registration—Staff Questionnaire will be used to document the staff assessment of whether the failure to register was willful following the meeting with the applicant.~~
 - ~~a. The completed Staff and Applicant Questionnaires shall be forwarded to the Michigan Works! Administrative Entity for a final determination.~~
- C. In the Michigan Works! Southwest Area, the Administrative Entity shall be responsible for making the final determination of whether failure to register was knowing and willful based on information submitted by the subrecipient/service provider and the applicant.
- G.D. The final determination of knowing and willful failure to register shall be provided in writing by the Administrative Entity to the program subrecipient/service provider staff. The program subrecipient/service provider staff shall provide the final determination in writing to the applicant.
- ~~4. If the applicant becomes a program participant, a copy of the local letter of determination shall must be included in their program file.~~
 - ~~5-1. The written determination shall must be included with other applicant paperwork and retained according to the local record retention policy. and schedule.~~
 - ~~6-2. Applicants deemed to have knowingly and willfully failed to register for Selective Service will be denied program registration. , due to knowing and willful failure to register, shall These individuals must be made aware of the local grievance and complaint procedures and how they those procedures apply to this decision. These individuals should also be referred to other available, appropriate services and resources.~~

ACTION All staff must become familiar with the requirements of this policy and all impacted staff must take action, as appropriate and necessary, to implement the directives of this policy immediately.

INQUIRIES Questions regarding this policy should be directed to the Michigan Works! Southwest Administration at 269-349-1533 or miworks@upjohn.org.

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INITIAL EFFECTIVE DATE 8/2/2012

APPROVED		
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Revision 02	WDB Executive Committee	4/20/2016
Revision 03	WDB Executive Committee	10/12/2018
Revision 04	Workforce Development Board	xx/xx/2023

EXPIRATION Ongoing

DATE: February 9, 2023
TO: Workforce Development Board
FROM: Nominating Committee
SUBJECT: Workforce Development Board

We are requesting WDB consideration and approval of a change in membership status for Kathi Cain-Babbitt from alternate member to regular member on the Workforce Development Board (WDB) for Michigan Works! Southwest.

As a member of AFSCME Local 1668, Kathi Cain-Babbitt serves as a labor representative on the WDB and her current term began October 1, 2022 and ends on September 30, 2024.

January 2023
Business Services Summary

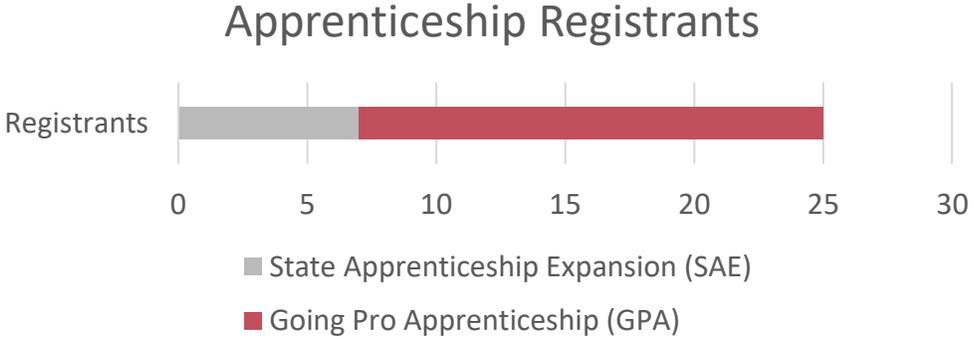
Michigan Works! Southwest Dashboard



Apprenticeship Summary

Total Registrants
(January 31, 2023)

25



Unemployment Rate by County January 2023

Kalamazoo County
3.5%

Calhoun County
4.5%

Branch County
4%

St. Joseph County
4.1%

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

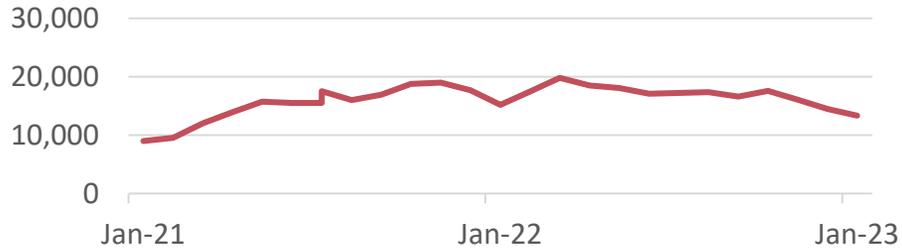
Job Demand (Southwest Prosperity Region)

Time Period
January 2023

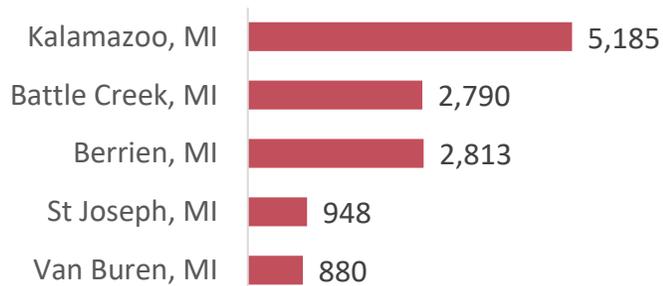
Total Ads
13,328

Change/Month
-7.9%

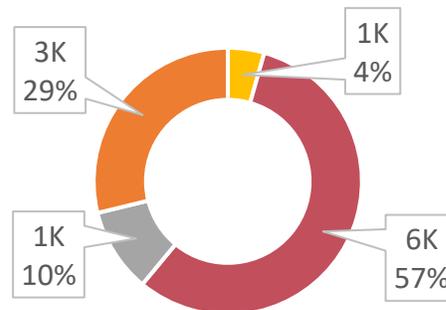
Historical Ad Volume



Top Job Locations

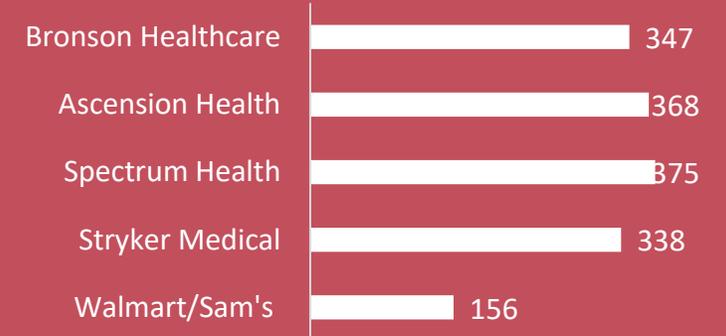


Education Requirements



- 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



\$3,184,957

Awarded to
companies



Branch

\$25,771

Calhoun

\$690,446

St. Joseph

\$359,115

Kalamazoo

\$2,044,625



30*

Companies
Awarded GPTF



Branch

1

Calhoun

4

St. Joseph

4

Kalamazoo

19



1,662

Individuals
to be trained



Branch

17

Calhoun

373

St. Joseph

245

Kalamazoo

1,002



334

Planned
Apprentices



Branch

0

Calhoun

37

St. Joseph

3

Kalamazoo

284



716

Anticipated New
Hires



Branch

6

Calhoun

193

St. Joseph

127

Kalamazoo

373

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

Employers Served

Number of Employers Served
(7/1/22-01/31/2023)

344

Number of Services Provided
(7/1/22-01/31/2023)

1,948



January 31, 2023
Services Summary

Michigan Works! Southwest Dashboard



PATH

Partnership. Accountability.
Training. Hope.

Number of Participants
(Served 10/01/22 – 1/31-2023)

322

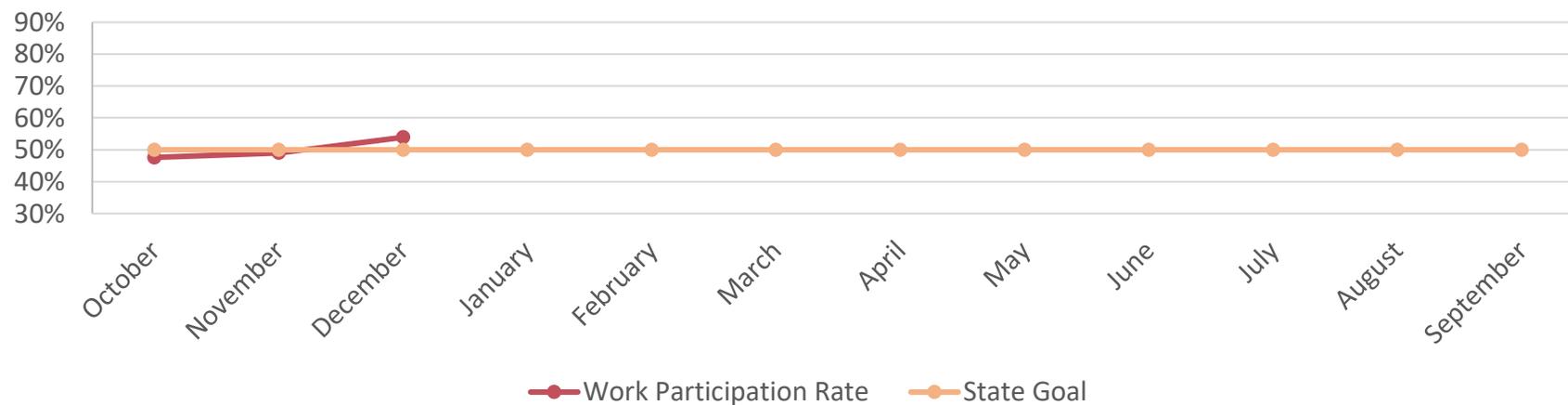
Employment Rate
(10/01/22 – 1-31-2023)

41%

Wage
(10/01/22-1-31-2023)

\$15.09

PATH Work Participation Rate (FY23): 53.9%



LEAP Learn, Earn, and Provide

Number of Participants
(Served 10/01/22 – 1-31-2023)

172

Employment Rate
(10/01/22 – 1-31-2023)

56%

Wage
(10/01/22-1-31-2023)

\$15.72

CLEAN SLATE

Intake
(Served 06/01/21 – 1/31/2023)

1966

Active
(06/01/21 – 1-31-2023)

133

Expungements
(06/01/21 – 1-31-2023)

29

BRES

Barrier Removal Employment Success

Number of Individuals Who Received BRES Services
(10/01/22 – 12-31-2023)

47

Most Common Support Services Received

- Expungement fees
- Housing and Rental Assistance

WIOA and Wagner-Peyser Performance

(Workforce Innovation Opportunity Act)

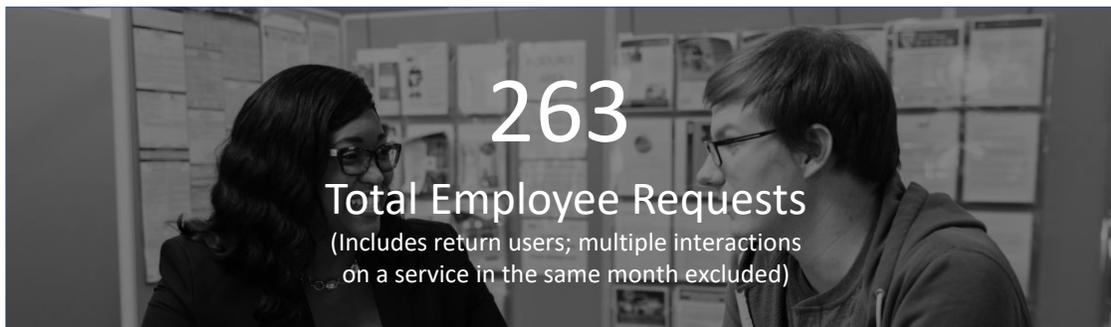
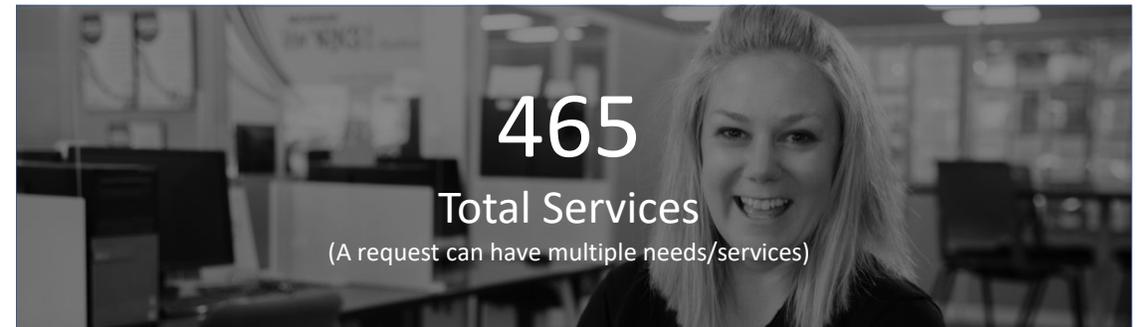
	WIOA Adult		WIOA Dislocated Worker		WIOA Youth		Wagner-Pyser	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Employment 2nd Quarter After Exit	88.60%	89.70%	90.10%	90.00%	80.60%	72.00%	65.00%	64.50%
Employment 4th Quarter After Exit	83.60%	88.20%	87.60%	88.20%	72.80%	87.90%	63.00%	69.10%
Median Earnings 2nd Quarter After Exit	\$6,192	\$6,762	\$7,914	\$10,219	\$3,660	\$3,732	\$5,175	\$8,829
Credential Attainment Rate	77.30%	81.80%	76.90%	100%	71.40%	70.00%	N/A	N/A
Measurable Skill Gains	65.10%	53.60%	67.60%	88.90%	33.30%	7.90%	N/A	N/A

Employer Resource Network (ERN)

Key Performance Indicators (10/01/2022 to 1/31/2023)

767% ROI

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



Directors Report

February 16, 2023

Michigan Works! Association

Legislative Day in Lansing is taking place on Wednesday, March 15, 2023.

- Legislative Day is critical to Michigan Works! network efforts around strengthening advocacy and collectively communicating our strategic priorities in both chambers of our state legislature. With a record number of new lawmakers in Lansing and billions of state and federal dollars yet to be invested, this year's event will be extremely important.

Impact Awards in Lansing are taking place on Wednesday, May 10, 2023.

- Impact Awards honor those who have contributed to strengthening Michigan's economy by actively creating jobs and developing fresh talent in their communities. The Michigan Works! Impact Awards celebrates the economic impact of newly created jobs, transformational training and effective talent pipeline development within our communities. During the event, state legislators present tributes to award winners, who tell their story and the role Michigan Works! played in their success.

State

On February 8, 2023, Governor Whitmer released her [budget recommendations totaling \\$79 billion](#).

- Reconnect, \$140 million - Extends Reconnect to students ages 21-24 temporarily through 2026 to support students who were impacted by the pandemic
- Going Pro, \$55 million ongoing \$35 million (one time) - Provides job training grants to businesses to support training for current and new employees in high demand, skilled trades industries
- Expansion of employer-led collaboratives, \$20 million - Support employer-led collaboratives to fill identified talent gaps and other workforce issues through training and education
- Retraining and Retooling Fund, \$35 million - Support for small manufacturers to reactivate and retrain workforce in transitioning industries
- Removal of employment barriers, \$15 million - Remove barriers to employment for low-income, poor, and working poor residents
- Jobs for Michigan Graduates, \$1 million, \$6 million total ongoing for program - Aids students in making career connections and soft-skill development to prepare them for the workforce
- Pure Michigan Talent Connect improvements, \$6 million - Improves the current legacy system to ensure employers can effectively post job openings and seekers can efficiently search and apply for jobs
- State Apprenticeship Expansion, \$25 million - Expands statewide apprenticeship activities to support occupations critical to Michigan's economic growth