

WORKFORCE DEVELOPMENT BOARD QUARTERLY MEETING AGENDA

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

In-Person Meeting

At Battle Creek Unlimited, 4950 W Dickman Road, Suite 1, Battle Creek, MI 49037

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

Public Access is available at:

<https://us02web.zoom.us/j/88132735510?pwd=WGtJczVQcnEwT3p2WUVRa2NycEg5UT09>

Meeting ID: 881 3273 5510 Passcode: 986747

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

- I. **CALL TO ORDER / INTRODUCTIONS** Jackie Murray, Chair
- II. **RECOGNITIONS** Jakki Bungart-Bibb
 - A. MW Southwest Shining Star Awards
- III. **TRANSPARENCY & INTEGRITY OF WDB DECISIONS** Kathy Olsen
- IV. **PUBLIC TIME**
- V. **APPROVAL OF MINUTES** (Vote Required)
 - A. WDB October 16, 2023 Executive Committee Meeting Minutes (*Exhibit A*)
- VI. **COMMITTEE REPORTS**
 - A. Monitoring & Evaluation (*Exhibit B*) Jackie Murray
 - B. Disability Awareness Resource Team (DART) Rebecca Hill/Kathy Olsen
- VII. **NEW BUSINESS** (Vote Required)
 - A. Plans Amanda Rosenberg
 - 1. FY24 Trade Adjustment Assistance (*Exhibit C1*)
 - 2. FY24 Partnership. Accountability. Training. Hope. (PATH) (*Exhibit C2*)
 - B. WDB Career Educational Advisory Council Kathy Olsen
 - 1. CEAC 2024 Meeting Calendar (*Exhibit D1*)
- VIII. **STAFF REPORTS**
 - A. Business Solutions Update & Dashboard (*Exhibit E*) & Labor Market Info Amy Meyers
 - B. Operations Update & Dashboard (*Exhibit F*) Amy Meyers
 - C. Directors Report (*Exhibit G*) Jakki Bungart-Bibb

IX. PRESENTATIONS

A. Hospitality Workforce Development Initiative

Heather Ignash, Economic Development Specialist, Battle Creek Unlimited

B. Job Quality Academy – MW! Southwest and Pulse

Kathy Szenda-Wilson and Maria Ortiz-Borden, Co-Directors, Pulse

Kelli Adams, Director, Southwest Michigan Employer Resource Network®

Jakki Bungart-Bibb, Director, MW! Southwest

X. OLD BUSINESS

XI. PUBLIC TIME

XII. MEMBERS' TIME

XIII. 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, February 15, 2024, from 9:00-10:30 am
at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007

D. **Monitoring & Evaluation Committee** – Tuesday, January 23, 2024, from 8:00-9:30 am
One Stop, Employment Services and Trade Act
at Michigan Works! Service Center, 200 W Van Buren Street, Battle Creek, MI 49017

E. **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

F. **Disability Awareness Resource Team (DART) Committee** – Tentatively scheduled for
Tuesday, February 27, 2024, from 2:00-4:00 pm (In-person with virtual option)
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007

XIV. ADJOURNMENT

Jackie Murray, Chair

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

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

INTRODUCTIONS: Individuals attending in-person and virtually, introduced themselves.

WDB Executive Members Present:

Lisa Godfrey (PS)*	Brian O'Donnell (PS)*	
Randall Hazelbaker (PS)* ^v	Kris Jenkins (Educ)*	* Exec Committee
Jackie Murray (PS)*	Frank Tecumseh (PS)*	^v Attended Virtually

WDB Executive Committee Members Absent

Dave Maurer (PS)*

Other WDB Members Present

Morris Applebey (Labor) Jeff Heppler (PS)

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

Jakki Bungart-Bibb	Amy Meyers	Amanda Rosenberg
Ben Damerow	Kathy Olsen	Shelby Springett

Michigan Works! Services / Program Staff Present:

Jim Benton (YOU/KRESA)^v Paige Daniels (YOU/KRESA) Amanda Sutherland (YOU/KRESA)^v

Guests Present:

Kylee Johnson^v
(for Rep. Julie Rogers)

AGENDA

Jackie Murray reported a correction to the agenda was made. Items XII and XIII are to be reversed. Item XII is now the Closed Door Session and item XIII is the Adjournment.

TRANSPARENCY & INTEGRITY OF WDB DECISIONS

Kathy Olsen 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 Brian O'Donnell and supported by Morris Applebey to approve the September 21, 2023 Workforce Development Board quarterly meeting minutes. Motion carried.

COMMITTEE REPORTS

Career Educational Advisory Council (CEAC) – Kris Jenkins reported the Career Educational Advisory Council (CEAC) met on October 16, 2023. Representatives from the Intermediate School Districts provided updates on the status of the Comprehensive Local Needs Assessment (CLNA) that they are working on. The updated CLNA reports are due before the end of the calendar year. CEAC members in attendance also discussed potential updates to the 61b plan and the ranking of industry pathways for the Michigan Works! Southwest region. She reported the 61b plan is built around high demand, high skill industry pathways and the update is due to the State of Michigan on December 1, 2023. Lastly, members present at the CEAC meeting provided updates regarding recent career events that have recently occurred, as well as those planned for the near future. One event, the MiCareerQuest™ Southwest, is scheduled for October 24 and 25, 2023 where over 4,000 eighth grade students from Kalamazoo and Calhoun Counties will have the opportunity to participate in hands-on career exploration activities at the Kalamazoo Expo Center.

NEW BUSINESS

Plans

FY2024 Food Assistance Employment and Training Plan (Exhibit B1) – Amanda Rosenberg requested Board consideration and approval of one workforce development plan. She reported that Michigan Works! Southwest received an allocation totaling \$112,630 for the Food Assistance Employment and Training (FAE&T) program for fiscal year 2024. This is an increase from the \$102,541 allocation received in FY2023 and noted that allocations are based on the number of Food Assistance Program (FAP) cases by county. The FAE&T Program serves adults who are receiving Food Assistance, between the ages of 18 and 52, and who do not have minor dependents on their Food Assistance Program (FAP) case. The FAE&T Program is also available to single adults aged 18 to 59 years old and adult members of a FAP household with minor children. The FAE&T funds may be used to provide employment and training activities, as well as supportive services, to individuals referred to Michigan Works! by the Michigan Department of Health and Human Services (MDHHS). Currently, participation in the FAE&T program is voluntary. An extension of the statewide waiver of the time-limited food assistance was extended through February 28, 2024; therefore, Able-Bodied Adults Without Dependents (ABAWD) do not currently have a work requirement.

Motion made by Kris Jenkins and supported by Frank Tecumseh to approve the FY2024 Food Assistance Employment and Training Plan. Motion carried.

WDB Committee Chairs for 2024 (Exhibit C) – Jackie Murray reported the list of committee chair appointments was included in the agenda packet and that there are no changes from the 2023 appointments. The Monitoring Committee co-chairs are Dave Maurer and Brian O'Donnell, and the DART Committee Co-chairs are John Fiore and Hank Bostic. The CEAC Committee chair is Tim Staffen, and the vice-chair is James Berry. The WDB Bylaws require the WDB Chair to approve the committee chair appointments; however, she requested approval from the Board as well.

Motion made by Morris Applebey and supported by Kris Jenkins to approve Dave Maurer and Brian O'Donnell as co-chairs of the Monitoring Committee; John Fiore and Hank Bostic as co-chairs of the DART Committee; and Tim Staffen as the CEAC chair and James Berry as the CEAC vice-chair for 2024. Motion carried.

STAFF REPORTS

Business Services Activities (Exhibit D)

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 also provided additional information pertaining to the upcoming MiCareerQuest™ Southwest event.

Unemployment Rates - Ms. Meyers reported the updated unemployment rates for August 2023 were noted on the second page of the Dashboard (Exhibit D). The Michigan Unemployment rate was reported to be 3.7%, with the

national rate at 3.8% and the rates for the four counties in the Michigan Works! Southwest service area ranged from 4.2% to 4.8%. St. Joseph County was at 4.5%, Kalamazoo County was at 4.2%, Branch County was at 4.2%, and Calhoun County was at 4.8%.

Job Demand – The third page of the dashboard showed details of job demand in the Michigan Works! Southwest services area. Registered nurses take the top spot this month, with Retail Salespersons coming in second, with a total of 13,948 ads, which is a 7.2% decrease from last month. Employers with the most openings aligned closely with the occupations with the most openings.

Going PRO Talent Fund – The Going PRO Talent Fund (GPTF) numbers have been updated on the Dashboard to reflect the last company awarded for the FY23 cycle. The dashboard now represents all the grants for FY23. For the FY24 cycle I, the application portal is now open. The Business Solutions Team has conducted four information sessions for employers, and they will continue to hold one-on-one sessions as needed. Applications will be open until 4:49 p.m., October 27, 2023.

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 September 2023.

MiCareerQuest™ - Ms. Meyers reported that next week on Tuesday, October 24 and Wednesday, October 25, 2023, along with many area partners, the Michigan Works! Southwest team will host MiCareerQuest™ Southwest at the Kalamazoo Expo Center. This year, an evening event will be held on Tuesday, from 3:00 to 6:00 p.m. where parents, students, and community members are invited to check out the exhibits on display. Staff extended an invitation to Board members to also attend the event. Following the meeting, the schedule and additional details regarding a tour will be emailed to Board members.

Labor Market Information

Michigan's Labor Market News – Amy Meyers reported the October edition of the Labor Market Newsletter has been released and a link to the publication will be shared with the board in the meeting follow-up email. This month the focus is on labor market outcomes for individuals with less than a high school diploma in Michigan. The map of the month features the share of the Michigan population with less than a high school diploma by county.

Operations Update & Dashboard (Exhibit E)

Amy Meyers reported on monitoring visits recently conducted by the State, a Veterans partner visit, and the Operations Dashboard. She thanked all the staff who contributed to the success of the monitoring visits.

Cycle III State Monitoring - The first monitoring visit was Cycle III, which is an annual fiscal and administrative monitoring that covers six categories: (1) Cash Management, Interest Income, and Program Income; (2) Complaints and Grievances; (3) Equal Opportunity; (4) Equipment Management; (5) Procurement and Contract Administration; and (6) Service Provider and Worksite Monitoring. She reported that the monitoring report for this visit resulted in no findings and no further action is required.

Service Center Certification - Another monitoring visit that occurred this past month was the certification for the Michigan Works! Southwest Service Centers. She reported this is a bi-annual visit where State staff physically visit the service center locations to ensure that the centers are in compliance with requirements. This monitoring covers everything from required postings of notices and laws to ADA compliance. During the visit, the monitor also ensures that services and tools available meet the needs and expectations of job seekers and employers. In follow-up to this visit, Michigan Works! Southwest received notification that the conditions were met, and the Service Centers were certified through calendar year 2024. Jakki Bungart-Bibb thanked Amy Meyers for leading this effort. She noted that the Service Center certification process was previously completed by Kalamazoo RESA as part of their contract responsibilities. With many of the services transitioned to the Upjohn Institute on July 1, 2023, the certification process was new to many of the current MWSW staff.

Veteran Partners Visit - In addition to the monitoring visits, state veteran partners also visited during this past month. Staff had the opportunity to meet with veteran leadership as well as the state veterans' staff who work out of the Kalamazoo and Battle Creek service centers. This was a great opportunity to hear updates pertaining to the focus areas for veterans for the coming year, provide updates on the services provided by Michigan Works! Southwest, and to discuss opportunities to further grow our partnership.

Operations Dashboard (Exhibit E)

Amy Meyers reported on the Partnership. Accountability. Training. Hope. (PATH) data on page two of the Dashboard and the Learn, Earn, and Provide (LEAP) data on page three of the Dashboard, both of which highlight a full year of program information. Ms. Meyers noted that LEAP has been a pilot program in the Michigan Works! Southwest area for approximately two years and statewide expansion is expected in approximately 18 months. Staff are anticipating that final year-end numbers for these programs will be released soon. Allocations for the next program year are expected in the near future and will be presented to the Board for approval once notice is received. Page five of the Dashboard includes information pertaining to the Employer Resource Network® (ERN®) and that data is also for a full program year. She highlighted the success story on page five that featured the co-enrollment and partnership of Barrier Removal Employment Success (BRES) and ERN®. Ben Damerow reported that the average wage at placement for LEAP and BRES are the highest ever for Michigan Works! Southwest. Amy Meyers noted that the wages reported were at least \$1.00/hr. higher than previously attained. Jakki Bungart-Bibb reported that some of the increase could be attributed to the fact that many employers raised their wages during the past year. The performance data on page four of the Dashboard for the Workforce Innovation and Opportunity Act (WIOA) and Wagner-Peyser (W-P) is for one quarter of the current program year that began on July 1, 2023. Final numbers for the year that ended on June 30, 2023 are expected soon from the State and will be provided to the Board once received.

Director's Report (Exhibit F)

Jakki Bungart-Bibb provided State and Federal updates and highlighted a few important event dates for members to mark on their calendars.

2024 State Legislative Priorities - The Michigan Works! Association along with the MW Directors from across the state have outlined 2024 priorities which include the Going PRO Talent Fund (GPTF), Barrier Removal Employment Success (BRES), skills scholarships, and youth career exploration. She provided a couple of examples as to why the priorities look similar to previous years. The Going PRO Talent Fund continues to be impactful for both employers and employees. The ask last year was \$110 million with a State budget of \$54 million, thus that is why it remains a priority. The BRES funding is a more flexible fund source that allows MW staff to assess the needs locally and utilize the funding based on those needs. Staff have been able to use the BRES funding for a variety of needs including providing supportive services to the ALICE population so they can maintain and/or advance in their employment. MW staff will continue to work closely with the MW Association and with the Department of Labor and Economic Opportunity (LEO) to align priorities, and they anticipate finalizing the priorities by the end of November. Staff will keep the WDB informed and share the information once it is finalized.

Federal Update - Congress passed a stopgap funding bill to keep the government open through mid-November, 2023. Another bill will need to be passed before November 17, 2023 to avoid a government shutdown. Currently, business in the house is at a standstill pending the election of a new speaker.

WIOA Reauthorization - High level conversations are occurring regarding WIOA reauthorization with a markup session planned mid to late November. A key proposal that could significantly impact how workforce development operates will depend on how it is written and if it moves forward. The proposal is related to training and the importance of funding for training. Mandatory training is being proposed through an Individual Training Account (ITA) process that would be similar to unemployment insurance or Pell grants. It would guarantee funding for individuals seeking training through a voucher system. Concerns raised were listed in the Director's Report with

the main one being whether this proposal would be an additional fund source or if it would take away from the existing formula allocation. Other concerns noted were eligibility criteria and the overall approach to training. She noted that there is some apprehension that this proposal would undermine the demand driven approach and may not align with relevant training for local demand. The house is hoping to move this proposal forward by the end of the calendar year; however, the senate may not agree. Staff will continue to stay informed and engaged during the reauthorization discussions as it could significantly impact how services are delivered.

2024 Save the Dates – Lastly, Ms. Bibb reported on a few 2024 dates for members to note on their calendars. They included the annual Legislative Day, the annual Impact Awards, and the Michigan Works! Association’s annual conference.

OLD BUSINESS

None.

PUBLIC TIME

No comments.

MEMBERS’ TIME

No comments.

UPCOMING MEETINGS

Jackie Murray referred members to the list of upcoming WDB meetings that were listed on the agenda. The annual meeting of the WDB is Wednesday, December 6, 2023. The next Executive Committee meeting is Thursday, December 21, 2023; the next quarterly meeting of the full WDB is Thursday, November 16, 2023; the next Monitoring Committee meeting is Tuesday, October 24, 2023; the next Disability Awareness Resource Team (DART) meeting is Tuesday, November 14, 2023; and the next Career Educational Advisory Council (CEAC) meeting is Monday, December 4, 2023.

CLOSED DOOR SESSION

Motion by Brian O’Donnell and supported by Frank Tecumseh to move into a Closed Door Session for the purpose of discussing pending litigation.

A Roll Call Vote to move into a Closed Door Session was taken. Ayes: Morris Applebey, Lisa Godfrey, Jeff Heppler, Kris Jenkins, Jackie Murray, Brian O’Donnell, and Frank Tecumseh; Nays: None. Motion carried.

WDB members moved into a Closed Door Session at 9:26 a.m. They were joined by staff Ben Damerow, Jakki Bungart-Bibb, and Kathy Olsen.

A Roll Call Vote was taken to move back into the public WDB Executive Committee meeting at 9:37 a.m. Ayes: Morris Applebey, Lisa Godfrey, Jeff Heppler, Kris Jenkins, Jackie Murray, Brian O’Donnell, and Frank Tecumseh; Nays: None. Motion carried.

ADJOURNMENT

There being no other reports or business for the Board, the meeting was adjourned at 9:38 a.m.

Kathy Olsen Date Jackie Murray Date

APPROVED

These minutes were approved on _____

Monitoring Overview

WIOA Adult & Dislocated Worker

Monitoring Highlights

- 33 files were selected for the review.
- Findings identified in last year's report appear to have been satisfactorily addressed.
- While signed Equal Opportunity and grievance and complaint documentation was present in each file, the documentation was out of date.
- Based on the desktop review, which occurred at the time of monitoring, and the files reviewed, it was apparent that participants have engaged in a large variety of classroom and occupational trainings over the course of the past year, however, the lack of participant engagement in On-the-Job Training was noted.
- Data validation outcomes based on eligible files resulted in a 100% pass rate.
- 5 participants were interviewed, many of whom had engaged in training and learned about the program from a friend or family member. The majority of participants spoke very positively about program staff, noting how easy they were to contact and work with and how helpful their guidance and support had been. One participant did voice concerns related to gaps in communication and follow-up from the WDI staff, as well as staff from another program he was dual enrolled with.
- Program staff stated they continue to use an internal manual to support career coaching strategies. In their Guide, program staff also detailed their partnerships with local organizations and training opportunities to increase outreach and engagement.
- Operations expenses are monitored annually as part of the service provider financial review. Future financial reviews and reports will address late invoices received during the review period of this monitoring.

Monitoring Outcomes

- **Corrective Action:**
 - Corrective Action is required to ensure all active participants are provided updated EO and Grievance and Complaint documentation and that signed receipts are included in their files.
- **Administrative Recommendations:**
 - None.
- **Continuous Improvement:**
 - The enhancing of opportunities for participant engagement in On-the-Job Training has been identified as an area for Continuous Improvement over the course of the next year.
- **File observations and required follow-up** have been submitted to WDI to be addressed by program staff.

**Trade Adjustment Assistance (TAA) Appropriation Year (AY) 2022/Fiscal Year (FY) 2024 Allocations
for the Time Period of October 1, 2023, through September 30, 2024,
TAA Plan, and Merit Staffing Certification for FY 2024**

Background

TAA is a federal program that assists U.S. workers who have lost their jobs as a result of foreign trade. The program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become reemployed.

The planned allocation of funding to support TAA program activities for the period October 1, 2023, through September 30, 2024, for Michigan Works! Southwest is \$644,820. This represents a decrease in TAA funding in comparison to last year's allocation of \$704,435.

Funding Summary

Cost Categories	Funding Levels
FY2023 Allocation	\$644,820
Program	\$460,586
Case Management	\$161,205
Administrative	\$23,029

Case Management

The purpose of case management services is to provide workers the necessary information and support for them to achieve sustainable reemployment. These services will be available to workers over the course of their participation in the TAA program, in an integrated manner that suits their individual needs at a particular time. Allowable case management activities include the provision of: comprehensive assessments, individual service strategies, training information, financial aid information, employability skills assistance, career counseling, labor market information and supportive services information.

Program

TAA program funds can be used to fund the following TAA services (and all allowable benefits that accompany the service): classroom training, on-the-job training, customized training, registered apprenticeship training, job search allowances and relocation allowances.

Merit Based Staffing

Staff who make determinations of TAA program eligibility must meet the definition of a TAA merit staff employee.

Technical Information

Program Title/Number	Trade Adjustment Assistance (TAA) Fiscal Year (FY) 2024 Allocations; Policy Issuance 23-27
Funding Source	AY2022/FY2024 TAA Funding
Funding Level	\$644,820
Duration	FY2024 (October 1, 2023 – September 30, 2024)
CFDA Number	17.245

**FY2024 Partnership. Accountability. Training. Hope. (PATH) Program Plan Instructions
Policy Issuance: 23-28**

Background

Michigan Works! Southwest received notice of the Fiscal Year (FY) 2024 allocations for the Partnership. Accountability. Training. Hope. (PATH) program from the State of Michigan. The projected FY2023 allocation, totaling \$2,688,825, is supported from Temporary Assistance for Needy Families (TANF) federal funds and Penalty and Insurance (P & I) state funds. This allocation reflects a decrease in comparison to the FY2023 allocation for PATH which totaled \$2,820,197.

The purpose of PATH is to assist Family Independence Program (FIP) recipients with their transition to self-sufficiency. The PATH program provides participants with employment-related services, training, work experience opportunities and supportive services to help obtain and retain employment.

Eligibility

Individuals eligible for participation in the PATH program include Family Independence Program (cash assistance) recipients and applicants referred by the Department of Health and Human Services (DHHS).

AEP

FIP applicants begin with a 10-day application eligibility period (AEP) where individuals work one-on-one with PATH Career Coaches to identify and address barriers to employment and connect applicants to resources addressing those challenges.

Funding Summary

Funding Source	Funding Levels
FY2023 Allocation	\$2,688,825
TANF	\$2,483,039
P&I	\$205,786

Source: PI: 23-28, 11/08/2023

Technical Information

Program Title/Number	FY24 Partnership. Accountability. Training. Hope. (PATH) Program Plan Instructions PI: 23-28
Funding Source	Temporary Assistance for Needy Families (TANF) and Penalty and Interest (P & I)
Funding Level	\$2,688,825 (\$2,483,039 in TANF federal funds; \$205,786 in P & I state funds)
Duration	FY2024 (October 1, 2023 – December 31, 2024)
Reference	State of Michigan Policy Issuance: 23-28; November 8, 2023
CFDA Number	93.558 (TANF)

**Career & Educational Advisory Council (CEAC)
 2024 Meeting Schedule**

DAY	DATE	TIME	PLACE
Monday	March 18, 2024	1:00-3:00 p.m.	Upjohn Institute 300 S Westnedge Ave Kalamazoo, MI 49007
Monday	May 13, 2024	1:00-3:00 p.m.	Upjohn Institute 300 S Westnedge Ave Kalamazoo MI 49007
Monday	October 7, 2024	1:00-3:00 p.m.	Upjohn Institute 300 S Westnedge Ave Kalamazoo MI 49007
Monday	December 2, 2024	1:00-3:00 p.m.	Upjohn Institute 300 S Westnedge Ave Kalamazoo MI 49007

Additional meetings may need to be added if initiatives are presented that require the attention of the CEAC.

A virtual link will also be provided for each of the meetings.

CEAC Agendas, Minutes and Schedules will be posted on the Michigan Works! Southwest website at: <https://www.michiganworkssouthwest.org/workforce-development-board> Select the heading: Career Educational Advisory Council.

Approved by CEAC on 10-16-2023

Exhibit E

October 31, 2023
Business Services Summary

Michigan Works! Southwest Dashboard



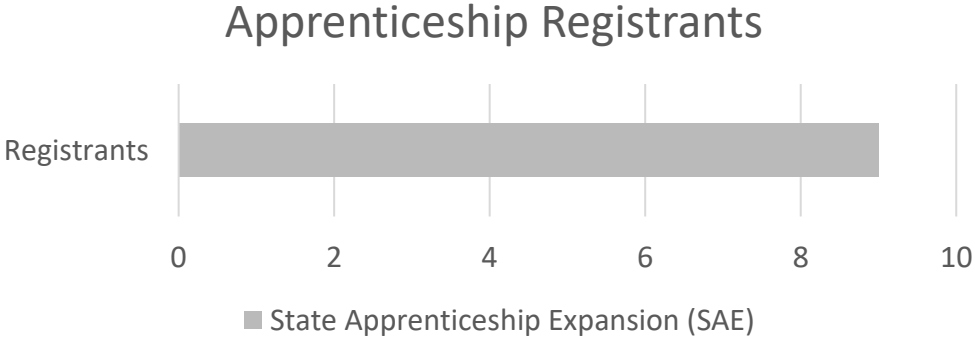
A proud partner of the
AmericanJobCenter[®]
network

*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.*

Apprenticeship Summary

Total Registrants
(October 31, 2023)

9



Unemployment Rate by County September 2023

Kalamazoo County
3.8%

A graphic for Kalamazoo County showing a laptop screen with the Michigan Works! logo and the text "3.8%".

Calhoun County
4.4%

A graphic for Calhoun County showing a "RESOURCE AREA" sign and the text "4.4%".

Branch County
3.8%

A graphic for Branch County showing various job training and assistance materials and the text "3.8%".

St. Joseph County
4.2%

A graphic for St. Joseph County showing a person using a tablet and the text "4.2%".

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

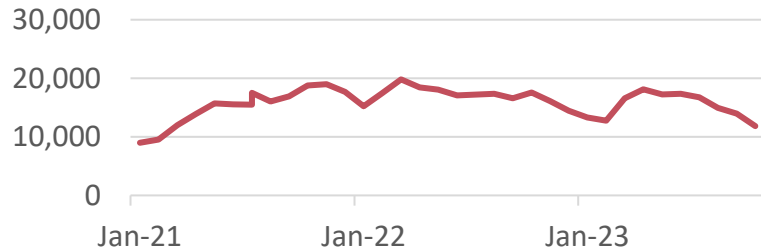
Job Demand (Southwest Prosperity Region)

Time Period
October 2023

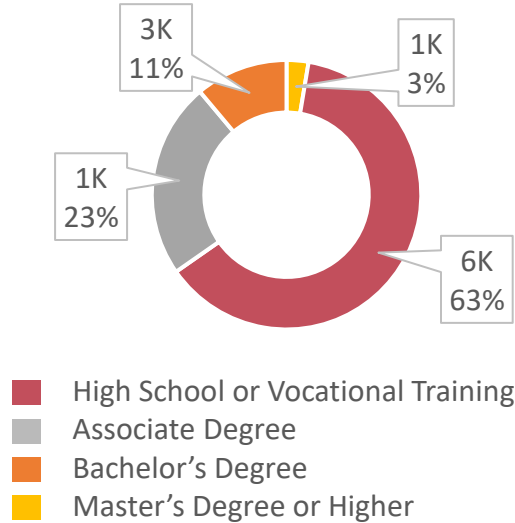
Total Ads
11,825

Change/Month
-17.9%

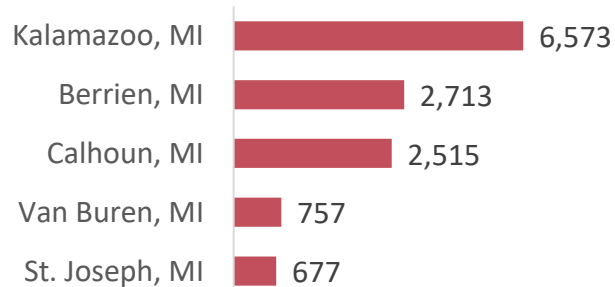
Historical Ad Volume



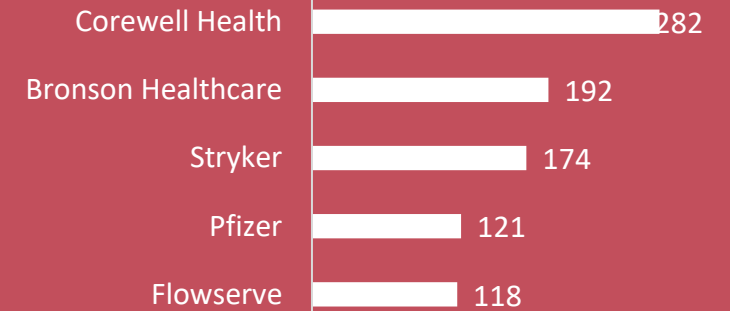
Education Requirements



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 – 10/31/2023)

196

Number of Services Provided
(7/1/2023 – 10/31/2023)

853



Exhibit F

October 31, 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 10/01/2023 – 10/31/2023)

292

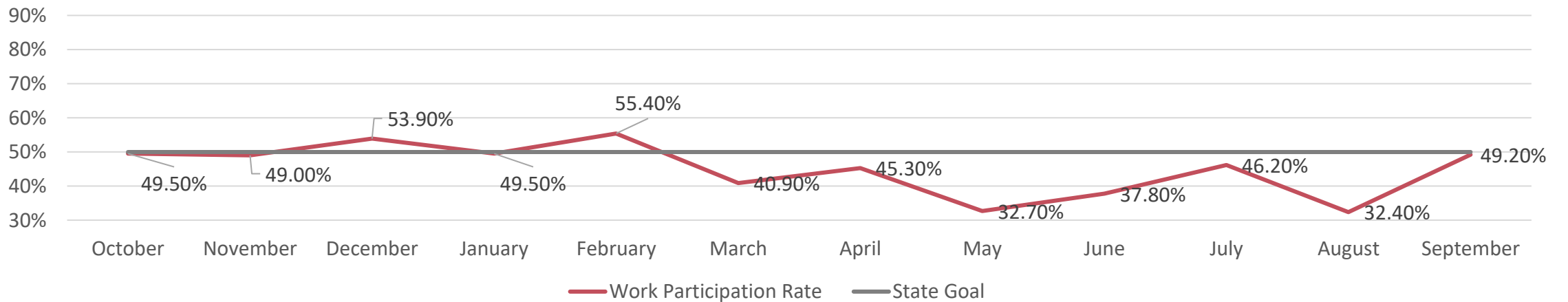
Employment Rate
(10/01/2023 – 10/31/2023)

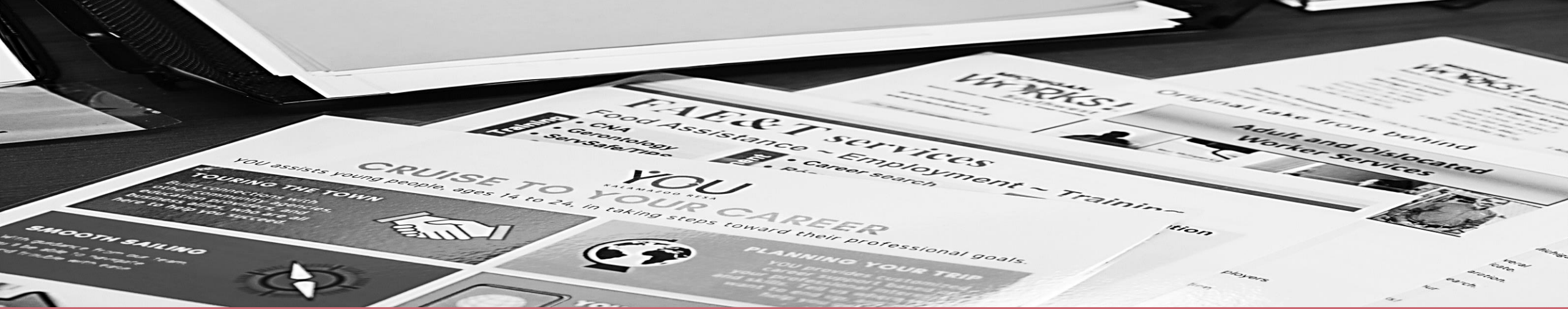
36.9%

Wage
(10/01/2023 – 10/31/2023)

\$15.48

PATH Work Participation Rate (FY23): 45.2%





LEAP

Learn, Earn, and Provide

125

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

56%

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

\$16.16

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

BRES

Barrier Removal Employment Success

46

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

Most Common BRES Support Services Provided:

- Expungement Fees
- Housing and Rental Assistance

WIOA and Wagner-Peyser Performance

(Workforce Innovation and Opportunity Act)

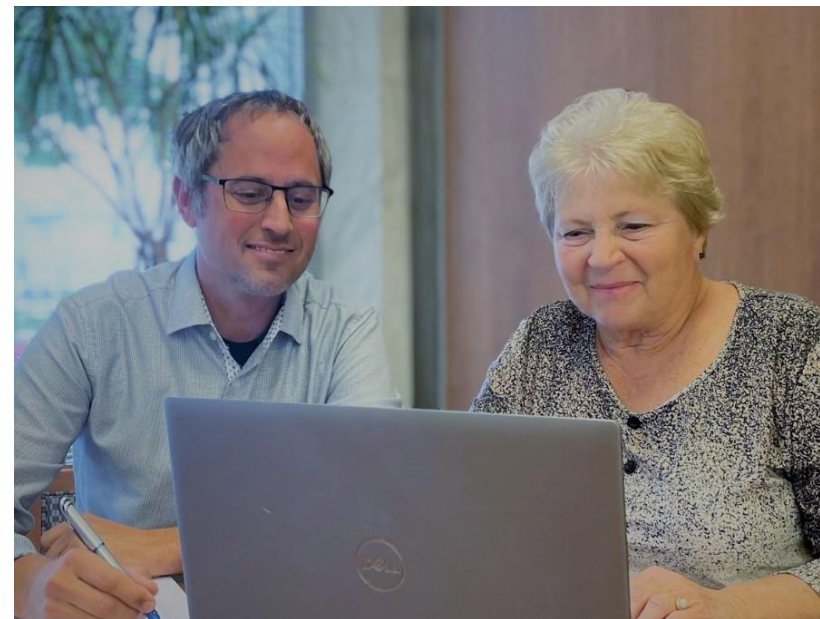
	WIOA Adult		WIOA Dislocated Worker		WIOA Youth		Wagner-Peyser	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Employment 2nd Quarter After Exit	88.60%	89.20%	90.10%	91.20%	80.60%	82.60%	65.00%	73.00%
Employment 4th Quarter After Exit	83.60%	91.70%	87.60%	89.50%	72.80%	81.40%	63.00%	68.40%
Median Earnings 2nd Quarter After Exit	\$6,192	\$10,539	\$7,914	\$9,807	\$3,660	\$4,140	\$5,175	\$8,719
Credential Attainment Rate	77.30%	62.10%	76.90%	80.00%	71.40%	64.70%	N/A	N/A
Measurable Skill Gains	65.10%	28.60%	67.60%	39.50%	33.30%	35.30%	N/A	N/A

PY23-Q1 outcomes 7/01/2023-9/30/2023; data pull 11/08/2023

See Slide 6 & 7 for Performance Measures Definitions

October Highlights

On Thursday, October 19, 2023, Southwest District Manager, MI Rehabilitation Services and Board Member, John Fiore, along with MWSW Quality Assurance Coordinator and WDB Liaison, Kathy Olsen, presented during a Workforce GPS webinar that was focused on effective communication and access for individuals in the Deaf and Hard of Hearing (HOH) community who utilize the services of the American Job Center (AJC) network. During this webinar, they shared with viewers best practices in communication, interpretation, and accessibility including information pertaining to HOH devices.



Trent had worked as an Appraisal Specialist for AmeriFirst since 2020. In November of 2022, he was a part of a mass layoff that impacted the company.

This resulted in Trent being unemployed and ultimately being referred to Michigan Works! Southwest for a Reemployment Services and Eligibility Assessment (RESEA). Upon referral, Trent's appointment was scheduled, and he met with a MW! Southwest Career Coach, also in November of 2022.

During this initial RESEA appointment, Trent's drive and motivation to reenter the workforce was evident and MW! Southwest career coaching staff were able to review his resume and suggest resume modifications to assist in his employment search.

In working with MW! Southwest, Trent found a job posting for the Workforce Development Institute based out of Kalamazoo, MI. Upon applying for that position, which happened to be a career coaching position, Trent interviewed and was offered the position. He is now making a difference in the lives of other job seekers by helping them access training and employment.

"Trent possesses a unique blend of qualities that empower individuals to reach their full potential. . . .Trent is also an empathetic listener who understands the unique challenges and aspirations of his participants, offering unwavering support and encouragement along the way. His guidance is both strategic and results-driven, ensuring that participants not only set ambitious goals but also achieve them. Ultimately, Trent is a dedicated professional who fosters growth, confidence, and success into those he mentors, leaving a lasting impact on their career and lives." -Blaine Farr, Director of Operations, Southwest

Employer Resource Network® (ERN®)

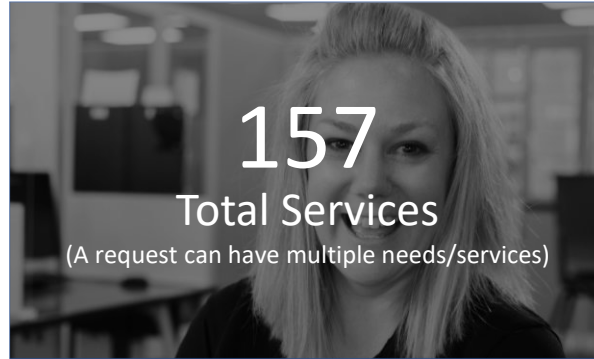
Key Performance Indicators (10/01/2023 to 10/31/2023)

767% ROI

Increased Productivity and Retention Saves Money

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

Highlight



An ERN® company recently began assisting their employees with childcare costs. Over the course of the past several months, management meetings were conducted with the employer's leadership team, the ERN® Success Coach, and childcare program advocates to implement this assistance program.

The rollout of the new childcare benefit occurred in October. So far, four applications were submitted to the Success Coach and two have already been approved. This benefit will assist the employee with 66% of their childcare costs covered by the State of Michigan and the company, significantly reducing out-of-pocket costs to the employee and their family.

The ERN® Success Coach was instrumental in advancing this initiative forward with success and continues to be an integral part of the process at the local company.

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
November 16, 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:

- The House passed a stopgap bill on Tuesday to keep the government open, putting Congress on a path to avert a shutdown on November 17th. The bill extends funding via a two-step process that would establish two new shutdown deadlines in January and February. The Senate will need to approve the bill before sending to President for signature.

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 information: <https://www.politico.com/newsletters/weekly-shift/2023/11/13/where-were-at-on-wioa-00126791>

Notice of Proposed Rulemaking

- Wagner Peyser - Still awaiting a final rule, no additional information at this time.
- TANF - intended to strengthen TANF's role in supporting family well-being and work, as well as creating additional accountability for states to ensure TANF funds serve their intended purpose, while maintaining state flexibility.