

## WORKFORCE DEVELOPMENT BOARD AGENDA

**THURSDAY, SEPTEMBER 21, 2023, from 9:00 – 10:30 A.M.**

### **In-Person Meeting**

At the Three Rivers Chamber of Commerce, 1116 N. Main Street, Three Rivers, MI 49093

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

**Public Access is available at:**

<https://us02web.zoom.us/j/86287490623?pwd=QjhyY1RBVTZPc041K0lBZ0M4Qit5QT09>

**Meeting ID:** 862 8749 0623    **Passcode:** 199393

**Or Dial US Toll Free:**

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

- I. CALL TO ORDER / INTRODUCTIONS** Lisa Godfrey, Chair
- II. RECOGNITIONS**
  - A. MW Southwest Monthly Shining Star Awards Amy Meyers
  - B. MW Association Annual Shining Star Award Jackie Murray
  - C. MW Association Christine Quinn Excellence in Leadership Award Jackie Murray
- III. TRANSPARENCY & INTEGRITY OF WDB DECISIONS** Amy Meyers
- IV. PUBLIC TIME**
- V. APPROVAL OF MINUTES** (*Vote Required*)
  - A. WDB August 17, 2023 Executive Committee Meeting Minutes (*Exhibit A*)
- VI. COMMITTEE REPORTS** No reports
- VII. NEW BUSINESS** (*Vote Required*)
  - A. Election of Chair and Vice Chair
  - B. WDB 2024 Meeting Calendar (*Exhibit B*) Amy Meyers
- VIII. STAFF REPORTS**
  - A. Business Services Update, Labor Market Info & Dashboard (*Exhibit C*) Ashley Iovieno
  - B. Operations Update & Dashboard (*Exhibit D*) Amy Meyers
  - C. Directors Report (*Exhibit E*) Jakki Bungart-Bibb
- IX. PRESENTATIONS**
  - A. Asset Limited, Income Constrained, Employed (ALICE) Update Alyssa Stewart, Chief Impact Officer, United Way of South Central Michigan
  - B. Economic Update Mike Horrigan, President, W.E. Upjohn Institute for Employment Research

**X. OLD BUSINESS**

**XI. PUBLIC TIME**

**XII. MEMBERS' TIME**

**XIII. UPCOMING MEETINGS**

- A. **Executive Committee** – Thursday, October 19, 2023, from 9:00-10:30 am  
at Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007
- B. **Full Workforce Development Board** – Thursday, November 16, 2023, from 9:00-10:30 am  
at Battle Creek Unlimited, 4950 W Dickman Rd, B2 Building, Battle Creek, MI 49037
- C. **Monitoring & Evaluation Committee** – Tuesday, October 24, 2023, from 8:00-9:30 am  
at Michigan Works! Service Center, 1601 S Burdick St, Kalamazoo MI 49001
- D. **Disability Awareness Resource Team (DART) Committee** – Tuesday, November 14, 2023,  
from 2:00-4:00 pm (In-person with virtual option)  
at the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, Michigan 49007
- E. **Career Educational Advisory Council (CEAC)** – Monday, October 16, 2023, from 1:00-3:00 pm  
(In-person with virtual option)  
at Upjohn Institute, 300 S. Westnedge Ave., Kalamazoo MI, 49007

**XIV. ADJOURNMENT**

Lisa Godfrey, Chair

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**Workforce Development Board Executive Committee  
Meeting Minutes  
August 17, 2023**

**CALL TO ORDER:** Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 9:02 a.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan.

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

**WDB Members Present:**

Lisa Godfrey (PS)*	Jackie Murray (PS)* <sup>∨</sup>	* Exec Committee
Kris Jenkins (Educ)*	Brian O'Donnell (PS)*	
Randall Hazelbaker (PS)*	Frank Tecumseh (PS)*	

**WDB Executive Members Absent**

Dave Maurer (PS)\*

**Other WDB Members Present**

Al Ives (PS) Dave Pawlowski (Labor)<sup>∨</sup>

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

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

**Guests Present:**

Lanre Ajayi (GOCC)	Kylee Johnson (for State Rep. Julie Rogers 41 <sup>st</sup> District) <sup>∨</sup>	Kristine Stevens (GOCC)  <sup>∨</sup> Attended Virtually
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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**

There were no public comments.

**COMMITTEE REPORTS**

There were no committee reports.

**APPROVAL OF MINUTES (Exhibit A1)**

**Motion made by Brian O'Donnell and supported by Alan Ives to approve the July 20, 2023, Workforce Development Board (WDB) Executive Committee meeting minutes. Motion carried.**

**NEW BUSINESS**

**WDB Plans (Exhibits B1-B2)**

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

***MiSTAIRS Funding for Apprenticeship Success Coordinators*** (Exhibit B1)

The first plan presented by Ms. Rosenberg was the 2023 MiSTAIRS (Michigan Statewide Targeted Apprenticeship Inclusive and Readiness System) funding for Apprenticeship Success Coordinators. She reported that this funding supports Apprenticeship Success Coordinators (ASCs) assisting employers in the registration, launch, and reporting of Registered Apprenticeship Programs (RAPs). Michigan Works! Southwest was awarded a total of \$116,527. The allocation was based on active apprentices, employers, and labor force and unemployment rates by region, using 2022 data. Complete funding allowability is described on the plan summary document. The intent of MiSTAIRS is to institutionalize a standard approach to improve Registered Apprenticeship Programs (RAP) access across the state for eligible participants aged sixteen (16) and older, who are not enrolled in an apprenticeship at the time of service.

***Michigan Works! Area (MWA) Apprenticeship Success Coordinator (ASC) and MWA Registered Apprenticeship Program (RAP) Intermediary Functions*** (Exhibit B2)

Ms. Rosenberg reported that the second plan for review is the Michigan Works! Area (MWA) Apprenticeship Success Coordinator (ASC) and Registered Apprenticeship Program (RAP) Intermediary Functions funding, which is also in support of Apprenticeship Success Coordinators. The grant amount is \$161,282 for the period April 2023 through June of 2025. This funding can also be used for intermediary services to grow the use of the Registered Apprenticeship Programs (RAP) model, as both ASC and intermediary focused activities support the registered apprenticeship model. The full list of required activities and services was detailed in the plan summary document.

**Motion made by Kris Jenkins and supported by Brian O'Donnell to approve the plans for MiSTAIRS Funding for Apprenticeship Success Coordinators and the Michigan Works! Area (MWA) Apprenticeship Success Coordinator (ASC) and MWA Registered Apprenticeship Program (RAP) Intermediary Functions. Motion carried.**

**WDB Policies**

Kathy Olsen reported that the WDB policy changes presented last month for approval were based on a draft of a State policy. She reported the draft State policy was finalized and there were no additional changes.

**WDB Memberships** (Exhibit C)

Kathy Olsen requested Board consideration and approval of renewal appointments for current members representing the private sector, to the Workforce Development Board for Michigan Works! Southwest (Branch, Calhoun, Kalamazoo, and St. Joseph Counties) for a two-year term beginning October 1, 2023 and ending September 30, 2025. Private sector renewals include the following members:

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

- Mr. Frank Tecumseh, CEO, FireKeepers Casino Hotel (Calhoun)
- Ms. Elizabeth Van Dussen, HR Manager, Duncan Aviation (Calhoun)

**Motion by Brian O'Donnell and supported by Randall Hazelbaker to approve the renewal of memberships for the current private sector members as presented for another two-year term beginning October 1, 2023 and ending September 30, 2025.**

## STAFF REPORTS

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

Ashley Iovieno provided a Business Solutions and Dashboard Report update (Exhibit D). The Dashboard included data pertaining to unemployment rates, job demand, the Going PRO Talent Fund, and employers served. She also provided updates pertaining to the most recent edition of the state's Labor Market newsletter. She reported that the Business Solutions Dashboard and the link to the Labor Market News will be sent to members following the meeting.

**Unemployment Rates** - Ms. Iovieno reported unemployment rates for the month of June 2023 were listed on page two of the Dashboard. The Michigan unemployment rate was reported to be 3.6% with the national rate also reported at 3.6% and the four counties located in the Michigan Works! Southwest service area ranged from 4.3% to 4.9%. St. Joseph County was reported to be at 4.7%, Kalamazoo County at 4.3%, Branch County at 4.3%, and Calhoun County at 4.9%.

**Job Demand** - Page three of the Dashboard included details of job demand in the Southwest Prosperity Region. For the first month in a long time, registered nurses were not at the top, but instead a close second to Retail Salesperson for a total of 16,272 ads which is a 3.2% decrease from last month. The employers with the most openings aligned closely with the occupations with the most openings.

**Going PRO Talent Fund (GPTF)** – The Going PRO Talent Fund (GPTF) dashboard page was updated to include all current awards to Michigan Works! Southwest for Cycle 1, Cycle 2, and Industry Led Collaboratives (ILCs). The grand total awarded to area companies was approximately \$4.6 million. This was reported to be the highest amount Michigan Works! Southwest has received in Going PRO funds. She then reported that it is already time to start thinking about FY24 GPTF Cycle, for which there is a webinar scheduled next week with the State where the necessary information to begin heavier outreach is expected to be shared.

**Employers Served** - Page five of the Dashboard highlights the number of employers served and services provided. A new program year began July 1, therefore the data presented is for the period July 1-31, 2023.

**Michigan's Labor Market News** – The August edition of the Labor Market Newsletter was just released. This month, Northwest Michigan Works! and Oakland County Michigan Works! were featured as part of the Michigan Works! regional updates. The map of the month features the Change in Female Labor Force Participation Rate by States from 2012-2022. Michigan saw the twelfth highest increase over the period with .3%; however, in 2022, Michigan ranked 40th with an annual participation rate of 54.8%.

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

Amy Meyers reported that in following up to what was reported at the July WDB Executive Committee meeting, she and Jakki Bungart-Bibb met with all staff in the Michigan Works! Southwest system, including Veterans Employment representatives and subrecipient staff from Youth Opportunities Unlimited and Workforce Development Institute, for a day of professional development last Friday, August 11, 2023. At that meeting, staff went into a deep dive into the goals that were shared with the Workforce Development Board. The professional development day also included overviews of each of the services Michigan Works! Southwest provides. Overall, it was a beneficial day, and she thanked all the staff who not only attended but also took the time to present and share information.

Ms. Meyers then reported on the Services Dashboard that will be emailed to members following the meeting. Data for the Partnership. Accountability. Training. Hope. (PATH) program appeared on page 2 of the Dashboard and she highlighted that the PATH program has had the lowest cost per employment in the state for the last two quarters. The performance numbers for the Workforce Innovation and Opportunity Act (WIOA) and Wagner-Peyser (W-P) were included on page 4 of the Dashboard. She reported that the final numbers that will be submitted to the U.S. Department of Labor (USDOL) will not be available until next week. Page 5 of the Dashboard included data for the Employer Resource Network® (ERN®). She reported that the United Way of South Central Michigan recently awarded the ERN® \$30,000 for three years to assist in success coaching efforts. She also highlighted an employer testimonial from a representative of Duncan Aviation regarding ERN® services who stated, “Duncan Aviation team members have benefited significantly from our SWM ERN® Success Coach, April Gordon, and her commitment to helping our team members achieve personal and professional goals, overcome obstacles, and stay engaged at work. . . .” The full quote appeared on slide five of the Dashboard.

## **STAFF REPORTS**

### **Director’s Report** (Exhibit F)

Jakki Bungart-Bibb thanked the Michigan Works! Southwest staff who planned and prepared for the staff professional development day that occurred on Friday, August 11, 2023.

The Director’s Report (Exhibit F) was distributed at the meeting and will be emailed to members following the meeting.

### ***Federal Update***

Jakki Bungart-Bibb reported that in July, both the House and Senate Committees released their FY 2024 bill for Labor Health and Human Services, Education, and related agencies. The links to a summary of both appropriations bills were included in the Director’s Report.

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

Page two of the Director’s Report included a comparison of the amounts for each specific workforce related program in the FY23 Omnibus for Labor, HHS, Education; the FY24 House bill for Labor, HHS, Education bill; and the FY24 Senate bill for Labor, HHS, Education. Ms. Bibb reported that the FY24 House bill zeroed out funding for WIOA Youth along with a few other programs; and both the FY24 House and FY24 Senate bills drastically cut the Trade Adjustment Assistance Program. She also reported that the TAA Program was not reauthorized and although new companies and their workers cannot be served under TAA, staff can still provide other services to affected companies and employees, as well as TAA services to companies and employees previously certified.

### ***Advocacy Efforts***

Ms. Bibb reported that the proposed bills are the beginning of a process and although Michigan Works! anticipates changes, Michigan Works! also wants to be proactive and voice concerns now. Therefore, in response to the proposed appropriations bills, the Michigan Works! Association has initiated a campaign to advocate for support of workforce development programs. To date, more than 2,300 signatures have been obtained. She encouraged members to please sign-on and to share the advocacy efforts with their networks and to contact legislative representatives. The text of that advocacy effort appears below and in the Director’s report, along with a link to send a message to lawmakers.

“We Need Your Active Support!

On July 13, the U.S. House Appropriations Committee released its budget bill which included a 50.1% cut to the Workforce Innovation and Opportunity Act (WIOA) funding. This is one of the key federal workforce programs that provides support to youth, adults, and dislocated workers. These cuts include

outright elimination of WIOA Youth programs and a \$712 million rescission of available WIOA Adult program funds beginning October 1, 2023.

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

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

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

**OLD BUSINESS**

None.

**PUBLIC TIME**

Kristine Stevens, from Glen Oaks Community College apologized for entering the meeting a few minutes late. She added that she invited Lanre Ajayi, also from Glen Oaks, to attend today’s meeting so that he could meet the staff and board members.

**MEMBERS’ TIME**

None.

**UPCOMING MEETINGS**

- The next meeting of the full WDB is scheduled for Thursday, September 21, 2023, from 9:00 – 10:30 a.m. at the Three Rivers Chamber of Commerce, 1116 N. Main Street, Three Rivers, Michigan.
- The next WDB Executive Committee meeting is scheduled for Thursday, October 19, 2023, from 9:00-10:30 a.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan.

Other upcoming committee meetings listed on the agenda included:

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

**ADJOURNMENT**

There being no other reports or business for the Board, the meeting was adjourned at 9:32 a.m.

\_\_\_\_\_  
Kathy Olsen Date

\_\_\_\_\_  
Lisa Godfrey Date

**APPROVED**

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

**DRAFT**

**Workforce Development Board  
 2024 Meeting Schedule**

<b>EXECUTIVE COMMITTEE 3rd Thursday</b>	<b>FULL WORKFORCE DEVELOPMENT BOARD 3rd Thursday</b>
<b>Thursday, January 18, 2024 from 9:00-10:30 am</b> At the Michigan Works! Service Center 200 W Van Buren St, Battle Creek MI 49017	
	<b>Thursday, February 15, 2024 from 9:00-10:30 am</b> At a Kalamazoo County location
<b>Thursday, March 21, 2024 from 9:00-10:30 am</b> At the Michigan Works! Service Center 200 W Van Buren St, Battle Creek, MI 49017	
<b>Thursday, April 18, 2024 from 9:00-10:30 am</b> At the Upjohn Institute 300 S Westnedge Ave, Kalamazoo, MI 49007	
	<b>Thursday, May 16, 2024 from 9:00-10:30 am</b> At a Branch County location
<b>Thursday, June 20, 2024 from 9:00-10:30 am</b> At the Michigan Works! Service Center 200 W Van Buren St, Battle Creek, MI 49017	
<b>Thursday, July 18, 2024 from 9:00-10:30 am</b> At the Upjohn Institute 300 S Westnedge Ave, Kalamazoo, MI 49007	
<b>Thursday, August 15, 2024 from 9:00-10:30 am</b> At the Michigan Works! Service Center 200 W Van Buren St, Battle Creek, MI 49017	
	<b>Thursday, September 19, 2024 from 9:00-10:30 am</b> At a St. Joseph County location
<b>Thursday, October 17, 2024 from 9:00-10:30 am</b> At the Upjohn Institute 300 S Westnedge Ave, Kalamazoo, MI 49007	
	<b>Thursday, November 21, 2024 from 9:00-10:30 am</b> At a Calhoun County location
<b>Thursday, December 19, 2024 from 9:00-10:30 am</b> At the Upjohn Institute 300 S Westnedge Ave, Kalamazoo, MI 49007	

The 2024 WDB Meeting Calendar will be posted at:

<https://www.michiganworkssouthwest.org/workforce-development-board>



August 31, 2023  
Business Services Summary

# Michigan Works! Southwest Dashboard



# Apprenticeship Summary

Total Registrants  
(August 31, 2023)

9



# Unemployment Rate by County

July 2023

Kalamazoo County  
4.3%

Calhoun County  
4.9%

Branch County  
4.3%

St. Joseph County  
4.7%

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

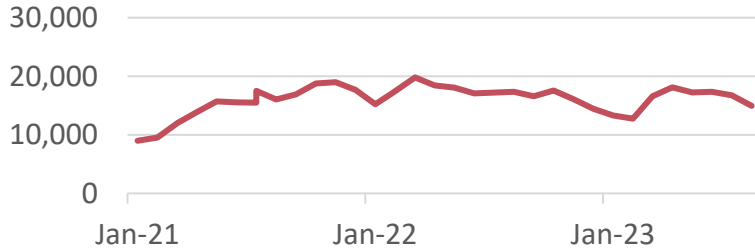
# Job Demand (Southwest Prosperity Region)

Time Period  
August 2023

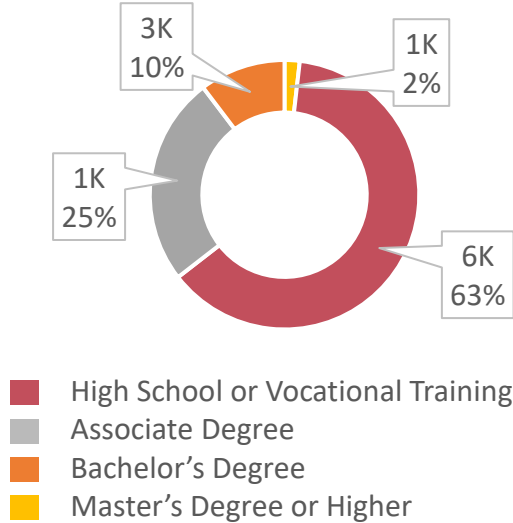
Total Ads  
14,924

Change/Month  
-10.6%

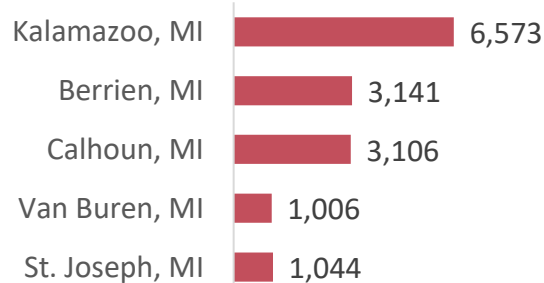
## Historical Ad Volume



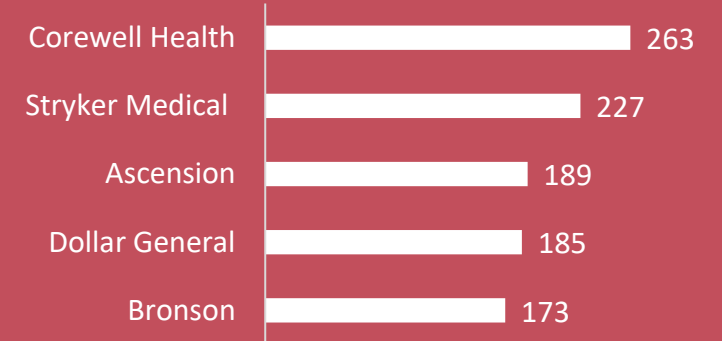
## Education Requirements



## Top Job Locations



## Top Employers



## Top Occupations



# Going Pro Talent Fund (GPTF) FY2023



**\$4,622,601**

Awarded to companies



**Branch**

\$54,111

**Calhoun**

\$1,091,604

**St. Joseph**

\$374,715

**Kalamazoo**

\$2,189,924



**68\***

Companies Awarded GPTF



**Branch**

2

**Calhoun**

24

**St. Joseph**

4

**Kalamazoo**

25



**2,661**

Individuals to be trained



**Branch**

36

**Calhoun**

692

**St. Joseph**

254

**Kalamazoo**

1,115



**339**

Planned Apprentices



**Branch**

0

**Calhoun**

39

**St. Joseph**

3

**Kalamazoo**

287



**783**

Anticipated New Hires



**Branch**

6

**Calhoun**

218

**St. Joseph**

127

**Kalamazoo**

415

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

# Employers Served

Number of Employers Served  
(7/1/2023 – 08/31/2023)

113

Number of Services Provided  
(7/1/2023 – 08/31/2023)

430



August 31, 2023  
Services Summary

# Michigan Works! Southwest Dashboard



# PATH

Partnership. Accountability.  
Training. Hope.

Number of Participants  
(Served 10/01/2022 – 08/31/2023)

984

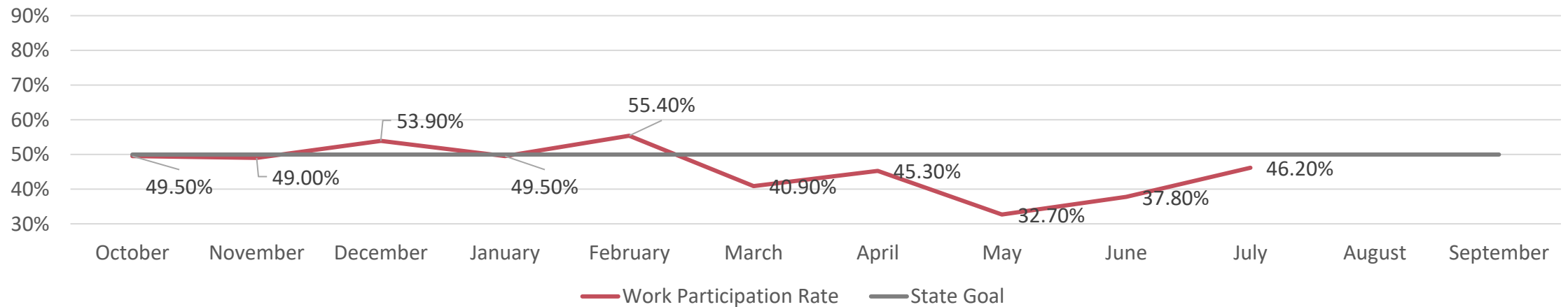
Employment Rate  
(10/01/2022 – 08/31/2023)

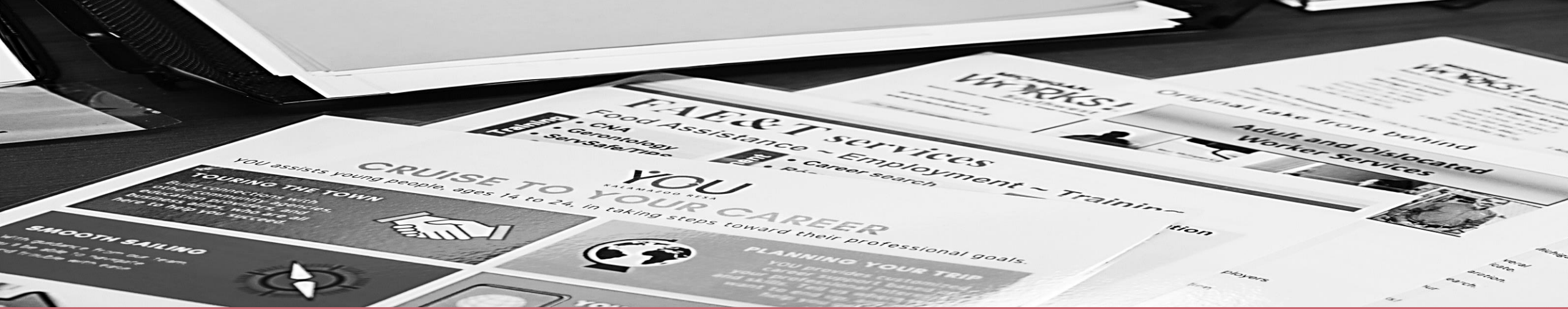
45.2%

Wage  
(10/01/2022 – 08/31/2023)

\$15.67

## PATH Work Participation Rate (FY23): 46.0%





# LEAP

Learn, Earn, and Provide

300

Number of Participants  
(Served 10/01/2022 – 08/31/2023)

67.3%

Employment Rate  
(10/01/2022 – 08/31/2023)

\$15.90

Average Wage  
(10/01/2022 – 08/31/2023)

# BRES

Barrier Removal Employment Success

377

Number of Individuals Who Received BRES  
Services  
(10/01/2022 – 08/31/2023)

## 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%	96.20%	90.10%	92.30%	80.60%	100.00%	65.00%	73.00%
Employment 4th Quarter After Exit	83.60%	90.00%	87.60%	100.00%	72.80%	86.70%	63.00%	68.00%
Median Earnings 2nd Quarter After Exit	\$6,192	\$10,678	\$7,914	\$8,446	\$3,660	\$3,823	\$5,175	\$7,847
Credential Attainment Rate	77.30%	71.40%	76.90%	33.30%	71.40%	33.30%	N/A	N/A
Measurable Skill Gains	65.10%	26.90%	67.60%	25.00%	33.30%	0.00%	N/A	N/A

PY23-Q1 outcomes 07/01/2023-09/30/2023; data pull 09/14/2023

See Slide 6 & 7 for Performance Measures Definitions

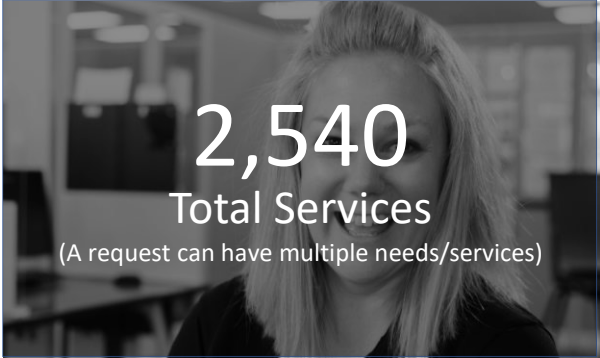
# Employer Resource Network (ERN)

Key Performance Indicators (10/01/2022 to 08/31/2023)

767% ROI

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

## Employee Testimonial



“An employee came to their ERN Success Coach to inquire about potential assistance for a car repair. This employee stated that they worked 3rd shift, the starter on their car was going out, and the car needed a few other small repairs. This employee could not afford to pay for the repairs and was worried that they may not be able to get to work, because public transportation was not an option during 3rd shift. The ERN Success Coach assisted them with a BRES application, to see if they were eligible for funding for car repairs. The employee worked diligently and was pro-active in completing the needed quotes and paperwork. The employee was approved for the car repairs. The employee was so happy that they could get their car fixed before the starter went out, ensuring that they would be able to make it to their job. The employee expressed gratitude for having ERN service onsite at their employer.” – April Gordon, ERN Success Coach

# 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.