

## WORKFORCE DEVELOPMENT BOARD AGENDA

Thursday, February 15, 2024 from 9:00-10:30 a.m.

### In-Person Meeting

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

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

#### Public Access is available at:

<https://us02web.zoom.us/j/87562599807?pwd=MENNTTdSMFFiMXFTVDdiWjVxbDd4dz09>

Meeting ID: 875 6259 9807 Passcode: 920097

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

- I. CALL TO ORDER / INTRODUCTIONS Jackie Murray, Chair
- II. RECOGNITIONS Jakki Bungart-Bibb
  - A. MW Southwest Shining Star Awards
- III. TRANSPARENCY & INTEGRITY OF WDB DECISIONS Kathy Olsen
- IV. PUBLIC TIME
- V. MINUTES (Vote Required)
  - A. December 6, 2023 WDB Annual Meeting Minutes (Exhibit A)
- VI. COMMITTEE REPORTS
  - A. No Reports
- VII. NEW BUSINESS
  - B. PLANS (Vote Required) Amanda Rosenberg
    - 1. CY2024 Michigan Works! System Plan (Exhibit B1)
    - 2. FY2024 Going PRO Talent Fund Program Administration Cycle 1, the Period of Jan 01, 2024 through Sept 30, 2025 (Exhibit B2)
- VIII. STAFF REPORTS
  - A. Business Services Update & Dashboard (Exhibit C) & Labor Market Info Ashley Iovieno
  - B. Operations Update & Dashboard (Exhibit D) Ashley Iovieno
  - C. Directors Report (Exhibit E) Jakki Bungart-Bibb

**IX. PROGRAM / PRESENTATIONS**

- A. Employer Highlight - Micro-LAM, Inc.
- B. Economic Update - Mike Horrigan, President, Upjohn Institute

**X. OLD BUSINESS**

**XI. PUBLIC TIME**

**XII. MEMBERS' TIME**

**XIII. UPCOMING MEETINGS**

- A. Executive Committee – Thursday, March 21, 2024 (9:00-10:30 am)
- B. Monitoring & Evaluation Committee –Tuesday, February 27, 2024 (8:00-9:30 am)
- C. Disability Awareness Resource Team (DART) – Tuesday, February 27, 2024 (2:00-4:00 pm)
- D. Career Educational Advisory Council (CEAC) – Monday, March 18, 2024 (1:00-3:00 pm)
- E. Full Workforce Development Board – Thursday, May 16, 2024 (9:00-10:30 am)

**XIV. ADJOURNMENT**

Jackie Murray, Chair

**Workforce Development Board  
Annual Meeting Minutes  
December 6, 2023**

**CALL TO ORDER:** Workforce Development Board Chair, Jackie Murray, called the meeting to order at 5:06 p.m. at Bell's Eccentric Café, 355 E. Kalamazoo Avenue, Kalamazoo, Michigan.

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

**WDB Members Present:**

Jill Bland (Econ Dev)	Derek King (PS)	Charles Rose (CBO),
Kathi Cain-Babbitt (Labor)	David Maurer (PS)*	alternate for Orozco
John Fiore (MRS)	Jackie Murray (PS)*	Dr. Paul Watson (Educ)
Lisa Godfrey (PS)*	Brian O'Donnell (PS)*	
Jeff Heppler (PS)	Jose Orozco (CBO)	* Exec Committee
Al Ives (PS)	David Pawloski (Labor)	
Kris Jenkins (Educ)*	Windy Rea (Job Corps)	

**WDB Members Absent**

Morris Applebey (Labor)	Jared Hoffmaster (PS)	Elizabeth VanDussen (PS)
Karen Doubleday (DHHS)	Lisa Johansen (DOC)	Karla Meeks (PS)
Jessica Eyster (PS)	David Sutherland (PS)	Sabrina Radenovic (PS)
Randall Hazelbaker (PS)*	Frank Tecumseh (PS)*	Ken Willcutt (Labor)

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

Jakki Bungart-Bibb	Kathy Olsen	Ashley Iovieno
Amy Meyers	Amanda Rosenberg	Shelby Springett

**PUBLIC TIME**

None.

**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.

**APPROVAL OF MINUTES (Exhibit A)**

**Motion made by Lisa Godfrey and supported by Kathy Cain-Babbitt to approve the November 16, 2023 Workforce Development Board quarterly meeting minutes. Motion carried.**

**NEW BUSINESS**

**Plans**

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

**Going PRO Talent Fund FY2023 Cycle 2 (Exhibit B1)** – Amanda Rosenberg reported the first plan to be considered is Cycle 2 of the FY 2023 Going PRO Talent Fund, which provides opportunities through competitive awards to employers to assist in training and retaining new and current employees. FY 2023 is the first year that the State has released a policy in response to the second cycle. Awards are based on the total number of company applications approved for funding. The allocation for this cycle totals \$255,729 and reflects the training of fifty-

eight (58) local residents at seven (7 ) companies. Training funded by the Talent Fund must fill a demonstrated need experienced by an eligible employer. A list of allowable training was provided on the plan document.

***Michigan Employment Recovery National Dislocated Worker Grant (Exhibit B2)***- Amanda Rosenberg reported the second plan for the Board to consider is the Michigan Employment Recovery National Dislocated Worker Grant – Auto related employment recovery project. Michigan Works! Southwest was allocated \$19,511, in response to a strike against the Big Three automakers. Dislocated Worker Grants are discretionary grants, for the temporary expansion of capacity to serve dislocated workers. Participant eligibility was listed on the plan document that was included in the agenda packet.

**Motion made by Lisa Godfrey and supported by John Fiore to approve the Going PRO Talent Fund FY2023 Cycle 2 and the Michigan Employment Recovery National Dislocated Worker Grant Plans. Motion carried.**

### **WDB Career Educational Advisory Council (CEAC)**

Kathy Olsen requested Board consideration and approval of two Career Educational Advisory Council items.

***Membership Roster (Exhibit C1)*** – Kathy Olsen reported the first item for Board consideration and approval is the membership roster for the Career Educational Advisory Council (CEAC). A State policy was released outlining the requirements for recertifying the CEAC. Each Workforce Development Board (WDB) is required to have an education advisory group, which is currently known as the Career and Educational Advisory Council. Membership includes representatives representing employers, the WDB, labor, a local district, a postsecondary institution, a CTE administrator, an academic educator, an intermediate school district, and a parent. Other representation can include entities such as MiSTEM and Job Corps. Michigan Public Act (PA) 491 of 2006, requires Board approval of the membership. The list of individuals to be considered for appointment to the CEAC was included in the agenda packet.

***61(b) CTE Early Middle College 2024 Strategic Plan (Exhibit C2)*** – Kathy Olsen reported the second Career Educational Advisory Council item for Board consideration and approval is the 61(b) CTE Early Middle College 2024 Strategic Plan. She reported state policy requires that the local Workforce Development Board sign off on the plan, a copy of which was included in the agenda packet. Form A includes local career cluster rankings; Form B identifies CTE early middle college and CTE dual enrollment programs throughout the MW Southwest region; and Form C lists the strategies that will be used to inform parents and students of CTE early middle college and CTE dual enrollment programs in the MW Southwest area.

**Motion made by Dave Maurer and supported by Brian O’Donnell to approve the membership roster for recertification of the Michigan Works! Southwest WDB Career Educational Advisory Council (CEAC) and the CEAC’s 61(b) CTE Early Middle College 2024 Strategic Plan. Motion carried.**

### **Annual Report**

Jakki Bungart-Bibb reported that Michigan Works! Southwest had another successful year of helping job seekers and supporting employers, developing and implementing innovative programs, and transforming lives. The annual report is a snapshot of some of those accomplishments. She thanked Board members for their dedication and engagement throughout the year and noted that the success cannot be achieved without the support of the Board. A print copy of the annual report was provided to attendees at the meeting. The virtual link and/or a QR code to access a virtual copy of the report will be emailed to members following the meeting.

### **Wagner-Peyser Update**

Jakki Bungart-Bibb also provided an update regarding the final rule that was released on November 24, 2023 in response to the Wagner-Peyer Notice of Proposed Rulemaking (NPRM). The final rule states, “...the Department recognizes that three states – Colorado, Massachusetts, and Michigan – have been approved by the Department for decades to deliver ES services using staffing models alternative to the full State merit-staffing. The Department

received many comments on the NRPM regarding the longstanding reliance interests of these States and the potential disruptions to service delivery (in these States specifically) that COULD result from having to implement a complete State merit-staffing requirement. Based on these comments, the Department is permitting these three States, which were authorized to use alternative staffing models since the 1990s, to use the staffing model consistent with that previously authorized for that State.”

Ms. Bibb noted that this is a huge win for Michigan, and she thanked Board members for their support throughout the process. She also noted that although this is something to celebrate, she wanted to make members aware that staff still have a hoop to jump through. The approved staffing model that the rule referenced is a local merit based staffing model. Although the Upjohn Institute is structured as a merit based organization, it is not designated as such. In order to keep the current staffing model in place, MWSW staff are looking into the allowability of becoming merit based, including what the process is to do so, if allowed. She again expressed appreciation for the Board’s support and noted that moving forward, the Board will be provided updates.

**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.

Jakki Bungart-Bibb noted that the next Executive Committee meeting scheduled for Thursday, December 21, 2023 will be cancelled unless the State releases funds that require the Board’s approval.

The next quarterly meeting of the full WDB is Thursday, February 15, 2024; the next Monitoring Committee meeting is Tuesday, January 23, 2024; the next Disability Awareness Resource Team (DART) meeting is Tuesday, February 27, 2024; and the next Career Educational Advisory Council (CEAC) meeting is Monday, March 18, 2024.

**ADJOURNMENT**

There being no other reports or business for the Board, the meeting was adjourned at 5:22 p.m.

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

\_\_\_\_\_  
Jackie Murray Date

**APPROVED**

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

**Michigan Works! System Plan (MWSP) Instructions for Calendar Year (CY) 2024,  
the Period of January 1, 2024 through December 31, 2024**

**PI: 23-34**

**Background**

The Michigan Works! System Plan is an instrument for the annual documentation and execution of employment, education and training programs, as well as for the transmission of assurances, certifications, and stipulations, mandatory and discretionary, for such programs funded by the Michigan Department of Labor and Economic Opportunity-Workforce Development (LEO-WD).

Administrative procedures required as part of the Michigan Works! System Plan include:

**1. State and Federal Provisions**

- Acknowledgement/Adherence to Michigan Works! System Plan Assurances, Certifications, and Stipulations.
- Certification Regarding Lobbying for Contracts, Grants, Loans, and Cooperative Agreements.
- Certification Regarding Debarment, Suspension, Ineligibility, Voluntary Exclusion, and Lower Tier Covered Transactions.
- Federal Funding Accountability and Transparency Act (FFATA) Data Collection form and certification.

**2. Michigan Works! Southwest Area Identification, Verification and Designation of:**

- Operating structure (Intergovernmental Transfers of Functional and Responsibilities, P.A. 8 of 1967).
- Grant Recipient (County of Kalamazoo, Kalamazoo County Board of Commissioners).
- Chief Elected Official (Chairperson, Kalamazoo County Board of Commissioners).
- Chairperson of the Michigan Works! Southwest Workforce Development Board (Jackie Murray).
- Administrative Entity (Michigan Works! Agency/W.E. Upjohn Institute for Employment Research).

**3. Designation and Certification of One-Stop Operator**

- Use of competitive-bidding process for selection of One-Stop Operator.
- Certify Janet Bloomfield Consulting as the One-Stop Operator for Branch, Calhoun, Kalamazoo and St. Joseph Counties.

**4. Workforce Development System Providers**

- Identification of service provider information for WIOA Title I Adult and Dislocated Worker, Wagner-Peyser Employment Services, Reemployment Services and Eligibility Assessment, Trade Adjustment Assistance, Partnership.Accountability.Training.Hope., and Food Assistance Employment & Training.

**Technical Information**

<b>Program Title/Number</b>	Michigan Works! System Plan (MWSP) Instructions for Calendar Year 2024; PI:23-34
<b>Funding Source</b>	N/A – Administrative Policy
<b>Funding Level</b>	N/A – Administrative Policy
<b>Duration</b>	January 1, 2024 through December 31, 2024
<b>Reference</b>	Michigan Department of Labor and Economic Opportunity-Workforce Development PI: 23-34 (December 23, 2023)
<b>CFDA Number</b>	N/A



**Going PRO Talent Fund (Talent Fund) Program Administration Fiscal Year (FY) 2024 Cycle I,  
 the Period of January 1, 2024 through September 30, 2025**

**PI: 24-04**

The Going PRO Talent Fund Cycle 1 provides individuals with employment, industry recognized credentials, and strong wages through competitive awards to employers to assist in training, developing, and retaining new and current employees. The Talent Fund helps to ensure Michigan’s workers have the skills they need for in-demand jobs and employers have the talent they need to compete and grow. Talent Fund-supported training expands and improves employees’ skills and develops their opportunities for growth or promotion within the company and for economic advancement.

**Training**

Training funded by the Talent Fund Cycle 1 must fill a demonstrated talent need experienced by an eligible participating employer. Training must lead to a credential for a skill that is transferable and recognized by the industry. Allowable training includes:

- Classroom or customized training for new and current employees
- On-the-job training for new employees
- Apprenticeships for first-year United States Department of Labor (USDOL) Registered Apprentices (new and current employees)

**Funding**

MWAs receive an award of Talent Fund funding based on the total number of company applications approved for funding.

**Funding Summary**

<b>Funding Source and Cost Categories</b>	<b>Funding Levels</b>
Total Allocation	\$1,871,723.00
Award Amount	\$1,749,272.99
Administration	\$122,449.11

Source: PI: 24-04, 1/25/2024

**Technical Information**

<b>Program Title/Number</b>	Going PRO Talent Fund Program Administration Fiscal Year (FY) 2024 Cycle I/PI: 24-04
<b>Funding Source</b>	State Funds
<b>Funding Level</b>	\$1,871,723.00
<b>Duration</b>	January 01, 2024 – September 30, 2025
<b>Reference</b>	State of Michigan; LEO PI: 24-04; 1/25/2024
<b>CFDA Number</b>	N/A

January 31, 2024  
Business Solutions Summary

# Michigan Works! Southwest Dashboard



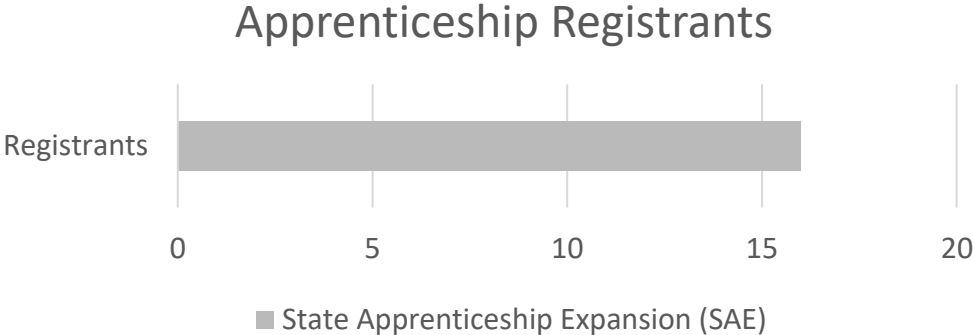


# Apprenticeship Summary

## Total Registrants

(January 31, 2024)

18



# Unemployment Rate by County December 2023

Kalamazoo County  
3.2%

A graphic for Kalamazoo County showing a laptop screen with a website and the text "Kalamazoo County 3.2%".

Calhoun County  
4%

A graphic for Calhoun County showing a "RESOURCE AREA" sign and the text "Calhoun County 4%".

Branch County  
3.4%

A graphic for Branch County showing various job training materials and the text "Branch County 3.4%".

St. Joseph County  
3.8%

A graphic for St. Joseph County showing a person using a tablet and the text "St. Joseph County 3.8%".

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

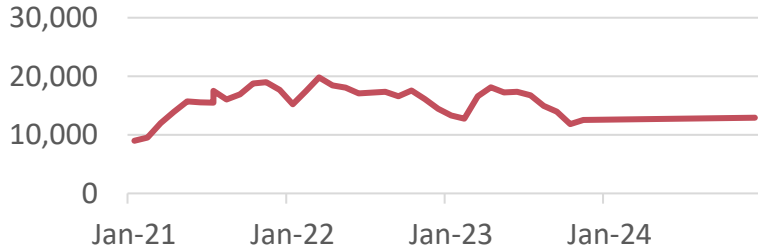
# Job Demand (Southwest Prosperity Region)

Time Period  
December 2023

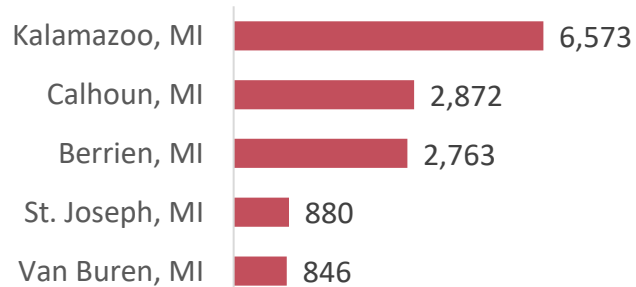
Total Ads  
**12,925**

Change/Month  
**3.1%**

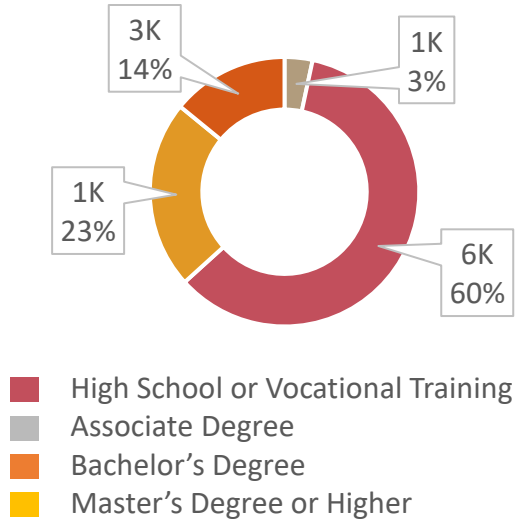
Historical Ad Volume



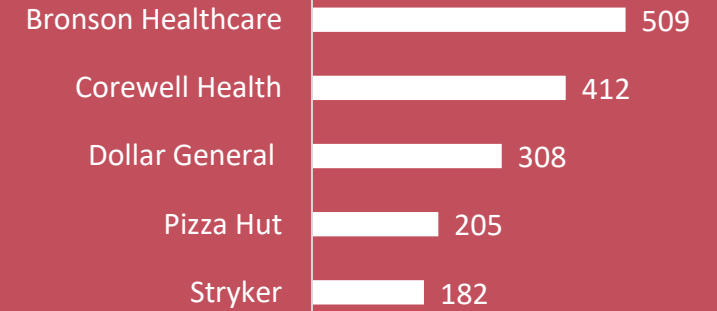
Top Job Locations



Education Requirements



Top Employers



Top Occupations



# Going Pro Talent Fund (GPTF) FY2024



**\$1,749,434.03**

Awarded to companies



**Branch**

\$0

**Calhoun**

\$262,125

**St. Joseph**

\$256,780

**Kalamazoo**

\$1,188,899.03



**29\***

Companies Awarded GPTF



**Branch**

0

**Calhoun**

5

**St. Joseph**

3

**Kalamazoo**

19



**933**

Individuals to be trained



**Branch**

0

**Calhoun**

149

**St. Joseph**

148

**Kalamazoo**

590



**194**

Planned Apprentices



**Branch**

0

**Calhoun**

18

**St. Joseph**

22

**Kalamazoo**

154



**297**

Anticipated New Hires



**Branch**

0

**Calhoun**

67

**St. Joseph**

53

**Kalamazoo**

146

\*Two (2) additional employers outside of Michigan Works! Southwest's four-county area were awarded GPTF money.

# IMPACT

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## Going PRO Talent Fund Fibre Converters

Fibre Converters has been in operation for almost 75 years, operating as a unique hybrid organization, with round-the-clock manufacturing operations, and an executive leadership culture of commitment to the community. With an ongoing investment in employees, the future success of Fibre Converters is directly linked to having a highly skilled and trained workforce. As a result of the support of FY2023 GPTF funding, all employees saw increased wages after completing Talent fund supported training. Participating employees took training such as Practical Approach to Project Management, Total Productive Maintenance (TPM), Single Minute Exchange of Dies (SMED), and 8D Problem Solving, as steps toward advancement within the company, into Team Lead, Shift Lead, or Supervisory roles. Most courses taken were general industry courses, applicable to many different manufacturing roles, developing a transferable skill sets. Additionally, to improve safety awareness and practices, the maintenance team participated in both Arc Flash and Confined Space training.

“The deep expertise and dedication of employees is our greatest asset and it’s on the shoulders of these great contributors that Fibre Converters continues to grow. Their success is driving our need for a growing workforce, while simultaneously executing succession plans to ensure our story continues. Prior to the FY 2023 Going Pro Talent Fund grant, problem-solving exercises were led predominantly by a group of 2-3 people. Due to issues with scheduling such a small group, the response time for customer issues was significantly delayed. We have now trained 13 employees, across 6 different work areas, in 8D problem solving. Many of them have since successfully led 8D team meetings, thus improving our responsiveness to customers.”

– Jessica Wagner, Quality Management Services & Compliance, Fibre Converters

# Employers Served

Number of Employers Served  
(7/1/2023 – 1/31/2024)

251

Number of Services Provided  
(7/1/2023 – 1/31/2024)

1480





January 31, 2024  
Services Summary

# Michigan Works! Southwest Dashboard



# PATH

Partnership. Accountability.  
Training. Hope.

Number of Participants  
(Served 10/01/2023 – 1/31/2024)

469

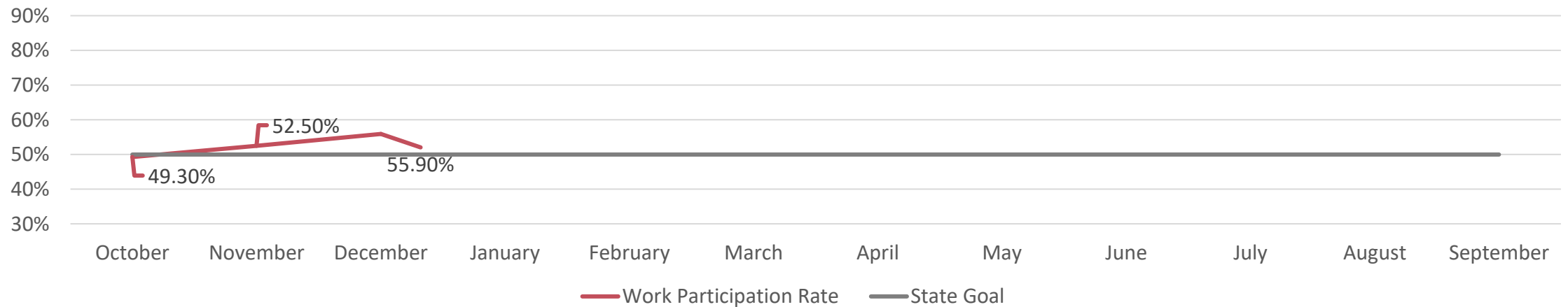
Employment Rate  
(10/01/2023 – 1/31/2024)

35.1%

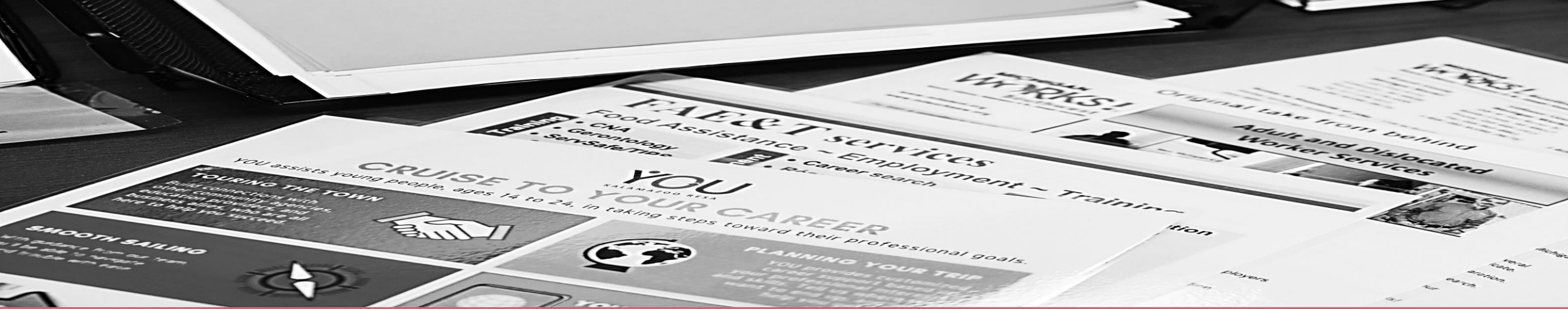
Wage  
(10/01/2023 – 1/31/2024)

\$15.59

## PATH Work Participation Rate (FY24): 52.6%







# LEAP

Learn, Earn, and Provide

156

Number of Participants  
(Served 10/01/2023 – 1/31/2024)

63.4%

Employment Rate  
(10/01/2023 – 1/31/2024)

\$15.85

Average Wage  
(10/01/2023 – 1/31/2024)

# BRES

Barrier Removal Employment Success

117

Number of Individuals Who Received BRES  
Services  
(10/01/2023 – 1/31/2024)

### Most Common BRES Support Services Provided:

- Housing and Rental Assistance
- Transportation Related

# 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	88.6%	92.9%	90.1%	83.3%	80.6%	80.0%	65%	74.8%
Employment 4th Quarter After Exit	83.6%	84.0%	87.6%	93.8%	72.8%	79.3%	63%	70.7%
Median Earnings 2nd Quarter After Exit	\$6,192	\$10,400	\$7,914	\$9,357	\$3,660	\$4,647	\$5,175	\$8,408
Credential Attainment Rate	77.3%	78.6%	76.9%	66.7%	71.4%	28.6%	N/A	N/A
Measurable Skill Gains	65.1%	45.8%	67.6%	47.8%	33.3%	1.6%	N/A	N/A

PY23-Q2 outcomes 10/01/2023-12/31/2023; data pull 2/12/2024  
See Slide 6 & 7 for Performance Measures Definitions

# Employer Resource Network<sup>®</sup> (ERN<sup>®</sup>)

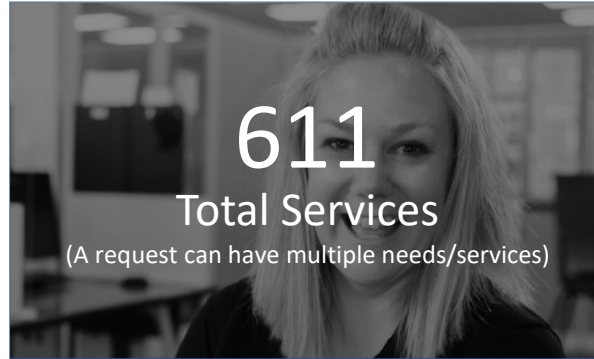
Key Performance Indicators (10/01/2023 to 1/31/2024)

## 767% ROI

Increased Productivity and Retention Saves Money

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

## Highlight



In January 2024, an ERN<sup>®</sup> employee (EE), with a family of seven, lost their home to a fire. Employer shift supervisor contacted ERN<sup>®</sup> Success Coach (SC) for assistance. ERN<sup>®</sup> SC immediately began working with the local United Way, American Red Cross, Public School, and Employer Chaplain. As a result of ERN<sup>®</sup> SC referrals, EE and family were given emergency funding for temporary housing. Additionally, community-based organizations supported this family with food, clothing, and other supplies. ERN<sup>®</sup> SC, along with the assistance of the United Way, guided EE in setting up a donation site with the United Way, to avoid the high fee of the GoFundMe site, allowing EE to use all proceeds for immediate needs. Further, ERN<sup>®</sup> SC communicated the needs of EE to community supports, resulting in a commitment for furnishings once the family can move into permanent housing.

Further successes of ERN<sup>®</sup> during the month of January include a total of 232 hours spend in Outreach/Research, and 86 group activities provided.



# 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**  
February 15, 2024

**State Update**

On February 7<sup>th</sup>, Governor Whitmer released her executive recommended budget.

The Administration has posted several documents to the state budget office website and you can find additional information [here](#).

- **\$20 million additional one-time for Going Pro** (general fund) to further expand employer-based training that results in industry recognized credentials and certificates. This investment is in addition to the \$54.8 million (\$45.2 million general fund) provided on an ongoing basis for the program.
- **New \$5M Juvenile Justice Investment**
- **\$25 million for the Build Ready Sites Program** (general fund) to identify and prepare sites in Michigan for future development or redevelopment, thereby creating a statewide inventory of development-ready sites to attract and promote investment in Michigan.
- **\$20 million for Business Attraction and Community Revitalization** (general fund) to stimulate job creation and private investment, revitalize and redevelop vital properties, and support small businesses that serve as the backbones of our communities. Combined with the \$100 million (\$40.7 million general fund) of ongoing funding, these investments will create jobs and develop high-quality places that attract residents and spur economic growth.
- **\$2.5 million for Rural Prosperity Grants** (general fund) that help enhance regional and statewide coordination of services and programming in rural communities and help develop the plans and partnerships needed for economic growth.
- **\$20 million for Talent Solutions** (general fund) to address current and future workforce needs. These funds will be used strategically to provide specialized economic assistance to businesses that are locating or expanding in Michigan, as well as to develop customized solutions to fill identified talent gaps in key industries.
- **\$4 million for the Michigan Growth Office** (general fund) to build on and expand the work of the Growing Michigan Together Council by identifying opportunities to remove barriers to population growth and support growth in communities across the state.
- **\$500 million for the Strategic Outreach and Attraction Reserve Fund** (state restricted funds) to invest in Michigan's future and attract transformational projects that keep Michigan at the forefront of manufacturing.
- **\$50 million for the Revitalization and Placemaking Program** (state restricted funds) for grants that will be used to rehabilitate vacant, underutilized, blighted, and historic structures and develop place-based infrastructure associated with traditional downtowns, social-zones, outdoor dining, and other public spaces.

## **Federal Update**

In November 2023, the House Education and Workforce Committee voted in favor of the Stronger Workforce for America Act – a significant step in the reauthorization of the Workforce Innovation and Opportunity Act (WIOA). While this bipartisan legislation introduces several positive provisions aimed at enhancing the flexibility and effectiveness of our local workforce development efforts, there are critical aspects that must be addressed to ensure continued success in serving Michigan's unique community needs.

**Commendable Provisions:** The Act acknowledges the critical feedback from local workforce stakeholders, making strides in several areas:

- Simplifies the process for local governments to serve as one-stop operators.
- Increases the funding cap for incumbent worker training, enhancing skill development within existing workforces.
- Expands operational flexibility for local boards regarding one-stop centers and affiliate sites.
- Introduces a more stable state funding mechanism for Infrastructure Funding Agreements, addressing long-standing negotiation challenges.
- Maintains full transferability between Adult and Dislocated Worker accounts, ensuring adaptability to shifting workforce needs.
- Adjusts definitions and service priorities to better serve Opportunity Youth, lowering the required percentage and broadening the scope for support.
- Establishes a dedicated funding source for Individual Training Accounts (ITAs) for Dislocated Workers, directly benefiting local boards through formula distribution.

**Areas of Concern:** Despite these positive steps, the Act mandates conditions that could restrict local decision-making and limit the scope of services offered to job seekers and employers:

- **Mandates a 50% training expenditure** for Adult and Dislocated Worker funds, imposing a one-size-fits-all approach that undermines local flexibility and fails to recognize the value of supportive services integral to training completion and workforce participation.
- **Increases the Governor's Reserve to up to 10%** for a 'Critical Industries Fund,' potentially diminishing local resources vital for delivering mandated training services. This provision could redirect federal and existing reserve funds away from local initiatives, diminishing the impact of federal investments on state-level workforce development.
- **Introduces redesignation language** that could enable state-wide consolidation of local workforce areas against the majority will of local boards, potentially diluting local focus and undermining the representation of job seekers and employers.