

# Michigan Works! Southwest System Structure

A Summary of the Michigan Works! Workforce Development System

| <b>System Principles</b>  |   |
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| <ul style="list-style-type: none"> <li>• Universal access for employers and job seekers</li> <li>• Easy customer access</li> <li>• Services that are market driven through private sector leadership</li> </ul>   | <ul style="list-style-type: none"> <li>• Integration of services across agencies and programs</li> <li>• Accountability focused on results and documented by performance measures</li> </ul>  |
| <b>Job Seeker: Career &amp; Training Services</b>   |   |
| <ul style="list-style-type: none"> <li>• Orientation to Michigan Works! System</li> <li>• Program eligibility and application processes</li> <li>• Supportive services</li> <li>• Labor exchange</li> <li>• Job, career and skill self-assessments</li> <li>• Employer and human services directories</li> <li>• Job readiness training</li> <li>• Customized training</li> </ul> | <ul style="list-style-type: none"> <li>• Resume writing software</li> <li>• Occupational training information</li> <li>• Financial aid information</li> <li>• Labor market information</li> <li>• Some services may be based on eligibility</li> <li>• Occupational skills training</li> <li>• Skills upgrading and retraining</li> <li>• Employment readiness workshops</li> </ul> |
| <b>Employer Services</b>  |   |
| <ul style="list-style-type: none"> <li>• Develop, update and deactivate job orders on Pure Michigan Talent Connect</li> <li>• Resume search for specific selection criteria on Pure Michigan Talent Connect</li> <li>• Accepting and pre-screening of applications</li> <li>• Customized assessments and training</li> <li>• On-the-Job Training Grant opportunities</li> </ul>   | <ul style="list-style-type: none"> <li>• WorkKeys National Career Readiness Certification</li> <li>• Office space and room scheduling for individual/group interviews and/or testing</li> <li>• Workshops on site</li> <li>• Employer tax credit resources</li> <li>• Training opportunities and funding</li> </ul>   |

| <b>Workforce / Talent Development Structure</b>  |  |
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| <b>Congress</b>  |  |
| <ul style="list-style-type: none"> <li>• Studies needs</li> <li>• Enacts legislation</li> </ul>  | <ul style="list-style-type: none"> <li>• Appropriates funding</li> <li>• Evaluates program results</li> </ul>  |
| <b>Federal Agencies<br/>(U.S. Department of Labor, U.S. Department of Education, U.S. Department of Agriculture,<br/>U.S. Department of Health and Human Services)</b>   |  |
| <ul style="list-style-type: none"> <li>• Establishes regulations, clarifies legislation and establishes operating rules</li> <li>• Sets performance standards</li> <li>• Reviews and approves state plans</li> </ul> | <ul style="list-style-type: none"> <li>• Allocates and distributes funds to the state</li> <li>• Establishes data information systems and reporting requirements</li> <li>• Reports program results to Congress</li> </ul> |
| <b>Governor</b>  |  |
| <ul style="list-style-type: none"> <li>• Sets overall vision for talent development</li> <li>• Designates local service delivery areas (local geographic region)</li> </ul>  | <ul style="list-style-type: none"> <li>• Certifies Workforce Development Boards (WDBs)</li> <li>• Approves local plans</li> </ul>  |

*A proud partner of the American Job Center Network.  
 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.  
 Funded in part with state and/or federal funds.*

| <b>Michigan Workforce Development Board</b>   |  |
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| <ul style="list-style-type: none"> <li>Members serve in an advisory capacity to the Governor</li> <li>Charged with advising and assisting the governor regarding compliance with the federal Workforce Innovation and Opportunity Act and overall talent development</li> </ul>   | <ul style="list-style-type: none"> <li>Will be structured to meet a broader charge which includes stronger linkages with community colleges, career and technical education, and workforce elements of economic development</li> </ul>   |
| <b>Department of Labor &amp; Economic Opportunity/Workforce Development (LEO/WD), State of Michigan</b>   |  |
| <ul style="list-style-type: none"> <li>State agency for workforce and talent development</li> <li>Carry out Governor’s day-to-day workforce and talent development responsibilities – planning, policy, guidance, and evaluation</li> <li>Distributes funding to the local areas</li> </ul>   | <ul style="list-style-type: none"> <li>Establishes workforce development policies</li> <li>Develops and submits state plans for federal funding</li> <li>Works in partnership with other state departments</li> </ul>  |
| <b>Workforce Development Boards</b>   |  |
| <ul style="list-style-type: none"> <li>The Board, in each Michigan Works! Area, participates in the development of, and submits recommendations regarding, the workforce development plans, basic goals and policies and procedures for the Michigan Works! System</li> <li>The Boards maintain a “One Stop” workforce development system which provides customers, employers and job seekers, with access to a full range of services that are seamless, easily accessible and tailored to individual needs</li> </ul> | <ul style="list-style-type: none"> <li>The Boards monitor and provide objective evaluation of workforce development programs and services in each of the Michigan Works! Areas</li> <li>The Boards provide a continuing analysis of the needs for employment, training and related services, including efforts to reduce and eliminate artificial barriers to employment</li> <li>The Boards identify specific areas of training that are based on local labor market needs and occupations in demand</li> </ul> |
| <b>Local Elected Officials</b>  |  |
| <ul style="list-style-type: none"> <li>Appoint WDB members</li> </ul>   | <ul style="list-style-type: none"> <li>Serves as grant recipient</li> </ul>  |
| <b>Career Educational Advisory Council (CEAC)</b>   |  |
| <ul style="list-style-type: none"> <li>CEAC representation must be comprised of workforce development board members, employers, labor market representatives, local school districts, post-secondary institutions, intermediate districts, career and technical educators, public school parents, and academic educators</li> </ul>   | <ul style="list-style-type: none"> <li>The role of the CEAC is to serve in an advisory capacity to local Boards on a broad range of youth and educational issues</li> </ul>  |
| <b>Michigan Works! Areas</b>  |  |
| <ul style="list-style-type: none"> <li>Responsible for day-to-day operations</li> <li>Provides technical assistance to subcontractors</li> </ul>  | <ul style="list-style-type: none"> <li>Monitors subcontractors for compliance</li> <li>Map of Michigan Works! Areas is available at: <a href="https://www.michiganworks.org/michigan-works-network">https://www.michiganworks.org/michigan-works-network</a></li> </ul>  |
| <b>Michigan Works! Service Center (MWSC)</b>  |  |
| <ul style="list-style-type: none"> <li>A MWSC is a location where at a minimum, services are accessible by both the customer groups - employers and job seekers, and where services from workforce development programs are co-located for easy customer access</li> </ul>  | <ul style="list-style-type: none"> <li>Access to all workforce development services will be included in the Michigan Works! System either at a service center or through referral</li> </ul>   |

## Workforce Development Programs

### Wagner-Peyser

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| <ul style="list-style-type: none"> <li>Labor exchange services at Pure Michigan Talent Connect: <a href="http://mitalent.org">mitalent.org</a></li> <li>Serves universal populations</li> <li>Serves Unemployment Insurance claimants</li> <li>Serves veterans</li> </ul> | <ul style="list-style-type: none"> <li>Serves migrant and seasonal farm workers</li> <li>Federally funded: Program Year July 1 – June 30</li> <li>Services provided by employees of public entities with merit systems</li> </ul> |
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### Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker

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| <ul style="list-style-type: none"> <li>Federally funded: Program Year July 1 – June 30</li> <li>Career services – universal population</li> </ul> | <ul style="list-style-type: none"> <li>Services accessed at MWSC             <ul style="list-style-type: none"> <li>○ Adults                 <ul style="list-style-type: none"> <li>18 years and older</li> <li>Priority for economically disadvantaged</li> </ul> </li> <li>○ Dislocated Worker                 <ul style="list-style-type: none"> <li>Eligibility based on employment termination or layoff as a result of any permanent closure or substantial layoff</li> </ul> </li> </ul> </li> </ul> |
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### WIOA - Youth

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| <ul style="list-style-type: none"> <li>Provide services linked to labor market needs and have a strong connection between academics and occupational learning</li> <li>Federally funded: Program Year July 1 – June 30</li> <li>Not less than 14 and not more than 24 years old</li> <li>Low income and has one or more prescribed barriers</li> <li>A minimum of 75% of funds must be spent on out of school youth</li> </ul> | <ul style="list-style-type: none"> <li>The required Program elements:             <ul style="list-style-type: none"> <li>○ Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies</li> <li>○ Alternative secondary school services, or dropout recovery services, as appropriate</li> <li>○ Paid and unpaid work experiences that have as a component, academic and occupational education, which may include:                 <ul style="list-style-type: none"> <li>Summer employment opportunities available throughout the school year</li> <li>Pre-apprenticeship programs</li> <li>Internships and job shadowing</li> <li>On-the-Job training opportunities</li> </ul> </li> <li>○ Occupational skill training, with a focus on recognized postsecondary credentials and in-demand occupations</li> <li>○ Leadership development activities</li> <li>○ Supportive services</li> <li>○ Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months</li> <li>○ Follow up services for not less than 12 months after the completion of participation</li> <li>○ Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling</li> <li>○ Integrated education and training for a specific occupation or cluster</li> </ul> </li> </ul> |
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|   | <ul style="list-style-type: none"> <li>○ Financial literacy education</li> <li>○ Entrepreneurial skills training</li> <li>○ Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area including talent tours</li> <li>○ Activities that help youth prepare for and transition into postsecondary education and training</li> </ul> |
| <b>Trade Programs – NAFTA</b><br><b>Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA) / Trade Adjustment Assistance (TAA) / Trade Globalization Adjustment Assistance Act (TGAAA) / Trade Adjustment Assistance Extension Act (TAAEA)</b>               |  |
| <ul style="list-style-type: none"> <li>• Federal funding: Fiscal Year October 1 – September 30</li> </ul>   | <ul style="list-style-type: none"> <li>• Assists U.S. workers who have lost their jobs as a result of foreign trade</li> </ul>   |
| <b>Partnership.Accountability.Training.Hope. (PATH) and Food Assistance Employment and Training (FAE&amp;T) / Time Limited Food Assistance (TLFA)</b>   |  |
| <ul style="list-style-type: none"> <li>• Federally and State funded: Fiscal Year October 1 – September 30</li> <li>• Eligibility determined by the Department of Health and Human Services</li> <li>• Services accessed at Michigan Works! Service Centers</li> </ul> | <ul style="list-style-type: none"> <li>• Services available: <ul style="list-style-type: none"> <li>○ Assessment &amp; Individual Service Strategy</li> <li>○ Job Skills Training</li> <li>○ Work Experience / Community Service</li> <li>○ Vocational Education Training</li> <li>○ Case Management</li> <li>○ Support Services</li> </ul> </li> </ul>  |