

3RD QUARTER 2019

CEO REPORT

REGIONAL PERSPECTIVE  CURRENT PROJECTS  REGIONAL SPOTLIGHT
UPCOMING EVENTS  PERFORMANCE REPORTS



MICHIGAN
WORKS!
Great Lakes Bay Region

Letter from CEO Report

Summer and fall of 2019 are proving to be an exciting time for workforce development in the Great Lakes Bay Region! This summer we saw the continuation of a full-capacity labor force (unemployment rates at 4.5-5%) bring previously disengaged individuals back into the labor force. This much needed infusion of talent into the workforce was welcomed, but unfortunately did little to subdue the talent shortage the region and the state are experiencing -- as evidenced by the 88 single company job fairs the Great Lakes Bay Michigan Works! Employment Services Team held for employers over the summer.

With September came the Going Pro Talent Fund open season. The Going Pro Talent Fund is Michigan's leading workforce development reinvestment program which provides competitive awards to employers to assist in training, developing, and retaining current and newly hired employees (www.michigan.gov). Michigan Works Business Services Team held multiple information sessions in each of our five counties to ensure the most accurate information possible is available for our region's employers. Last year, the grant awarded over \$2M to regional employers, funding the training for nearly 2,000 employees. Also in September, Michigan Works agencies from across the state came together in Kalamazoo for the Michigan Works! Association's Annual Conference. During this informative three-day conference, Michigan Works! and partner organizations from across the state join together to share best practices. Our own Georges Wright received the Shining Star award from the association for his dedication and commitment to helping both employers and job seekers.

In October, Great Lakes Bay Michigan Works, in partnership with Youth Solutions Inc. and the Institute for Excellence in Education, will be launching the Jobs for Michigan Graduates Program in Gratiot and Isabella Counties. This program, an affiliate of the national Jobs for American Graduates program, is a solutions-focused movement centered on equipping young people with the skills to overcome barriers and win in education, employment, and as citizens. As part of the academic curriculum, JMG students participate in employability skills training and career exposure activities that prepare them for the workplace. Once diplomas are in hand, JMG devotes at least 12 months to helping graduates secure employment.

On October 30, Great Lakes Michigan Works! in partnership with Michigan Works! Region 7B will host the inaugural MiCareerQuest Middle Michigan at SVSU's Ryder Center. This marquee career exploration event will expose over 10,000 8th thru 12th grades students, teachers and counselors to the outstanding career opportunities available in our region. The event was developed to highlight the region's high-wage, high-demand careers and the pathways necessary to achieve them. To date over 90 employers and training providers have generously dedicated their time and resources to make this event the premier career exploration experience in the region!

These are just a few of the exciting programs that are happening across the Great Lakes Bay Region this fall. Thank you for being a part of the Great Lakes Bay Michigan Works Joint Board of Directors!

Respectfully,

Chris Rishko

regional PERSPECTIVE



LABOR FORCE SNAPSHOT, INDUSTRY SNAPSHOT,
OCCUPATION SNAPSHOT

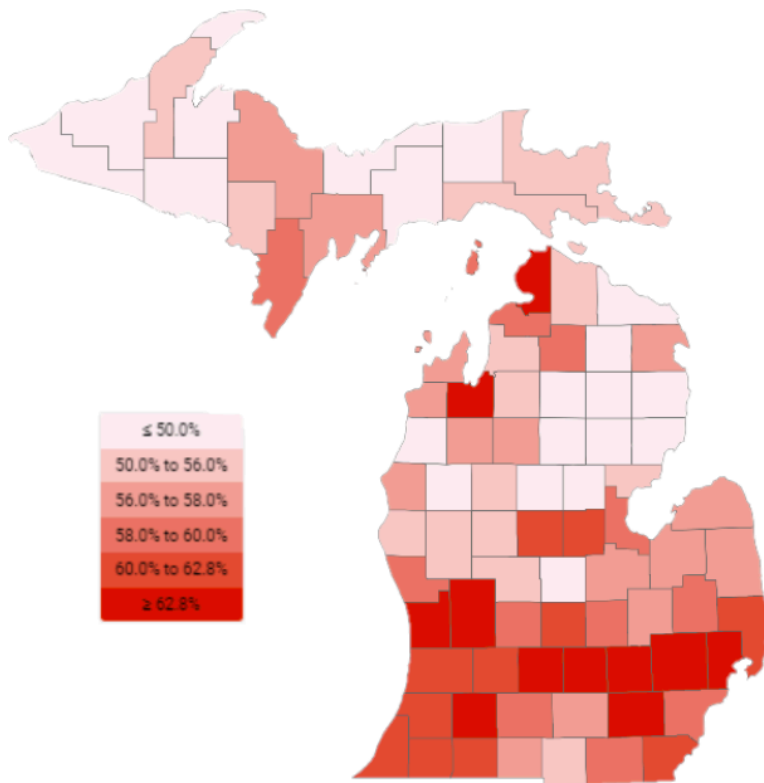
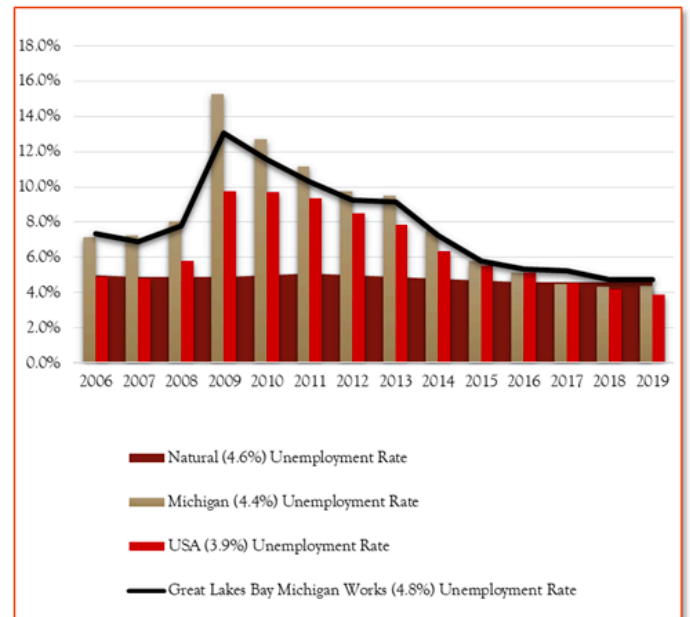


Labor Force Snap Shot

Unemployment Rate

The official unemployment rate for the region continues to closely reflect that of the state (4.4% vs 4.8%), but lags behind the national average of 3.9%.

From a labor force standpoint, the regional unemployment rate is holding fairly steady to the *ideal natural rate of unemployment* (4.6%). This metric echoes the long-term statistical unemployment trend. An unemployment rate at or below the *ideal natural rate of employment* is an indicator of a healthy economy. (Source: www.bls.gov)



Labor Force Participation Rate

The labor force participation rate is the share of people ages 16 and older who are either working or actively looking for work. A participation rate that is at or above its potential rate or so-called long-run trend is a signal that the labor market is at or above full employment. (www.frbsf.org).

From a *labor force participation rate* standpoint, the Great Lakes Bay Region as well as Michigan as a whole (57.9% and 61.2% respectively) is below full employment.

The graphic to the left highlights which counties are at or above full employment (dark orange) and which are not. (www.jobsEQ.com)

Bottom Line: Although the unemployment rates across the region have rebounded well from the recession of 2008-2009, the labor force participation rates for the region highlight the need for non-traditional programs focused on attracting previously non-engaged employees back into the workforce to help alleviate the current shortage of employees facing our region's organizations.



Industry Snapshot

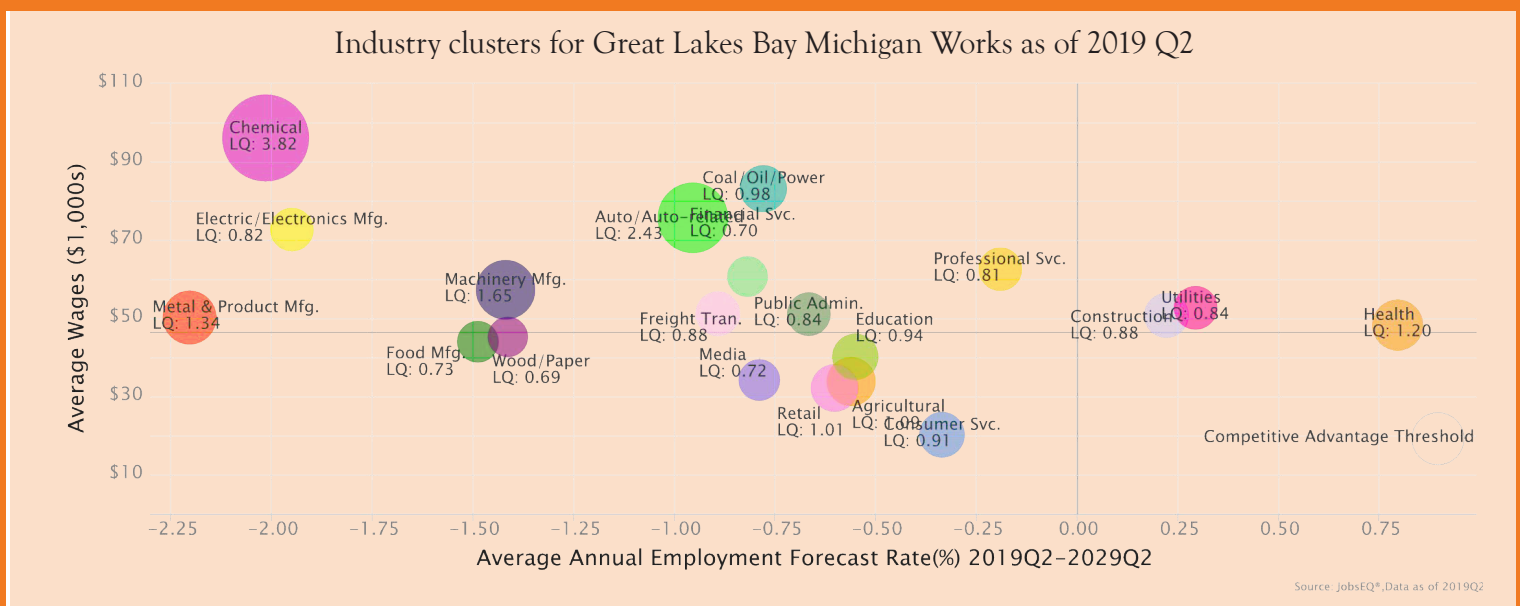
The largest industry sector in the Great Lakes Bay Region is health care & social assistance, employing 35,820 workers. The next-largest sectors in the region are manufacturing (28,812 workers) and retail trade (24,902). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are manufacturing (LQ = 1.68), management of companies & enterprises (1.36), and utilities (1.24).

Industry sectors in the Great Lakes Bay Michigan Works! area with the highest average wages per worker are management of companies & enterprises (\$138,044), utilities (\$88,272), and manufacturing (\$71,370). Regional sectors with the best job growth (or most moderate job losses) over the last year are manufacturing (+593 jobs), administrative & support and waste management & remediation services (+295), and other services (except public administration) (+200).

Over the next 10 years, employment in the Great Lakes Bay Region is projected to contract by 7,153 jobs. The fastest growing sector in the region is expected to be health care & social assistance with a +0.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for health care & social assistance (+2,953 jobs), construction (+284), and professional, scientific, & technical services (+87).

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in our region with the highest relative concentration is chemical with a location quotient of 3.82. This cluster employs 7,403 workers in the region with an average wage of \$96,129. Employment in the chemical cluster is projected to contract in the region about 2.0% per year over the next 10 years.



Occupation Snapshot

The largest major occupation group in the Great Lakes Bay Region is office & administrative support occupations, employing 27,025 workers. The next-largest occupation groups in the region are sales & related occupations (21,539 workers) and food preparation & serving related occupations (19,464). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are production occupations (LQ = 1.54), healthcare support occupations (1.30), and healthcare practitioners & technical occupations (1.25).

Occupation groups in the Great Lakes Bay Region with the highest average wages per worker are management occupations (\$103,200), healthcare practitioners & technical occupations (\$77,500), and architecture and engineering occupations (\$74,900). The unemployment rate in the region varied among the major groups from 1.5% among healthcare practitioners & technical occupations to 9.0% among farming, fishing & forestry occupations.

Over the next 10 years, the fastest growing occupation group in the Great Lakes Bay Michigan Works is expected to be healthcare support occupations with a +1.2% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for healthcare support occupations (+924 jobs) and healthcare practitioners & technical occupations (+657). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in food preparation & serving related occupations (32,825 jobs) and office & administrative support occupations (28,940).

Occupation	Employees	Avg Ann Wages ²	LQ	Unemployed	Unemployment Rate	Annual Growth
Office and Administrative Support	27,025	\$35,800	0.91	1,072	3.9%	-0.9%
Sales and Related	21,539	\$35,800	1.04	1,134	5.3%	-0.7%
Food Preparation and Serving Related	19,464	\$23,400	1.09	1,431	7.3%	-0.2%
Production	19,244	\$38,400	1.54	874	4.6%	-1.7%
Healthcare Practitioners and Technical	14,828	\$77,500	1.25	221	1.5%	0.4%
Transportation and Material Moving	12,040	\$34,300	0.84	718	5.8%	-0.5%
Management	11,442	\$103,200	0.90	208	1.8%	
Education, Training, and Library	10,315	\$52,300	0.89	341	3.3%	-0.3%
Personal Care and Service	9,077	\$25,400	1.00	472	5.1%	0.6%
Building and Grounds Cleaning and Maintenance	8,859	\$28,400	1.24	544	6.3%	-0.1%
Business and Financial Operations	8,770	\$63,500	0.81	260	2.9%	-0.2%
Construction and Extraction	8,588	\$45,800	0.89	580	6.6%	0.2%
Installation, Maintenance, and Repair	8,122	\$44,100	1.02	231	2.9%	-0.4%
Healthcare Support	7,404	\$29,800	1.30	281	3.9%	1.2%
Architecture and Engineering	4,357	\$74,900	1.24	104	2.4%	-0.4%
Computer and Mathematical	3,627	\$70,300	0.60	84	2.3%	0.1%
Community and Social Service	3,553	\$44,000	1.03	87	2.5%	0.5%
Protective Service	3,468	\$43,900	0.77	101	2.9%	-0.8%
Arts, Design, Entertainment, Sports, and Media	2,605	\$41,500	0.71	85	3.1%	-0.5%
Life, Physical, and Social Science	1,194	\$62,300	0.73	30	2.5%	-0.5%
Farming, Fishing, and Forestry	1,080	\$26,700	0.81	100	9.0%	-1.0%
Legal	977	\$74,400	0.56	18	1.8%	0.0%
Total - All Occupations	207,578	\$44,800	1.00	n/a	n/a	-0.4%

current PROJECTS



MI CAREER QUEST MIDDLE MICHIGAN
JOBS FOR MICHIGAN GRADUATES





A New Way to Create a Talent Pipeline

Looking ahead and interested in creating a talent pipeline for your business? Weary of the same-old career fairs? Jazzed about something collaborative and innovative?

Then join companies like Vantage Plastics, Covenant HealthCare, SC Johnson, Mid Michigan Health, McLaren, Avalon & Tahoe, Consumers Energy, Fullerton Tool, Michigan Agriculture Commodities, Renue Physical Therapy, Kapex Manufacturing, Rollrite, Hemlock Semiconductor, MMR, Nexteer, Spence Brothers, LIUNA Local 1098, and Great Lakes Bay Manufacturing Association and become an exhibitor or sponsor.

The first event takes place on October 30, 2019, at SVSU's Ryder Center and promises to be the most unique, hands-on career exploration ever. Modeled after similar events in West and SE Michigan, it will feature heavy equipment, simulators, tools, and hands-on exhibits – presented by working professionals to 10,000 area middle and high schoolers already registered from an 11-county area.

In addition, several education providers will be on-hand to connect students to the necessary training required for some of today's highest demand jobs including Central Michigan University, Greater Michigan Construction Academy, SVSU, Delta College, Dorsey Schools, and Alpena Community College.

Great Lakes Bay Michigan Works! and Michigan Works! 7B are hosting the event and are actively planning with sponsors and exhibitors in the following industries:

- Advanced Manufacturing
- Agri-Business
- Construction
- Health Care
- Information Technology

The goal of the event is to create an experience unlike any other career and college-readiness event.

Imagine CNC machines, CPR dummies, robots, drones, and cranes – all up close and personal with no “Do Not Touch” signs in sight. The event hopes to help students find their future in an exciting new way, while also laying the ground work to build a much-needed talent pipeline for employers.

This is not your typical career fair. In fact, it's not a career fair at all. It will be an unmatched opportunity for employers to work together within their industries to help youth better understand the strong career options available right here in Michigan.

Employers are contributing and participating in many ways, including sponsorship, leadership in the planning committee, championing the overall composition and flow of an industry's exhibits, and by exhibiting the day of the event.

If you are interested in VIP tours during the event, contact your Michigan Works! business services representative or reach out to Kristen Wenzel, COO, Great Lakes Bay Michigan Works! at (989) 280-8031, kristenw@michiganworks.com or Natasha Allen, COO, Michigan Works! Region 7B at (989) 426-8571, nallen@michworks4u.org.



Please forward this to your industry peers!

Jobs For Michigan Graduates

Great Lakes Bay Michigan Works! (GLBMW), Youth Solutions, Inc. and Institute for Excellence in Education, are partnering to bring the Jobs for Michigan Graduates (JMG) program to the Great Lakes Bay Region. This innovative program is focused on increasing graduation rates and decreasing youth unemployment by equipping young adults with the skills to overcome barriers and win in education, employment, and as citizens.

Youth Solutions, Inc. is the state-based affiliate of the national Jobs for America's Graduates (JAG) program, Through Youth Solutions, JMG offers verified dropout prevention, recovery, and school-to-career transition services. JMG has consistently delivered 90% or better graduation rates since 2008. The JMG model consists of a proven national competency-based curriculum and a comprehensive set of services designed to help young people achieve educational and career goals. The solutions they deliver have life changing impacts that increase Michigan's graduation rates and decrease youth unemployment.

The Institute for Excellence in Education (IEE) is a Michigan-based non-profit organization focused on improving student outcomes. IEE has a long history of creating sustainable change in the educational environment that supports student academic success. Their model provides an intense focus on keeping young people in high school through graduation and providing supports that will close academic gaps, build leadership skills, and provide adult mentoring as well as career planning. Utilizing their successful academic support system along with the competencies and elements of the partner programs we will definitely meet the challenge of providing the three R's of student success: rigor, relevance and relationships.

This partnership strives to bring a new and exciting approach to providing academic and employment success to our region's young adults

JMG Performance Highlights 2017-2018		
Academic Year		
Metric	Multi-Year Program Outcomes	Alternative Program Outcomes
Class of 2018 Graduation Rate	98%	82%
Outcomes for Class of 2017 *12 Month Follow-up Completed		
Positive Outcome Rates	92%	98%
Full-Time Placement Rate	91%	93%
Job Placement Rate	66%	73%
Full-Time Jobs Rate	73%	85%
Further Education	55%	41%
Total Scholarships Earned by the Class of 2017	\$8,878,737	

regional SPOTLIGHT

Positive attitude
carries over into everything you do.

SUCCESS STORIES FOR EMPLOYERS & JOB SEEKERS



Success Stories

GLBMW Paves Pathway to High-Wage Employment

Travis Wolter and his wife Sarah applied for cash assistance in February 2018 and were referred to the Michigan Works! PATH Program. Travis had a Bachelor's degree in computer engineering and had been most recently employed by Adecco making \$35-\$42 per hour working on various software projects through contracts, but had been unemployed since May of 2017 and had to move his family to his in-laws' basement.

Even though Travis had a Bachelor's degree, the feedback he received from potential employers was that his training was not current. To update his knowledge, Michigan Works! paid for continuing education courses through MIT totaling \$1100. In June 2018, Travis gained employment with Morley Companies as a customer service representative making \$10.50 per hour. However, when his employment ended in February of 2019, Travis applied for cash assistance again and came back to PATH. In April, he secured full-time employment with Randstad Technologies as an embedded software developer, making \$51.50 per hour in FortLauderdale, Florida. During his time at Michigan Works! Travis was able to brush up on the newest job search methods, practice interviewing, and get help updating his resume and other portfolio documents. In addition to the \$1100 in training funds, Michigan Works! also assisted him with mileage reimbursement, work clothing, and relocation assistance totaling more than \$1500. Travis and Sarah Wolter's FIP case at DHHS is now closed due to income.

Once the school year is over, Travis plans to relocate his family out of his in-laws' basement to join him in Florida.



In April, Travis secured full time employment with Randstad Technologies as an embedded software developer, making \$51.50 per hour in Fort Lauderdale.

GLBMW Helps Single Mom Start a Business

Sonja Campbell is a participant in the WIOA-Youth program and started seeking program services in 2016. She entered the program at age 23, a single mother of one dependent child. Sonja was interested in being an entrepreneur by opening a child care facility.

WIOA-Youth staff were able to assist Sonja with tutoring and study skills training, paid work experience, leadership development, financial literacy education, entrepreneurial skills and information, labor market information, post-secondary information and more. With commitment, motivation, support and encouragement from GLBMW, Sonja was able to make her career pathway goal a reality and opened Humble Beginnings Child Care in April.

Sonja's determination, inner-strength and passion for what she wanted to accomplish helped her goals become a reality. Sonja's Humble Beginnings Child Care business is only the beginning as she has plans to open a larger facility in the community in the future.



*Determination, inner-strength
and passion for what she
wanted to accomplish helped her
goals become a reality.*

Job Seeker Keeps on Truckin'

When Kenneth Sian first came to Michigan Works! in 2018, he had been permanently laid off from a long-term, full-time maintenance position with a local hardware store. Being an older worker, Ken questioned his ability to secure another decent-paying job in the maintenance field, and was ready to explore new career opportunities.

Ken's most significant barriers to employment were having no marketable credential, an outdated resume, and a general lack of confidence in his ability to land a decent job. Through participation in the dislocated worker program, he was provided the following services to help overcome these barriers:

- Workshops set the foundation for successful job searching
- WorkKeys assessments pinpointed strong workplace skill levels
- Career interest inventory identified appropriate career pathways
- Confidence building and motivational support provided by career manager
- One-on-one resume writing sessions with career manager
- Training activity to obtain marketable credential

After thoroughly investigating all career and training options, Ken decided to complete the Commercial Driver's License (CDL), Class A program through Tri Area Trucking School in Freeland. The dislocated worker program covered the \$3900 required for books, supplies and tuition. Ken successfully completed the CDL, Class A program last May and began working as a truck driver for Salisbury Trucking in Tustin, Michigan the next month. He was hired in full-time at the hourly rate of \$17.50 (.35 per mile/averaging 2000 miles per week/ 40 hours per week= \$17.50). In a recent conversation with his career manager, Ken stated, "I love my new job hauling milk for dairy farms. Truck driving is a highly marketable skill that provides me with decent pay and job security! Thanks to everyone at Michigan Works! for helping me to achieve my career goal and live a better life"

"I love my new job hauling milk for dairy farms. Truck driving is a highly marketable skill that provides me with decent pay and job security!"



upcoming

EVENTS



IMPACTING OUR REGION THROUGH ACTION!



Events

- **Sept 27** - Michigan Works! Association Legislator of the Year Award presentation to Senator Ken Horn at the Saginaw Service Center.
- **Oct 2** - Going Pro Training Fund grant applications due
- **Oct 7** - MiCareerQuest Exhibitor Orientation
- **Oct 29** - MiCareerQuest Exhibitor Set up
- **Oct 30** - MiCareerQuest Middle Michigan at Saginaw Valley State University's Ryder Center
- **Nov 30** - GLBMW! All Staff Training
- **Jan** - MiCareerQuest Middle Michigan sponsor appreciation breakfast hosted at Delta College
- **Feb 21**- GLBMW! Annual Meeting

Quad Graphics Rapid Response



In July, Quad Graphics announced it would cease production at its Midland facility on Sept 10. The Midland plant specialized in producing special interest publications and employed 292 people. In response to the announcement, Great Lakes Bay Michigan Works, along with Midland Business Alliance, quickly sprang into action. Through cooperation and support from Midland Business Alliance, Davenport University (Midland Campus), Michigan Veteran Affairs Agency and the Michigan Department of Corrections, a production-focused job fair was planned and executed within one week exclusively for Quad Graphics employees in early August.

More than 20 local employers were represented along with 130 Quad Graphics employees. A second, administratively focus job fair was held on Sept 13. In addition to several job fairs, Great Lakes Bay Michigan Works, in collaboration with Michigan Unemployment Insurance Agency, provided workshops to 90% of the displaced Quad Graphics employees highlighting the intricacies of Unemployment benefits as well as an introduction to the programs available to provide transitional assistance.

Through cooperation and support from multiple partners and employers from across the Great Lakes Bay Region, the Quad Graphics employees received a level of support seldom seen anywhere else!

GLBMW Officially Launching 2020 Going Pro Talent Fund Grant Application Process

Going **PRO**
IN MICHIGAN

TALENT FUND

Since 2014, Great Lakes Bay Michigan Works! has helped more than 100 employers in five counties win millions in training grants. More than 6,000 workers have gained new skills and increased the competitiveness of the region in the local, national, and global marketplace.

Michigan Department of Labor and Economic Opportunity - Workforce Development (LEO-WD) awards the funds to employers through Michigan Works! Agencies (MWA). MWA Business Services staff conduct fact-finding sessions with employers to assess their talent skill gaps, suitable training providers and availability of federal funding sources. The MWA Business Services staff can then determine whether Talent Fund awards would be appropriate to help close the skills gap. During the application period, MWAs submit Talent Fund applications to LEO-WD on behalf of their partnering employer.

Access to Going Pro Talent Funds in this region is possible only through a proprietary grant process spearheaded by Great Lakes Bay Michigan Works! We partner with local economic developers as well as regional training providers and chambers of commerce to refer employers to the application process. Great Lakes Bay Michigan Works! holds employer information sessions each summer to help them successfully apply for Going Pro Talent funds.

Eligible Training

Training programs funded by the Talent Fund must be short-term and fill a demonstrated talent need experienced by the employer. Training must lead to a credential for a skill that is transferable and recognized by industry.



Classroom/
Customized
Training



On-the-Job Training
for new employees



Apprenticeships
for first year Department of Labor
(USDOL) Registered Apprentices

Reimbursement for Training



Classroom/
Customized
Training up to
\$1,500 per person



On-the-Job Training
for new employees up to
\$1,500 per person



USDOL Registered
Apprenticeships (first
year apprentices only) up to
\$3,000 per person

Funding Awards

All funding is reimbursed upon completion of training and/or retention.

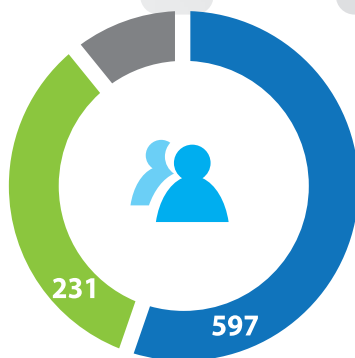
Size of Companies Receiving Awards

Fiscal Year 2019

893 Employers

Average Award = \$36,520 Average

Award Per Person = \$1,293



FY19 DATA AS
OF JULY 1, 2019

- Fewer than 100 employees
- 100 to 499 employees
- 500 or more employees

The FY2019 program awarded \$29,458,110 statewide. Great Lakes Bay Michigan Works! submitted 75 grant applications totaling approx. \$4 million. Of those, 56 regional employers were awarded \$1,925,404 to support the training of 2,000 new and existing employees.

Since the program's inception in 2014, Great Lakes Bay Michigan Works! has helped over 100 employers and over 6,000 employees!

performance REPORTS



DATA FOR IMPACTFUL DECISION MAKING





A report by
Great Lakes Bay Michigan Works
CEO Christopher Rishko

MICHIGAN
WORKS!
Great Lakes Bay Region