

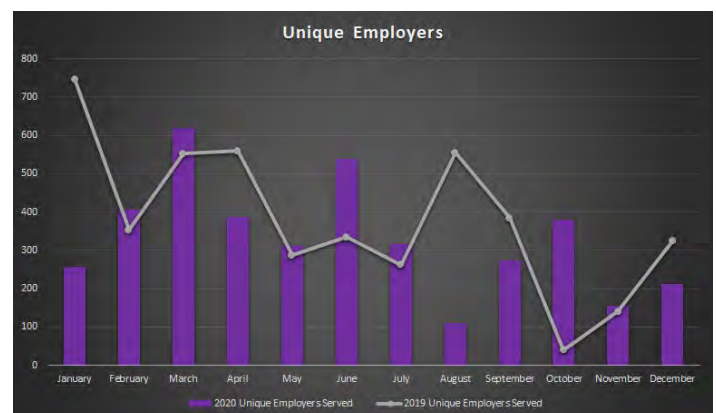
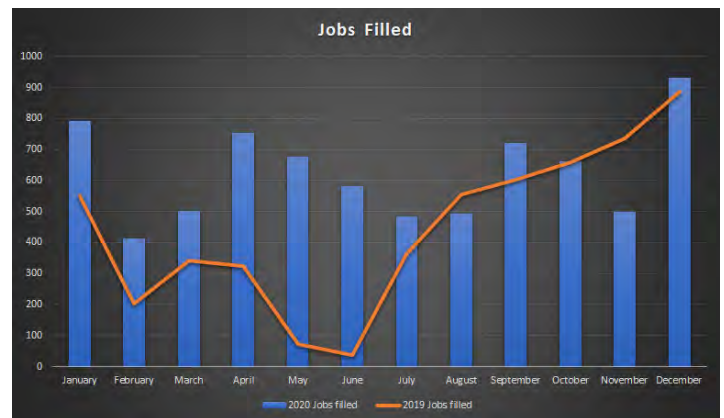
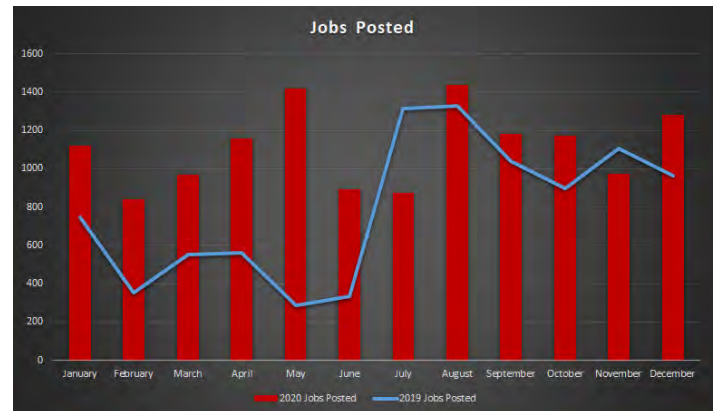
# CEO REPORT

REGIONAL Dashboard ■ CURRENT PROJECTS ■ REGIONAL SPOTLIGHT  
■ 2021 LEGISLATIVE PRIORITIES

# 2020 At a Glance

2020 was a very unique year. Our service centers closed their doors on March 13th in response to COVID-19 Pandemic and safety protocols were instituted. To that point, service center traffic was trending at or above previous year averages and program recruitment activities were healthy. From March on, all Michigan Works! programs saw a clear correlation with COVID infection spikes in our region and a decrease in program traffic.

One bright spot was our employer interaction. GLBMW! Business Services Team was actively engaging with employers from across the region, working to help meet their talent needs. Jobs posted exceeded 2019 totals by over 4K and Jobs Filled exceeded 2019 by nearly 2K. As expected, the number of employers served decreased since 2019, fueled by COVID uncertainty.



# Labor Force Snapshot

## Demographic Profile

The population in the Great Lakes Bay Region at the close of 2019 was estimated to be 491,665 - a decrease of approximately 3% from 2010 (506,181). (www.census.gov)

The region has a civilian labor force of 208,982 with a labor force participation rate of 57.9% (61.2%-MI, 63.3%-U.S.). Of individuals aged 25 to 64 in the Great Lakes Bay Region, 36.3% have a Bachelor's degree or higher, which compares with 39.8% for Michigan and 41.3% for the nation. (www.milmi.org)

The median household income in the Great Lakes Bay Region is \$48,533 (\$55,692-Michigan, \$60,042-U.S.) and the median house value is \$108,945, as compared to \$146,200 for Michigan and \$204,900 for the U.S, all of which increased YOY. (www.milmi.org)

## Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Great Lakes Bay Region	\$48,533	93.5	\$54,927
Michigan	\$55,692	101.4	\$51,914
USA	\$60,042	100.0	\$60,042

## Employment Trends

As of 2020 December, total employment for our region was 193,327. Since 2010, employment in the region has decreased by approx 26% (-50,649). Over the year ending 2020 employment decreased by 12% (-26,646) in the region. (www.milmi.org)

## Unemployment Rate

The un-adjusted unemployment rate for our region was 5.3% as of December 2020. The regional unemployment rate was higher than the Michigan rate of 7.3% (6.5%-US). One year earlier, in December 2019, the unemployment rate in the Great Lakes Bay Region was 3.8%. (www.milmi.org)

## Wage Trends

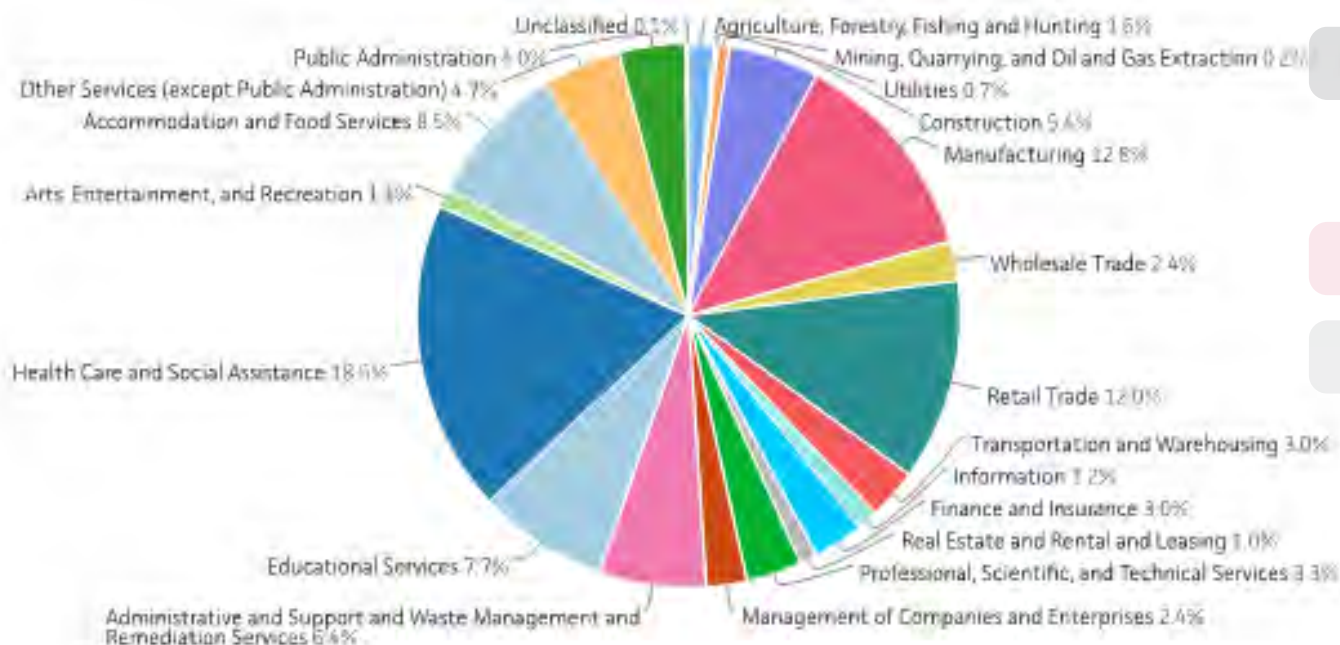
The average worker in the Great Lakes Bay Region earned annual wages of \$48,533 as of 2020 Q4. Average annual wages per worker increased in the region over the preceding four quarters. For comparison purposes, annual average wages in Michigan and the US were \$55,692 and \$60,042 respectively. (www.milmi.org)





# Industry Snapshot

The largest sector in the Great Lakes Bay Region is HealthCare and Social Assistance, employing 35,760 workers. The next-largest sectors in the region are Manufacturing (24,767 workers) and Retail Trade (23,115). 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 Management of Companies and Enterprises (LQ = 1.57), Manufacturing (1.56), and Utilities (1.31).



Sectors in the Great Lakes Bay Region with the highest average wages per worker are Management of Companies and Enterprises (\$139,346), Utilities (\$87,138), and Manufacturing (\$69,979). Regional sectors with the best job growth (or most moderate job losses) over the last year are Management of Companies and Enterprises (+454 jobs), Professional, Scientific, and Technical Services (+129), and Finance and Insurance (+85).

Over the next year, employment in the Great Lakes Bay Region is projected to contract by 1,581 jobs. The fastest growing sector in the region is expected to be HealthCare and Social Assistance with a +0.2% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for HealthCare and Social Assistance (+61 jobs), Mining, Quarrying, and Oil and Gas Extraction (+1), and Arts, Entertainment, and Recreation (0).

# Occupation Snapshot

The largest major occupation group in the Great Lakes Bay Region is Office and Administrative Support Occupations, employing 22,793 workers. The next-largest occupation groups in the region are Sales and Related Occupations (19,755 workers) and Production Occupations (16,873). 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 = 1.49), HealthCare Practitioners and Technical Occupations (1.29), and Building and Grounds Cleaning and Maintenance Occupations (1.18).

Occupation groups in the Great Lakes Bay Region with the highest average wages per worker are Management Occupations (\$97,500), Legal Occupations (\$83,600), and Architecture and Engineering Occupations (\$80,600). The unemployment rate in the region varied among the major groups from 2.6% among Legal Occupations to 18.0% among Food Preparation and Serving Related Occupations.

Over the next year, the fastest growing occupation group in the Great Lakes Bay Region is expected to be HealthCare Support Occupations with a +0.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for HealthCare Support Occupations (+85 jobs) and Community and Social Service Occupations (+12). 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 and Serving Related Occupations (2,754 jobs) and Sales and Related Occupations (2,644).

Occupation	Current				5-Year History		5-Year Forecast		
	Empl	Mean Ann Wages	Unempl	Unempl Rate	Empl Change	Ann %	Total Demand	Empl Growth	Ann % Growth
Office and Administrative Support	\$22,793	38,000	1,625	6.90%	-2159	-1.8%	10,412	-1836	-1.7%
Sales and Related	\$19,755	37,300	1,910	9.20%	-2636	-2.5%	11,537	-1475	-1.5%
Production	\$16,873	41,200	1,885	10.50%	-2529	-2.8%	7,655	-1289	-1.6%
Food Preparation and Serving Related	\$16,208	\$24,800	3,375	18.00%	-4118	-4.4%	13,457	-263	-0.3%
Healthcare Practitioners and Technical	\$14,548	78,500	402	2.80%	238	0.3%	3,773	-215	-0.3%
Transportation and Material Moving	\$13,916	\$34,000	1,778	11.70%	-982	-1.4%	7,756	-645	-0.9%
Management	\$11,580	\$97,500	417	3.60%	-228	-0.4%	4,238	-440	-0.8%
Educational Instruction and Library	\$10,115	\$52,100	813	7.50%	-826	-1.6%	3,904	-436	-0.9%
Healthcare Support	\$10,042	\$29,000	673	6.60%	-133	-0.3%	6,739	434	0.8%
Business and Financial Operations	\$8,855	69,100	355	4.00%	324	0.7%	3,742	-322	-0.7%
Construction and Extraction	\$8,242	\$47,000	1,161	12.90%	-88	-0.2%	4,088	-287	-0.7%
Installation, Maintenance, and Repair	\$7,557	\$45,400	523	6.70%	-529	-1.3%	3,184	-323	-0.9%
Building and Grounds Cleaning and Maintenance	\$7,539	29,300	831	10.70%	-1187	-2.9%	4,625	-182	-0.5%
Personal Care and Service	\$5,383	\$29,300	1,115	17.50%	-837	-2.8%	3,952	-93	-0.3%
Architecture and Engineering	\$3,806	\$80,600	144	3.70%	-44	-0.2%	1,262	-104	-0.6%
Community and Social Service	\$3,519	\$44,900	107	3.00%	-32	-0.2%	1,957	62	0.3%
Computer and Mathematical	\$3,515	\$74,300	126	3.50%	-432	-2.3%	1,189	-74	-0.4%
Protective Service	\$3,368	\$45,200	141	4.00%	-140	-0.8%	1,504	-145	-0.9%
Arts, Design, Entertainment, Sports, and Media	\$2,510	\$45,000	278	10.00%	-255	-1.9%	1,205	-119	-1.0%
Life, Physical, and Social Science	\$1,214	\$66,800	47	3.80%	-50	-0.8%	495	-40	-0.7%
Farming, Fishing, and Forestry	\$1,087	\$31,400	150	12.60%	5	0.1%	759	-70	-1.3%
Legal	\$902	83,600	24	2.60%	-70	-1.5%	257	-25	-0.6%
<b>Total - All Occupations</b>	<b>193,327</b>	<b>\$47,400</b>	<b>17,882</b>	<b>8.80%</b>	<b>-16708</b>	<b>-1.6%</b>	<b>97,793</b>	<b>-7783</b>	<b>-0.8%</b>

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# current PROJECTS

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Summer Young Professionals,  
Clean Slate Pilot Program, RAP SAE Grant



# Summer Young Professionals Program

## PURPOSE

The Summer Young Professionals Program is intended to provide young adults career guidance on the in-demand occupations the the GLB Region, along with meaningful work-based learning activities. Additional activities are designed to prepare young adults for the transition to post-secondary education and/or occupational skills training. In addition to these opportunities to learn what it takes to succeed in the current job market, the program also provided a needed source of additional income for participants and their families.



## PROGRAM DESIGN

The Young Professionals Program will take approximately 10 weeks to complete. We anticipate serving at least 100 participants with our 2021 Young Professionals Program. Each participant will have an opportunity to participate in paid and unpaid work experience, tutoring and academic remediation, alternative secondary school services, occupational skills training, leadership development, mentoring, post-secondary preparation and transition services, support services, and financial literacy.

## WIOA ELIGIBILITY

All participants will be verified WIOA eligible (WIOA Youth, Adult, or Dislocated Worker) and all individuals who are 14 to 17 years old will be enrolled as WIOA Youth based on In-School or Out-of-School status at time of registration. All Adult and Dislocated Worker participants that meet eligibility requirements for the Young Professionals Program are provided with an opportunity to participate. The program will provide them with unique opportunities not generally available through the normal Adult and/or Dislocated Worker programs. This may include unique opportunities to participate in transitional jobs, job shadow and work experience opportunities.



# Clean Slate Pilot Project

The Clean Slate Pilot Program is designed to assist Returning Citizens in expunging eligible convictions from their criminal record to aid them in their pursuit of full-time, self-sufficient employment. This pilot will also expand the pool of potential employees to employers that are restricted on who they can hire based on criminal record.

Setting aside a conviction (sometimes called getting an expungement) will remove a specific conviction from a public criminal record. If Returning Citizens get an order setting aside their conviction, they can legally state on any job or school application that they have never been convicted of or arrested for that crime. They will also be able to state on any applications for public benefits, housing, or employment that they have not been convicted of that crime.

The person who is initially selected as the CSP Navigator will be the liaison between GLBMW! and the region's legal aid

partner(s). They will also be responsible for coordinating CSP activities among all five Service Centers, determining if/when additional CSP Navigators are necessary, and ensuring that all program staff are familiar with the program and know how to appropriately refer individuals to the CSP navigator(s).

GLBMW! will perform all preliminary activities prior to submitting to our legal aid partner for review, liaising with the court system and attending the hearing. These activities will include making an initial determination of eligibility, completing the application, obtaining fingerprints and court records.

Once the application is complete and all records have been obtained, the CSP Navigator will submit to the legal aid partner for review and further action. Once a determination has been made, the legal aid partner will inform the CSP Navigator, who will update and close the case.





# Registered Apprenticeship Expansion Grant Proposal

## PURPOSE

Michigan is significantly expanding **Registered Apprenticeship Program (RAP)** opportunities for all citizens, with a focus on RAPs for youth, Veterans, and other underrepresented populations, and expansion into new industry sectors and occupations, to accelerate the growth of over 5,230 workers in high-skill, high-wage, in-demand careers, helping fill some of over 545,000 openings projected by employers.



## PROGRAM DESIGN

The **\$1.1M** grant proposal was written in cooperation with Michigan Works! Region 7B and is intended to provide a Regional Implementation Consortia (RIC) that will cover the 11 county MiCareerQuest Middle Michigan Region (Arenac, Bay, Clare, Gladwin, Gratiot, Iosco, Isabella, Midland, Ogemaw, Roscommon, and Saginaw counties) and are served by Michigan Works! Region 7B and Great Lakes Bay Michigan Works!, both of which will serve on the RIC

The Regional Implementation Consortia (RIC) will focus on the following expansion priorities:

- Expanding Youth RAPs,
- Expanding Veterans RAPs,
- Expanding RAP Access for Other Underrepresented Populations, and
- Expanding RAP Intermediary Services.

regional

# SPOTLIGHT



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SUCCESS STORIES FOR EMPLOYERS & JOB SEEKERS





# 2021 IMPACT AWARDS

MARCH 31, 2021 | VIRTUAL

## Joal Loughner: GLBMW! 2021 IMPACT AWARD WINNER

Joal came to Great Lakes Bay Michigan Works! because his family dynamic had changed and he needed a job to help out financially. He shared that he was in his mid-twenties, had not completed High School, and had never earned a paycheck. Joal started attending the Michigan Works! Academic Center on a regular basis, even though he had no transportation, and depended on rides from others or he walked to the office. Math proved to be his biggest challenge, but with intense instruction from the Academic Center Instructor, Joal earned his High School Equivalency Certificate / GED. It was a proud day when he brought a copy of it in to share with his partners at Great Lakes Bay Michigan Works!.

The next step was for Joal to attend Resume and Interviewing Workshops, then work with his Career Manager on a professional and effective resume and interviewing techniques. His resume included qualifications he'd gained from Bay Arenac ISD Building Trades classes, and cash job skills he developed helping family and friends in construction site clean-up, farming, and small engine repair assistance. It also included many of his soft skills like honesty, dedication, enjoying hard work, willingness to learn, being a team player, and taking pride in quality and excellence. Joal's recent General Education Diploma made his document shine. With a good resume, he was able to work on Digital Literacy in the Academic Center and learn how to apply for work on-line, attach his new resume, and upload it to the Pure Michigan Talent Connect. He also practiced speaking to his resume during one on one mock interviewing with his Career Manager.

Joal continued his dedicated quest for employment by coming to Great Lakes Bay Michigan Works! on a regular basis to spend time job searching and applying for work on-line. He had a couple of interviews with employers and placement agencies that did not come together. But then he came in to Great Lakes Bay Michigan Works! to see his Career Manager and totally surprised her by bringing in his first ever "paycheck." Michigan Sugar had called him for an interview after seeing his resume on the Pure Michigan Talent Connect, and hired him as a full time Research Laborer. Joal was extremely pleased with his accomplishments. He continues to enjoy his career at Michigan Sugar today, and will always be grateful for the assistance, resources, and partnership shared with him by Great Lakes Bay Michigan Works!.



*"I was very proud to share my GED Certificate, and first ever paycheck with my Career Manager & Academic Center Instructor. I enjoy my job at Michigan Sugar and I am very pleased to have full-time employment. I'm very thankful for the support and assistance provided to me by MiWorks!" – Joal Loughner*

# Intensive Care Unit Nurse

When Madison first came to Great Lakes Bay Michigan Works! in September of 2019, she was an underemployed nursing student working part-time at an assisted living facility. Weighed down by the high cost of tuition and basic living expenses, Madison was barely able to make ends meet. She was encouraged by classmates to check out the programs and services available through her local Michigan Works! to get some help.

Madison met with case management to discuss her employment and training goals. The most significant obstacle to her long-term career goal of becoming an intensive care unit (ICU) nurse was the lack of funds for the completion of her nursing clinicals at Delta College. Through participation in the Adult program, Madison was provided the following services to help overcome her barriers:

- Workshops set the foundation for successful job searching
- CASAS Appraisals provided snapshot of reading & math capabilities
- Career interest inventory identified appropriate career pathways
- Pre-training guidance & financial support provided by career manager
- Training activity to obtain marketable credential
- Post-training job search assistance to land a great job!

Case management worked with Madison to complete all pre-training requirements and quickly obtained approval for training funds. As a result, the Adult program was able to provide \$4,416.00 in tuition assistance and an additional \$408.00 to cover the cost of RN state licensure and NCLEX testing fees.

Madison successfully completed her Associates Degree in Nursing from Delta College on December 20th, 2020. She has been offered a full-time nursing position in the intensive care unit at Mid-Michigan Health which began on January 10<sup>th</sup>, 2021. She will be compensated at the rate of \$30.00 per hour plus receive a comprehensive benefits package.



"Michigan Works helped me immensely during my final semesters of nursing school. Not only did they reduce my financial burden by covering a significant amount of my tuition and related training costs, but also provided support and guidance as I completed my degree. Thanks to everyone at Michigan Works! for helping me achieve my career goal of becoming an ICU Nurse."

Madison Jolin



## Shifting Gears: A Midlife Career Change

When Paul first came to Great Lakes Bay Michigan Works! in the fall of 2020, he had recently been laid off from a shop foreman position with a family-owned roofing & sheet metal company. Burnt out by the daily demands of running a busy sheet metal fabrication shop, Paul was ready to change his career direction to the truck driving field.

Paul met with Case Management to discuss his employment and training goals. The most significant roadblock to his long-term career goal of becoming a Class A, CDL driver was the lack of funds for the completion of training. Through participation in services with Great Lakes Bay Michigan Works!, Paul was provided the following services to help overcome his obstacles:

- Workshops set the foundation for successful job searching
- CASAS Appraisals provided snapshot of reading & math capabilities
- Career interest inventory identified appropriate career pathways
- Pre-training guidance & financial support provided by career manager
- Training activity to obtain marketable credential
- Post-training job search assistance to land a great job!



Case Management worked with Paul to complete all pre-training requirements. He earned his temporary instruction permit prior to the start of his class which significantly reduced the overall cost and length of the training program. Dislocated Worker was able to cover the full \$2,900.00 required for the truck portion of his training.

Paul successfully completed Class A, CDL training through Tri Area Trucking School in Freeland on December 20th, 2020. He was offered a full-time truck driving position with NTB located in Grand Rapids, Michigan on January 11, 2021. He is being compensated at the rate of .45 cents per mile and expects to average 2600 miles per week. NTB also provides a comprehensive employee benefits package.

### Paul's Testimonial:

In a recent email to his career manager, Paul wrote, "With the past year's events including COVID-19 and the loss of my job, I was a little lost. I am 50 years old which is not the best age to be changing careers. I have always wanted to drive trucks and with the extensive help of Beth and Michigan Works I was able to get my CDL and found a good paying job with benefits less than a month after getting my license. It has been a lot of work but feels good to be working again for myself and my family."

# Scrubbing Up

Previous Occupation and rate of pay:  
Production Worker, \$15.41 an hour

Current Occupation and rate of pay:  
Certified Nurses Assistant, \$16.00 an hour

Length of employment with current employer: 2 months

Shaquita came to Great Lakes Bay Michigan Works! for services because she is a single parent trying to raise two children working weekend hours at Nexteer Automotive as a production worker. Shaquita sought out assistance for a marketable credential that could assist her family long term and meet her career goals.

Through the Dislocated Worker program services at Great Lakes Bay Michigan Works!, Shaquita was able to receive the training assistance and the costs associated with becoming a State of Michigan Certified Nursing Assistant. Great Lakes Bay Michigan Works!, paid the following fees: \$900 for the Nursing Assistant Training, \$302.60 for supplies needed for training and \$125 for the registration and scheduling of her Nursing Assistant State Boards.

After completing her Nursing Assistant class in January 2020, she was reluctant to take her State Board Certification. Shaquita completed that step in March of 2020 right before the pandemic hit the Saginaw, Michigan area. Even though she was certified, she was worried about working in the field because of the fear she had of the virus. Shaquita went back to Nexteer temporarily. Once she started her old job, she realized what her dreams had been and where she needed to be. Shaquita decided to apply for medical position and received two different career opportunities in October 2020, one at HealthSource and the other at

Mary Free Bed making \$16.00 an hour. Shaquita ultimately took the position at Mary Free Bed. When Shaquita secured the job offer Great Lakes Bay Michigan Works!, was able to provide support service assistance in the amount of \$119.00 for clothing needed for her new job.



*Shaquita now works full time at Mary Free Bed making \$16.00 an hour and receives benefits. She is now looking at going back to school for her Practical Nursing Certificate.*

## First Job Builds Confidence

Sebastian was 24 years old at the time of enrollment. He had never held a job and lived with his grandparents. He had very low confidence, did not have many opportunities for interacting with peers, and did not believe that he would succeed at efforts to change his life.

Sebastian participated in Talent Tours offered by Michigan Works!. He was able to explore many careers in person and learn about career opportunities. Sebastian was placed at Habitat for Humanity Restore in the Work Experience program to gain the work skills that he lacked. His monthly evaluations were consistently high, as he was coachable, excited to learn, and persistent. His manager reported that although he was very shy and timid when he started, he has shown a significant growth in confidence and initiative on the work site. She reported that he has become a vital part of their employee team.



*Sebastian has gained the confidence and skills to look for other employment and apply for college at Central Michigan University to work toward a degree in counseling. "I'm so glad they let me work there. I was nervous, but I know I needed more confidence and initiative. More than just at work, it's helped me in life outside work as well. I never thought I would apply to attend CMU."*



# Super Mom!

Kelly was a stay at home mom and nanny for 20 years prior to applying for cash assistance through DHHS and joining the PATH program. She was babysitting for a few parents that she knew but had limited work experience outside of the home. When Kelly came to the PATH program she had a goal of finding and maintaining employment outside of the home preferably working as a Direct Care Professional. She was unsure of where to begin the employment process and the steps to take in order to achieve her goal. Kelly was able to refine her soft skills for employment by completing workshop assignments. These workshops were able to help Kelly know what employers are looking for in a potential candidate. With these things in mind and with the support of her Career Manager, Kelly was able to create a resume that displayed her skills.

Despite not having work experience outside of the home, she was able to define her skills and strengths that made her a qualified candidate for employment. Kelly was offered a position as a Direct Care Professional at Beacon Specialized Living in only a few weeks' time of job searching. Now that Kelly acquired full-time employment, she needed proper work attire. Michigan Works! assisted Kelly with required work uniforms for her new employment. Kelly has been working 30+ hours a week reducing her reliance on cash assistance. Kelly is now completely self-sufficient. She has learned that despite a lack of work history outside of the home, that she possesses skills and abilities that make her an awesome employee. Kelly stated "Michigan Works! has helped to give me all the tools I needed for success. My Career Manager helped me to build my confidence in myself to help me find a job that I now love!"



*"Michigan Works! has helped to give me all the tools I needed for success. My Career Manager helped me to build my confidence in myself to help me find a job that I now love!"*

*-Kelly Halstead*



## Crushing It: Even During COVID!



Amanda is employed full-time at \$14.21 per hour as a phlebotomist at a local hospital. Thanks to obtaining her phlebotomy training through Michigan Works she is being cross trained on-the-job as a Medical Assistant. Amanda said “The pandemic gave all of us fear and challenges. Leaving most of us with less hope and struggles. Then one day my life turned brighter with a glimpse of hope and faith. By walking through a door, I was presented with opportunity to open a few more doors. It’s because of Michigan Works I’m able to be essential not only to my family but others by saving lives. Helping fight the fight! None of this would be possible without strive, determination, and help from Michigan Works!”

Despite facing academic level challenges, being a single mother, and the onset of the COVID-19 global pandemic, Amanda is currently working full-time in a career that will aid her in reaching her long-term career goal in the healthcare industry. She was positive things would work out even when the clinical/lab portion of her class had to be pushed back due to the pandemic and the high hopes she had for her first phlebotomist position did not turn out as planned. She stuck with it and took her talents and determination to a new employer. Amanda is now working full time as a phlebotomist for a local hospital not only making money but making a difference and helping people.

*“The pandemic gave all of us fear and challenges. Leaving most of us with less hope and struggles. Then one day my life turned brighter with a glimpse of hope and faith. By walking through a door, I was presented with opportunity to open a few more doors. It’s because of Michigan Works I’m able to be essential not only to my family but others by saving lives. Helping fight the fight! None of this would be possible without strive, determination, and help from Michigan Works!” -Amanda Hendrix*

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# 2021 Legislative PRIORITIES

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2021 FEDERAL/STATE LEGISLATIVE PRIORITIES



### **JUMPSTART OUR BUSINESSES BY SUPPORTING STUDENTS (JOBS) ACT (HR 6240)**

The JOBS Act would close the skills gap by expanding Pell Grant eligibility to cover high-quality and rigorous short-term job training and credentials that are in high demand in today's job market.

#### **ACTION:**

Broaden the definition of higher education to include quality career and technical programs and ensure federal policy supports this change.

The JOBS Act amends the Higher Education Act to expand Pell Grant eligibility to students enrolled in high-quality job training programs that are at least eight weeks in length and lead to industry-recognized credentials and certificates. Under the bill, eligible programs would offer training that meets the needs of the local or regional workforce.

In Michigan, employers are desperate for talent, and, in most cases, cannot wait for workers to complete two- to four-year programs. The economy has been strong for many years and we need to be investing in workforce now to prepare for a potential recession/pullback. Passage of the JOBS Act would also provide assistance toward meeting Governor Whitmer's statewide goal of 60% of Michigan adults earning a postsecondary education credential by 2030.

### **BUILDING U.S. INFRASTRUCTURE BY LEVERAGING DEMANDS FOR SKILLS (BUILDS) ACT (HR 2831)**

This bill requires the U.S. Department of Labor to award implementation or renewal grants, for up to three years and on a competitive basis, to eligible industry or sector partnerships to achieve certain strategic objectives with respect to targeted infrastructure industries (i.e. transportation, construction, energy, information technology, or utilities industries).

#### **ACTION:**

Ensure that any infrastructure bill includes new dollars for training partnerships, consistent with the bipartisan BUILDS Act.

The Biden Administration and Congress will be considering a significant investment in our nation's roads, bridges, broadband and other infrastructure. The deficiencies in broadband have been exacerbated by COVID-19 creating disparities for children in school and youth/adults looking for work. These efforts could create millions of new jobs in the coming years, but nearly half would require some education and training beyond high school. We will need to ramp up our support for apprenticeships and other skills strategies to keep up with demand.

Apprenticeship is a valuable tool for workforce boards and employers. More non-traditional industries are looking to use the apprenticeship model and federal policy should help encourage more industries to explore them.

## WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) REAUTHORIZATION

WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market to match employers with the skilled workers they need to compete in the global economy. Over nearly two decades, instead of continuing to invest in our workforce, federal investments have been cut.

### ACTION:

Increase funding for WIOA workforce and adult education grants to at least authorized levels and restore career and technical (CTE) state grant funding.

The impacts of COVID-19 leave job seekers and employers across Michigan in a desperate situation to re-connect to the economy and find qualified talent for open positions. Building on the success of WIOA, we will work with Congress to increase federal workforce development investments through the successor to WIOA and prioritize policies which facilitate incumbent worker training and skills-based training opportunities.

After nearly two decades of disinvestment, workers and businesses need significant new investment in skills and retention supports today to support the workforce of tomorrow. This disinvestment has left businesses struggling to find skilled workers and left **workers without pathways to better-paying jobs.**

## TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) REAUTHORIZATION

TANF funding and policy is currently year-to-year.

### ACTION:

Modernize TANF to support training opportunities.

More than 80% of today's jobs require postsecondary education and training, but less than 10% of adult TANF recipients have education beyond high school. Congress should update TANF to expand access to high-quality training and education that leads to in-demand credentials.

### ACTION:

Replace the TANF work participation rate with WIOA performance metrics for employment outcomes.

We suggest expanding the list of allowable activities to include High School Equivalency programs, apprenticeship and CTE. We need to establish greater alignment between WIOA and TANF, given that more TANF individuals are being served at one-stop career centers.

## COLLEGE TRANSPARENCY ACT (HR 1766)

The College Transparency Act establishes a privacy-protected system to collect and report student outcome data so that college applicants can better understand their return on investment. It strengthens educational access for minorities, women and veterans; bolsters the American workforce; decreases the skills gap; and helps educational institutions take concrete steps to improve student success.

### ACTION:

Strengthen educational access for minorities, women, and veterans.

The College Transparency Act will develop and maintain a secure, privacy-protected postsecondary student-level data system that will provide information on the general pricing for universities and degree programs as well as give families access to a portal or database where they can learn about average salaries and statistics for all Americans, including minorities and veterans.

The Act will also push more regular disclosures to student borrowers during the lifetime of their loan, including while they are still in college, improving students' financial literacy and helping borrowers understand their financial commitments they are making.



# State Priorities

## GOING PRO TALENT FUND

The Going PRO Talent Fund has proven to be one of the most effective resources available to address Michigan's talent crisis. Each year, funding for the Talent Fund must be included in the state budget and approved by the legislature and the Governor. The program has a direct impact on the professional trades workforce gap and helps achieve the Governor's 60 by 30 goal.

## ACTION:

### Secure funding for FY 2020 & increase funding for FY 2021

Since the inception of the Talent Fund in 2014, over \$120 million has been awarded to more than 3,000 businesses across the state, resulting in the retention of over 80,000 jobs. This is in addition to the over \$940 million in leveraged dollars and an annual average wage increase of over 6.5% per year. The Going PRO Talent Fund is a key component to the strategy of improving access to training and skills development. To ensure that our tax dollars have the biggest impact, the Talent Fund needs to be applied as broadly as possible. This should include new hires, apprenticeships, and work directly with the Incumbent Worker Program.

The impact of the COVID-19 pandemic on the state's economy has made the Talent Fund even more important as there is a significantly increased need for reskilling and retraining of workers across the state. However, this increase request should be based upon demand, and should not include specific earmarks. Every year, the amount applied for is considerably more than the amount awarded. The lack of available funds results in a loss of potential training, hiring, and increased earning opportunities. The value of increasing funding for the program must be illustrated throughout 2021 to the Governor, lawmakers, the public, and the media to ensure funding is included in the FY 2022 budget.

*\*Statistics and data derived from the Michigan Department of Labor and Economic Opportunity Going Pro Talent Fund Program Dashboard found [here](#).*

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## UNEMPLOYMENT REFORMS/ MODERNIZATION

## ACTION:

### Reinstate time frame for work registration to 21 days

Reinstating the time frame for work registration to 21 days would allow the Michigan Unemployment Insurance Agency (UIA) to meet timely first payment requirements, currently an area of concern for UIA. It would also allow more time to meet work registration requirements, including reviewing information sent to claimants by UIA. This reinstatement would provide flexibility to claimants who can obtain new employment within the first 21 days.

### Expand work registration at Michigan Works! to include virtual and in-person options

Expanding the work registration to allow for both virtual and in-person options would allow UIA to meet timely first payment requirements, provide claimants more options to connect with their local Michigan Works! locations, and create flexibility for job seekers, including those with transportation challenges and those living in rural communities. Virtual services may also result in the expansion of accessibility windows and provides Michigan Works! partners the ability to connect job seekers to a variety of resources to get back to work quicker.

## **PARTNERSHIP. ACCOUNTABILITY. TRAINING. HOPE. (PATH) PROGRAM**

Many families seeking cash assistance face significant barriers in securing and retaining employment. From child care to transportation and literacy, caseworkers cite a long list of barriers that can keep families from achieving self-sufficiency. The primary goals of the PATH program are twofold. First, the PATH program identifies barriers and helps participants connect to the resources they need to obtain employment. Second, the program helps Michigan reach the federally mandated fifty percent (50%) work participation rate. The Department of Health and Human Services (DHHS) and the Department of Labor and Economic Opportunity (LEO) work together to provide PATH services through Michigan Works!.

## **ACTION:**

### **Continuation of funding for the PATH Program**

Michigan Works! advocates for continued funding for the PATH program. Michigan Works! is able to use the PATH program to connect workers who are very much at risk of dropping out of the workforce over the long term, lifting them into jobs that are right for them, and helping strengthen our state's pipeline of talent.

## **ACTION:**

### **Support funding and local control for New American population and TANF Summer Employment**

Through PATH, tens of thousands of individuals have ended their dependence on public assistance and become skilled, productive contributors to Michigan's economy. Part of this success is in the ability of local workforce development boards to maintain decision making ability in how these funds are spent, specifically for the New Americans population and the youth summer employment program. A measure of local control ensures that the various communities around the state can utilize these funds efficiently. What works for those in urban environment, may not be as successful in a more rural setting.

## **ACTION:**

### **Update of barrier removal activity and application eligibility period language**

Michigan Works! also supports including updated language that addresses barrier removal activity and the application eligibility period.

## **UNEMPLOYMENT INSURANCE**

Many clients the Michigan Works! System serves are Unemployment Insurance (UI) claimants. In order to ensure UI claimants get the best service possible from the Michigan Works! network, changes need to be made to state statute and to activities that are considered valid work search activities.

## **ACTION:**

### **Work with state partners to house all workforce programs in one state department**

This initiative would create a "one-stop" for all workforce development programs administered by the state, ensuring efficiency and ease of use. Michigan Works! would be able to coordinate with a single entity when engaging with the state, ensuring our customers are receiving the very best service the state has to offer. In this endeavor, Michigan Works! and LEO could work as allies when engaging with the federal government on matters of policy and regulations.



A report by  
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