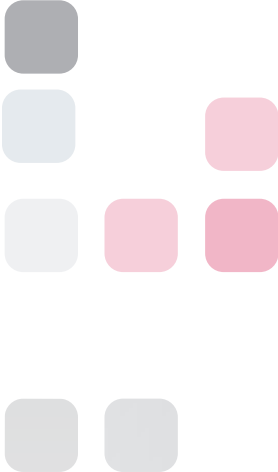


4th Quarter 2021


CEO REPORT

■ REGIONAL PERSPECTIVE ■ CURRENT PROJECTS ■ REGIONAL SPOTLIGHT


Letter from the CEO

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The past quarter was a relatively quiet one for the Great Lakes Bay Region. In the aftermath of the COVID shutdown and the slow reopening of our service center doors, a new normal is slowly being realized. Since June 2021, all 5 of our service centers have been providing services to walk in customers. Our reach has been extended as the virtual service delivery model is still enabling our front line team members the ability to reach participants who may not be able to meet in person. Since re-opening, our numbers have held steady at about 33% of normal. On Sept 4th 2021, the Federal and State enhanced unemployment benefits ended, with little increase in traffic. As of Nov 8th 2021, the Michigan Unemployment Insurance Agency began requiring in person work registration, which was halted in early 2020. Immediately, a slight increase was noted in that traffic flow in the first three weeks of November equaled the entire month of October 2021. Going Pro Talent Fund 2022 application period was opened in mid-September. During this time, GLBMW! Business Service staff submitted 71 applications totaling over \$3.6M, the most submitted by our region to date.

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During this past quarter, several large projects were implemented. The largest was the phone system overhaul. The significant hardware issues identified during the unprecedented call volume of the summer and fall of 2020 were replaced by a region wide communication system. This system allowed the flexibility and bandwidth to revolutionize our communication model. Furthermore, this new system delivered the vehicle to update the manner in which our front line staff interact with participants, utilizing the holistic Goal4 It philosophy. Also implemented was an updated traffic management system. This structure allowed for a universal, customer interface platform providing accurate and timely traffic monitoring at nearly 50% of the cost of our previous system. Lastly, our data management structure was updated to a cloud-based model, allowing for increased data security and the foundation for an upcoming system-wide OS update.

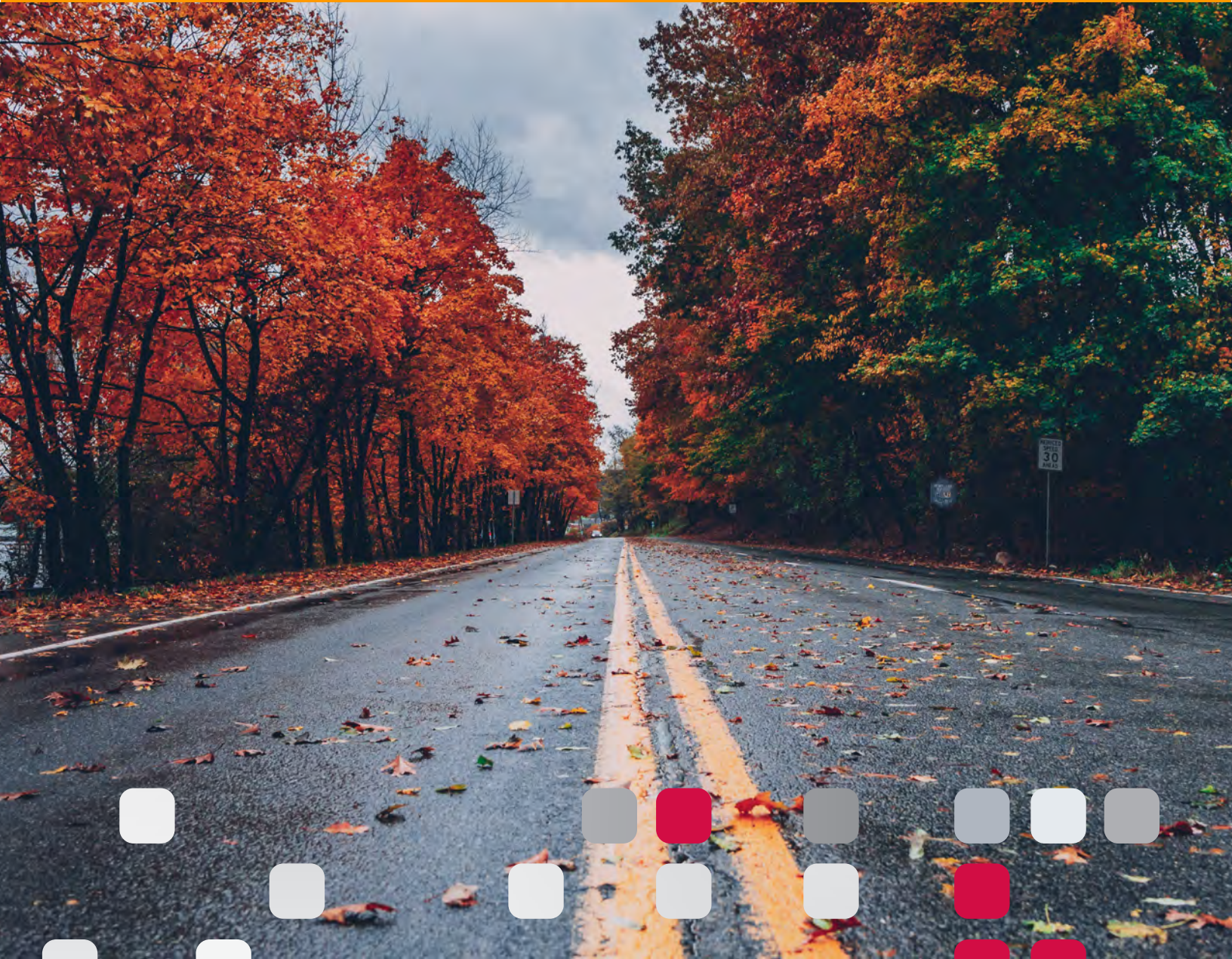
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In conclusion, while the last 18 months have provided an unprecedented opportunity for improvement across our organization, the region's workforce is still struggling to return to pre-COVID levels. Although unemployment levels have decreased dramatically since June 2020, the region's labor force are at the lowest point since the pandemic began indicating a reluctance for employees to return to the labor force. Employers across the region are struggling to find the talent needed, and GLBMW! will be there every step of the way.

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Respectfully,
Chris Rishko

regional PERSPECTIVE



GLBMW! Dashboard, Labor Force Snapshot,
Industry Snapshot, Occupation Snapshot,
Current Projects



GLBMW! DASHBOARD

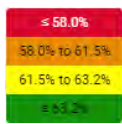
	Population (2020)	Chg 2010 (%)	Labor Force Participation Rate	Total Employment	Employment Change (Yr / Yr)	Unemployment Rate	Average Annual Wage	Households Above ALICE	% Below H.S. Credential
Bay	103,856	-3.6%	58.8%	34,648	-1.6%	4.70%	\$ 49,923.00	65%	7.9%
Gratiot	41,761	-1.7%	51.4%	13,683	0.6%	4.50%	\$ 48,497.00	54%	8.1%
Isabella	64,394	-8.4%	60.9%	26,157	1.8%	4.10%	\$ 42,031.00	51%	8.1%
Midland	83,494	-0.2%	59.6%	36,737	0.1%	3.80%	\$ 59,232.00	72%	4.9%
Saginaw	190,124	-5.0%	57.1%	80,862	-1.4%	5.90%	\$ 50,316.00	57%	9.1%
Great Lakes Bay Region	483,629	-4.3%	58.0%	192,087	-0.5%	4.90%	\$ 51,960.00	61%	7.9%
Michigan	10,077,331	2%	61.5%	4,487,000	-1.8%	5.50%	\$ 59,232.00	62%	8.2%

Data Source: www.milmi.org

Labor Force Participation Rate

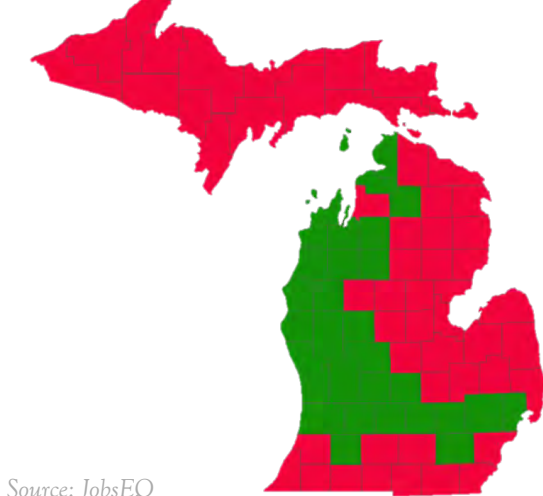
Legend

Red: < GLBMW! LFPR
Orange: GLBMW! < Michigan
LFPR Yellow: Michigan LFPR <
U.S. LFPR Green: >U.S. LFPR



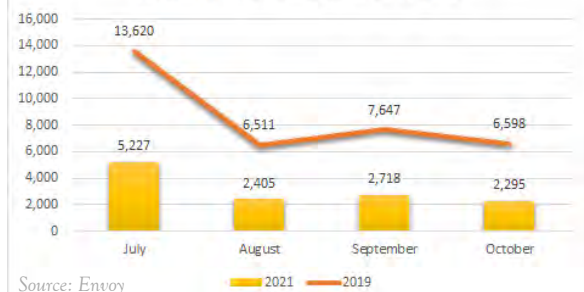
Source: JobsEQ

Average Population Growth



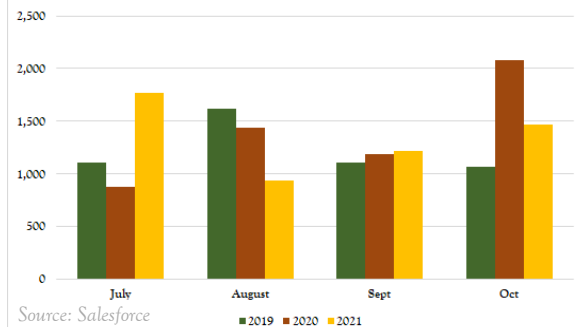
Source: JobsEQ

GLBMW! Service Center Traffic



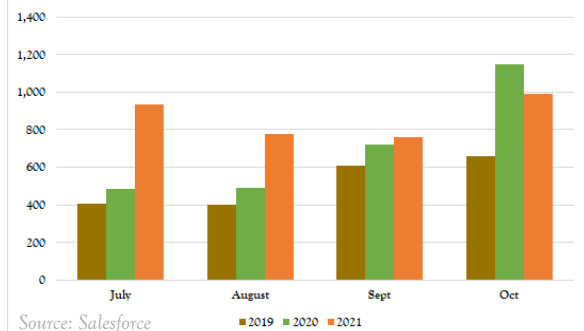
Source: Envoy

Jobs Posted



Source: Salesforce

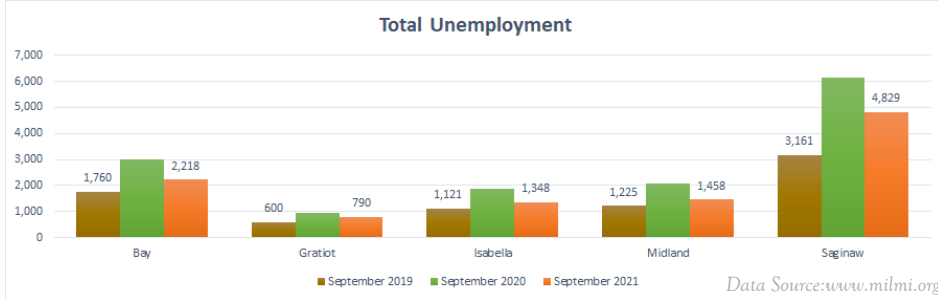
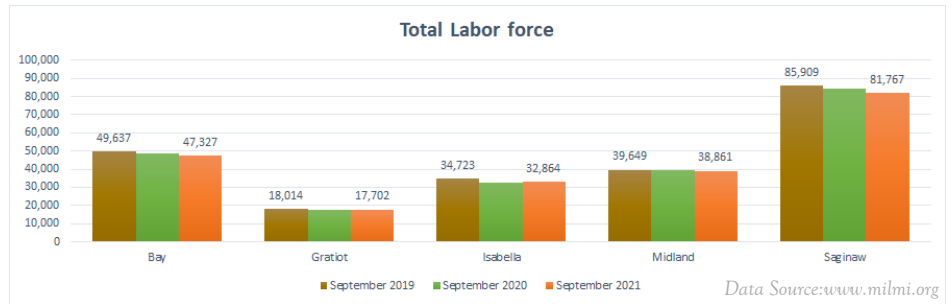
Jobs Filled



Source: Salesforce

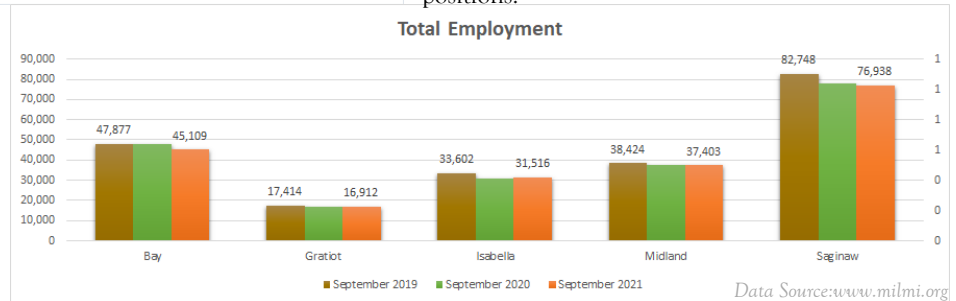
Regional Labor Force Snap Shot

Total Labor Force measures those individuals actively employed and those actively seeking employment. Sept 2021 Labor force numbers for the region are 2% lower than Sept 2020 levels and 4.3% lower than Sept 2019 (Pre-COVID). Only Isabella Co showed a Labor Force increase between Sept 2020 and Sept 2021. This is a direct result of CMU's start of the fall semester. Overall, this metric supports that a greater percentage of those eligible to work are not actively engaged in the work force.



Total Unemployment measures individuals actively seeking employment. Sept 2021 unemployment numbers for the region are 32% lower than Sept 2020 levels but still 26% higher than Sept 2019 (Pre-COVID) levels. This, combined with the shrinking labor force illustrate that although the percentage of unemployed to employed is similar to Pre-COVID levels, the overall workforce is smaller with fewer individuals available to fill open positions.

Total Employment measures individuals actively employed. Sept 2021 employment numbers for the region are 2% lower than Sept 2020 levels and 5.9% lower than Sept 2019 (Pre-COVID) indicating employees continue to leave the workforce. Gratiot Co, Isabella Co and Midland Co have increased employment since Sept 2020 but are still below their respective Sept 2019 levels.



Discussion

September's job numbers for the Great Lakes Bay Region show a marked decrease in **Labor Force** and **Total Employment**, both from Sept 2020 totals and Sept 2019 (Pre-COVID) totals, even though **Unemployment** continues to fall below Sept 2020 totals. This disparity indicates that although unemployment percentages are similar to pre-COVID levels, the smaller overall Labor Force means fewer workers to fill open positions.

During a program participant survey conducted by the Great Lakes Bay Michigan Works Business Services Team during the Summer of 2021, respondents indicated that the main drivers prohibiting a return to work were Childcare, Schedule Flexibility, and COVID Fears. Enhanced Unemployment benefits and wages were reasons for under 10% of responses.

This data would support the continued shortage of workers across our region and across Michigan as unemployment benefits expire. Workers who have adapted to lower wages or single income family status are staying out of the workforce to care of family members or to patiently search for a better position.



Industry Snapshot

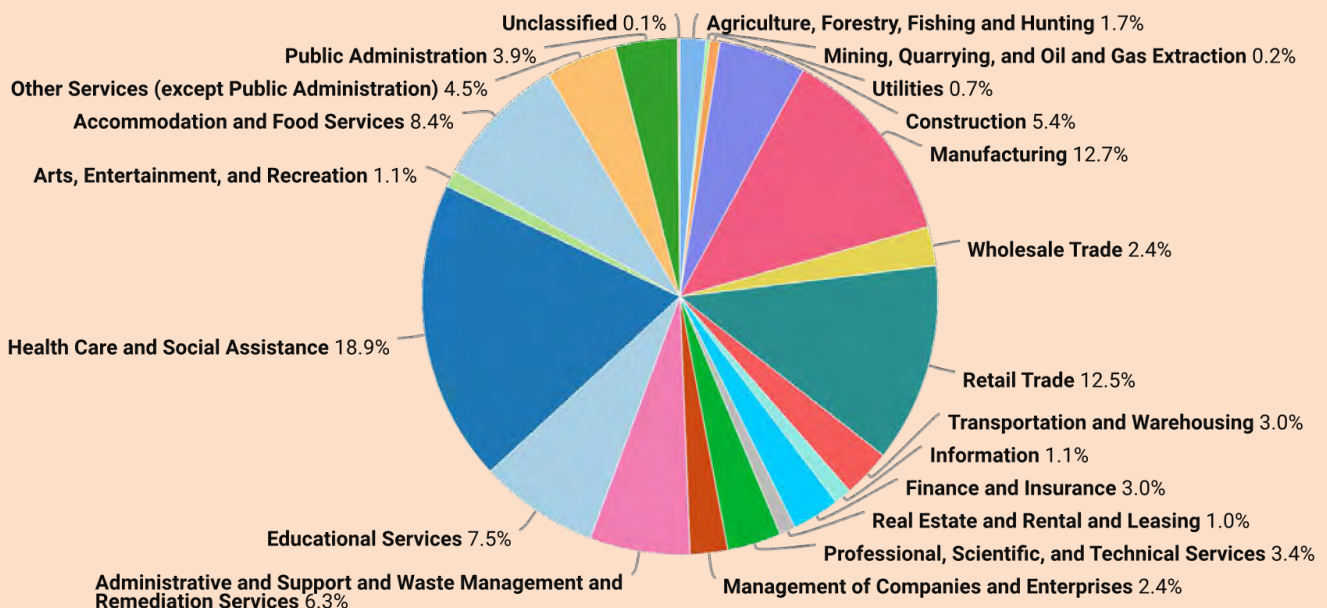
The largest sector in the Great Lakes Bay Michigan Works is Health Care and Social Assistance, employing 36,268 workers. The next-largest sectors in the region are Manufacturing (24,421 workers) and Retail Trade (23,933).

Sectors in the Great Lakes Bay Michigan Works! region with the highest average wages per worker are Management of Companies and Enterprises (\$150,815), Utilities (\$92,275), and Manufacturing (\$73,720). Regional sectors with the best job growth (or most moderate job losses) over the last 2 years are Health Care and Social Assistance (+581 jobs), Management of Companies and Enterprises (+286), and Professional, Scientific, and Technical Services (+205).

Over the next year, employment in the Great Lakes Bay Michigan Works! region is projected to contract by 1,584 jobs. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+79 jobs), Mining, Quarrying, and Oil and Gas Extraction (+2), and Arts, Entertainment, and Recreation (-1).

Great Lakes Bay Michigan Works! Region, 2021 Q2

Industry	Current		2-Year History		1-Year Forecast				
	Empl	Avg Ann Wages	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
Health Care and Social Assistance	36,268	\$50,411	581	0.8%	3,493	1,679	1,735	79	0.2%
Manufacturing	24,421	\$73,720	-4,413	-8.0%	2,183	933	1,597	-347	-1.4%
Retail Trade	23,933	\$32,935	-1,082	-2.2%	2,806	1,404	1,773	-371	-1.6%
Accommodation and Food Services	16,095	\$19,981	-4,282	-11.1%	2,529	1,148	1,447	-66	-0.4%
Educational Services	14,403	\$50,719	-1,408	-4.6%	1,203	638	689	-124	-0.9%
Administrative and Support and Waste Management and Remediation Services	12,048	\$46,719	-1,676	-6.3%	1,230	584	797	-151	-1.3%
Construction	10,439	\$55,674	-174	-0.8%	932	366	654	-88	-0.8%
Other Services (except Public Administration)	8,604	\$27,166	-2,500	-12.0%	911	445	531	-66	-0.8%
Public Administration	7,490	\$53,575	-606	-3.8%	618	290	394	-66	-0.9%
Professional, Scientific, and Technical Services	6,489	\$68,390	205	1.6%	520	206	347	-33	-0.5%
Transportation and Warehousing	5,808	\$54,046	36	0.3%	555	261	354	-61	-1.0%
Finance and Insurance	5,734	\$73,290	59	0.5%	459	202	330	-73	-1.3%
Total - All Industries	192,087	\$51,960	-16,443	-4.0%	19,267	8,916	11,936	-1,584	-0.8%



Occupation Snapshot

The largest major occupation group in the Great Lakes Bay Michigan Works! region is Office and Administrative Support Occupations, employing 22,481 workers. The next-largest occupation groups in the region are Sales and Related Occupations (20,133 workers) and Production Occupations (16,291).

Occupation groups in the Great Lakes Bay Michigan Works! region with the highest average wages per worker are Management Occupations (\$102,700), Architecture and Engineering Occupations (\$84,000), and Legal Occupations (\$83,700). The unemployment rate in the region varied among the major groups from 1.6% among Legal Occupations to 13.7% among Food Preparation and Serving Related Occupations.

Over the next 1 year, the fastest growing occupation group in the Great Lakes Bay Michigan Works! region is expected to be Healthcare Support Occupations with a +1.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+107 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 Sales and Related Occupations (2,691 jobs) and Food Preparation and Serving Related Occupations (2,615).

Occupation	Current				2-Year History		1-Year Forecast				
	Empl	Mean Ann Wages ¹	Unempl	Unempl Rate	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
Office and Administrative Support	22,481	\$39,400	1,194	5.2%	-1,722	-3.6%	2,073	1,032	1,420	-380	-1.7%
Sales and Related	20,133	\$39,500	1,623	8.0%	-1,370	-3.2%	2,370	1,066	1,625	-321	-1.6%
Production	16,291	\$42,300	1,221	7.3%	-2,890	-7.8%	1,477	575	1,173	-270	-1.7%
Food Preparation and Serving Related	15,433	\$26,300	2,271	13.7%	-3,764	-10.3%	2,561	1,059	1,556	-54	-0.4%
Healthcare Practitioners and Technical	14,611	\$76,400	313	2.2%	42	0.1%	753	373	431	-50	-0.3%
Transportation and Material Moving	14,293	\$35,700	1,159	7.8%	-882	-3.0%	1,607	636	1,109	-138	-1.0%
Management	11,847	\$102,700	305	2.6%	-362	-1.5%	869	325	640	-96	-0.8%
Healthcare Support	10,639	\$29,700	500	4.8%	498	2.4%	1,448	641	700	107	1.0%
Educational Instruction and Library	9,570	\$52,900	543	5.5%	-848	-4.2%	761	381	449	-69	-0.7%
Business and Financial Operations	9,112	\$73,500	261	2.9%	-97	-0.5%	771	241	601	-71	-0.8%
Construction and Extraction	8,370	\$48,300	651	7.7%	-371	-2.1%	831	259	636	-64	-0.8%
Installation, Maintenance, and Repair	7,472	\$47,600	376	5.1%	-655	-4.1%	631	224	475	-68	-0.9%
Building and Grounds Cleaning and Maintenance	7,094	\$30,800	584	8.3%	-1,883	-11.1%	875	387	521	-33	-0.5%
Personal Care and Service	5,076	\$31,100	670	12.0%	-1,045	-8.9%	740	335	422	-17	-0.3%
Architecture and Engineering	3,744	\$84,000	96	2.6%	-344	-4.3%	247	81	188	-22	-0.6%
Community and Social Service	3,545	\$45,700	59	1.7%	-105	-1.5%	392	128	252	12	0.3%
Computer and Mathematical	3,488	\$76,100	76	2.2%	-48	-0.7%	236	57	195	-16	-0.4%
Protective Service	3,238	\$47,300	152	4.5%	-306	-4.4%	292	135	185	-29	-0.9%
Arts, Design, Entertainment, Sports, and Media	2,469	\$49,400	195	7.6%	-212	-4.0%	237	95	167	-25	-1.0%
Life, Physical, and Social Science	1,174	\$74,600	35	3.0%	-115	-4.6%	93	22	80	-9	-0.7%
Farming, Fishing, and Forestry	1,105	\$32,900	84	7.3%	69	3.3%	157	42	129	-14	-1.2%
Legal	904	\$83,700	15	1.6%	-34	-1.9%	51	22	35	-6	-0.6%
Total - All Occupations	192,087	\$49,300	12,382	6.3%	-16,443	-4.0%	19,517	8,116	12,988	-1,586	-0.8%

On Going

Clean Slate

The Clean Slate Program hit the ground running in Saginaw County with workshops in August and October. In total, over 300 individuals with convictions in Saginaw County have gone through the process and are awaiting their respective court dates. Another 1,000+ individuals are currently working through the process to get their records expunged. The GLBMW! Clean Slate program is the benchmark for the entire state and current has more enrollees than any other Michigan Works Agency.

Summer Young Professionals

The Summer Young Professionals program is off and running in our region. The inaugural cohort of the program saw 14 students from Saginaw, Midland and Bay Counties successfully complete their 8 week program. Cohort 2 is completed earlier this year graduating 52 students. The current cohort has 44 students enrolled.

Youth Build

After our August JBD meeting, I reported that GLBMW! and YDC had been working together on the Youth Build Initiative. Since that time, GLBMW! was able to register an additional 15 (17 total) Youth Build participants into WIOA programming.

Our team reports the program continues to move forward and the relationship between both organizations is strong.

Jobs for Michigan Graduates (JMG)

Currently, there are 36 students enrolled in JMG programming (down from 60) in 8 schools over 4 counties. GLBMW! and Youth Solutions continues to work to expand the program across our region.

Virtual Talent Tours

Production of the Virtual Talent Tours continue. So far 8 videos have been completed with several more in production. Each employer is identifying 2-3 high demand jobs in their industry and our production team highlights the intricacies of each.

Mi Tri-Share

The Mi-Tri-Share Program is intended to help relieve the barrier of child care from prohibiting qualified individuals from returning to work. Our region was selected as one of three pilot programs state-wide. Results have been slow, but more employers are registering for the program monthly. Recent programmatic updates at the state level have opened eligibility requirements, which will hopefully result in increased participation.

In Development

MICA 3.0 Grant (Restaurant Ready Program)

GLBMW! is partnering with The Michigan Restaurant and Lodging Association, Midland Co ESA, and local restaurants to establish a pilot certification program in the culinary space. Local employers identified the need for credentialing across their staff and have spear-headed the pilot. This \$140,509 grant will provide start-up capital for the pilot program.
Saginaw Bay Public Transit
(TBD)

Mi CareerQuest Middle Michigan

Planning has begun for MiCQMM 2022. An in person event is being planned at SVSU this October.

GLBMW! Strategic Plan

Now that COVID has started to steady out, the Strategic Plan initiative is being re-initiated to help provide strategic direction for the organization. A consultant will be procured to help guide the process.

regional SPOTLIGHT

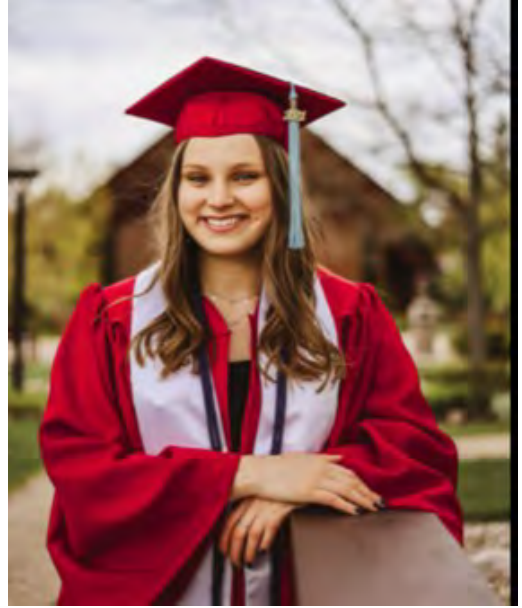


SUCCESS STORIES FOR EMPLOYERS & JOB SEEKERS



From Unemployed to an Educator

Addison Allen had lost her job at Mooney's Ice Cream due to business closure in May 2017. Addison had to take a lower paying job as a Child Care provider making \$9.25 an hour. She had been attending Saginaw Valley because she had a dream of becoming a teacher and working with children in a school setting. Addison knew she wanted to finish school but was having financial issues due to the business closure and the cut in pay. The cost of her dreams was becoming overwhelming for her. Which is why Addison reached out to the Great Lakes Bay Michigan Works! for some assistance.



Her Great Lakes Bay Michigan Works! Career Coach assisted Addison with projecting the financial cost of her educational pursuit so she could have less stress in her training. After a short period of a wait list the Great Lakes Bay Michigan Works! was able to assist her with training funds. The fees that we assisted with are as follows: \$5500.00 for tuition fees to Saginaw Valley State University for the pursuit of her Elementary Education Bachelor's Degree.

Addison worked hard throughout her time in school even earning a spot on the Presidents List at Saginaw Valley State University in December 2020. She completed her Elementary Education Degree in May 2021, graduating Cum Laude. Addison went on to earn her first dream career pursuing job at Challenger Elementary in Kentwood Michigan as a 4th Grade Teacher in August 2021. She gets full time hours but of course does more for her students and has been offered benefits from the start. She began her career earning a salary of \$40,638 which breaks down to \$19.54 an hour.

Career Opportunities with FAST START



Amanda is a single mother, family of two, newly employed as a Production Worker at a new job making \$13.50 an hour when she invested time in researching a credential into a Career. She had heard about a Fast Start information session for Manufacturing Warehouse & Logistics program at Delta College. She attended the information session and was introduced to Delta College program, Dow staff and the services at Great Lakes Bay Michigan Works! Amanda stayed on the virtual information session to talk one on one with a Career Coach to complete her dream of earning a credential that could assist her family long-term.

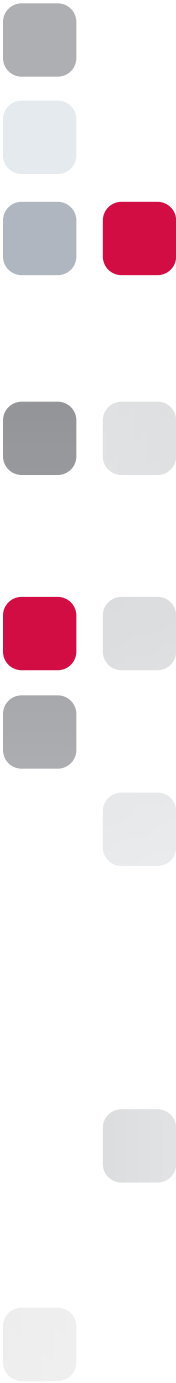
In May 2021, Amanda completed the process to become officially program services where she and her Career Coach could begin to work on her application for the Fast Start program. That same month her resume was revamped, her educational assessment had been completed and she was ready to apply directly to the program. Amanda was quickly accepted into the program and started her career steps to her credential on May 10, 2021.

Through program services at Great Lakes Bay Michigan Works!, Amanda was able to receive the training assistance and the costs associated with attendance to Delta College Manufacturing Warehouse & Logistics Fast Start. The fees Great Lakes Bay Michigan Works! paid for are as follows: \$1900.00.

Amanda received an Employment interview and then employment offer which started on 07/12/2021. She is working as a Logistics Technician 1 starting at \$16.91 during orientation and training. She will be in training for a total of 7 weeks. She will then receive an increase in pay to \$17.51 and will be assigned a specific shift. She is offered full benefits through her employment.

She was published in the Delta Media letter and emailed the following statement to her Career Coach: "I'm loving the job so I'm so thankful for the opportunity."

A 10x10 grid of colored squares representing a 100% completion rate. The grid is filled with 100 squares, all of which are colored (gray, light blue, dark blue, or red).



A Better Career with Help from GLBMW!



Xavier came to Great Lakes Bay Michigan Works! Hoping to get assistance in accessing his trade benefits after Suniva in Saginaw, Michigan closed their doors. At this point, Xavier really had no clue—truly what direction he wanted to go with his education. Then he finally settled on going into the Physical Therapy Assistant Program at Baker College.

At first Xavier was not very confident in starting classes. In fact, he was very apprehensive, and strongly insisted on just “going for” an Associate’s Degree at Baker College. With further coaching, he started attending classes, and then decided he wants a more advanced degree. Xavier knew to really get ahead a Bachelor’s degree would best suit him. Being a young, entrepreneur he wanted to further advance his skills in business.

Through the TAA program Xavier was able to get enrolled in the 3 +1 program with Delta College and Northwood University to gain a bachelor’s degree in

Business Administration and have all of his tuition, books, supplies, and testing costs all paid in full. His hard work and dedication to a better future began the day he walked into Michigan Works! for the TAA Orientation.

Xavier received the one-on-one assistance necessary to be certain his resume’ was professional and effective with his current skills. He actively worked with a couple of area colleges researching and review plans with his TAA Case Manager, Candy Kruzell to pick the best career path. He completed the work keys assessment and started full time training on 01/08/2018. Xavier was very successful with training. He was recognized for his academic achievements, for being on the President’s and Vice-President’s list. Xavier was also recognized for being on the Dean’s list at both Delta and Northwood. He completed his degree with a 3.6 GPA.

While working towards his Bachelor’s Degree he was able to secure a position as an Employment Service Advisor with Delta College Corporate Services—onsite with Michigan Works!, the very place his journey began.

Xavier is a perfect example of how hard work and work life balance can pay off. When he started his new job he was still active in full time training completing his degree, running his own photography business and raising a family. TAA was able to relieve the stress associated with paying for school, and providing additional supportive services. Currently Xavier is happy with his employment and being part of the Great Lakes Bay Michigan Works! team.

From Unemployed to CDL

Nicholas was coming out of a living situation where he was not employed or earning for his family, was collecting disability payments, and was not feeling confident. He was very clear about his goal to become a truck driver and was determined to make something of himself, so he was eager to take steps to get approved.

During the process, he got into a car accident, and we waited for that to finalize to ensure he could still get a CDL license. Then the math test he needed to complete was another pothole that caused additional delays. He then looked to a private company out of state who would hire him and train him, as opposed to taking the test and getting our funds. When that did not pan out, I was able to talk to him and get him to re-engagewith me and get back on track.

His Career Coach assured him that if he kept his eyes on his goal, we would get him there. Nicholas finally took his test and 1 week later had started CDL-A classes at 160 Driving Academy. He truly enjoyed class and we finally met in person when he submitted his certificate of completion to me in July 2021.

During his participation his Career Coach was able to get a waiver to help purchase a truck GPS and Bluetooth headset that were required for his new truck driving job with MTI Transportation. He shared that his employer admitted that they had hired him expecting him to not work out because he was a new driver, but that he has impressed them and proven his merit.

He now has a newer truck to drive and has driven throughout the Midwest over the past 6 weeks. When he finally got his CDL-A license, his attitude and the language he was using was much more positive and was very different from when he came to the program. He seemed to transform in the 5 months we worked together. Nicholas said “trucking has changed my whole mindset”, he “feels important now”, and that even his mom said that she “has never seen him this happy.”





A report by
Great Lakes Bay Michigan Works
CEO Christopher Rishko

MICHIGAN
WORKS!
Great Lakes Bay Region