

Leveraging Federal, State and Philanthropic Funds to Meet Short and Long-term Demand of Employers



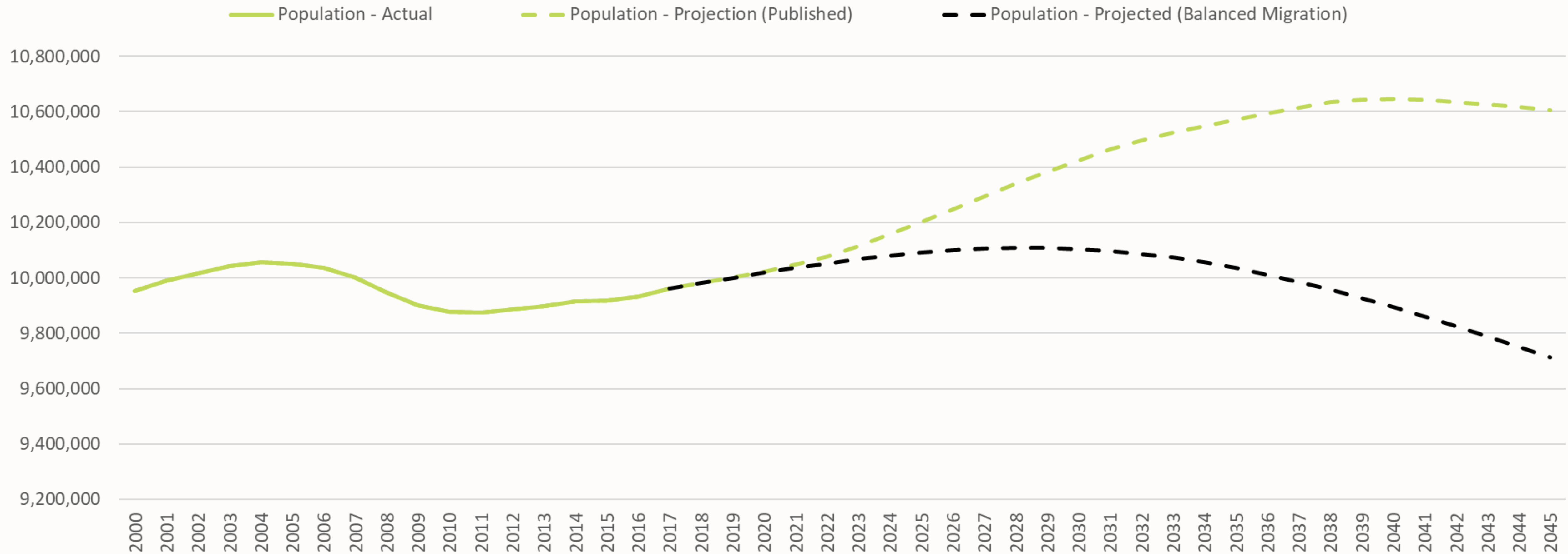
Looks like you're stuck with us...here's what you get:

1. Understanding of Michigan and the Michigan Works! model
2. Short-term and long-term strategies (state and local)
3. A few ideas on policies that could be created, or funding pursued to enhance workforce development activities in your state or local area.

Michigan – 4 out of 5 Great Lakes choose us

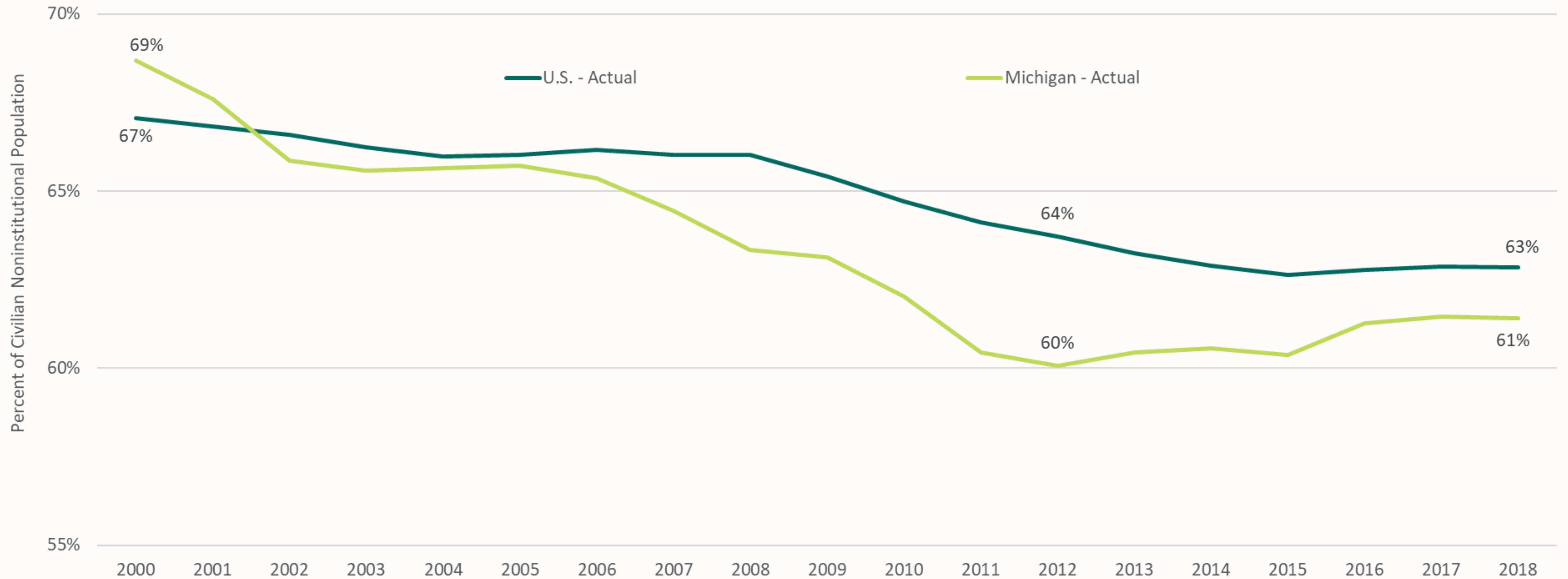


Michigan's population



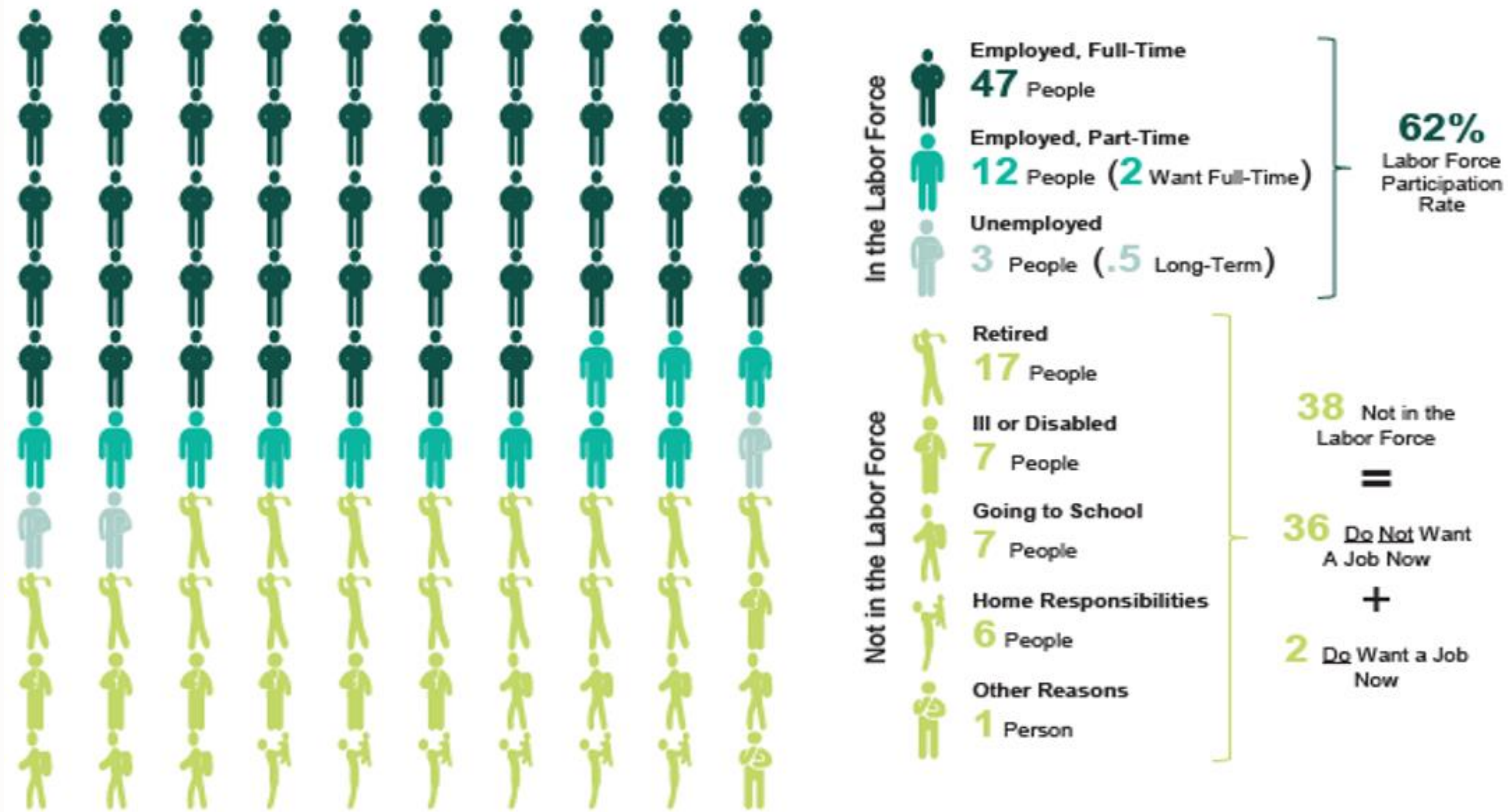
Source: U.S. Census Bureau and Michigan Department of Technology, Management and Budget

Michigan's Labor Force Participation



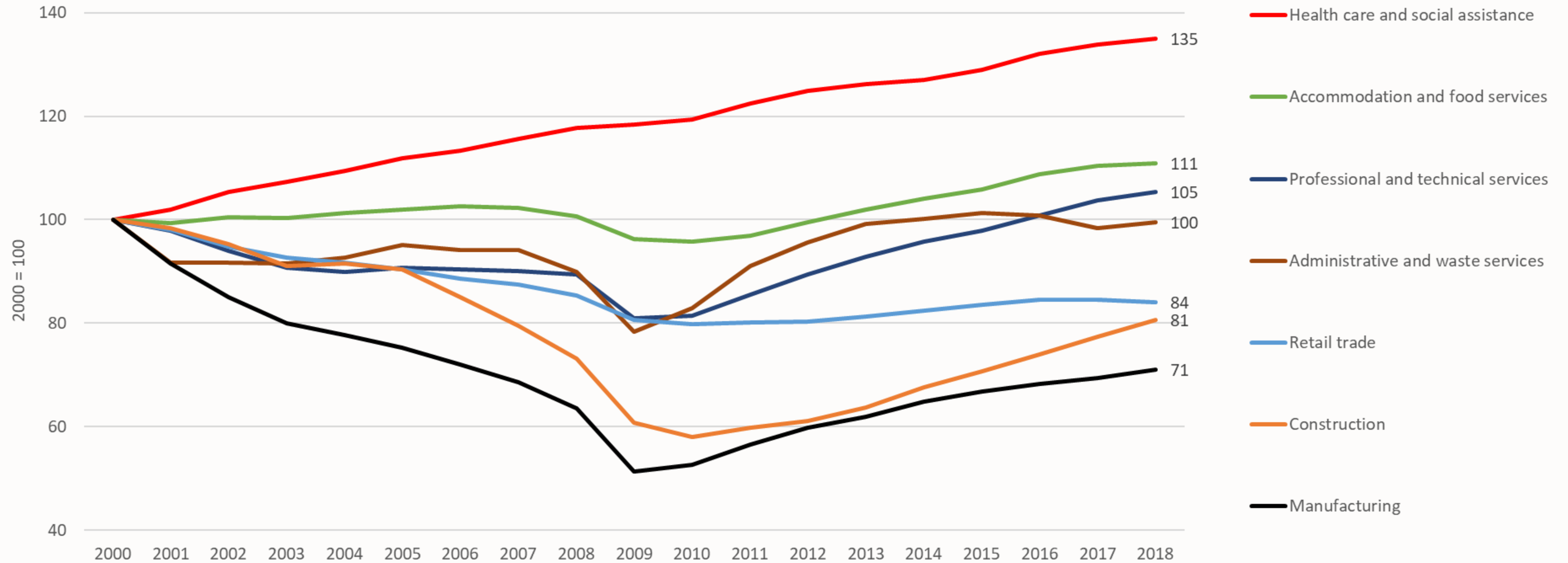
Source: U.S. Bureau of Labor Statistics and Michigan Department of Technology, Management and Budget

Who is and who is not counted in the labor force?



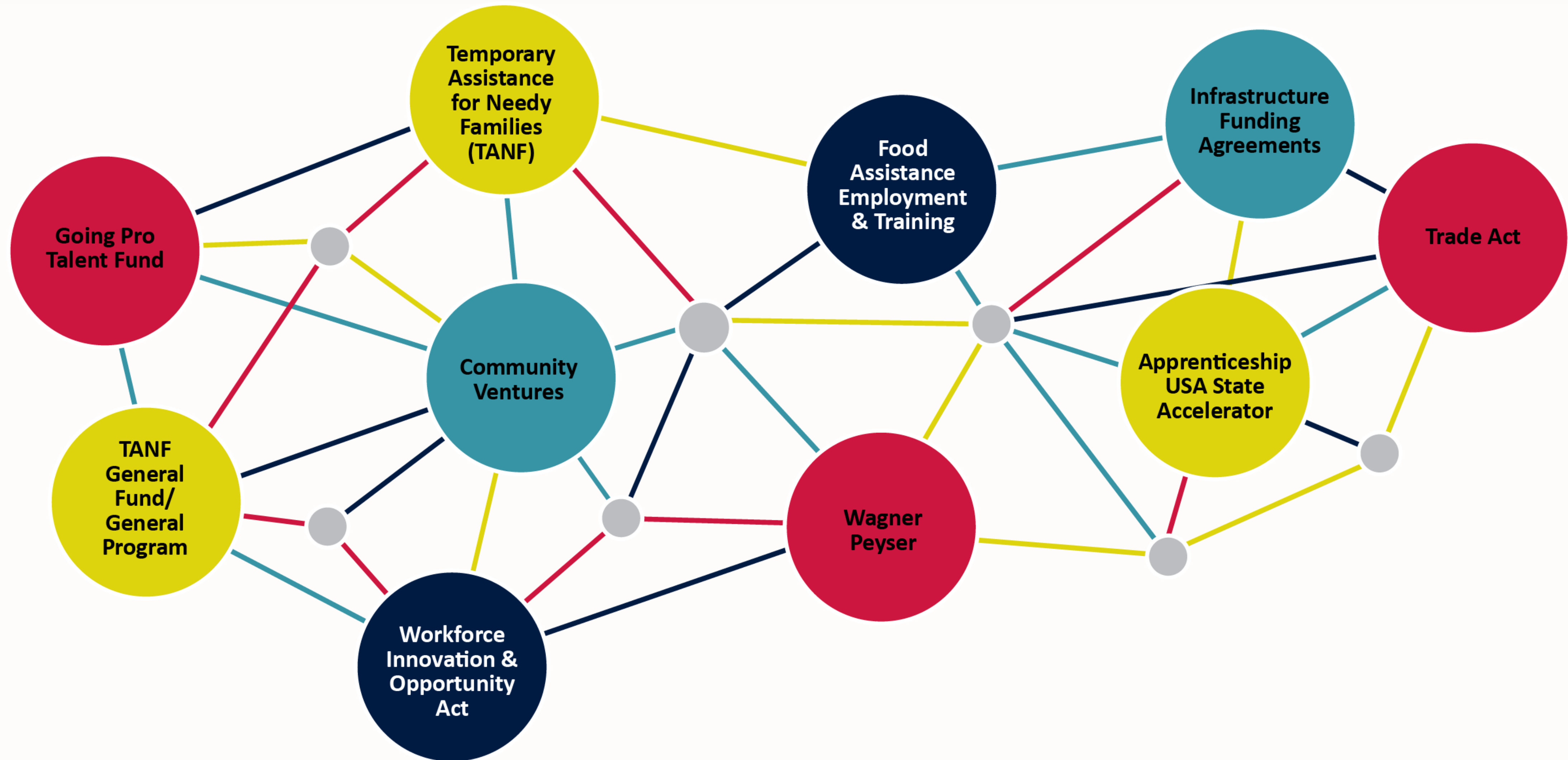
Source: Michigan Department of Technology, Management and Budget.

Industry Employment Trends



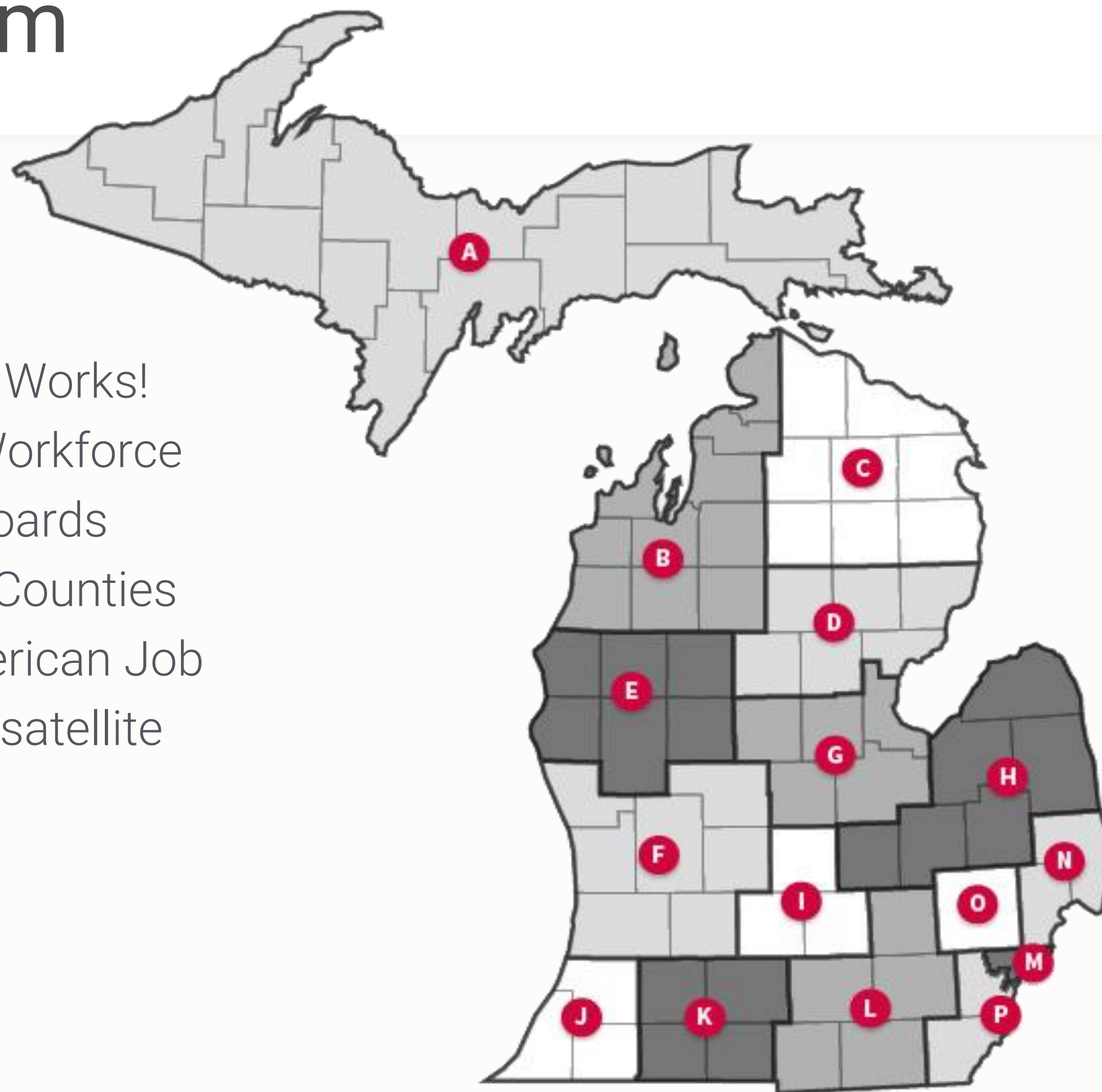
Source: U.S. Bureau of Labor Statistics and Michigan Department of Technology, Management and Budget

Statewide System – Public Act 491 of 2006



Statewide System

16 Michigan Works!
Agencies and Workforce
Development Boards
Covering all 83 Counties
through 66 American Job
Centers and 33 satellite
offices.



Short-term Strategies - Going Pro Talent Fund

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 transferrable 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



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

Short-term Strategies - Going Pro Talent Fund

Funding Awards

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

Size of companies receiving awards

893 employers

Average award= \$36,520

Average award per person= \$1,293

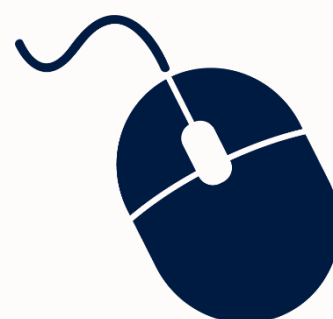
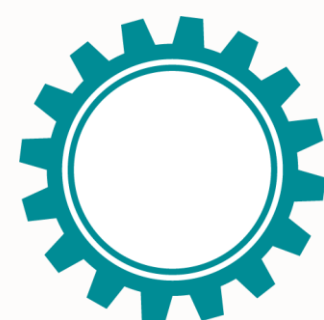


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Feedback

Short-term Strategies - Apprenticeships

West Michigan Works! currently holds the sponsorship for 22 US Department of Labor registered apprenticeship, with **over 100 active apprentices and over 40 participating employers.**



	ADVANCED MFG	CONSTRUCTION	HEALTH CARE	IT
Apprentices	66	8	34	4
Employers	22	7	6	4

Funding Supporting Apprenticeship Programs

- Apprenticeship USA State Expansion
- America's Promise Grant
- American Health Information Management Association
- Reemployment Services and Eligibility Assessment Work Based Training
- Going Pro Talent Fund
- Michigan Apprenticeship Industry Cluster Approach

Short-term Strategies - Retentions Solutions Network



A lost employee costs a company on average 33% of the employee's base pay.



Employers will pay \$600 billion in turnover costs in 2018 and can expect that number to increase to \$680 billion by 2020.

THE LINK

1 BARRIER REMOVAL

WE'VE REMOVED **700+** BARRIERS TO EMPLOYMENT WITH AN AVERAGE SOLVE TIME OF **28** DAYS

2 PARTICIPATION

BASED ON OUR CURRENT CLIENT DATA **40%** OF YOUR WORKFORCE WILL UTILIZE OUR SERVICES

3 RETENTION

THIS YEAR ALONE WE'VE RETAINED **84%** OF THE EMPLOYEES WE WORK WITH

4 RETURN ON INVESTMENT

IN 2018 OUR CLIENTS SAW AN ROI OF **543%** AS A MEMBER OF THE LINK NETWORK

700+

40%

84%

543%

TYPE OF BARRIERS

- TRANSPORTATION
- LACK OF CHILDCARE
- UTILITY DELINQUENCY
- HOUSING
- HEALTH (MENTAL & PHYSICAL)

18 ADDITIONAL CATEGORIES

OUR SERVICES

- WORK BARRIER REMOVAL
- FINANCIAL HEALTH TRAINING
- PROFESSIONAL DEVELOPMENT
- SUCCESS COACHING
- DISASTER SUPPORT
- INDUSTRY NETWORKING

ACCESS TO MUCH MORE

BENEFITS

- REDUCED NEW HIRE TRAINING
- MORALE IMPROVMENT
- DOWNTIME REDUCTION
- EFFICIENCY INCREASE
- STAFF BUY-IN

HOW?

- LOW OVERHEAD
- PARTNER ORGANIZATIONS
- UTILIZING MIWORKS
- COST EFFECTIVE SOLUTIONS

1. NETWORK OF SOLUTIONS

OUR TEAM WORKS CLOSELY WITH REGIONAL PARTNERS IN ORDER TO DESIGN AND CATER SOLUTIONS SPECIFIC TO THE NEEDS OF YOUR WORKFORCE.

2. RELATIONSHIPS

WE BELIEVE IN CREATING LASTING RELATIONSHIPS WITH YOUR WORKFORCE - PROVIDING ON SITE SUPPORT FOR FACE-TO-FACE COACHING WHENEVER NEEDED.

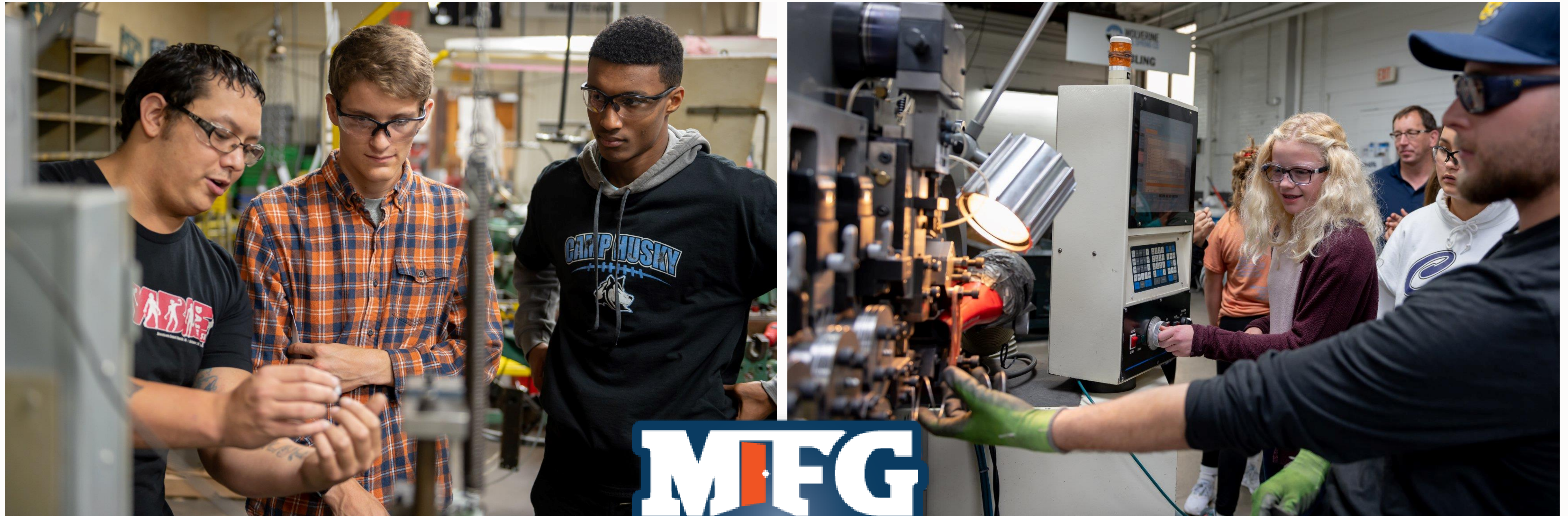
3. SUCCESS COACHES

THE SUCCESS COACH POSITION IS DEDICATED TO YOUR EMPLOYEES SUCCESS; AN INDIVIDUAL DETACHED FROM YOUR WORKFORCE COMMITTED TO THE SUCCESS OF EVERY MEMBER OF YOUR STAFF.

4. EXPERIENCE WHERE IT MATTERS

AN INVESTMENT IN THE SUCCESS OF YOUR EMPLOYEES IS MULTIPLIED WHEN OUR DEDICATED AND EXPERIENCED STAFF ARE BEHIND THE WHEEL.

Long-term Strategies – Talent Tours



**MEG
DAY®**

Long-term Strategies - Jobs for Michigan Graduates

WE'RE ON A MISSION TO EQUIP YOUNG PEOPLE WITH THE SKILLS TO OVERCOME BARRIERS AND WIN IN EDUCATION, EMPLOYMENT, AND AS CITIZENS.



Program Year 2019/2020

A - Upward

Programs: 3
Students: 190

B - Networks Northwest

Programs: 10
Students: 325

C - Northeast Consortium

Programs: 6
Students: 100

D - Region 7B

Programs: 2
Students: 65

E - West Central

Programs: 1
Students: 15

F - West

Programs: 14
Students: 245

G - Great Lakes Bay

Programs: 2
Students: 75

H - GST Michigan Works!

Programs: 6
Students: 350

I - Capital Area

Programs: 5
Students: 120

J - Berrien Cass Van Buren

Programs: 7
Students: 495

K - Southwest

Programs: 4
Students: 200

L - Southeast

Programs: 7
Students: 200

M - Detroit

Programs: 14
Students: 850

N - Macomb / St. Clair

O - Oakland County

Programs: 6
Students: 50

P - SEMCA

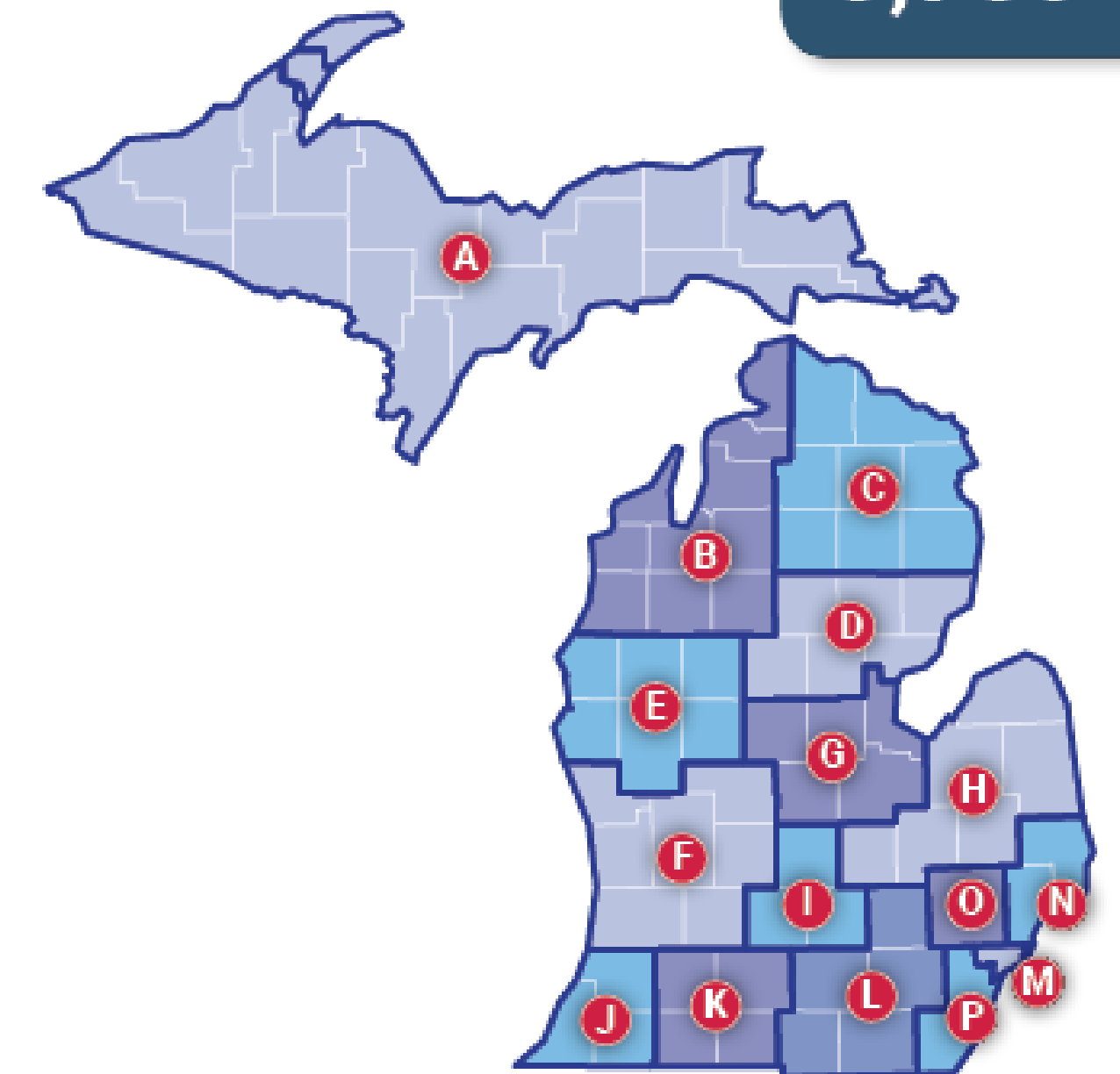
Programs: 11
Students: 500

Total Programs

98

Total Students

3,780



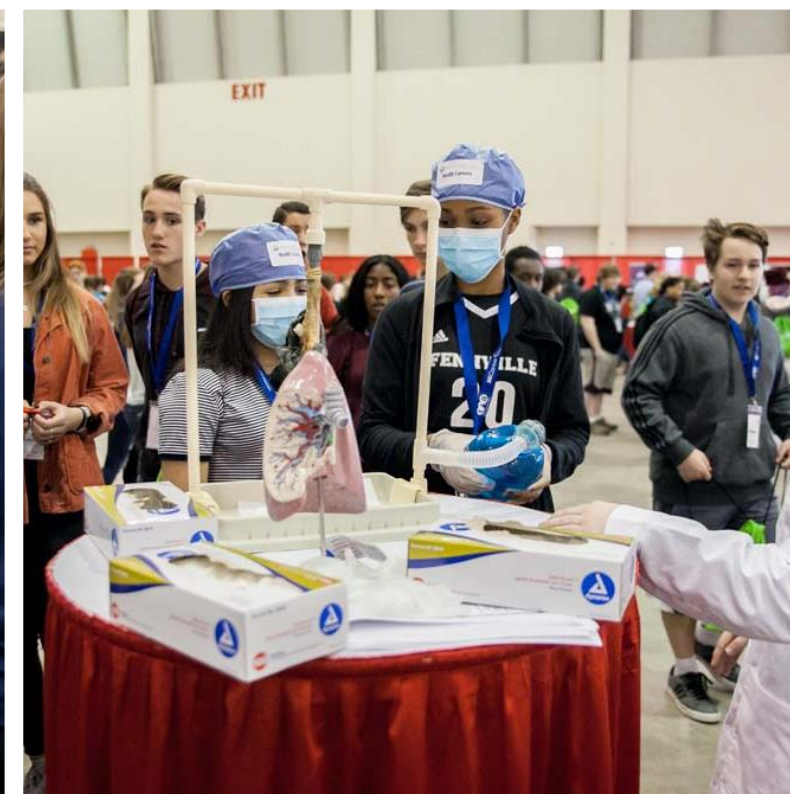
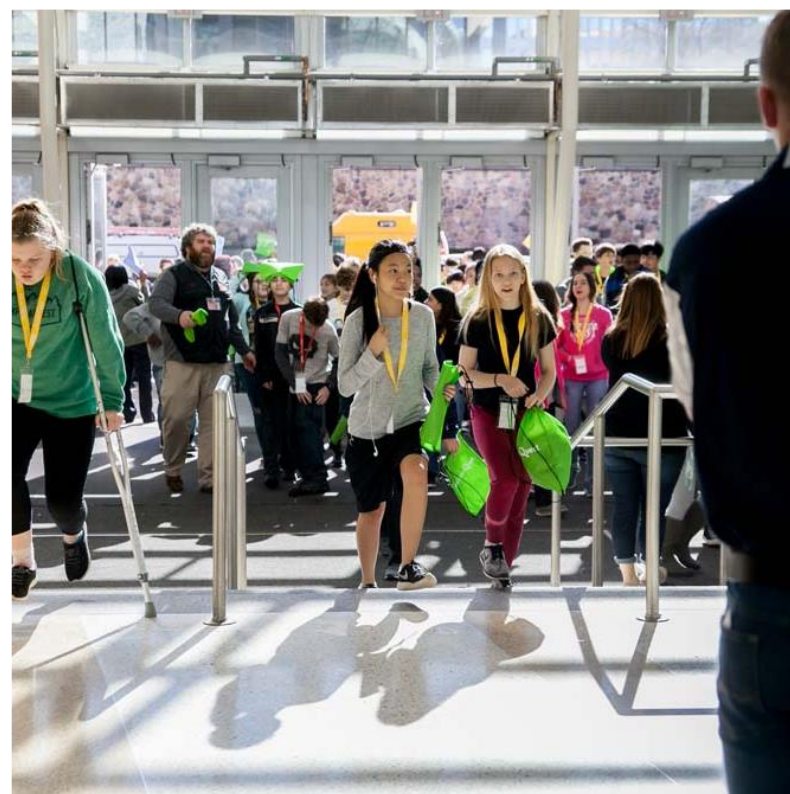
Long-term Strategies - Jobs for Michigan Graduates



Funding Supporting Jobs for Michigan Graduates



MiCareerQuest™



<https://www.youtube.com/watch?v=IHxlVFeYxjl>



Key Takeaways

1. Innovation
2. Flexibility
3. Collaboration

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