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I’m excited to share that we moved the needle for workforce development in 2018, and we are continuing to do so in 2019! We dedicated the majority of 2018 to identifying key reasons for employee turnover in multiple industry sectors and have been able to launch Business Resource Networks in our region.

We are breaking down barriers to employment for our job seekers and facing retention challenges head on for our employers. With 24 employers actively participating in Business Resource Networks, we have been able to help more than 1,500 employees keep their jobs. Through collaboration and partnership, we continue to find new solutions to not so new problems.

We brought $2.3+ million dollars to employers in our region through the Going PRO Talent Fund Award. Through this, employers were able to create more than 300 high-paying jobs, and train more than 3,000 employees, including 71 new apprenticeships.

We celebrated success alongside our customers and partners during our Annual Awards Celebration in October. During this exclusive event, we had the distinct honor to recognize 17 individuals and programs for their impact around workforce development in our region. We met Safi M’Munga, a refugee from the Democratic Republic of the Congo and mother of five children. Illiterate in her own language, and unfamiliar with American culture and workplace norms, she is now successfully employed and working to achieve the American Dream.

In closing, we could not celebrate success without the efforts of our outstanding team and without the collaboration of our many community partners. We are committed to building new partnerships and sustaining our existing ones. Thanks to all of our staff and partners for the work they do every day to advance our workforce system.

- William Sleight, Director
WHO WE ARE | OUR PURPOSE

MISSION

Our mission is to develop today’s workforce and tomorrow’s economy by engaging employers, jobseekers, and partners.

VISION

Our vision is a community which fosters and sustains a strong, diverse economy where people can live, work, and prosper.

VALUES

Continuous Improvement and Accountability
We evaluate services and programs based on meeting or exceeding customer satisfaction, tracking performance to core metrics, and implementing continuous improvement processes to ensure a sound return-on-investment of taxpayer dollars.

Innovative Leadership
We foster innovation to maximize the economic impact of workforce funding and resources.

Education
We value the importance of the education continuum of K-12, postsecondary, and lifelong learning, leading to the development of sustainable workforce.

Responsiveness to Employer Needs
We promote a demand-driven system that anticipates and responds to employer needs.

Service with Respect
We serve jobseekers with integrity and dignity by delivering services with respect for cultural diversity, fairness, and differences of opinion.

Partnership
We convene partners strategically to better meet needs, leverage resources, and more efficiently deliver workforce services to the community.

As we continue our third year into our journey as Michigan Works! Southeast, we dedicated a portion of the year to dive in and learn what motivates our employees to come to work, what is their purpose? Through framework, workgroup sessions and surveys, our team concisely solidified the purpose statement for our organization. The intent of our purpose statement is to serve as a compass for decision making, provide us with one common message to the communities we serve and remind us of what it is that makes our organization stand out.

“CREATING CONNECTIONS TO A BETTER FUTURE!”
A CAUSE WORTHY OF INVESTMENT

According to Jobs for Michigan’s Graduates (JMG), in Michigan, nearly 11,000 young people drop out of high school every year. Without a diploma, they are 59% more likely to be unemployed, more than twice as likely to live in poverty, and 63 times more likely to be incarcerated. Moreover, 74% of the jobs in Michigan require a minimum of a high school education. And, as Michigan employers struggle to find talent, nearly 10% of our emerging workforce has already taken themselves out of the game annually.

Working with his Jobs for Michigan’s Graduates Specialist, Rapheal became encouraged to earn his GED, obtained employment and landed a promotion! “I appreciate all of your help, man I would not have stuck with it if you had not believed in me.”

2018-2019 RESULTS

159
Served 159 youth

27
From 27 cities/towns

5
Among 5 counties

100%
Program Completers obtained their GED®
We’ve invested over $115,000 to upskill more than 200 employees at 30+ employers!

Caster Concepts is a manufacturer of heavy-duty casters based in Albion, MI. The company obtained promising new tools that would increase their productivity; but there was one problem: none of their employees knew how to use them!

The manufacturer wanted to invest in their workers, so they reached out to Michigan Works! Southeast, who secured a grant designed to assist employers with upgrading the skills of their workers. Caster Concepts used the money to train two of their programmers: Tim Tittler and Jason Johnson (pictured below). In the course of their training, Tim and Jason developed skills that made them highly valuable to the company.

“Having 5 Axis Training excelled us to enhance our skills as machinists: allowing us to [make] more complex parts more efficiently.” - Tim Tittler
Through the Going PRO Talent Fund (formerly known as the Skilled Trades Training Fund), employers are able to work with local Michigan Works! agencies by applying for grants to help them train and hire new talent, allowing them to remain competitive in today’s global economy.

Assisted 71 Local employers collectively receive $2.4 Million to train more than 3,000 current employees and create 681 new jobs!

“This award is critical as we continue to see increased demand for skilled trades in our region.”

- Shamar Herron, Deputy Director
OUR YEAR IN REVIEW

4,972
Jobs Filled

1,934
Employers Engaged

21,117
People Served

68,759
Total Visitors

UNEMPLOYMENT RATE:

Michigan = 4.2%

Our Region = 3.38%

Met or exceeded all Workforce Innovation & Opportunity Act (WIOA) standards for retention, earnings and credential attainment!
2018 - 2019 Financials

REVENUE BY CATEGORY
Total: $12,346,239

- Workforce Innovation Opportunity Act: $3,770,549
- Employment Services: $1,204,303
- Other: $3,948,326

EXPENDITURES BY CATEGORY
Total: $12,346,239

- Admin. Wages & Fringes: $1,666,050
- Program & Subcontractor Wages & Fringes: $4,982,020
- Admin. Operating Costs: $4,362,750
- Participant Training & Support: $644,903
- Program Operating Costs: $690,516
We first met John through the Families Forward Program, a partnership with Friend of the Court to help parents gain in-demand occupational credentials to help them with obtaining employment in a high demand career. Through working with our Career Advisor Stacy, John attended and completed the Fanuc Robotics training through Jackson College and continued his education by becoming a certified production technician. Through his hard work and our support, John is employed at a local precision company and actively involved with his son. Congratulations, John!

Racquel knows the importance of perseverance and achieving her goals of becoming an RN. Faced with the onerous task of being a single mother while working and attending college full time, a self-sustaining career seemed like an impossible dream. Racquel was determined, however, to make sure her children never have to struggle like she did! With the help of the Michigan DHHS and Michigan Works! Southeast, Racquel found assistance in pursuing her education and is on her way to obtaining her nursing credentials. She is the first in her family to attend college and received the Governor’s Award for her “Relentless Positive Action.”
Paragon Metals, Inc. is a Tier 1 and Tier 2 supplier of automotive, truck, industrial and heavy equipment to Ford, Chrysler, General Motors, Volvo, and recently expanded its Michigan footprint by adding another facility in the Hillsdale Industrial Park. In order to adequately staff growth, the company worked closely with Michigan Works! by holding job fairs, posting jobs on the Pure Michigan MiTalent Connect website, and hiring several unemployed, laid off, dislocated or underemployed employees who qualified for over $21,000 in On-the-Job Training (OJT) grants.

Cole Breault was a recent high school graduate when he came to Michigan Works! Southeast last year. We were able to help Cole through our Youth Program where a Career Advisor helped him find a job even though he had no prior work experience.

Moreover, Paragon received a Going PRO Talent Fund grant of $18,000 to help start an electrical apprenticeship and hire 10 new employees.

After working to ensure Cole had a resume and other tools he would need to be successful, Cole’s Career Advisor found out that Paragon was interested in hiring him to fill a CNC Operator vacancy. We were able offer Paragon a grant to offset the cost of Cole’s On-the-Job Training period.

As a result of this growth – and the Michigan Works! services that helped make it possible Paragon Metals and Cole Breault have both become vibrant parts of the economic resurgence in Hillsdale County.
Summer18 provides 16-24-year-olds the opportunity to explore new career paths and learn interpersonal skills that will benefit them for a lifetime. This service is uniquely designed to engage our local young adults during their summer break, connecting to an employer with whom they will work with for 9 weeks. Participating youth also undergo “soft skills training” where they learn valuable social skills that will help them succeed in any workplace.

Originating in Washtenaw as a partnership between Michigan Works! Southeast, the University of Michigan, and Washtenaw County; Summer18 was expanded into Jackson county where it has continued to grow: allowing 30 young people to gain valuable work experience!
HILLSDALE

Our Hillsdale team has been working hard to reach difficult-to-serve individuals in the community. In partnership with the 2B District Court and Hillsdale Economic Development, a job fair was held for offenders – connecting 38 job seekers with 9 local employers. Partnerships were also made with the Drug Court, Family Treatment Court, Parole Office, and Salvation Army.

JACKSON

In an effort to better meet the needs of our customers, Michigan Rehabilitation Services (MRS) has moved into our Jackson office. By being in the same location, customers can easily benefit from the services of both organizations.

LENAWEE

The Lenawee team designed a program called STAR: Strategies That Achieve Results. This initiative connects customers to service providers in the Lenawee community. Over the course of 9 weeks, nearly 100 customers attended weekly modules that focused on customer-identified challenges to self-sufficiency and provided a forum for peer networking around key employment components.

LIVINGSTON

Our Livingston team has been actively working to engage employers and community partners. They have launched monthly workshops in the county jail, held quarterly talent tours with a top tier employer, and proudly sponsored Livingston County Manufacturing Day. They have also partnered with Michigan Rehabilitation Services to hold a disabilities event for employers.

WASHTENAW

Avalon Housing is a nonprofit services provider and housing developer in Washtenaw county. They provide supportive services their tenants, whom have faced homelessness and challenges from physical or mental disabilities. Our Washtenaw team has been reaching out to raise awareness of our services and connect Avalon’s disadvantaged tenants to a better future!
Michigan Works! Southeast is part of a statewide network of 16 organizations that cover the state with efficient, effective tools capable of building jobs, leveraging careers and developing core talent. Through a collaborative public-private partnership, Michigan Works! Delivers results that few others can claim.