

No Worker Left Behind

Report for the Legislature
Fiscal Year 2008-2009

In compliance with Public Act 251 of 2008 we proudly present this report on the No Worker Left Behind (NWLB) Initiative.

Introduction

In August 2007 we made a strategic decision to shift our worker training efforts to better prepare Michigan citizens for a lifetime of work. It is no longer feasible to expect economic growth and prosperity without making a considerable investment in people - investment targeted towards growth industries, high-demand occupations and entrepreneurship. No Worker Left Behind is a long-term approach to workforce development and stresses meaningful training rather than quick reemployment. This long-term approach is changing how we invest in people.

The focal point of No Worker Left Behind is a free tuition program with a three-year goal of helping 100,000 un- and underemployed workers get the right skills and credentials for new economy jobs. No Worker Left Behind provides up to \$5,000 per year for 2 years (\$10,000 total) for tuition at any Michigan community college, university, or other approved training program. Eligible Michigan residents include:

- Individuals currently unemployed;
- Individuals who have received notice of termination or layoff; and
- Employed individuals with a family income of under \$40,000 per year.

Second Year Summary

In the second year of NWLB (August 1, 2008 through July 31, 2009) 33,369 people enrolled in training through all funding sources under the NWLB umbrella. That represents a 78% increase in enrollments over the first year. The focus on training pushed total enrollment through NWLB over the Governor's 100,000 participant goal by early October 2009, almost ten months ahead of her target date.

Michigan Works! Agencies (MWA) continue to be overwhelmed by the sheer volume of people coming through their doors and waiting lists are common in most areas of the state. As of October 31, 2009, 14,834 people were on waiting lists either to learn about NWLB or for funding to begin training.

Funding from the National Emergency Grant (NEG) awarded prior to this report and through the American Recovery and Reinvestment Act played a significant role in supporting the initiative. NWLB's long-term training focus and the burgeoning desire of workers to upskill and increase their employability and earning potential makes continued and increased funding a priority.

Initial Outcomes

We are at the point in the initiative where the focus can start to move from systematic changes based on enrollment to results. In October, the Governor released participant outcomes based on the first year-and-a-half of the initiative.

Key Findings in First 18 Months of No Worker Left Behind

- In the first 18 months of No Worker Left Behind (August 2007 – February 2009), **62,206 people enrolled in training** – a phenomenal response. It defies the conventional wisdom that adult workers aren't interested in training. Clearly, Michigan workers see that new skills and credentials increase their ability to obtain and hold good jobs.
- **34,355 NWLB participants completed training** during those 18 months (55% of those enrolled). **Another 18,101 were still in training** as of February 2009 (29%), while 9,750 (16%) did not complete training.
- Most of those who enrolled in No Worker Left Behind are either unemployed or underemployed workers seeking new jobs or employed workers being retrained to help ensure job retention. The rest are people trying to come off public assistance or clients of Michigan Rehabilitation Services.
- **Job retention training helped 16,843 workers gain new skills** they need to keep jobs or advance to new ones while helping the 1,066 firms that employ them to diversify or otherwise transform their business and increase their ability to succeed.
- As of February 2009, **7,856 NWLB participants who were seeking a new job completed training and obtained employment**. That baseline number will increase steadily and substantially in coming months as more NWLB participants graduate and find jobs. This 18 month snapshot of employment results shows the first set of people who reached success at the end of what will often be a one to two year journey.
- **The core of NWLB is unemployed and underemployed workers** seeking skills that lead to new jobs and careers. In the first 18 months of NWLB:
 - **45% of them had completed training, 46% were still in training, and just 9% had left without completing training.**
 - Of those who had completed training, **48% had already found a job while 52% were still looking**. That's an excellent result given that many of those counted were just beginning their job search, and the job market is horrible. There are **over fifty resumes of available workers for every available job** on Michigan's Talent Bank.

- **86% of those who had found a job got one related to their NWLB training.** That's a great indicator that NWLB is doing what Governor Granholm envisioned – training workers for in demand jobs and meeting employer needs.
- Among those still in training, **77% were in long-term training** and just 23% in short-term training. That's **more than triple the national percentage** of people in long-term training. These numbers represent a dramatic increase in people opting for long-term training from the past, when most program participants either did no training or, at most, short courses. Longer term training, as encouraged by NWLB, allows workers to get skills and credentials valued by employers and dramatically increases their ability to find good jobs.
- Thirty-seven percent of these participants pursued credentials in health care, 15% in management and related professions, 10% in transportation, 8% in manufacturing, 7% in IT, and 23% in all other fields.

Required Data

The following tables present information required under Public Act 251 of 2008. NWLB stresses long-term training. Interim data are skewed toward NWLB participants that elected shorter term training. We are only beginning to report on those who entered longer term programs, such as associates' degrees, and have completed their training.

**No Worker Left Behind Participant Information by MWA
October 1, 2008 through September 30, 2009**

Michigan Works! Agency	¹Total Participants Enrolled	²Average Duration of Training	³Enrolled in Remedial Ed. & Literacy	³Enrolled in 2-Year Institutions	³Enrolled in 4-Year Institutions	³Enrolled in Proprietary/ Technical	⁴Completed Education/ Training
ACSET	2,866	12.2	847	961	229	767	1,682
Berrien/Cass/Van Buren	2,876	4.4	55	2,308	50	95	3,127
Calhoun ISD	1,291	13.2	57	680	70	157	742
Capital Area	2,169	10.2	953	478	85	582	1,296
Career Alliance	3,856	13.9	68	1,633	1,538	393	1,114
Central Area	2,033	23.2	39	825	102	370	1,457
City of Detroit	4,351	12.1	529	1,219	483	2,175	1,619
Eastern U.P.	399	20.7	2	45	110	19	291
Kalamazoo-St. Joseph	1,021	11.6	100	279	21	377	567
The Job Force	1,303	12.1	29	246	223	2	1,166
Livingston County	754	24.5	17	266	125	340	363
Macomb/St. Clair	6,200	18.2	332	3,144	1,164	2,645	2,117
Muskegon County	1,586	13.2	94	766	551	212	509
Northeast	407	27.6	9	490	54	58	238
Northwest	896	23.6	190	633	117	132	547
Oakland County	3,245	16.1	104	811	777	1,176	1,671
Ottawa County	1,417	16.3	17	245	207	179	953
Region 7B	887	12.3	23	479	51	178	541
Great Lakes Bay	2,489	13.9	121	1,045	195	274	1,913
South Central	1,655	12.2	9	1,113	222	242	644
SEMCA	5,401	9.5	91	1,584	545	2,500	3,377
Thumb Area	3,035	14.8	35	850	659	511	1,977
Washtenaw County	1,312	18.1	16	330	203	255	883
West Central	694	9.1	10	264	320	170	392
Western U.P.	284	15.3	6	186	62	25	178
HRDI	120	4.3	0	4	2	71	61
MWA Subtotal	52,547	12.8	3,753	20,884	8,165	13,905	29,425
Michigan Rehabilitation Services (35 offices statewide)	5467	33.08	460	375	264	873	1,026
Total	58,014	N/A	4,213	21,259	8,429	14,778	30,451

¹Includes WIA, TAA, JET/FAET, Incumbent Worker and MRS enrolled between 10/1/08 and 9/30/09

²Average Duration of Training (in weeks) includes participants who completed their programs as of September 30, 2009. For Michigan Rehabilitation Services, duration is measured from the time an individual begins receiving services until case closure. Duration for Incumbent Worker Training is not available for this time frame.

³There may be duplication in counts as participants move between programs.

⁴Includes all NWLB participants that completed training between October 1, 2008 and September 30, 2009. There are 2 additional training categories tracked but not reported on; employer training and other - those completing training in these categories are included in the "Completed Education/Training" total

**No Worker Left Behind Funding Information by MWA (Core NWLB Participants)
October 1, 2008 through September 30, 2009**

Michigan Works! Agency	Funding Allocated to Training Core NWLB Participants											
	Adult	DW	Incentive Funding	GF/GP Funding	Grainger Funding	NEG Auto Funding	DW NWLB	ARRA Adult	ARRA DW	ARRA SWA NWLB	TAA Funding	Sub Total Core NWLB
ACSET	983,336	1,493,188	43,403	8,401	0	125,352	17,147	551,877	1,096,104	93,926	4,500,002	8,912,736
Berrien/Cass/Van B.	511,680	720,455	13,728	467,325	0	40,201	8,387	280,789	499,147	42,772	758,093	3,342,578
Calhoun	418,878	625,037	17,610	263,258	0	48,677	7,526	218,202	414,464	35,516	451,916	2,501,083
Capital Area	659,991	985,653	36,334	621,820	15,000	64,677	12,178	362,189	725,062	62,130	549,952	4,094,987
Career Alliance	1,158,505	1,661,132	0	167,261	0	176,371	19,102	642,605	1,149,082	98,466	1,960,373	7,032,896
Central Area	574,867	839,040	27,489	297,874	0	39,535	12,734	282,848	475,783	40,770	923,292	3,514,232
Detroit	3,616,939	4,504,238	0	86,458	0	372,520	0	2,144,383	2,889,630	247,614	3,172,937	17,034,719
Eastern UP	222,306	207,313	8,449	12,859	0	14,080	2,366	125,965	133,860	11,470	0	738,668
Job Force	361,712	446,080	16,007	287,950	0	35,691	4,418	204,941	297,601	25,501	147,661	1,827,563
Kalamazoo	413,231	533,402	0	133,155	0	193,712	6,295	230,474	410,802	35,201	216,399	2,172,671
Livingston	170,841	355,874	5,158	278,834	7,500	24,134	3,067	105,723	254,849	21,839	963,263	2,191,081
¹ Macomb/St. Clair	1,765,825	4,731,926	0	454,533	0	303,117	30,567	1,008,710	2,073,764	177,702	5,640,042	16,213,770
Muskegon	423,800	570,028	12,061	3,101	0	31,368	6,868	235,026	418,913	35,897	1,640,671	3,377,733
Northeast	471,461	592,343	16,519	11,786	0	23,935	6,049	267,120	357,344	30,621	558,033	2,335,212
Northwest	571,254	988,657	22,889	643,003	7,500	49,220	2,982	310,124	632,509	54,200	1,732,661	5,014,999
¹ Oakland	1,473,707	2,556,852	0	251,593	0	323,944	0	888,007	1,869,432	160,193	3,350,171	10,885,901
Ottawa	263,500	785,149	6,403	346,636	0	43,300	4,788	157,492	390,768	33,485	490,407	2,521,929
Region 7B	396,857	588,967	13,637	249,084	0	47,994	5,685	217,020	327,145	28,033	583,561	2,457,983
Great Lakes Bay	715,492	1,248,810	0	12,069	0	60,368	12,381	391,837	633,658	54,299	580,607	3,709,520
SEMCA	1,270,472	2,301,422	37,036	12,746	22,500	305,525	25,142	765,806	1,691,142	144,915	2,913,703	9,490,409
South Central	612,502	959,773	25,407	10,492	0	168,703	9,544	344,899	658,136	56,396	2,015,914	4,861,766
Thumb	491,766	891,196	4,794	132,887	0	59,318	9,626	271,346	593,384	50,847	1,305,943	3,811,108
Washtenaw	345,402	538,472	18,492	4,710	0	55,442	4,857	205,165	380,282	32,586	522,455	2,107,863
West Central	327,513	591,222	10,659	65,825	0	23,158	5,476	174,794	309,571	26,528	234,238	1,768,984
Western UP	190,062	230,456	0	42,620	0	9,659	2,410	104,270	146,059	12,516	56,337	794,389
HRDI	0	2,000,000	0	0	0	0	0	0	0	0	0	2,000,000
TOTAL MWA	18,411,900	31,946,687	336,076	4,866,281	52,500	2,640,000	219,596	10,491,611	18,828,491	1,613,422	35,268,629	124,714,780

¹Macomb's total includes \$27,585 from Chrysler and Oakland's total includes \$12,002 from Chrysler

Funding Notes: Approximately 40% of WIA funding allocated through Adult and DW is available for training; the majority is used for core and intensive services (50%) and administration (10%). WIA prescribes a progression of services which includes core (i.e. eligibility determination, initial assessment, etc.), intensive (i.e. comprehensive assessment, development of an individual employment plan, counseling and career planning, remediation, etc.), and finally training services.

**No Worker Left Behind Funding Information by MWA (Non -Core NWLB Participants and Totals)
October 1, 2008 through September 30, 2009**

Michigan Works! Agency	Funding Allocated to Training Non-Core NWLB Participants					SubTotal Non- Core Allocations	Total NWLB Allocations	Total MWA Allocations
	Incumbent Worker	Michigan Rehabilitation Services	JET TANF	JET GF/GP	FAET			
ACSET	370,381		1,295,123	310,649	0	1,976,153	10,888,889	29,792,852
Berrien/Cass/Van B.	142,780		269,380	157,492	6,359	576,011	3,918,588	13,851,109
Calhoun	119,703		93,884	31,251	24,600	269,438	2,770,521	11,313,098
Capital Area	244,340		1,263,181	373,742	98,059	1,979,322	6,074,309	18,969,928
Career Alliance	230,328		546,611	212,400	167,353	1,156,692	8,189,588	32,953,371
Central Area	111,966		338,929	184,032	4,577	639,504	4,153,736	13,090,867
Detroit	325,137		1,662,852	365,719	127,485	2,481,193	19,515,912	82,791,168
Eastern UP	25,620		0	0	0	25,620	764,288	4,442,146
Job Force	89,720		96,784	33,252	0	219,756	2,047,319	9,636,220
Kalamazoo	161,598		152,171	0	3,070	316,839	2,489,510	10,132,479
Livingston	91,769		14,821	7,999	0	114,589	2,305,671	5,381,619
¹ Macomb/St. Clair	480,695		1,044,992	1,038,620	136,945	2,701,252	18,915,023	48,695,496
Muskegon	99,953		163,512	96,847	0	360,312	3,738,045	12,704,010
Northeast	61,837		25,038	2,043	0	88,918	2,424,130	9,014,053
Northwest	152,590		4,522	41,752	0	198,864	5,213,863	14,811,183
Oakland	608,172		27,797	2,454	94,395	732,818	11,618,719	36,996,295
Ottawa	133,833		15,950	115,140	12,071	276,994	2,798,922	8,561,529
Region 7B	59,856		76,902	0	0	136,758	2,594,741	9,140,521
Great Lakes Bay	282,171		170,046	10,502	8,179	470,898	4,180,418	19,201,927
SEMCA	781,000		1,802,788	101,213	0	2,685,001	12,175,410	27,877,473
South Central	142,175		76,455	82,062	0	300,692	5,162,458	25,499,122
Thumb	106,799		120,170	46,692	1,031	274,692	4,085,800	11,704,783
Washtenaw	185,787		65,864	0	0	251,651	2,359,514	10,481,538
West Central	69,412		21,732	7,573	0	98,717	1,867,700	7,681,313
Western UP	38,591		214,604	118,536	0	371,731	1,166,120	3,806,188
HRDI	0		0	0	0	0	2,000,000	2,000,000
TOTAL MWA	5,116,213		9,564,108	3,339,970	684,124	18,704,415	143,419,195	480,530,286
MRS (35 offices statewide)		10,947,098				10,947,099	10,947,099	47,596,082
Total NWLB	5,116,213	10,947,098	9,564,108	3,339,970	684,124	29,651,514	154,366,294	528,132,050

Funding Notes: Approximately 90% of Incumbent Worker funding allocated is available for training; the other 10% is used to cover the costs of administration. Approximately 23% of Vocational Rehabilitation Services funding allocated is available for training, the other 77% is used to help individuals with disabilities prepare for, find, and keep a job by providing assessments, an Individualized Plan for Employment, career counseling, physical aids, accommodations/assistance technology, and supportive services (i.e. interpreters, readers, and personal assistants). JET TANF includes JET Plus TANF Campus-Based and JET Plus TANF Community Outreach funds. JET GF/GP includes expansion funds from the Department of Human Services -the majority of JET and FAET funding is used to provide direct client services (i.e. assessments, life skills, career exploration, job readiness, supportive services, pre and post employment support, etc.) and program administration. Total MWA Allocations include several funding sources, such as WIA youth, that are not available for training. Total NWLB includes \$5,682 awarded to St Clair CC.