

January 2010

Volume 2, Issue 2

BWT – FAST TRACK

Michigan Emerging Markets Skills Alliance

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The Michigan Emerging Markets Skills Alliance (MEMSA) is a training program that has been developed for tool and die employers in the Shiawassee and Genesee county area. It was developed to help workers upgrade their skills and adapt to new technologies in tool and die and related industries. The BWT Regional and Sectoral Strategies collaborated with employers from the tool and die industry, along with educational institutions and



Michigan Works! Career Alliance Inc. to establish this alliance as part of Governor Granholm's Green Jobs Initiative.

The MEMSA training program provides participants the opportunity to take classes and receive a certificate. Some classes also provide college credit through area community colleges. Participants also have the option of entering an apprenticeship program with MEMSA employers. Training participants may be dislocated as well as incumbent workers.

Career Alliance Inc. has received start-up funding of \$150,000 for this program and they will be hiring a full-time staff person to focus strictly on MEMSA. The funding is also being provided for training participants through No Worker Left Behind so that more individuals may enter training. The first class provided through MEMSA began on December 5th.

Service Flags for VA Clinics



In July 2009, a Disabled Veteran Golf Outing/Fundraiser was held at the Loon Golf Course in Gaylord, Michigan. Several State of Michigan Veteran Employment Representatives were in attendance, with the goal of raising \$2,000 for service flags. Funds raised were used to purchase one service flag for each branch of

the military: Army, Marines, Navy, Air Force, and Coast Guard. Along with the assistance of the owner of the Loon, the goal was achieved.

In October, a set of service flags was presented to the VA Clinic in Clare. They are displayed proudly in the clinic's waiting area. In November, a set was presented to the VA

Clinic in Gaylord. For veterans, seeing the flag that represents their branch of service is a source of pride and belonging.

Next summer, another golf outing/fund-raiser will be held with the hopes of raising funds for additional service flags to be placed at VA Clinics throughout Michigan.



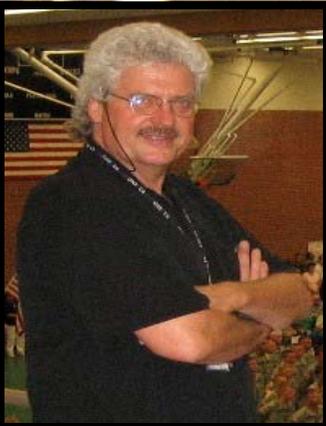
Presentation of the Service Flags for the V.A. Clinic in Clare, Michigan.



Presentation of the Service Flags for the V. A. Clinic in Gaylord, Michigan.



Richard John Kryza



BWT's Veterans Coordinator Richard Kryza passed away November 25, 2009 and was laid to rest in the Great Lakes National Cemetery in Holly, Michigan. Rich was born November 25, 1950 in Durand, Michigan. Rich was a 1968 graduate of Fenton High School and a graduate of the University Michigan-Flint. He was a veteran of the U.S. Army serving in Vietnam. Rich loved his country and his fellow veterans. For 23 years, Rich supported fellow veterans as a Veterans Representative and later as the Veterans Coordinator for the State of Michigan. He was a life member of the V.F.W., a member of American Legion Post 2112, and the Disabled Veterans of America. Rich was very active in many veteran's organizations by helping veterans during and after active duty. His heart was generous and loving and

his family was his greatest joy. Rich is survived by his wife Yvonne and son Trevor. The Richard John Kryza Memorial Fund was established to receive donations in Rich's name. The funds will be used to support Leukemia Research and the American Legion. If you wish to make a contribution, please contact Jeff Eagle at 989-631-3073. Rich will be greatly missed by the staff of the Bureau of Workforce Transformation.

New Employees



Chanda Donnan recently joined BWT as the Executive Secretary to Janet Howard the Bureau of Workforce Transformation, Worker Side, Deputy Director. Ms. Donnan comes to us from the Michigan Department of Education, where most recently she served as Executive Secretary for the State Board of Education Office. Personal interests include horses, crafts, teaching and learning new things with her 4-H club members.



Paula Eklund joined BWT in October of 2009 as a TAA/NWLB Analyst. Paula comes to us with ten years professional experience in the employment and training industry. The majority of her work history consists of employment at a licensed proprietary school as the Director of Admissions. In this capacity, her responsibilities consisted of serving as the liaison between students and contractors housed at Michigan Works!, including those students sponsored by the Workforce Investment Act and the Trade Adjustment Assistance Program. Paula has a Bachelor of Business Administration degree from Grand Valley State University.



Kimberly Fedewa recently joined the BWT as a secretary for the Accelerating Employment Division. She previously worked as a Secretary for the State of Michigan for 22 years and left in 2000 to explore an opportunity in the private sector as Vice President of Marketing. After 9 months, the owner sold his business. After interviewing for an Assistant Accounting position for a publishing company, she was offered a position as an Assistant in Customer Relations, was promoted to Production Coordinator and then National Product Manager, leaving as the General Manager after 6 years. During her employment at Great Lakes Publishing Kim and her husband purchased Portland Printing. After four-years of trying to make a go of a small printing company in a small town, they closed. Kim came back to

the State of Michigan in March of 2009 as a General Office Assistant with the Secretary of State. Kim is married and has three grown children: Scott, 30 who lives in Beverly Hills, Michigan; and twins, Becky and Ted, 23, who both live in Portland, Michigan. Kim loves spending time with her friends and family, playing cards, reading and spending time at property she owns with her husband on the Grand River.

New Employees Continued



Tammy Hernandez worked for the Bureau of Elections for 18 months. She married in 1998 and moved with her military husband (USMC), to North Carolina for four years. They returned to Michigan when her husband was stationed in Battle Creek and Tammy was rehired at the State of Michigan with the Department of Education (2004) as a Secretary for the Arts, Science, & Social Studies Consultants. Forty-two months later the Hernandez family moved to Virginia Beach, Virginia for a new military assignment, but due to her husband's prolonged duty absences, Tammy decided to move her daughters back to her family here in Michigan. Her husband is able to return home every few months. In the meantime, Tammy is happily working as the new Adult Learning Secretary in the Division of Lifelong Learning.



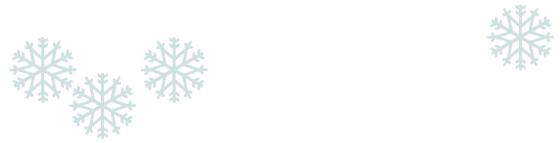
Lauren Royston recently joined the Meeting Employer Needs Division as the Employer Services Manager. In this role, she will spearhead BWT's efforts to work with individual employers to aid in their establishment, growth, diversification or layoff aversion by providing workforce development support.

Lauren has ten years of community and economic development experience working in the Detroit metro area. She spent the last seven years with the Macomb County Department of Planning and Economic Development as a senior planner of community development and also as an economic development practitioner. In her various roles, she administered the county-wide Community Development Block Grant (CDBG), providing development assistance to local communities. Most recently she worked in economic development, assisting companies with the development, expansion and growth of their businesses. While working in economic development, she also served as a certified business consultant through the regional Small Business Technology and Development Center (SBTDC) in Macomb County. In a previous role, she served as a program evaluator to the City of Detroit's CDBG program in a grant awarded to Wayne State University.

Lauren received her Master of Public Administration from Wayne State University and she also received her Bachelor of Arts from Spellman College in Atlanta, Georgia. Additionally, she has completed and received her certification from the BWT supported Business Services Professional Training.



New Employees Continued



Mr. Doug Warner joined the Regional and Sectoral Strategies Division in mid-October as the Regional Strategies Manager. For the last nine years he was the Director of Continuing Education and Grants at Lansing Community College where he was involved with the Mid-Michigan WIRED grant. Prior to that he was a Unit Supervisor with Michigan Rehabilitation Services and a Senior Analyst with the Michigan Department of Transportation. Doug received a Bachelor of Arts degree in 1984 and his Master's of Business Administration in 1987 from Michigan State University. Doug lives in East Lansing with his wife Athena and two children, Irene and Jeremy, who are students at Lansing Community College. His hobbies include looking for free meals and participating in amateur radio—KC8TIQ.



Ms. Christian Wease recently joined the Regional and Sectoral Strategies as the Executive Secretary to the Division Director, Linda Patrick. Chris formerly worked with DELEG's Office of Financial and Insurance Regulations where she was a Secretary for the Mortgage Examination and Investigation Section. She has worked for the State of Michigan for over three years. Chris resides in the Lansing area with her two beautiful children ages 9 and 13.



Genevieve Williams joined BWT on June 29, 2009 as the Executive Secretary to Paula Mitchell, Director of the Management Services Division. Genevieve has six years with the State and has been employed with the State Office of Administrative Hearings and Rules (SOAHR) for the past three years. In SOAHR she provided secretarial and management assistance to five Administrative Law Judges (ALJs) who conduct hearings for several different case types.

Prior to her employment at SOAHR, Genevieve worked for the Electrical Division, Bureau of Construction Codes providing staff support activities for 15 electrical inspectors and performing related secretarial support for the state licensure examination program. Genevieve has two sons ages 13 and 19 and enjoys reading and family time.





The Michigan National Career Readiness Certificate (MI NCRC)

Job Skills that Work!

The Michigan Department of Energy Labor & Economic Growth (DELEG), in partnership with the state's 25 Michigan Works! Agencies, launched an exciting new program this year, the Michigan National Career Readiness Certificate (MI NCRC), to assist employers with hiring and keeping a skilled workforce.



ACT, Inc. (formally American College Testing), developed the National Career Readiness Certificate—a standard job readiness skills assessment system and credential for the nation's workers and employers.



The National Career Readiness Certificate is not new to Michigan, but its adoption as the state's standard worker job skills credential is new. DELEG adopted the MI NCRC as the standard worker job readiness credential for the No Worker Left Behind Program (NWLB). According to ACT, almost 300,000 National Career Readiness Certificates have been earned nationally. ACT also reports that Michigan is currently number two (2) in the nation with over 70,000 National Career Readiness Certificates. Michigan is also the only state that has aligned its workforce development, which primarily serves adults, and K-12 systems with a standard worker job readiness credential. Starting last spring approximately 100,00 Michigan high school juniors began to take the MI NCRC assessments as a part of the annual Michigan Merit Examination. This will ensure that our state's future workforce is ready.



Employers Using the MI NCRC

Companies with Michigan operations such as Dow Chemical, Hemlock Semiconductor Corporation, Dow Corning, Evergreen Solar and CVS Pharmacy feel so strongly about the MI NCRC, that they have adopted it as an integral part of their efforts to find and retain skilled workers. For example, Dow Chemical, Evergreen Solar, Dow Corning and Hemlock Semiconductor Corporation have partnered with Delta College and the Great Lakes Bay Michigan Works! To integrate the MI NCRC and the Workeys® skills assessment system into their "Fast Start" Chemical Process Operators training program.



MI NCRC used in Training Programs

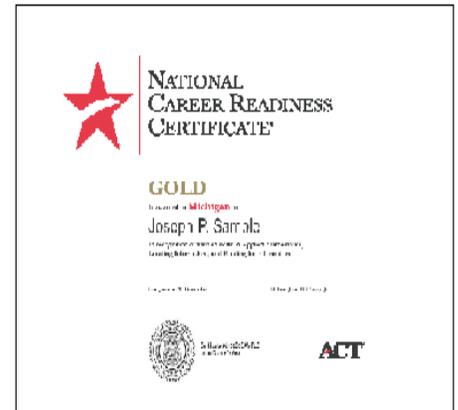
DELEG also uses the MI NCRC as the assessment of choice for training programs, such as the Road Construction Apprenticeship Readiness (RCAR) program, which prepares trainees for road construction trade apprenticeships, and the Energy Conservation Apprenticeship Readiness (ECAR) program, that prepares individuals for apprenticeships in the renewable energy and energy efficiency sectors. Another example is the Michigan Department of Rehabilitation Services, Michigan Career & Technical Institute (MCTI). The MI NCRC is the skills assessment program used with disabled individuals in the cabinet making/millwork training program at the MCTI Pine Lake Training Center located in Plainwell, Michigan.



continued

How the MI NCRC Works

ACT has worked with employers nationally to conduct over 16,000 “job profiles” to identify exactly which tasks and skills are needed to perform specific jobs. The MI NCRC measures a worker’s job readiness in the top three foundational skills employers identified as the most important in order for workers to successfully perform thousands of jobs. Using the ACT WorkKeys® jobs skills assessment system, a worker is able to demonstrate his or her skills in the top three employer identified skills areas, which are Applied Mathematics, Locating Information and Reading for Information. The MI NCRC certificate levels are Platinum, Gold, Silver and Bronze and are determined by the assessment scores. The assessments are given in a high-stakes testing environment, and can be delivered with pencil and paper or using a computer. Individuals can raise their MI NCRC level using WorkKeys® practice tests and skills building systems such as KeyTrain® and the World Wide Interactive Network (WIN).

*Third Party Validation of the Certificate*

The MI NCRC gives employers the benefit of having a third party confirm the validity of an individual’s certificate. An MI NCRC certificate holder has the ability to enable an employer to independently check the validity of their MI NCRC with ACT by going to the employers section of ACT’s Website (<http://thecertificate.org>).

Match the right skills with the right jobs

Another benefit for employers is that the profiled jobs used to develop the MI NCRC are cross-referenced to the job titles in the Occupational Information Network (O*NET) occupational database. The O*NET is part of the nation’s primary source for occupational data, and is sponsored by the US Department of Labor’s Employment & Training Administration. Employers and workers can match MI NCRC certificate levels with the O*NET occupational titles that match comparable occupations they are interested in or have in their businesses.

Employability Skills

To address employers concerns about workers having core skills related to positive attitudes towards work and work ethics-“soft” or “interpersonal skills”, Michigan also included Employability Skills training as a part of the overall program. The Employability Skills training is an additional option meant to complement the MI NCRC. Workers can receive training and earn a completion of training certificate through a local Michigan Works! office. The training covers 12 areas including subjects such as: team building, conflict resolution, critical thinking and problem solving.

Currently Keenan Wade from the Meeting Employer Needs Division and Ryan Doll from the Accelerating Employment Division are leading this initiative for the BWT. To learn even more about the Michigan National Career Readiness Certificate you can contact Keenan at 517-373-8281 or Ryan at 517-335-0302.

❄️ Putting America Back to Work Job Fair at Burton Manor



Wednesday, November 4th was the third installment in a series of job fairs sponsored by Employment Guide and Fox 2 News, which took place at Burton Manor in Livonia, Michigan. The “Putting America Back to Work” job fair series brought over 4000 jobseekers together with more than 60 employers offering employment opportunities.



For the third time, the Meeting Employer Needs Division, Michigan Jobs & Career Portal (MJCP) team consisting of Mira Patel, Michael Nimmons, Felicia Quinn, Kamika Hughes, Karl Woodruff and Shelly Schooler were on site to provide valuable resource information to jobseekers. The MJCP team directed jobseekers to the Website: www.michigan.gov/careers, where jobseekers can get employment opportunities, on-line education, internships, apprenticeships, jobseeker tips, and much, much more. A resource room equipped with more than 10 computers, where jobseekers could access the MJCP on site to apply for jobs and print resumes, was also available.



Pictured from left to right: Felicia Quinn, Kamika Hughes, Karl Woodruff and Mira Patel.



Kamika Hughes and Michael Nimmons are assisting jobseekers in the resource room at the Putting America Back to Work Job Fair.

The Life Long Learning Division Moves ❄️

The new Lifelong Learning Division under the direction of Diane Duthie, has successfully moved to the second floor of the Victor Office Center in Lansing. Lifelong Learning is made up of seven different sections, that include: Community Colleges, Proprietary Schools, King-Chavez-Parks, Trade Adjustment Assistance, No Worker Left Behind, Adult Learning and Shared Youth Vision. The process of relocating these sections began on September 14th. As of November 4th, a total of 41 employees have moved from locations on the third and fifth floors to the west side of the second floor, uniting the division.

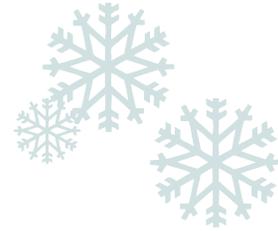
The success of this move was due in large part to Voni Booyinga and Kris Petersen, who represented the division in coordinating with the moving team lead by Bryan Russell. Leslie Christy, LeAnn Droste, and members of the DIT team also contributed significant time and effort to the move. All of them deserve thanks for their role situating the new division.

The new Life Long Learning division welcomed bureau members to become acquainted with the new location by hosting an open house and pizza luncheon on November 4th. Many BWT members stopped by to meet and greet the Lifelong Learning Division and to partake in the luncheon.

Virginia Abdo Joins the No Worker Left Behind (NWLB)/Trade Adjustment Assistance (TAA) Team



Virginia Abdo recently joined the NWLB/TAA team. She formerly served as coordinator for the Shared Youth Vision Partnership and RCAR/ECAR programs. Prior to joining BWT over three years ago, Virginia was an Assistant Licensing Administrator for the DELEG Bureau of Commercial Services and a Family Independence Specialist for Ingham County Department of Human Services. Virginia earned a Master of Science degree in Administration from Central Michigan University and a Bachelor of Arts degree in Interdisciplinary Humanities from Michigan State University.



**Congratulations
Kate & Nick Guppy**

Kate (Management Services Division) and Nick Guppy got married on October 10, 2009 in Grandville, Michigan. The wedding was held in Johnson Park on a beautiful fall day and the reception was at McFadden's in downtown Grand Rapids. Kate and Nick were so excited to finally get married and to celebrate the day with their friends and family. The couple celebrated by honeymooning in California and driving along the coast from San Francisco to San Diego.



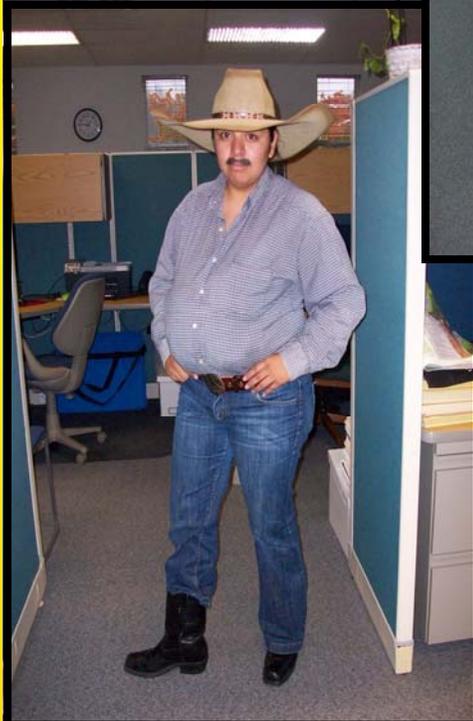
BWT Halloween Costume Contest Winners



Presentation of first place prize to Tamara Risner. Pictured from left to right: Rick Fisher, Paula Mitchell, Sheree Price, Kate Guppy, Genevieve Williams, Liza Estlund Olson, Tamara Risner and Patrick Melia.



**1st Place
Tamara Risner—
Council for Labor and
Economic Growth
(CLEG)**



**2nd Place
Perla Paredes—Migrant , Immigrant
and Seasonal Worker Services
Division**



**3rd Place
Alesia Brown—Meeting Employer Needs
Division**

Second Annual All BWT Halloween Celebration

Thursday, October 29, 2009 was the 2nd annual All BWT Halloween Celebration. All staff was encouraged to participate regardless of their work location. Festivities included: decorating the office and cubicles, trick or treating activities and a costume contest.

1st prize was awarded to Tamara Risner of the Council for Labor and Economic Growth by BWT Bureau Director, Liza Estlund Olson, and a few fun committee members.

2nd prize was awarded to Perla Paredes of the Migrant, Immigrant and Seasonal Worker Division by her Division Director Belen Ledezma.

3rd prize was awarded to Alesia Brown from the Meeting Employer Needs Division by Kate Guppy, Paula Mitchell and Felicia Quinn.

Congratulations to all our winners and thanks to everyone that participated in the fun filled day. Please see page ten of this publication for photos of the costume contest.

Second Annual MSU vs. U of M Tailgate Party

The Fun Committee welcomed all in the BWT second annual MSU vs. U of M Tailgate Party on Friday, October 2, 2009. MSU beat U of M with a score of 26 to 20. There was a tailgate style luncheon, a cubicle decorating and Squishy Football contest. Many showed their team spirit. There were three prizes awarded for the best decorated cubicle: 1st prize went to Lori Howard of the Veterans Services Division, 2nd prize was awarded to Sheree Price of the Lifelong Learning Division, and Cliff Akujobi of the Lifelong Learning Division was awarded 3rd prize. Melissa Brockwell a Student Assistant in the Executive Office won the Squishy Football contest with a predicted score of 25 to 21. Melissa won a gift certificate to the Peanut Shop in Lansing.



MICHIGAN STATE
UNIVERSITY

Walking Tacos and Bake Sale

Another event hosted by the Fun Committee was a Walking Taco Potluck and Bake Sale on Tuesday, November 24th at the Victor Office Center (Lansing) and at the Cadillac Place (Detroit). All proceeds from the bake sale will go towards future events promoted by the Fun Committee.

Walking Tacos
Sign up sheets for items needed will be at reception desks on 2nd, 3rd, and 5th floors

November 24th
Walking Tacos 12:00 - 1:00 Bake Sale 12:30 - 1:20
BWT CAD PL 9-515 conference room

Bake Sale
Employees that RSVP a bake good to donate with Felicia Quinn will receive a free Wednesday 'Jum Bug' of their choice.
Pick up your Thanksgiving baked goods!

Brought to you by the BWT Fun Committee



BWT Fun Committee Current and Coming Events

The BWT Fun Committee is hosting "Jeans Wednesdays" from November 25, 2009-January 6, 2010. Enjoy wearing your jeans to work every Wednesday through January 6, 2010. Purchase your "Jeans Wednesday" stickers now for \$2 each or \$10 for all 7 Wednesdays, from Fun Committee members, Kate Guppy (5th Floor), or Tami Risner (1st Floor Suite 150). Proceeds will go to the Fun Committee fund for future events. Please remember jeans cannot be worn if you have scheduled meetings or the jeans look like a goat got hungry.



The Fun Committee is hosting **JEANS WEDNESDAYS**

November 25 ~ January 6

Enjoy wearing your jeans to work every Wednesday for the rest of the year!



Get your jeans day stickers for:
\$2 each week (or)
\$10 for all 7 weeks

To purchase your "Jeans Wednesday" stickers, see Fun Committee Members:

Kate Guppy (5th Floor) -or-
Tami Risner (1st Floor, Ste. 150)

REMINDERS:

- Please do not wear jeans when you have scheduled meetings.
- Please do not wear jeans that look like a goat got hungry. 😊

Salvation Army Angel Tree and Haven House's Adopt-a-Family Programs

The BWT Fun Committee is partnering with BWT staff to help those in need during this holiday season by supporting the Salvation Army's Angel Tree and Haven House's Adopt-a-Family programs. All staff were invited as individuals or as a group to participate in these programs.

Salvation Army Angel Tree

The annual Angel Tree Program supports children who may not receive Christmas presents this year because their parents are struggling to meet their family's basic needs. Staff of the Salvation Army interviewed parents to assess the needs of their children.



Haven House

Haven House provides emergency housing and support services for one and two parent families with children. The shelter helps families who are homeless prepare for permanent housing by developing and promoting self-sufficiency, stability, and financial responsibility. Haven House's annual holiday program, Adopt-a-Family, matches a sponsor or group of sponsors with families that stayed at Haven House during the past year or are currently residing at Haven House. Now more than ever, it is becoming increasingly difficult for the families to meet basic living costs. After paying rent and utilities, the families have little if any money left for other necessities. The goal of Adopt-a-Family is to provide some of these necessities as well as a few extras. A list of the family's needs and wants is provided to help in purchasing items and gifts. If you are interested in adopting a family in the greater Lansing area, email Maresa at: mredrick@havenhousela.com or call her at 517-337-2731 to participate. Haven House is a nationwide organization; you may find local chapters at: www.havenhousela.com.

BWT Fun Committee Members

Name	Division	Phone Number	Email
Rick Fisher	Regional & Sectoral Strategies	517-241-8571	fisherr2@michigan.gov
Kate Guppy	Management Services	517-335-1000	guppyk@michigan.gov
Jimelle Howard	Lifelong Learning	517-241-8629	howardj9@michigan.gov
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Jenny Lowe	Veterans Services	517-241-8629	lowej4@michigan.gov
Patrick Melia	Lifelong Learning	517--373-0273	meliap@michigan.gov
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Newsletter Liaisons:

Patty Higgins: Lifelong Learning

Lori Howard: Veterans Services

Carol Johns Knobloch: Migrant, Immigrant and
Seasonal Worker Services

Lisa MacLeod: Accelerating Employment

Michael Nimmons: Meeting Employer Needs

Sue Schaible: Regional and Sectoral
Strategies

Genevieve Williams: Management Services

Your stories and articles are always welcome.

Please submit them to your Division Liaison.

Newsletter Staff:

Editor in Chief: Christina Strevel

Editor: Darlene Hubsky

Editor: Lisa Ross

Associate Editor: Rita Henderson



Correction

Oops we goofed and misspelled Sue Schaible's name in the October 2009 issue of the Fast Track. Sue is a Departmental Analyst for the Regional & Sectoral Strategies Division. Ms. Schaible is also a newsletter liaison. We would like to extend our sincerest apology to Sue for our error.



Holiday Happenings

This page contains a few photos from holiday events at the BWT. We promise full and complete coverage in the March 2010 issue of the Fast Track.

