

Career Awareness for Skilled Trade Occupations in Michigan

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Skilled Trade Support

Helping Credit Unions
Serve, Grow and Remain Strong.



Why Michigan Credit Union League?

- CUs help people and businesses thrive financially through products, services and community outreach
- Choosing a career is an important personal and financial decision
- Keeping jobs filled helps individuals, businesses and communities thrive



Michigan Industry Cluster Approach



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WDA Clusters

Manufacturing



Information Technology



Health Care



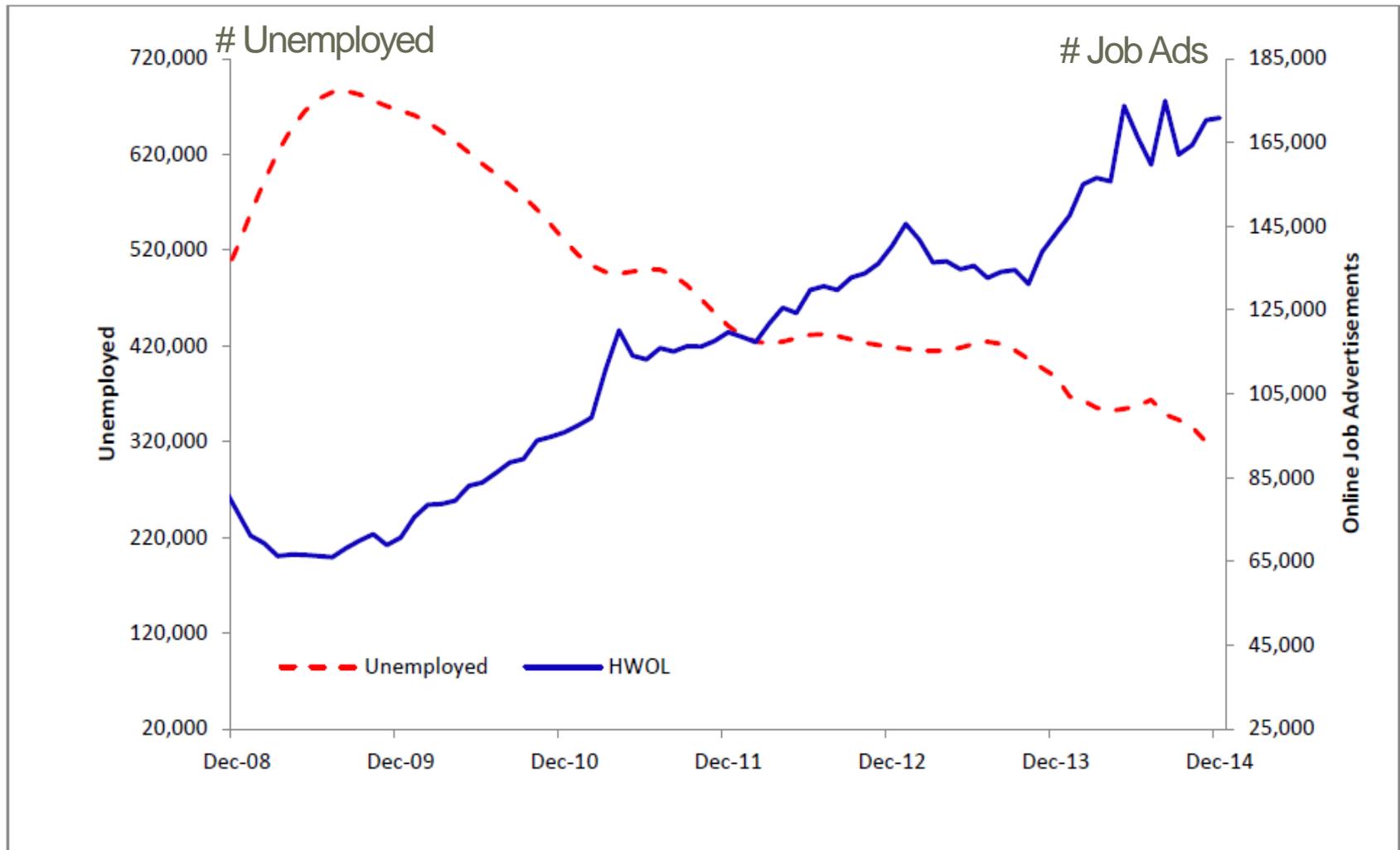
Energy



Agriculture



MI Labor Supply vs. Labor Demand



Source: The Conference Board, Help Wanted Online® (HWOL) and Bureau of Labor Statistics, Current Population Survey (CPS)

Total Available Jobs

| Occupation Categories | Total Available Ads | | | | | | |
|--|---------------------|----------------|----------------|----------------|----------------|---------------|---------------|
| | December 2014 | November 2014 | December 2013 | # Change Month | % Change Month | # Change Year | % Change Year |
| Total | 154,650 | 175,700 | 129,450 | -21,050 | -12.0% | 25,200 | 19.5% |
| Professional | 47,950 | 52,100 | 39,700 | -4,150 | -8.0% | 8,250 | 20.8% |
| Business and Financial Operations | 8,650 | 9,400 | 7,650 | -750 | -8.0% | 1,000 | 13.1% |
| Computer and Mathematical | 14,700 | 15,750 | 13,050 | -1,050 | -6.7% | 1,650 | 12.6% |
| Architecture and Engineering | 12,000 | 13,050 | 10,050 | -1,050 | -8.0% | 1,950 | 19.4% |
| Life, Physical, and Social Science | 1,200 | 1,250 | 1,000 | -50 | -4.0% | 200 | 20.0% |
| Community and Social Service | 2,500 | 2,700 | 1,850 | -200 | -7.4% | 650 | 35.1% |
| Legal | 450 | 550 | 400 | -100 | -18.2% | 50 | 12.5% |
| Education, Training, and Library | 4,750 | 5,450 | 3,100 | -700 | -12.8% | 1,650 | 53.2% |
| Arts, Design, Entertainment, Sports, and Media | 3,650 | 3,950 | 2,600 | -300 | -7.6% | 1,050 | 40.4% |
| Healthcare | 19,450 | 21,400 | 16,400 | -1,950 | -9.1% | 3,050 | 18.6% |
| Healthcare Practitioners and Technical | 15,100 | 16,100 | 12,650 | -1,000 | -6.2% | 2,450 | 19.4% |
| Healthcare Support | 4,300 | 5,300 | 3,700 | -1,000 | -18.9% | 600 | 16.2% |
| Sales | 15,950 | 18,750 | 16,750 | -2,800 | -14.9% | -800 | -4.8% |
| Administrative Support | 16,150 | 18,350 | 12,700 | -2,200 | -12.0% | 3,450 | 27.2% |
| Management | 11,750 | 12,350 | 10,900 | -600 | -4.9% | 850 | 7.8% |
| Service | 11,200 | 13,650 | 9,450 | -2,450 | -17.9% | 1,750 | 18.5% |
| Protective Service | 1,400 | 1,600 | 1,000 | -200 | -12.5% | 400 | 40.0% |
| Food Preparation and Serving Related | 4,900 | 5,900 | 4,450 | -1,000 | -16.9% | 450 | 10.1% |
| Building and Grounds Cleaning and Maintenance | 3,000 | 3,800 | 2,150 | -800 | -21.1% | 850 | 39.5% |
| Personal Care and Service | 1,900 | 2,350 | 1,900 | -450 | -19.1% | 0 | 0.0% |
| Construction and Repair | 11,450 | 14,200 | 8,450 | -2,750 | -19.4% | 3,000 | 35.5% |
| Construction and Extraction | 3,850 | 5,250 | 2,550 | -1,400 | -26.7% | 1,300 | 51.0% |
| Installation, Maintenance, and Repair | 7,600 | 8,900 | 5,900 | -1,300 | -14.6% | 1,700 | 28.8% |
| Production | 8,650 | 10,200 | 6,850 | -1,550 | -15.2% | 1,800 | 26.3% |
| Transportation | 11,900 | 14,400 | 8,150 | -2,500 | -17.4% | 3,750 | 46.0% |
| Farming, Fishing, and Forestry | 200 | 300 | 100 | -100 | -33.3% | 100 | 100.0% |

Source: The Conference Board, Help Wanted Online®

Total New Jobs

| Occupation Categories | Total New Ads | | | | | | |
|--|---------------|---------------|---------------|----------------|----------------|---------------|---------------|
| | December 2014 | November 2014 | December 2013 | # Change Month | % Change Month | # Change Year | % Change Year |
| Total | 67,550 | 87,300 | 59,800 | -19,750 | -22.6% | 7,750 | 13.0% |
| Professional | 18,150 | 21,800 | 16,500 | -3,650 | -16.7% | 1,650 | 10.0% |
| Business and Financial Operations | 3,400 | 4,000 | 3,250 | -600 | -15.0% | 150 | 4.6% |
| Computer and Mathematical | 6,050 | 6,850 | 5,600 | -800 | -11.7% | 450 | 8.0% |
| Architecture and Engineering | 3,700 | 4,950 | 3,800 | -1,250 | -25.3% | -100 | -2.6% |
| Life, Physical, and Social Science | 550 | 550 | 350 | 0 | 0.0% | 200 | 57.1% |
| Community and Social Service | 1,150 | 1,300 | 850 | -150 | -11.5% | 300 | 35.3% |
| Legal | 150 | 250 | 250 | -100 | -40.0% | -100 | -40.0% |
| Education, Training, and Library | 1,550 | 2,050 | 1,250 | -500 | -24.4% | 300 | 24.0% |
| Arts, Design, Entertainment, Sports, and Media | 1,650 | 1,900 | 1,150 | -250 | -13.2% | 500 | 43.5% |
| Healthcare | 7,000 | 9,150 | 6,850 | -2,150 | -23.5% | 150 | 2.2% |
| Healthcare Practitioners and Technical | 5,000 | 6,200 | 4,850 | -1,200 | -19.4% | 150 | 3.1% |
| Healthcare Support | 2,000 | 2,950 | 2,000 | -950 | -32.2% | 0 | 0.0% |
| Sales | 6,350 | 8,550 | 7,450 | -2,200 | -25.7% | -1,100 | -14.8% |
| Administrative Support | 8,500 | 10,300 | 6,650 | -1,800 | -17.5% | 1,850 | 27.8% |
| Management | 4,600 | 5,500 | 4,600 | -900 | -16.4% | 0 | 0.0% |
| Service | 6,300 | 8,700 | 5,150 | -2,400 | -27.6% | 1,150 | 22.3% |
| Protective Service | 500 | 750 | 450 | -250 | -33.3% | 50 | 11.1% |
| Food Preparation and Serving Related | 2,800 | 3,750 | 2,050 | -950 | -25.3% | 750 | 36.6% |
| Building and Grounds Cleaning and Maintenance | 1,750 | 2,500 | 1,350 | -750 | -30.0% | 400 | 29.6% |
| Personal Care and Service | 1,250 | 1,750 | 1,300 | -500 | -28.6% | -50 | -3.8% |
| Construction and Repair | 6,500 | 9,050 | 5,050 | -2,550 | -28.2% | 1,450 | 28.7% |
| Construction and Extraction | 2,650 | 4,050 | 1,900 | -1,400 | -34.6% | 750 | 39.5% |
| Installation, Maintenance, and Repair | 3,850 | 5,000 | 3,150 | -1,150 | -23.0% | 700 | 22.2% |
| Production | 3,850 | 5,250 | 3,250 | -1,400 | -26.7% | 600 | 18.5% |
| Transportation | 6,150 | 8,800 | 4,200 | -2,650 | -30.1% | 1,950 | 46.4% |
| Farming, Fishing, and Forestry | 150 | 200 | 100 | -50 | -25.0% | 50 | 50.0% |

Source: The Conference Board, Help Wanted Online®

The Growing Talent Gap

- Aging workforce of highly-skilled experienced workers
- Attracting from new & more diverse talent pools
- Keeping pace with technological advances
- Closing gaps in workers' skills & credentials



What is a Skilled Trades Occupation?

- Typically do not require advanced degrees, but typically do require moderate-term or long-term on-the-job training or apprenticeships
- Found throughout the economy, even in unsuspecting industries like Health Care, Information Technology, & Government
- Can make up as much as 40 percent of employment in some industry subsectors

Skilled Trades in High Demand

- Skilled Trades workers are in high demand, evidenced by online advertised job vacancies
- Skilled Trades employment is expected to expand



Forecasted Long-Term Growth, 2020

In Skilled Trades: 7.4%

In All Occupations: 8.5%

Average Annual Openings, 2010-2020

For Skilled Trades: 5,900

For All Occupations: 130,000

Skilled Trades / All Occupations: 4.5%

Program Completers

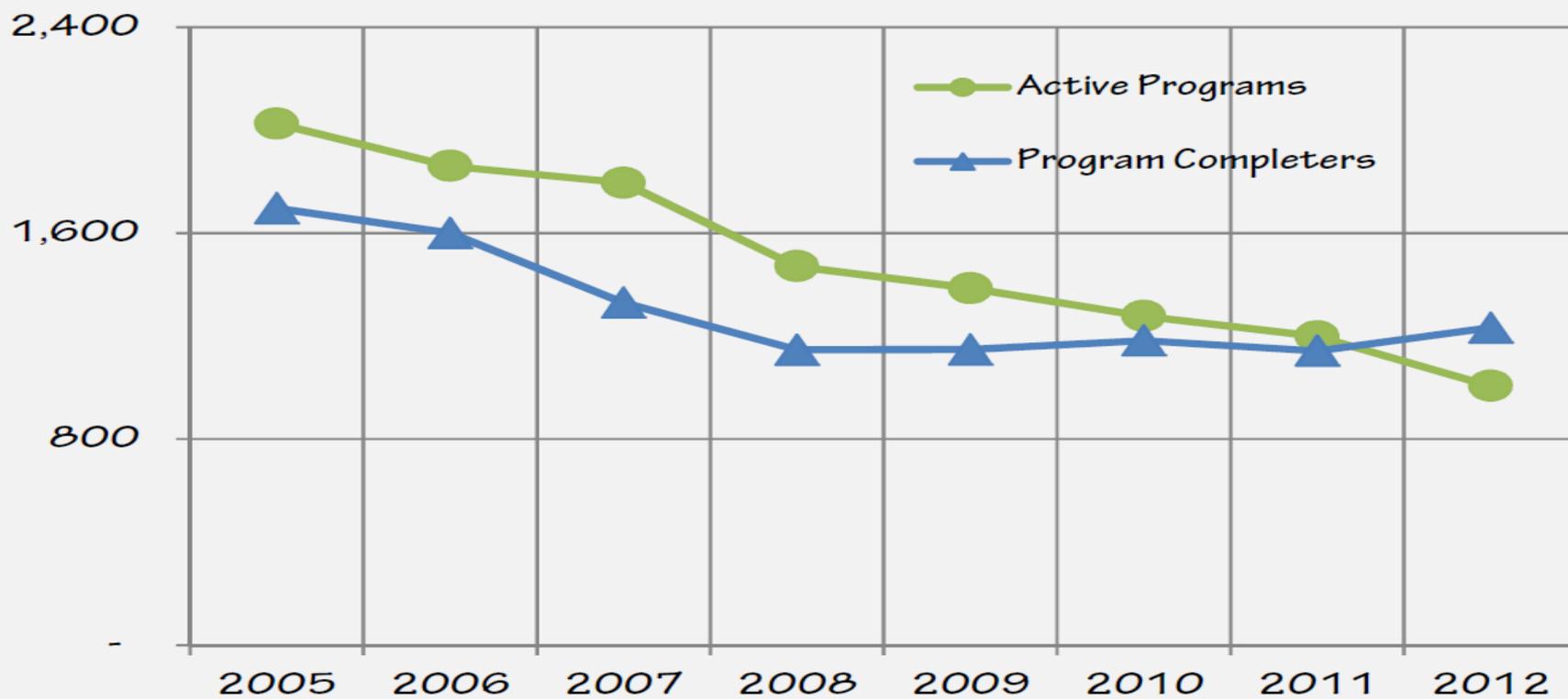
Apprenticeships (2012): 1,230

Apprenticeship Programs (2012): 1,006

Degrees / Certificates (2011): 3,000

Skilled Trades in High Demand

Apprenticeship Programs & Completers



Source: U.S. Department of Labor, Office of Apprenticeships.

Exploring Skilled Trades

Helping Credit Unions
Serve, Grow and Remain Strong.

Goals

- Help students become familiar with Skilled Trade occupations that are in high demand in Michigan and are an attractive career choice
- Help students connect with training sites

Materials

- Interactive guidebook detailing 24 high-demand Skilled Trade occupations
- Four ready-to-use lesson plans



24 Skilled Trade Occupations

Identified by the Michigan Workforce Development Agency as high-demand and/or high-significance in the state

Michigan Industry Cluster Approach

- Manufacturing
- Health Care
- Agriculture
- Energy
- Information Technology

U.S. Department of Labor

- Bureau of Labor & Market Information
- CareerOneStop video links



Career and Technical Training

FOR SKILLED TRADE
OCCUPATIONS IN MICHIGAN

www.mcul.org



Computer Numerical Control (CNC) Machinist

| | |
|---|---|
| 2012 Wage Range | \$ 10.00 - \$ 24.00 per hour \$ 20,000 - \$ 51,000 annually |
| Entry-Level Education | High School Diploma, moderate on-the-job training with technical education, apprenticeships |
| Number of Jobs in Michigan, 2010 | 8,910 |
| Forecasted Employment Growth Through 2020 | 14% |

What CNC Machinists Do

CNC Machinists operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces. They transfer commands from the computer server to the CNC control module which is often conversational, meaning it will ask the operators a series of questions regarding the task. The machinist will then position the metal on the CNC machine tool, set controls and let the computer make the designated cuts while constantly monitoring for possible errors.

Position Titles

Computer Numerical Control (CNC) Operator, Quality Control, CNC Machinist, Machine Operator, CNC Lathe Operator, Production Worker, Brake Press Operator.

Work Environment

Individuals in this position work in machine shops which are clean, well lit and ventilated. They must wear protective safety glasses and earplugs. Some machinists work in offices that are close to the shop floor.

Knowledge, Skills and Abilities

Employees in this area should have strong mathematical skills and knowledge of machines, tools, computers and electronics. Customer service skills are very important in this field. Workers should be able to work both independently and as part of a team.

[Career Video for CNC Machinists](#)

Short-Term Training Links

- Find [colleges, training schools and instructional programs](#) for this occupation.
- Find education and training programs where you can earn a certificate, diploma or award in less than 2 years with the [Short-Term Training Finder](#).

Guidebook:
 Explore occupation profiles and find job-specific training sites.

[Career Video for CNC Machinists](#)

[Short-Term Training Finder](#)

Available free at:
www.mcul.org/careers

Ready to use lesson plans

Helping Credit Unions
Serve, Grow and Remain Strong.

- **Skilled Trades Occupations**

An introduction to careers in skilled trades and training requirements

- **Skills Identification**

Making connections between skills and occupations

- **Skills Assessment**

Identifying personal skills and jobs that require those skills

- **Finding Careers and Training**

A computer scavenger hunt to explore Skilled Trade careers and training opportunities

Developed by a Michigan teacher, each lesson plan includes:

- ✓ Overview
- ✓ Material list with handouts
- ✓ Objectives
- ✓ Preparation and Presentation instruction
- ✓ Reflection
- ✓ Benchmarks

Available free at:

www.mcul.org/careers



- **Classroom and Community Financial Education Presentations**

Nearly 2,000 presentations reported in the last school year reaching 43,692 students

- **In-School Credit Unions**

301 in Michigan!

- **Funding**

Scholarships, grants, educational materials

“People Helping People”

Michigan Credit Unions are not-for-profit financial institutions with a mission to serve their communities.

Find a credit union in your area at:



Skilled Trades Training Programs

Depends on industry/occupation focus:



- Work-based Learning
 - On-the-Job Training
 - Apprenticeships
- Postsecondary
 - Certificates
 - Associate's Degrees

Skilled Trades Training Fund (STTF)

AN OUTSTANDING OPPORTUNITY FOR MICHIGAN

- \$10 million in Governor Snyder's FY 14 & FY 15 budgets
- Competitive awards to Michigan Works! Agencies for employer-driven training in high-demand occupations
- Employers commit to hire or retaining participants at the successful completion training

Community College Skilled Trades Equipment Program (CCSTEP)

AN OUTSTANDING OPPORTUNITY FOR MICHIGAN

- \$50 million in Governor Snyder's FY 15 budget
- Competitive awards to Michigan Community Colleges
- Purchase of equipment for community college educational programs in high-wage, high- and middle-skill, and high-demand occupations

Michigan Advanced Technician Training Program (MAT2)

- Developed with global technology leaders to combine theory, practice, and work
- 3-year training program with all tuition costs paid for by the employer
- On-the-job training with pay, an advanced Associate's degree & guaranteed job
- Graduates commit to 2 years on the job



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Talent Connect

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Your launch pad for new jobs, careers, and talent

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Enter any Keyword

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< Select Radius > ▼

Only show jobs posted in the past

1 Month ▼

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Additional Search Options

JOBS AVAILABLE

82702

and counting...

Prosperity Regions Talent Map

An interactive tool allowing employers to access talent system partners and resources.



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1 2 3 4 5

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- ▶ **Executive Chef**
Zehnder's Of Frankenmuth - Frankenmuth
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Regency at Lansing West - Lansing
- ▶ **Director of Nursing**
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Michigan Works! Agencies provide a statewide network of Service Centers where employers connect with job seekers.

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How To Connect – <http://michiganworks.org>



EMPLOYERS JOB SEEKERS **ABOUT** RESULTS TRAINING & EVENTS NEWSROOM

LEADERSHIP

ASSOCIATE
MEMBERSHIP

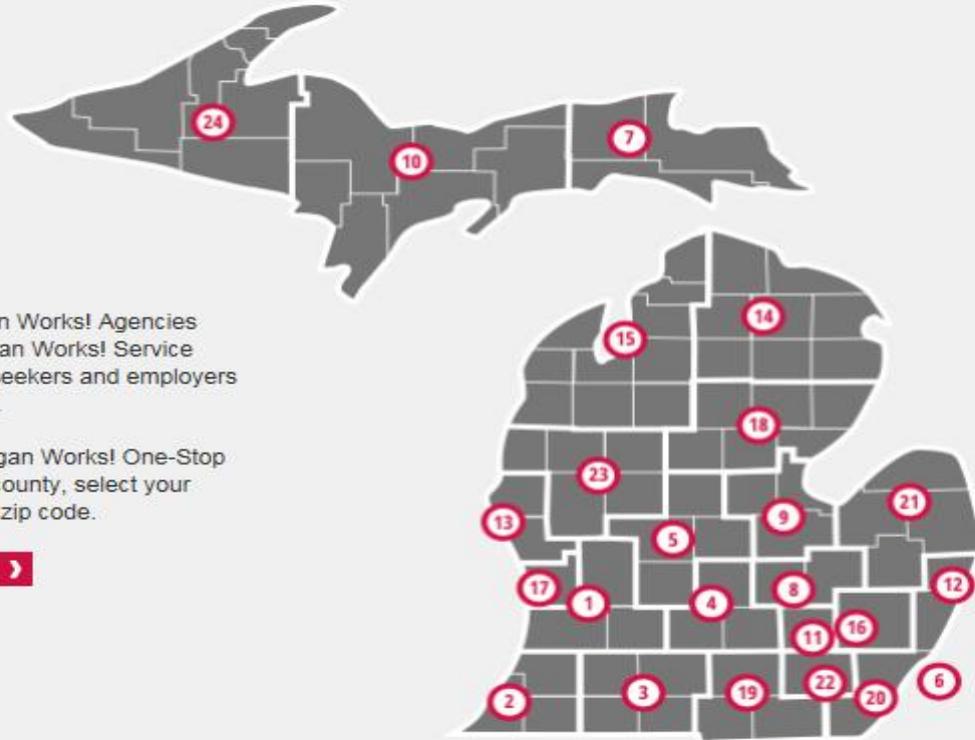
ONE-STOP SERVICE CENTERS

BUSINESS SOLUTIONS
PROFESSIONAL
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ONE-STOP SERVICE CENTERS



Twenty-four Michigan Works! Agencies oversee local Michigan Works! Service Centers, where job seekers and employers can access services.

For a listing of Michigan Works! One-Stop Service Centers by county, select your county or enter your zip code.

enter zip code

**MICHIGAN WORKS!
ANNUAL CONFERENCE**

How To Connect – www.mcca.org



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An Affordable Education. A Respected College Degree.

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MICHIGAN'S COMMUNITY COLLEGES



Alpena Community College

<http://www.alpenacc.edu>

665 Johnson Street
Alpena, MI 49707-1495
989 356 9021



Learn more about the
MICHIGAN TRANSFER AGREEMENT



[Details](#)

The Michigan Community College Association is a network-centric organization that provides leadership on issues affecting member colleges.

How To Connect – www.mitalent.org/career-jump-start

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Ever wonder how to get
information about high demand
jobs and training available in
your area?

