

# **No Worker Left Behind**

Report for the Legislature

Fiscal Year 2007-2008

Note: Funding Chart Corrected January 12, 2009

In compliance with Public Act 251 of 2008 we proudly present this report on the No Worker Left Behind 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 entrepreneurialism. No Worker Left Behind is a long-term approach to workforce development and stresses meaningful training rather than 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.

## **First Year Highlights**

In the first year of NWLB (August 1, 2007 through July 31, 2008) 37,725 participants enrolled in training through all funding sources under the NWLB umbrella. The concerted effort to increase the number of people in training spurred a tremendous push from training providers to incorporate their high-demand programs on the Consumer Education Consumer Report (CECR). Inclusion on the CECR allows for federal funds to pay for NWLB participant training. By the end of the first year, 5,574 programs were either added or updated – a 43% increase over the same time frame the year before.

No Worker Left Behind opened the door to thousands of people who previously would not have considered continuing their education. Michigan Works! Agencies (MWA) have been overwhelmed by the sheer volume of people coming through their doors and in some instances were forced to create waiting lists. At times as many as 11,000 people were on waiting lists either to learn about NWLB or for funding to begin training.

Many MWAs worked creatively and adjusted to the increased demand by offering more orientations and streamlining their processes. DLEG began to tackle the funding issue

and approached the federal government for help. In May the USDOL awarded Michigan \$16 million in Trade Adjustment Assistance to support dislocated workers and in June another \$6.6 million through a National Emergency Grant. Increased funding is essential to permanently eliminate waiting lists and provide NWLB participants the training opportunity they deserve.

Training programs for emerging industries and high-demand occupations are also under pressure as students flock to industries that present the greatest potential for immediate and future employment. To begin to address this bottleneck, NWLB awarded 8 community colleges \$340,000 for projects that demonstrated a better way to advance students faster, improve efficiency in their operations or make education more accessible through the use of the internet or alternative training schedules.

### **Partnerships**

W.W. Grainger, Inc., agreed to partner with the State of Michigan to address the shortage of skilled workers in the technical trade professions. To support this partnership, W.W. Grainger donated \$100,000 to the State of Michigan. Of the total, \$75,000 went to five MWAs to spend on defined training activities at Michigan Technical Education Centers.

The State of Michigan, Chrysler LLC, and the United Automobile Workers Union (UAW), agreed to a first of its kind partnership to provide job training and placement assistance through NWLB to UAW-member Chrysler employees in Michigan who decided to take one of the early retirement or buyout offers under the “Driving Your Future” program in the fall of 2008. Chrysler agreed to reimburse the state for participants from this group of employees who participate in NWLB. By doing so, Chrysler ensured its former workers that they would be funded throughout their chosen high-demand training programs and receive excellent job counseling and placement services long after leaving the company’s employ.

### **Required Data**

The following tables present information required under Public Act 251 of 2008. As mentioned earlier in this report, NWLB stresses long-term training. Interim data are skewed toward NWLB participants that elected shorter term training simply because those who entered longer term programs such as associates degrees have not finished and are thus not included here. We believe the average length of time in training and the completion ratios will grow as the initiative advances into the end of the second and third years.

**No Worker Left Behind Participant Information by MWA  
October 1, 2007 through September 30, 2008**

<b>Michigan Works! Agency</b>	<b><sup>1</sup>Total Participants Enrolled</b>	<b><sup>2</sup>Average Duration of Training</b>	<b><sup>3</sup>Enrolled in Remedial Ed. &amp; Literacy</b>	<b><sup>3</sup>Enrolled in 2-Year Institutions</b>	<b><sup>3</sup>Enrolled in 4-Year Institutions</b>	<b><sup>3</sup>Enrolled in Proprietary/ Technical</b>	<b><sup>4</sup>Completed Education/ Training</b>
ACSET	2,582	7.5	818	519	141	749	1,005
Berrien/Cass/Van Buren	945	10.5	57	448	28	149	180
Calhoun ISD	1,321	6.6	40	400	19	138	327
Capital Area	2,775	7.0	792	255	41	365	415
Career Alliance	1,356	9.0	43	471	347	141	255
Central Area	1,123	14.0	61	556	43	333	585
City of Detroit	1,945	7.1	224	228	254	969	576
Eastern U.P.	153	16.7	1	24	56	11	56
Kalamazoo-St. Joseph	804	7.0	37	124	3	378	347
The Job Force	759	6.3	26	205	131	13	494
Livingston County	519	9.8	15	143	38	200	70
Macomb/St. Clair	4,335	12.2	226	1,240	322	1,537	753
Muskegon County	849	9.0	61	272	153	183	472
Northeast	732	13.3	17	336	28	29	125
Northwest	741	11.9	63	436	49	177	259
Oakland County	2,299	9.6	83	299	193	689	269
Ottawa County	1,371	8.5	26	95	50	230	203
Region 7B	448	6.0	5	168	12	220	246
Saginaw/Midland/Bay	1,674	10.0	48	464	68	215	270
South Central	929	7.8	8	357	60	196	276
SEMCA	1,702	10.2	53	494	108	872	538
Thumb Area	2,526	10.5	3	262	174	347	341
Washtenaw County	1,014	10.1	37	202	48	176	128
West Central	541	6.8	19	136	62	148	243
Western U.P.	295	10.3	11	125	34	55	86
HRDI	117	4.5	0	1	0	64	84
<b>MWA Subtotal</b>	<b>33,855</b>	<b>8.9</b>	<b>2,774</b>	<b>8,260</b>	<b>2,462</b>	<b>8,584</b>	<b>8,603</b>
Michigan Rehabilitation Services (35 offices statewide)	7,025	31.3	414	750	902	1,054	731
<b>Total</b>	<b>40,880</b>	<b>N/A</b>	<b>3,188</b>	<b>9,010</b>	<b>3,364</b>	<b>9,638</b>	<b>9,334</b>

<sup>1</sup>Includes WIA, TAA, JET/FAET, Incumbent Worker and Vocational Rehabilitation Services

<sup>2</sup>Average Duration of Training (in weeks) includes participants who completed their programs as of September 30, 2008. 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.

<sup>3</sup>There may be duplication in counts as participants move between programs.

<sup>4</sup>Includes all NWLB participants that completed training between October 1, 2007 and September 30, 2008 (may include participant that started in August).

**No Worker Left Behind Funding Information by MWA  
October 1, 2007 through September 30, 2008**

Michigan Works! Agency	Total MWA Allocations	Funding Allocated to Training									Total NWLB Allocations
		Adult	DW	Incumbent Worker	Incentive Funding	DW NWL	SWA NWL	TAA Funding	TANF	GF/GP JET	
ACSET	19,937,727	686,231	1,326,802	360,147	85,127	64,319	197,508	3,420,000	82,912	93,156	6,316,202
Berrien/Cass/Van B.	8,561,492	319,658	627,304	139,284	22,320	32,675	95,955	649,844	39,795	44,713	1,971,548
Calhoun	8,370,624	255,750	600,120	118,758	21,867	30,586	83,242	444,043	51,286	57,623	1,663,276
Capital Area	13,546,323	436,527	986,280	237,009	0	50,316	139,329	766,847	54,731	61,493	2,732,532
Career Alliance	23,447,171	731,830	1,586,393	230,171	45,198	79,857	227,034	19,25,432	135,381	152,109	5,113,405
Central Area	10,860,089	352,811	1,052,470	110,168	35,734	60,159	140,994	1,584,771	28,632	32,169	3,397,909
Detroit	66,318,030	2,681,838	4,455,193	317,547	133,028	221,535	728,435	2,003,356	372,729	418,782	11,332,443
Eastern UP	2,367,937	155,023	193,765	25,006	18,925	9,433	37,195	0	5,661	6,360	451,368
Job Force	4,888,477	252,395	375,112	87,943	25,433	17,385	63,510	198,188	14,524	16,318	1,050,809
Kalamazoo	8,319,651	249,950	499,217	156,332	38,415	24,861	74,027	142,222	47,482	53,349	1,285,854
Livingston	2,589,730	87,290	277,156	88,153	9,258	12,542	31,474	442,793	3,342	3,755	955,763
<sup>1</sup> Macomb/St. Clair	28,610,746	1,037,822	3,264,340	467,924	79,397	122,775	335,837	3,467,493	75,299	84,603	8,957,991
Muskegon	9,775,193	287,247	571,969	98,502	38,377	28,848	85,478	1,084,846	62,533	70,259	2,328,059
Northeast	6,221,203	329,015	530,013	61,360	42,439	25,458	86,861	536,651	16,225	18,230	1,646,251
Northwest	8,352,673	373,268	821,875	149,786	0	37,620	111,267	674,503	22,867	25,693	2,216,879
Oakland	21,953,367	890,872	2,218,581	596,136	0	110,851	296,235	1,227,960	71,315	80,127	5,492,077
Ottawa	4,773,702	149,131	437,612	131,069	0	18,407	49,372	629,273	8,944	10,049	1,433,858
Region 7B	5,764,355	266,910	494,256	59,155	33,702	23,638	74,812	283,159	22,222	24,967	1,282,821
Saginaw/Mid./Bay	13,955,772	489,056	951,917	183,800	46,636	48,625	144,815	448,641	80,316	90,239	2,484,045
SEMCA	24,009,102	782,783	2,288,808	444,193	72,681	100,198	264,366	1,592,989	129,663	145,684	5,821,365
South Central	11,213,959	363,911	836,440	353,762	44,988	39,084	111,985	1,969,110	33,155	37,252	3,789,687
Thumb	6,779,102	306,755	837,608	105,297	20,529	39,367	103,746	246,911	19,366	21,759	1,701,338
Washtenaw	6,882,456	200,379	445,414	183,067	22,301	19,725	59,047	366,904	25,427	28,569	1,350,832
West Central	5,444,869	214,351	520,383	68,714	31,428	21,971	64,432	190,620	20,900	23,482	1,156,281
Western UP	2,651,273	128,096	204,350	37,717	9,435	9,765	33,604	152,371	8,581	9,641	593,560
HRDI	1,400,000	0	560,000					0			560,000
<b>TOTAL MWA</b>	<b>326,995,023</b>	<b>12,028,899</b>	<b>26,963,381</b>	<b>4,811,000</b>	<b>877,218</b>	<b>1,250,000</b>	<b>3,640,560</b>	<b>24,448,926</b>	<b>1,433,288</b>	<b>1,610,381</b>	<b>77,086,154</b>
MRS	46,349,806										<sup>2</sup> 10,660,445
<b>Total NWLB</b>	<b>373,344,829</b>										<b>87,746,599</b>

<sup>1</sup>Includes \$22,500 from Grainger

<sup>2</sup>Actual training expenditures are currently not available – represents 23% of funding allocated to case services (the historical average spent on training)

**Funding Notes:** Total MWA Allocations includes several funding sources, such as WIA youth, that are not available for training. 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. Approximately 90% of TAA funding allocated is available for training, the other 10% is covers the costs of administration. Approximately 3% of JET/FAET funding allocated is available for training, the majority 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. 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).

**Corrected 1/12/09 to reflect the percentage of WIA Adult, Dislocated Worker and TAA actually used for training (previously the entire allocation was included) and GF/GP JET column not included in total NWLB allocations.**

**No Worker Left Behind  
Funding Projections  
January 12, 2008**

<b>Funding Sources:</b>	<b>Funding Allocated to Training FY 2007 - 2008</b>	<b>Funding Allocated to Training FY 2008 - 2009</b>
WIA Adult	\$12,028,899	<i>\$18,443,702</i>
WIA Dislocated Worker	\$26,963,381	<i>\$31,394,788</i>
WIA DW for NWLB	\$1,250,000	N/A
DOL National Emergency Grant (WIA DW)	Included in DW	\$2,445,593
Incentive Funding	\$877,218	N/A
WIA Statewide Activities NWLB	3,640,560	
Demonstration Grants (WIA)	Included in IW	
Incumbent Worker IW (WIA)	\$4,811,000	<i>\$6,020,000</i>
Trade Adjustment Assistance	\$24,448,926	<i>*\$21,044,095</i>
TANF	\$1,433,288	<i>\$9,319,474</i>
GF/GP JET	1,610,381	N/A
TANF (JET Plus)	N/A	22,170,000
FAET		<i>\$409,747</i>
Vocational Rehabilitation Client Services	\$10,660,445	<i>\$11,000,000</i>
State General Fund/General Purpose	N/A	<i>\$7,785,000</i>
Private Contributions (Grainger)	\$22,500	<i>\$52,500</i>
Private Contributions (Chrysler)	N/A	<i>\$562,500</i>
<b>Total Funding</b>	<b>\$ 87,746,598</b>	<b><i>\$130,647,399</i></b>

***Italicized numbers are funding projections.***

\*Will request additional funding in February

NWLB PY2007: August 1, 2007 through September 30, 2008.

WIA PY2007: July 1, 2007 through June 30, 2008

TANF FY2007: October 1, 2007 through September 30, 2008

FAET FY2007: October 1, 2007 through September 30, 2008

MRS (Vocational Rehabilitation Client Services) FY2007: October 1, 2007 through September 30, 2008

GF/GP 2008: October 1, 2008 through September 30, 2009

**No Worker Left Behind  
2007-2008 Legislative Report Correction  
January 9, 2008**

<b>Funding Sources:</b>	<b>Funding Allocated to training in original Report</b>	<b>Corrected Funding Allocated to Training FY 2007 - 2008</b>	<b>Difference</b>
WIA Adult	\$30,072,248	\$12,028,899	- \$18,043,349
WIA Dislocated Worker	\$67,408,453	\$26,963,381	- \$40,445,072
WIA DW for NWLB	\$1,250,000	\$1,250,000	
DOL National Emergency Grant (WIA DW)	Included in DW	Included in DW	
Incentive Funding	\$877,218	\$877,218	
WIA Statewide Activities NWLB	3,640,560	3,640,560	
Demonstration Grants (WIA)	Included in IW	Included in IW	
Incumbent Worker IW (WIA)	\$4,811,000	\$4,811,000	
Trade Adjustment Assistance	\$27,165,474	\$24,448,926	- \$2,716,548
TANF	\$1,433,288	\$1,433,288	
GF/GP JET	0	1,610,381	+ \$1,610,000
TANF (JET Plus)	N/A	N/A	
FAET			
Vocational Rehabilitation Client Services	\$10,660,445	\$10,660,445	
State General Fund/General Purpose	N/A	N/A	
Private Contributions (Grainger)	22,500	22,500	
Private Contributions (Chrysler)	N/A	N/A	
<b>Total Funding</b>	<b>\$147,341,186</b>	<b>\$ 87,746,598</b>	<b>\$59,594,969</b>

**Reason for corrections:**

**Approximately 40% of WIA Dislocated Worker and Adult are used for training (NWLB). The original report gave total allocations for DW and Adult.**

**Approximately 90% of TAA is used for training (NWLB). The original report gave total allocation for TAA.**