



BWT Fast Track



Energy Conservation Apprenticeship Readiness (ECAR)

The long-term success of the Governor's Green Jobs Initiative requires the support and involvement of the industry sectors and businesses that have created or are currently creating green jobs. Many unions are involved in developing state-of-the-art training and pre-apprenticeship programs to prepare workers for careers in the renewable energy and energy efficiency sectors.

The Michigan Department of Energy, Labor & Economic Growth (DELEG) has worked with key partners and stakeholders in Michigan to create a Green Sector Skills Alliance (GSSA) that helps support workforce development in the construction, installation and maintenance of renewable energy and energy efficiency systems. From this alliance the GSSA developed the ECAR program. ECAR provides apprenticeship readiness training for women, minorities, and economically disadvantaged persons in the energy conservation related construction trades, including: carpenters, cement masons, electrical workers, iron workers, laborers, and operating engineers.

During Fiscal Year (FY) 2008-09, the first year of operating this program, ECAR created a pool of 120 individuals of underrepresented groups with proven readiness to enter energy conservation related construction apprenticeships. The ECAR program provides recruitment, assessment, apprentice readiness training, basic skills remediation, needs related payments, drug screening, and other supportive services to meet the energy conservation related construction workforce training needs of Michigan.

The ECAR program is being offered in the eight cities identified by the Cities of Promise Initiative that aims to redevelop communities and reduce poverty. These cities are those that are experiencing sometimes devastating conditions because of declining population, extreme poverty, loss of industry and jobs, crumbling infrastructure, and blighted neighborhoods. These cities include: Benton Harbor, Detroit, Flint, Hamtramck, Highland Park, Muskegon Heights, Pontiac, and Saginaw.



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Michigan Academy for Green Mobility

The Michigan Academy for Green Mobility (MAGM) was developed to ensure the automotive industry has the trained workers they need to grow and prosper in the emerging green economy. The Michigan Department of Energy, Labor & Economic Growth has partnered with automotive manufacturing employers, education and training providers, industry associations, and the workforce system to develop a mechanism for providing that training.

The Academy's objectives are to prepare individuals for emerging technologies in vehicle and vehicle component design, manufacturing, and main-

tenance. MAGM provides certificate programs based on the occupations, skills, and knowledge required by employers. The scope of the training is targeted toward engineers and technicians. Education and training institutions provide learning opportunities that are short-term, targeted, innovative, flexible, and have a strong focus in regards to hands-on practical experience.

Following a competitive RFP process, the MAGM Governing Board recognized Wayne State University and Michigan Technological University as designated training providers in hybrid battery engineering. The initial

14 week courses are just underway and include 154 incumbent engineers from Ford Motor Company, Chrysler Group LLC, Nissan Motor Company, General Motors Company, Lear Corporation, DENSO Corporation, Ricardo plc, and United States Army Tank Automotive Research, Development and Engineering Center (TARDEC).



Division of Lifelong Learning Success Story

In this difficult economy it can be hard to feel optimistic. We in the Bureau of Workforce Transformation (BWT) administer critical programs that are truly helping residents of Michigan. While we are so busy doing this, it is hard to recognize if our small efforts really do roll up into a larger experience that transforms someone's life. Here is a quick story that reminds us that what we do really does make a difference for someone else.

Customer, age 52, was a former ASC Lansing Trim employee who was laid off in June 2007 after working at the facility for 20 years. ASC Lansing Trim was certified under the Trade Adjustment Assistance (TAA) program. The TAA program provides assistance gaining employment to work-

"Within one week of finishing his program, he was hired by Sparrow Hospital as an Environmental Technician."

ers who lose their jobs due to foreign trade.

The customer was unable to find another job using his current skills and education. He worked closely with Capital Area Michigan Works! and Lansing Community College (LCC) to choose the Central Service/Sterile Processing Technician program. He struggled through remedial training to gain the skills necessary to be successful in his program, and went on to excel in his classes.

Within one week of finishing his

program, he was hired by Sparrow Hospital as an Environmental Technician. He has been very appreciative and has worked extremely hard on his training and future.

This success story shows the importance of having optimism and endurance in a difficult time. This individual worked diligently through this program and started job searching long before he finished training. He did not hesitate to use the services available and stay positive during this difficult time in his life.

On September 14, 2009, the Department of Civil Service introduced a brand new way to apply for jobs with the State of Michigan. Applicants can now apply online submitting all of their documents electronically while also being given various options with which to sort through the vacant positions. This is a fantastic and efficient method for both hiring managers and applicants. Most importantly, it will save both time and paper. Please check out the Michigan Civil Service Website at <http://agency.governmentjobs.com/michigan/default.cfm> to see the new changes.

Job Show for Teens and Michigan Jobs & Career Portal Receive High Honors

The Job Show for Teens, the youth version of the Job Show, received one of the cable industry's most sought after and coveted awards, the Telly. Recognized for its "Careers in Robotics & Youth Employment, College & Career Seminar" show, the Job Show for Teens received the Bronze Telly Award. During this show, BWT Occupational Research Analyst Michael Nimmons conducted a three-day Youth Employment, College & Career Seminar on the Michigan Jobs & Career Portal at the historic Montieth Branch Library in Detroit.

The seminar was designed to educate and inform Detroit area young people about the many resources available on

the Michigan Jobs & Career Portal. Ruth Biersdorf, the librarian at the Library helped to coordinate this seminar with Mr. Nimmons. Some of the resources include college & scholarship information, free online courses, homework help, summer employment, internship opportunities and much more. The young people received valuable career and training information during the workshops at the seminar. Mr. Nimmons concluded the seminar with an exciting game of Michigan Jobs & Career Portal Jeopardy. The young people were divided into teams and given questions to answer for prizes provided by the Montieth Branch Library.



The Job Show for Teens is intended to help grow Michigan by educating and exposing teenagers of Michigan to many great career opportunities. The show highlights careers in areas of predicted growth, and is broadcast by various cable outlets throughout the state of Michigan.

Michigan Career Portal Team Participates in Local Job Fairs



Felicia Quinn, Kamika Hughes, Karl Woodruff, and Mira Patel

This summer the Michigan Jobs & Career Portal (MJ&CP) team participated in the 2009 Putting America Back to Work Job Fair at the Burton

Manor in Livonia. The job fair took place on August 19, 2009 and is the second in the series of job fairs sponsored by EmploymentGuide.com and Fox 2 News. The event drew well over 4,000 jobseekers and featured over 75 employers. The MJ&CP team provided extensive employment and training information, including a "resource room" that featured 10 laptops for jobseekers to utilize. Brian Waters of the Management Services Division transported and set up the laptops,

The MJ&CP team was also invited to

participate in the Southeast Michigan Rehiring, Retraining and Relief Fair hosted by U.S. Congressman John Dingell. The event took place on September 3, 2009 at the Romulus Athletic Center in Romulus and featured employers, government agencies, community outreach programs and educational organizations. The event generated about 1,000 jobseekers.

The MJ&CP team will be returning to the Burton Manor in Livonia on November 4, 2009 for another Putting America Back to Work Job Fair.

Migrant, Immigrant and Seasonal Worker Services



With the advent of autumn, the Migrant, Immigrant and Seasonal Worker Services (MISWS) Division begins to shift gears a little bit. The field staff will begin to have less direct contact with Migrant Seasonal Farm Workers (MSFW) and their minds will be occupied with meetings, training and administrative activities over the winter, in their efforts to work with growers and prepare for next spring and summer's busy growing season.

For many crops produced in Michigan, the busy season is defined by the

spring and summertime months in which food crops are planted, grown and harvested. This time period generally ranges from May through September. Later autumn harvests occur for some crops such as grapes, pumpkins, winter squash, potatoes and cauliflower.

In areas of the state where certain other crops are grown, it seems there is barely a break in activities. Apples, for example, provide tree pruning work from February-April. The harvest generally takes place beginning in

August through mid-November. Celery is another crop that provides a long work season; as planting, weeding, transplanting, harvesting, packing and shipping commence in early April and can extend into October. Mushrooms represent the work opportunity of greatest length, as planting, harvesting and packaging occur year-round.



Veterans' Services Educational and Training Seminar

The Veterans' Services Division of BWT held an Educational and Training Seminar at the Great Wolf Lodge in Traverse City on September 23-25, 2009, (at the state rates). The theme of the seminar was "Veterans Succeeding in the 21st Century Workforce," and speakers focused on current practices and how to move the Veterans' Services Division successfully into the future.

Major General Nelson Cannon, the Commanding General of the 46th Military Police Command of Lansing, spoke about meeting the "holistic needs" of returning veterans, specifically National Guard and Reserves.

An overview of national veterans' programs was presented by Heather Higgins, Chicago Area Regional Administrator for USDOL-VETS. Ms. Higgins addressed new aspirations and held a spirited discussion about "Priority of Service" for veterans in the Michigan Works! offices.

Major General Robert Smith III (ret.) gave a dynamic, interactive

speech about issues that veterans face when they return to the workforce, and how we can assist in that transition.

Employers from the Traverse City area were on hand to discuss their hiring practices and how they address the issues of veterans, as well as their experiences with employees returning to active military service.

After a fun team building exercise led by Michele Walker, Bruce Griffith announced Steve Gillotte as the winner of this year's Russ Jones Award. Steve is a vocational counselor from Marquette, and has clearly demonstrated the Russ Jones Award criteria of making a difference in the lives of others, being dedicated and loyal, communicating effectively, and exhibiting a zest for life.

Rick Briggs, from the Brain Injury Association of Michigan, spoke about Traumatic Brain Injuries (TBIs) suffered by veterans, and how these "invisible wounds" can affect their reintegration into the workforce.



Phil Kovacs, HR Developer for the Michigan Department of Civil Service, addressed the idea that "customer service" begins at home and how our choice to be positive has an incredible impact on our internal and external customers.

Tony Leone, North Region Operational Manager, informed the Veterans' Representatives about changes to requirements regarding the Employer Tracking System, and demonstrated how to use that system.

Throughout the seminar, several door prizes were given away, including a 2-night stay at the Great Wolf Lodge. That prize was won by David Jackson, a Veterans' Representative from Mount Pleasant.

Michigan is Putting Unemployed Veterans Back to Work Veterans to Agriculture Program

Our Veterans Services Division has established a unique partnership with the Michigan State University (MSU) College of Agriculture and Natural Resources that will prepare military veterans for agricultural jobs. The Veterans to Agriculture program is a part of the governor's No Workers Left Behind (NWLB) Initiative. The Veterans to Agriculture program is a four-week residential training program offered at the Kellogg Biological Station (KBS) in Hickory Corners, Michigan that is providing displaced veterans with the opportunity to receive the training they need to compete for good-paying jobs in Michigan's agricultural industry.

Veterans are training at tree farms, learning how to plant, fertilize and

Veteran David Jones: "This is an opportunity of a lifetime to change your life. Coming from war, this is an opportunity to take your mind off of what you may have been through." (Source: Brittany Gray-WLNS.com)

harvest, so when they graduate, they'll have the proper tools and skills to get back in the workforce. Though they're trained specifically for work on Christmas tree farms, they're gaining general agricultural knowledge they can use for many jobs. The program will prepare individuals for certification in agricultural chemical spraying among other skills leading to higher employability in a competitive field.

This program was driven by the de-

mand of Michigan's agricultural growers. Michigan's \$71.3 billion agricultural industry is ripe with opportunity for job growth and is a vital component to economic diversity. Michigan has the second most diverse agricultural economy in the United States, rivaled only by California.

Other partners in this initiative include: South Central Michigan Works!, the Michigan Veterans Foundation in Detroit, the Detroit Workforce Development Department the Volunteers of America in Lansing and our own Vets and Migrant, Immigrant and Seasonal Worker staff.



Fourteen men, four weeks of training and a chance for a new beginning..... (Source: Brittany Gray-WLNS.com)

Student Assistant at Large: A Summer in London

As if there wasn't already a bunch of work to be done in the Office of Adult Learning, student assistant Rebecca Butcher left Michigan for three months to complete an internship in London, England. Through Michigan State University and Centers for Academic Programs Abroad, she secured an internship with *Photovoltaics International* (www.pv-tech.org), the leading English-language journal for solar power professionals.

Under the direction of the managing editor, she wrote news articles and researched stories in all things related to solar power. In addition, she copy edited and reviewed technical papers prior to production. Though her position with the State provided

Her experience with e-Michigan's CMA proved helpful... developing graphics for the Website...

her with some much-needed office skills, she had quite the learning curve to overcome regarding the subject matter about which she researched and wrote. Her experience with e-Michigan's CMA (content management application—the program behind www.michigan.gov) also proved helpful when she was put in charge of developing graphics for the Website and updating archived articles.

London is full of fun activities and events. Right down the street from where she lived, Woody Allen was filming his newest movie. The building in which she worked, the Trans-World House, was featured in the music video "The Day I Died" by the artist Just Jack. All in all, it was a wonderful experience! She looks forward to crossing the pond again soon.



New Employees



Florine Davis:

In July, Florine Davis joined the Bureau of Workforce Transformation (BWT) after ten years with the Department of Civil Rights. Florine has had 23 successful years as a state employee having started her career with the Department of Corrections. Florine is the Executive Secretary to Tricia Llewellyn, Meeting Employer Needs, Division Director.

James Durian:

James started with the BWT as a Workforce Investment Act (WIA) Analyst in early August. He graduated from James Madison College at Michigan State University (MSU) and earned a Bachelors degree in Political Theory. For the past ten years, James worked as a policy analyst and law clerk for the Michigan Legislature. While working full time he attended graduate school at night and received a Masters of Public Administration degree from MSU and a Juris Doctorate degree from MSU College of Law. In November, he became a licensed attorney for the State Bar of Michigan. His interests include: rooting for the Dallas Cowboys and MSU Spartans; reading and writing about history; playing sports and exercising. His favorite interest is reading to his 19-month old daughter who loves books.



Rick Fisher:

Rick recently joined the Regional and Sectoral Strategies Division team as a Departmental Analyst. He comes to us with twenty-five years of experience in the banking industry and ten years with the State of Michigan, most recently Rick worked as a trainer with the Secretary of State's Human Resource Office.



Kevin Green:

Kevin is a hands-on program professional whose 25 plus year career includes administrative positions in the economic development, education and retail/shopping center industries. Kevin helped jump start downtown Lansing's recent revitalization as the former Executive Director of the Lansing Principal Shopping District, a 1,000 plus member business advocacy organization. He joins the BWT's Meeting Employer Needs Division (MEND) with an extensive background in business recruitment, employment training, marketing and school-to-work program development.

Possessing a unique talent for conceptualizing, planning, and executing winning communication strategies, Kevin also owned his own successful marketing consulting business specializing in addressing the needs of small businesses and not-for-profit agencies. An adjunct faculty member at Lansing Community College (LCC) Kevin also provides pro bono marketing services for the Michigan Economic Development Corporation's Small Business Technology & Development Center at LCC. Kevin joins BWT following a position with the Michigan Rehabilitation Service's Evaluation & Program Support Division.

New Employees Continued...

Dominique Johnson:

Dominique recently joined the Regional and Sectoral Strategies Division as a Departmental Analyst. He was employed as the Director of Business Development for a private residential treatment facility for four years. Prior to that, he managed workforce development programs through agencies contracted with Capital Area Michigan Works for four years. During his employment at Capital Area Michigan Works!, he managed the Workforce Investment Act, Adult, Dislocated Worker, and Youth Programs.



Belen Ledezma:

Belen joined BWT as the Director of the Migrant, Immigrant & Seasonal Worker Services (MISWS) Division in March 2009. Belen comes to us from Spectrum Health Systems with more than ten years of professional experience in the healthcare field with a primary focus on serving the Migrant and non-English speaking populations. She has been a direct care provider and manager offering energy, creativity, and leadership to Western Michigan. Ms. Ledezma possesses a bachelor's degree in Political Science, Latin, and Spanish as well as post graduate education in Public Administration, Counseling, and Psychology. She is very active in numerous local and state organizations and has been a presenter at both state and national conferences. Among the organizations with which she is affiliated are Leadership Grand Rapids, American Translators Association, and the National Council on Interpretation in Healthcare. Ms. Ledezma is well known and respected as a collaborator and partnership builder, and will use those skills and experiences to develop and lead this new division.



Tricia Llewellyn:

Tricia joined BWT in February, as director of the Meeting Employer Needs Division. Tricia comes to us with years of experience in developing and carrying out strategies to meet the economic and workforce development needs of the private sector. For the last 11 years, Tricia worked for Chrysler Group LLC in many different capacities including State Relations Manager and Midwest Government Sales Manager. She has been extremely successful in working collaboratively with diverse groups in both the public and private sector on complex workforce and economic development issues. Having come from one of the nation's largest employers, Tricia brings with her a unique and innovative perspective on working with employers to identify and meet their needs. Her skills will help us achieve our goal to reinvent how we work with companies. Ms. Llewellyn has a Bachelor of Arts degree from Herbert H. Lehman College in Bronx, New York and a Masters of Business Administration from Michigan State University.

Chelsea Ludwick:

Chelsea is from DeWitt, Michigan. She started with the BWT as a Workforce Investment Act (WIA) Analyst in early August. Before her employment with the State of Michigan, Chelsea worked as a Beverage Manager for a large restaurant and nightclub while taking classes. In August of 2007, she graduated from Davenport University with a Bachelor of Business Administration in Business Professional Studies. Her interests include soccer, running, golf, snowboarding and being outdoors and up north as much as possible.

New Employees Continued...



Paula Mitchell:

Ms. Paula Mitchell joined BWT as the Director of the Management Services Division on Monday, January 20, 2009. Paula is a native of the State of Virginia. She received a BA degree in Communication Arts with a minor in Psychology from Michigan State University. She has 36 years of State Service. Her 29 years of executive level management and leadership experiences include having served as Director of Human Resources, Director of Legal Resources, Director of Personnel, Management and Testing Services and Director of various other regulatory programs. She comes to us from the State Office of Administrative Hearings and Rules (SOAHR), DELEG, where she directed staff and supervisors in the administration of its statewide mediation and legal support programs.



Linda Patrick:

Ms. Linda Patrick joined BWT in November 2008 as the director of the Regional & Sectoral Strategies Division. Linda joins us with many years of experience in urban affairs and community and economic development. She previously served as Community Development Agent for the Michigan State University (MSU) Extension in Genesee County. Prior to her work with the MSU Extension, Linda was Director of the Saginaw Community and Economic Development Program within MSU's Center for Urban Affairs.



Beth L. Sommers:

Beth is the new Green Jobs Specialist for BWT. Beth's appointment became effective September 7, 2009 and she is already immersed in BWT's effort in partnership with the Council for Labor & Economic Growth to submit a State Energy Sector Partnership grant application to the United States Department of Labor. She comes to BWT with nearly 15 years of alternative energy and program management experience in various private industries. She was most recently employed with Chrysler Group LLC and DaimlerChrysler Corporation, where she served on the Program Management team for the Chrysler Aspen, Dodge Durango and Dodge Ram hybrid vehicles. Prior to launching Chrysler's first production hybrid, Beth managed the communication and strategic departments of the Hybrid Development Center and the Two-Mode Hybrid collaboration with General Motors Corporation, BMW of North America, LLC and Daimler AG (a German Car Corporation). Beth also served as the Deputy Program Manager for DaimlerChrysler's involvement in the Department of Energy Fuel Cell Fleet and Infrastructure Validation Program, and represented DaimlerChrysler in numerous government, technical, auto shows and conferences, along with media and public relations events.

Beth served as a Research Scientist and Project Manager for Energy Conversion Devices and its subsidiaries, Ovonic Battery Company and Texaco Ovonic Hydrogen Systems. She co-authored nine international patents on advanced battery material development and assisted in bringing these materials and other hydrogen storage metal hydrides to pilot production and a variety of applications and programs.

Beth received her Bachelor of Science degree in Biology from the University of Minnesota in 1994, and recently received her Masters of Business Administration from the University of Michigan.

BWT's Newest Additions

Mya Grace Nimmons was born on Wednesday, Sept 9, 2009 to proud parents, Michael & Tiffany Nimmons. Mya Grace was born weighing 7lbs & 15ozs and is the second child of the Nimmons family. She was welcomed home by her big brother, Stephen-Michael Emmanuel Nimmons who is three years old. Michael is an Employment Service Analyst for the Occupational Research Unit of the Meeting Employer Needs Division. He has been employed with the State for over 8yrs.



Lucy Vaughn Pafford was born on Thursday, June 11, 2009 to Jamie & Glen Pafford. Lucy was born 4 weeks early weighing 6lbs & 13ozs. She was welcomed home by her big sister Lillyan Ryan who is two years old. Jamie was a Human Resource Developer for the Training and Development Unit of the Management Services Division. She was employed with the State for 3 years, but has chosen to continue her career closer to her family, by accepting a job with the Toledo Science Center as their new Outreach Manager. Jamie's last day with the State was October 4, 2009.



Please submit your articles for the BWT Fast Track to your Division Liaison

NEWSLETTER DIVISION LIAISONS

Accelerating Employment:

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Management Services:

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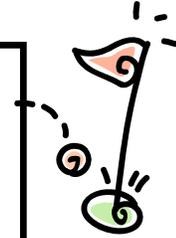


Congratulations

Shot of a Lifetime!

BWT would like to congratulate Joe Billig, Management Information System (MIS) Manager, for his recent "Hole in One" on the 167-yard fourth hole at Oak Lane Golf Course. Way to use that 6-iron Joe!

(Source: The Lansing State Journal, September 8, 2009)



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*Congratulations
Erin & Tyler*



Erin Riske of DELEG's Bureau of Workforce Transformation and Tyler Duckett of the Michigan Department of Corrections were joined in marriage on August 29, 2009, at the beautiful rose garden in Frances Park, located in Lansing, Michigan. Guests were treated to personally written vows that prompted everyone to scramble for Kleenex. The reception was held at the Kellogg Hotel and Conference Center in East Lansing. The couple spent their honeymoon in Negril, Jamaica, where they enjoyed the surf and the sand for a week. Erin and Tyler currently live in Mason, Michigan.