Governor's Talent Investment Board Meeting

Board Book

Monday, September 14, 2015

10:00 a.m. - 1:00 p.m.

FireKeepers Casino, MBish Ballroom A

11177 East Michigan Avenue

Battle Creek, Michigan

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Governor's Talent Investment Board (GTIB) September 14, 2015 Meeting
10:00 a.m. – 1:00 p.m.
FireKeepers Casino, Mbish Ballroom A
11177 East Michigan Avenue
Battle Creek

AGENDA

I.	10:00 a.m.	Welcome/Opening Remarks • Public Comment Opportunity • New Advisory Members	Mark Alyea, Chair
II.	10:05 a.m.	Action Item: Consent Agenda • June 15, 2015 Meeting Minutes	
III.	10:10 a.m.	Recent Labor Market Trends in Michigan	Jason Palmer, Director, Bureau of Labor Market Information and Strategic Initiatives
IV.	10:45 a.m.	61(b) CTE Early/Middle College Funding	Kate Kisil, Workforce Development Agency (WDA)
V.	11:05 a.m.	WDA Current Measures • WIOA Requirements	WDA Staff
VI.	11:20 a.m.	GTIB Priorities • How GTIB Fits • Discussion	All
VII.	11:45 a.m.	Lunch	
VIII.	12:30 p.m.	Comai's Corner • News from the Talent Investment Agency (TIA)	Stephanie Comai, Director, TIA
IX.	12:50 p.m.	Closing Remarks	Mark Alyea, Chair
X.	1:00 p.m.	Adjourn	

Governor's Talent Investment Board (GTIB) Meeting
June 15, 2015
10:00 a.m. – 1:00 p.m.
Michigan Manufacturers Association
620 South Capitol Ave
Lansing

MEMBERS PRESENT:

Mark Alyea, Chair
Dennis Argyle, Vice Chair
Paul Arsenault
Kenyatta Brame
Stephanie Comai
Tony Day
Rey Guzman (for Jamie Clover Adams)
Al Haidous
Alisande Henry (for Mike Flanagan)
Senator Ken Horn
Suzanne Howell
Representative Brandt Iden
Marcus James
Darcy Kerr
Geralyn Lasher (for Nick Lyon)
John Moll
Donald O'Connell
Douglas Parkes
William Peterson
Christine Quinn
Tony Retaskie
Tauzzari Robinson
Brad Rusthoven
Conan Smith
Zane Walker
Gregory Winter
Elaine Wood
Mike Zimmer

MEMBERS NOT PRESENT:

Thomas Begin
Helen Dietrich
Jodi Gibson

WELCOME AND OPENING REMARKS

Mr. Mark Alyea, Chair, called the meeting to order and stated a quorum is present. Mr. Alyea provided a few opening remarks. He thanked Ms. Delaney McKinley from the Michigan Manufacturers Association for hosting the GRTIB at their facility. He then introduced Stephanie Comai, Director of the Talent Investment Agency (TIA) to talk about the priorities of the Governor and provide a framework for discussion on the responsibilities of the GTIB.

Ms. Comai talked about the Talent Investment Agency (TIA) and why it was created. The TIA includes the Workforce Development Agency, Unemployment Insurance Agency (UIA), and the Michigan State Housing Development Authority (MSHDA). The TIA is housed under the umbrella of the Department of Talent and Economic Development (TED) that includes Michigan Economic Development Corporation (MEDC) as well. The Governor's vision is to pull all the resources and key pieces relating to talent development together since talent is a high priority and number one issue. She stated Steve Arwood is the Director of TED and the MEDC, and she, Mr. Arwood and the Director of MSHDA meet regularly with the Governor every month. The GTIB will be a key forum to talk to employers to make sure our state is headed in the right direction.

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Ms. Comai said an example of something the GTIB would be offering their advice on would be providing input on what could be done with funds earmarked towards talent. The department is looking for ideas to let young people know their options, including those on the sidelines, and UIA claimants and the services provided to them. She then introduced Christine Quinn, the Director of the Workforce Development Agency (WDA) and Jacqui Miekszytyn, the manager of the GTIB unit.

Ms. Comai also spoke about the Governor's priorities:

- An increase in the Skilled Trades Training Fund, which provides competitive awards for employer responsive training, to $20 million for the next fiscal year
- Middle college experience
- Availability of funds through the Community College Skilled Trades Equipment Fund, which awards funds to community colleges for equipment upgrades used in training
- Videos targeted towards young people regarding skilled trade careers that feature celebrity Mike Rowe, and
- The development of career planning tools to help kids figure out what they want to do.

A discussion ensued. Questions and comments included:

- UIA will interface with workforce development by accessing federal funds for strategies to get UIA claimants reconnected to the workforce; there is a gap in how long people are laid off, and it helps the employer if they get a job quickly, since an employer's tax rate is based on how often people tap into those funds.
- When asked, Ms. Comai stated nothing is off limits at this time.
- In order for the Board members to know what the scale of need is, labor market information and conversations around in- demand jobs will be provided.
- Mr. Jason Palmer, Director of the Bureau of Labor Market Information and Strategic Initiatives (LMISI) was introduced and talked about online job ads and how they can be skewed.
- Regarding the CCSTEP: what about funding for Career and Technical Education (CTE) in high schools? Most of these programs have been shut down and equipment is now obsolete, so how do we get students interested in skilled trades when most programs are shut down? Some counties have mileages to support these programs.
- When asked what at the end of the day this Board should be providing, Ms. Comai stated key metrics from the WDA, such as ideas for growing the number of apprenticeships in our state, would help drive the formation of the committees. The WDA strategic plan will be shared and will provide the framework for discussion. Ms. Comai provided her email address: comais1@michigan.gov.

Mr. Alyea asked if there were any public comments. Mr. Russ Davis from the US Department of Labor, Office of Apprenticeships, stated he believes the initiatives of Governor Snyder are the same as the

President, which is doubling the number of skilled trades. He said there are currently 11,500 registered apprenticeships in Michigan with 1000 employers participating, and Michigan is leading the charge on increasing registered apprenticeships.

ACTION ITEM: CONSENT AGENDA

Ms. Jacqui Mieksztyn, WDA, explained the consent agenda items include the By-laws and the GTIB Meeting Schedule for the remainder of 2015.

A MOTION was made by GTIB member Senator Ken Horn and SUPPORTED by GTIB member Don O'Connell to approve the consent agenda items. The MOTION was approved unanimously.

ACTION ITEM: LOCAL AREA DESIGNATION POLICY

Mr. Alyea introduced Ms. Stephanie Beckhorn, WDA. Ms. Beckhorn talked about local area designation, stating the service delivery standpoint is working towards a regional standpoint. She stated the Governor must designate the local areas under the new criteria of the Workforce innovation and Opportunity Act (WIOA) of 2014 after consultation with the GTIB and after consultation with chief elected officials, local boards and public comment process. Ms. Beckhorn explained the criteria, and stated six existing workforce development areas do not meet initial designation under WIOA and are listed in the policy. Ms. Beckhorn also explained a few changes that were made to the policy since it was provided to the Board members.

Questions and comments from the GTIB members included:

- It is recommended the six local areas that are listed be removed from the policy because if they are listed the policy may need to be revised.
- When asked how the areas will be served that did not meet initial designation, Ms. Beckhorn stated they have continued to operate and technical assistance is provided.
- When asked about the job loss in the one-stops that are merging, Ms. Beckhorn stated efficiencies should be created and the local elected officials and local boards would be making those decisions.
- When asked if one of the areas missed designation because performance was off by .1%, Ms. Beckhorn answered the law is specific about measures.
- The policy should focus on parameters, not specifics. It's not just functional consolidation but allowing to have some flexibility whether consolidating or not. State funding policy should reflect this.
- In two years designation will happen again. The WIOA set up some things to happen now and then in 2 years. Many states are looking at regionalism and most states are waiting on the governance transition in two years. Michigan has led the way in performance and other workforce trends and is always looking for ways to improve. Doing this now gets the governance items out of the way so other things can be focused on; thank you WDA for pushing the envelope on timing and providing financial incentives.

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The policy will be revised to remove the list of the six areas that did not meet the initial designation criteria.

A MOTION was made by GTIB member Marcus James to approve the policy as amended and SUPPORTED by GTIB member Tony Retaskie. The MOTION was approved unanimously.

ACTION ITEM: LOCAL BOARD CERTIFICATION

Mr. Alyea introduced Mr. Rick Niedieck, WDA . Mr. Niedieck stated the Workforce Innovation and Opportunity Act (WIOA) requires the establishment and certification of local workforce development boards for each local area. He talked about the parameters of previous legislation and stated local boards would not be allowed to be grandfathered in. The policy provides the process for local areas to designate their boards, with certification every two years.

Comments from the GTIB members included:

The policy is still in draft form; it is important for local elected officials to have flexibility in determining who best represents each sector; recommend policy is less prescribed.

A MOTION was made by GTIB member Bill Peterson to approve the policy and SUPPORTED by GTIB member Kenyatta Brame. The MOTION was approved unanimously.

Other discussion comments:

- The new legislation provides the chance for our state to say what we need and how will we deliver services differently; driving discussion down to the local areas and driving discussion up.

- Real world exposure of high school students to what they think they want to do is very different than what they will end up with.

- Disappointed that new legislation takes an opposite direction by focusing on out of school youth, so we need to figure out how to serve in school youth.

- Would like to see this Board look at identifying what the standing committees will look at and how does what we focus on fit into everything else; what is our input in the system.

- There needs to be a collaborative effort all throughout school and post-secondary to education kids.

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- Other states Michigan can look at for benchmarks include looking at California for IT, Detroit with On-Star, healthcare is the leader out east, energy is down south, and South Carolina leads in mechatronics.

- There will be a new State Superintendent coming in; the Michigan Department of Education (MDE) is happy about partnerships with other State agencies regarding Career and Technical Education (CTE). There is a crosswalk of the common core curriculum with CTE programs that exists and more of this should be done.

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WORKING LUNCH

Mr. Dennis Argyle, Vice Chair, explained the lunch hour would be used for the Board to get to know each other. Each Board member would have an opportunity to explain their background and why they volunteered to be on the GTIB. He stated he is the CFO for Knights Facilities Management, was on the previous Board, is involved with his local school district, and volunteered because he is interested in making sure kids know all of their options for careers, including his own kids.

Mr. Greg Winter is from Alpena, and sees the mismatch of business talent needs and the skills of the local workforce. He has worked with his local community college to help bridge that gap, and volunteered to be on the Board to help solve the problem of this mismatch.

Mr. Tony Day is with the Nottawaseppi Huron Band of the Potawatomi's Pine Creek Reservation. He volunteered to be on the Board because he wants to help the state of Michigan.

Ms. Darcy Kerr is with the Accident Fund in Lansing. She volunteered because there is a need to get young people interested in career in insurance. She recently has been working with Lansing high schools to expose them to the insurance industry.

Representative Brandt Iden is from District 61 of the House of Representatives and has been a representative for five months. He serves on the Workforce Committee in the House, and would like to tie some that committee work with the work of the GTIB. He wants to work on eliminating bureaucracy, wants to work collaboratively, and is interested in the Department of Talent and Economic Development and making sure we all have the same conversations.

Commissioner Al Haidous is with Wayne County District 11. He is interested in helping his community and connecting people with jobs, and changing the way we do business in connecting people with jobs.

Mr. Bill Peterson is with the UAW Skilled Trades. He works with apprenticeships and has been on previous state boards under Governors Engler and Granholm, and on his local board for 21 years. He

would like to be on a committee that focuses on apprenticeships, and in interested in getting the message out on the opportunities in skilled trades.

Mr. Brad Rusthoven is the Human Resources Manager at Franchino Mold and Engineering. He is involved in anything that he can be involved in that focuses on talent.

Mr. Mike Zimmer is the department director for the Department of Licensing and Regulatory Affairs (LARA).

Mr. Kenyatta Brame is the Executive Vice President at Cascade Engineering. His concern is the rate of people who are not graduating from high school. He wants to focus on developing the pipeline for the future or he will be out of business.

Mr. John Moll is the CEO of the Gemini Group in Bad Axe. His mission is to help with communication to help school kids and their parents learn about the career options available.

Ms. Geralyn Lasher is from the Department of Health and Human Services representing Director Nick Lyon. Her department was recently reorganized, and built upon the philosophy of the river of opportunity and being employed.

Ms. Suzanne Howell is from the Michigan Rehabilitation Services and excited to be on the board and represent people with disabilities and getting them employed.

Senator Ken Horn is with the Michigan Senate District 32. What keeps him up at night is the issue of transportation and getting people to work, as well as energy issues and the talent gap.

Mr. Marcus James owns his own business and was with Dow Chemical for 31 years and involved in workforce development for the past 13-14 years. He wants to see a stronger link between business and education and work on the sweet spot where it can connect. He wants to see more selling of the STEM careers to kids, feels we don't do a good job of linking people with what they are passionate about.

Mr. Doug Parks is from Manistee and on his local board for 20+ years. He represents retail, and when his autistic son landed a job in Ludington doing GIS work, he became interested in supporting more programs like his son is involved in.

Ms. Elaine Wood is the CEO of Networks Northwest. Her background includes teaching, adult education, and she is interested in the crossroads of how everything intersects to help people. She supports being market driven, and feels more healthy businesses mean more healthy communities.

Commissioner Conan Smith represents Washtenaw County District 9. He has been involved with workforce development for 10 years. He is involved because he feels the workforce system could be more responsive and offer stability for people in jobs.

Mr. Zane Walker is with the Michigan State Building and Construction Trades Council, representing other programs different than manufacturing apprenticeships. He is involved because he wants to see outreach regarding careers to kids in high school and earlier.

Mr. Don O'Connell is with the Operating Engineers Local 324. He volunteered because he wants to help the next generation of building trades, and getting the message out that the trades are good jobs.

Mr. Tony Retaskie is the Executive Director from the Upper Peninsula Construction Council, also serves as co-chair to the UP Career Council and the local Regional Education Service Agency (RESA). He wants to get kids interested in ironworker apprenticeships.

Mr. Paul Arsenault owns his own business and has been local workforce board member for 27 years in the central UP. He wants to focus on a strong connection between business and education and getting the education community enlightened to what is coming down the pipeline.

Mr. Rey Guzman is with the Workforce Development Agency representing the Michigan Department of Agriculture and Rural Development and workforce development.

Several Michigan Works! Agency directors in the audience also introduced themselves, as well as GTIB staff Jacqui Mieksztyn, Rick Niedieck, Sue Ann Searles, and Krista Johnson.

CLOSING REMARKS

Mr. Alyea provided a few closing remarks and reminded the GTIB members of the next quarterly meeting on Monday, September 14, 2015 location TBD, and adjourned the meeting at 1:00 p.m.

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61(b) Summary

"Early/Middle College School" means a stand-alone public high school, a school within a school, a Public School Academy (PSA) or a Shared Educational Entity (SEE) designed to allow a pupil to earn a high school diploma and either an associate's degree, the Michigan Early/Middle College Association (MEMCA) technical certification or up to 60 transferable college credits at the same time.

'Early/Middle College Program' is a five-year high school program designed to allow a pupil to earn a high school diploma and substantial college credit through an additional fifth year of study. A formal agreement with each postsecondary partner is required.

Early/Middle College High Schools can begin as early as 9th or 10th grade. Students attend for five years and follow a specific, five-year program of instruction. *(www.michigan.gov/MDE)*

The fiscal year 2016 State School Aid, Section 61(b)1, PA 85 of 2015 has $10,000,000 in new funding available. This formula grant is for intermediate school districts within each of the 10 Prosperity Regions, who have or would like to start an early/middle college with state-approved Career and Technical Education (CTE) programs. The purpose of these programs is to increase the number of Michigan residents with high-quality degrees of credentials, and to increase the number of students who are college and career ready upon high school graduation. In order to be eligible to receive the funds, the intermediate school district must work in collaboration with the Talent District Career Council to determine the early/middle college programs to offer.

Strategic Plan Questions

1) **What employer role could be the most advantageous in CTE early/middle college programs (planning, delivering, etc.)?**

2) **For those of you that are involved in or connected to a CTE early/middle college program, what have you found to be useful and successful in planning your program?**

3) **Are there other services/agencies that should be involved? If so, who?**

4) **Are there certain metrics that should be a part of the strategic plan?**

5) **What should be included as part of the strategic plan that is missing?**

6) **Would you be interested in the strategic plan review process?**

WORKFORCE DEVELOPMENT AGENCY

STRATEGIC PLAN

FY 2015 - FY 2019

Michigan WDA
WORKFORCE DEVELOPMENT AGENCY

Goal 1
Data and Metrics Will Drive Policy and Decision

Goal 2
Brand and Promote the Talent System

Goal 3
Collaborate, Connect, and Create

Goal 4
Fiscal Accountability and Sustainability

Goal 5
Engage, Advocate, and Influence

Goal 6
Promote and Replicate Innovative Strategies

Goal 7
Value, Engage, and Develop Employees

MICHIGAN'S TALENT STRATEGY

The Workforce Development Agency (WDA) Strategic Plan is an interactive document, designed to create a tailored approach to understanding our Agency's strategic direction. Take time to read the goals and respond to the questions.

Every employee of the WDA plays a critical part in shaping the future of our Agency. Be creative, innovative and collaborate with managers and colleagues as you map out how to make the goals set out in this plan a reality.

TED TALENT AND ECONOMIC DEVELOPMENT

tia TALENT INVESTMENT AGENCY

UIA

Michigan WDA WORKFORCE DEVELOPMENT AGENCY

GOVERNOR'S TALENT INVESTMENT BOARD

NAME: _____

A MESSAGE

FROM OUR DIRECTOR

The Workforce Development Agency's mission is to "partner to provide a demand-driven talent system that supports business growth and a diverse, skilled workforce."

It is for this reason that we have included our partners in the process of creating our strategies moving forward. It's more important now than ever before to integrate our direction into those of our state and local partners' plans.

With the passing of the Workforce Innovation and Opportunity Act, the Workforce Development Agency is experiencing a major change in how we do business. Our work has just begun as we align the Agency to support the Governor's vision of a Talent System in Michigan, and as a part of the Talent and Economic Development Department; Talent Investment Agency. The work we do has to be through collaboration and leveraging resources with our economic development, education, and workforce system partners to supply a demand-driven system with a pool of skilled talent that supports the labor needs that exist statewide.

We continue to strive for the following: align our strategic efforts internally and externally with our partners to collaborate and leverage resources that drive economic prosperity; create financial sustainability within our Agency; nurture a healthier culture; and foster a more nimble environment that welcomes change and incentivizes innovation. We initiated the 2015 strategic planning process as a means of guiding the Agency in a new and exciting direction for the strength and health of Michiganders across the State.

We must continue to embrace the opportunity to be innovative and create the talent system for Michigan's future.

Christine Quinn
Director of the Workforce Development Agency

MISSION, VISION, AND VALUES

MISSION

We partner to provide a demand-driven talent system that supports business growth and a diverse skilled workforce.

VISION

We are recognized as an innovative and effective talent system supporting a healthy, resilient economy that improves the quality of life in Michigan.

VALUES

ACCOUNTABILITY
Accept responsibility for our behaviors, decisions, and actions

INCLUSION
Seek collaborative solutions and results

INNOVATION
Create and seek opportunities to demonstrate continuous improvement

INTEGRITY
Always do the right thing

RESPECT
Value unique and diverse skills, abilities, and perspectives

TRANSPARENCY
Do not mislead or conceal

DID YOU KNOW?

An agency's value system impacts the way change happens. In fact, it determines what is important to our agency, how decisions are made, how you relate to other employees and groups within the agency, and what behaviors are rewarded and recognized.

Consider the WDA values, rate the values based on importance to you:

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

Which one of the WDA values can you most see in yourself?

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GOAL 1: DATA AND METRICS WILL DRIVE POLICY AND DECISIONS

GOAL 1.1 - 1.4 STRATEGY:
DIVISION DIRECTORS WILL EXECUTE BASED ON INPUT PROVIDED BY THE DIRECTOR AND KEY STAKEHOLDERS.

OBJECTIVE **1.1 IDENTIFY AND CREATE STAKEHOLDER PERFORMANCE METRICS BY JANUARY 1, 2016.**

Without objective measures, we cannot measure our progress toward improving the Talent System and meeting goals and federal requirements. By engaging stakeholders (partners, employers, job seekers and funders) in the conversation, we secure their cooperation and agreement to reach higher standards and increase training that leads to attainment of credentials, employment, retention, and wages.

OBJECTIVE **1.2 DEVELOP AN INTEGRATED DATA COLLECTION SYSTEM BY JULY 1, 2016.**

OBJECTIVE **1.3 CREATE KEY REPORTS FOR TRAINING, EMPLOYMENT, RETENTION, AND CREDENTIALS AWARDED BY JULY 1, 2016.**

OBJECTIVE **1.4 DEVELOP EFFECTIVE PROCESSES FOR ANALYZING KEY EMPLOYMENT AND TRAINING DATA FOR CONTINUOUS QUALITY IMPROVEMENT OF THE TALENT SYSTEM BY APRIL 1, 2016.**

ENHANCING OUR STRATEGIC PLAN

HOW DOES GOAL 1 IMPACT YOUR WORK DIVISION OR UNIT?

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HOW DOES YOUR JOB IMPACT GOAL 1?

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GOAL 2: BRAND & PROMOTE THE TALENT SYSTEM

GOAL 2.1 STRATEGY:
COMMUNICATIONS TEAM WILL LEAD DEVELOPMENT AND IMPLEMENTATION.

OBJECTIVE **2.1 CREATE AND IMPLEMENT COMPREHENSIVE MARKETING AND COMMUNICATION PLAN BY DECEMBER 31, 2015.**

To maintain and increase support (including funding and legislative) for the Talent Investment Agency and the Workforce Development Agency, we must build a positive image. Branding plays a key role in maintaining and increasing participation from the Talent System's partners. Additionally, cultivating a positive image with our funders will increase funding opportunities.

ENHANCING OUR STRATEGIC PLAN

HOW DO EXTERNAL AND INTERNAL COMMUNICATIONS AFFECT YOUR WORK DIVISION OR UNIT?

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HOW DOES YOUR JOB IMPACT GOAL 2?

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GOAL 3: COLLABORATE, CONNECT, AND CREATE

DID YOU KNOW?

WORK-BASED LEARNING MODELS SUCH AS REGISTERED APPRENTICESHIPS HAVE STARTING WAGES (depending on the job) of $50,000/YEAR.

OBJECTIVE **3.1 ENGAGE STAKEHOLDERS TO CREATE STATEWIDE WORK-BASED LEARNING STRATEGIES BY OCTOBER 30, 2015.**

Registered apprenticeships and other work-based learning models are critical resources for employers to meet their talent needs. MI-AIM provides collaborative outreach and communications, resource identification, and technical assistance to address technical skill gaps.

3.1 STRATEGY: MICA WILL ACCOMPLISH THROUGH MI AIM.

OBJECTIVE **3.2 BEGINNING APRIL 1, 2015, ENGAGE KEY STATE AGENCIES AND EXTERNAL PARTNERS QUARTERLY TO EXPAND COLLABORATION OPPORTUNITIES AND ADDRESS CHALLENGES.**

By developing a positive and cooperative relationship with state agencies such as UIA, DHHS, MRS, MDE and many others, we can better serve our business customers and job seekers through unduplicated, coordinated services.

3.2 STRATEGY: EXECUTIVE LEADERSHIP WILL DRIVE THIS OBJECTIVE.

THINKING OUTSIDE THE BOX: *Are there additional entities we need to build partnerships with to meet the needs of our existing customers (employers/job seekers)?*

OBJECTIVE **3.3 DELIVER SEAMLESS AND CONSISTENT TALENT RECRUITMENT, TRAINING, PLACEMENT, AND RETENTION SERVICES STATEWIDE FOR EMPLOYERS BY JULY 1, 2016.**

We will work cooperatively with Talent System partners to implement common practices across regions, track performance and measure employers' and job seekers' level of satisfaction to ensure that they have consistent quality of service, no matter

3.3 STRATEGY: EXECUTIVE LEADERSHIP WILL ACCOMPLISH THROUGH COLLABORATION WITH LEADERSHIP AT THE DEPARTMENT OF TALENT AND ECONOMIC DEVELOPMENT AND MICHIGAN WORKS!

GOAL 4: FISCAL ACCOUNTABILITY AND SUSTAINABILITY

DON'T FORGET!

LOOK, LISTEN, AND SHARE GRANT AND FUNDING OPPORTUNITIES!

OBJECTIVE **4.1 BY OCTOBER 1, CREATE A MULTI-YEAR BUDGET PLAN ANNUALLY FOR EACH WDA DIVISION.**

The ability to plot our financial future for several years in advance allows the agency to minimize disruptions internally, as well as with our partners and customers. Annually, Division Directors will be responsible for submitting a budget and controlling yearly cost.

4.1 STRATEGY: EXECUTIVE OFFICE WILL BE RESPONSIBLE.

OBJECTIVE **4.2 SECURE NON-FORMULA FUNDING OF 15 MILLION DOLLARS ANNUALLY, BY JUNE 30.**

We must continually look for ways to increase the amount of funding (public, private, philanthropic, etc.) coming into our state. Annually, each Division within the Agency will actively seek out and secure public or private non-formula funding. That is, funding in addition to that which is automatically awarded to the state.

4.2 STRATEGY: DIVISION DIRECTORS WILL MAKE THIS OBJECTIVE A PRIORITY.

ENHANCING OUR STRATEGIC PLAN

HAVE YOU NOTICED ANY WAYS TO CUT COSTS THROUGHOUT THE AGENCY?

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GOAL 5: ENGAGE, ADVOCATE, AND INFLUENCE

OBJECTIVE **5.1 CONVENE TWO EVENTS TO FAMILIARIZE POLICY MAKERS AND LEGISLATORS WITH WDA PROGRAMS ANNUALLY BY OCTOBER 1.**

By engaging our policy makers and legislators of our accomplishments, as well as our concerns, we can build stronger relationships that will allow our work to continue and expand to meet the needs of the state and our customers.

5.1 STRATEGY: EXECUTIVE LEADERSHIP, TIA, AND FEDERAL LEGISLATIVE RELATIONS WILL DRIVE THE EFFORT.

OBJECTIVE **5.2 ENGAGE PARTNER AGENCIES IN THE DEVELOPMENT AND COMPLETION OF THE WIOA UNIFIED STATE PLAN BY DECEMBER 31, 2015.**

In order to receive funds allotted under the WIOA, each state is required to draft and submit a Unified Plan. In order to be inclusive of key partner agencies, the WIOA Unified Plan Team, which includes representatives from throughout the WDA and MRS, will identify, contact, and seek input from the key partner agencies to help influence the components of our Unified Plan and ensure it adequately represents our state.

5.2 STRATEGY: EXECUTIVE LEADERSHIP AND WIOA UNIFIED PLAN TEAM WILL LEAD.

ENHANCING OUR STRATEGIC PLAN

OUR STORIES SHAPE INFORMATION INTO MEANING – DO YOU HAVE A WDA SUCCESS STORY IN YOUR TOOLKIT?

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GOAL 6: PROMOTE AND REPLICATE INNOVATIVE STRATEGIES

OBJECTIVE **6.1 CREATE PROCESS AND POLICY TO INTEGRATE BEST PRACTICES INTO COMMON PRACTICE THROUGHOUT THE TALENT SYSTEM REGIONALLY BY JULY 1, 2016.**

Our partners and service providers have the most current information and practical experience needed to drive continuous improvement of the Talent System. By formalizing best practices or policies for integration throughout the workforce system, we can better serve our customers (employers and job seekers) by:

•Reducing time from unemployment to reemployment

•Creating efficiencies based on shared services, consolidation, and/or merging

6.1 STRATEGY: EXECUTIVE LEADERSHIP WILL COLLABORATE WITH KEY STAKEHOLDERS TO ACCOMPLISH

OBJECTIVE **6.2 ADOPT CONTINUOUS IMPROVEMENT METHODOLOGIES TO STREAMLINE AND MAXIMIZE OUR BUSINESS PRACTICES BY DECEMBER 31, 2016.**

6.2 STRATEGY: IMPLEMENT AT LEAST TWO PROCESS IMPROVEMENT PROJECTS.

ENHANCING OUR STRATEGIC PLAN

ARE YOU AWARE OF ANY INNOVATIVE PRACTICES IN ONE OF THE TALENT REGIONS THAT SHOULD BE DUPLICATED REGIONALLY OR STATEWIDE? SHARE YOUR THOUGHTS!

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GOAL 7: VALUE, ENGAGE, AND DEVELOP EMPLOYEES

OBJECTIVE **7.1 TO INCREASE PARTICIPATION IN PROFESSIONAL DEVELOPMENT AND TRAINING OPPORTUNITIES BY DECEMBER 31, ANNUALLY.**

It is an Agency requirement that all employees, as part of their Performance Plan, participate in professional development and training to better equip them with the tools and resources needed to perform at their highest potential; to gain the skills necessary to positively manage employees; and to invest in and value our human assets.

OBJECTIVE **7.2 CONDUCT EMPLOYEE FEEDBACK SURVEYS AND/OR FOCUS GROUPS TO MEASURE EMPLOYEE ENGAGEMENT BY JULY 1, ANNUALLY.**

We will strongly encourage employee participation in the survey process to extrapolate information and understand where to focus efforts.

OBJECTIVE **7.3 UTILIZE EMPLOYEE FEEDBACK TO IMPLEMENT AN AGENCY-WIDE ACTION PLAN FOR EMPLOYEE ENGAGEMENT IMPROVEMENT BY SEPTEMBER 30, ANNUALLY.**

A cross-function team will develop recommendations to implement solutions that address issues for the following areas: Agency Communications, Agency Leadership, Diversity and Inclusion, My Immediate Supervisor, My Job, and Work Environment.

7.1 – 7.3 STRATEGY: STRATEGIC AND BUSINESS PERFORMANCE ADMINISTRATOR WILL LEAD THESE EFFORTS.

ENHANCING OUR STRATEGIC PLAN

WHAT DOES EMPLOYEE ENGAGEMENT MEAN TO YOU?

_____

_____

_____

HOW DO YOU THINK EMPLOYEES SHOULD BE VALUED, ENGAGED, OR DEVELOPED? JOT DOWN YOUR THOUGHTS IN THE NOTES SECTION.

NOTES | FROM THE WDA STRATEGIC PLAN

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WDA | STRATEGIC PLANNING PARTNERS

The Workforce Development Agency appreciates the diligence of the partners listed below during our strategic planning process. Their unique perspectives were instrumental in the development of a comprehensive plan that promotes an innovative and effective talent system.

UIA

MICHIGAN Department of Education

GOVERNOR'S TALENT INVESTMENT BOARD

DEPARTMENT OF MILITARY AND VETERANS AFFAIRS MICHIGAN

MDHHS Michigan Department of Health and Human Services

MICHIGAN WORKS!™

MICHIGAN COMMUNITY COLLEGE MCCA ASSOCIATION

PURE MICHIGAN®
Michigan Economic Development Corporation

DTMB

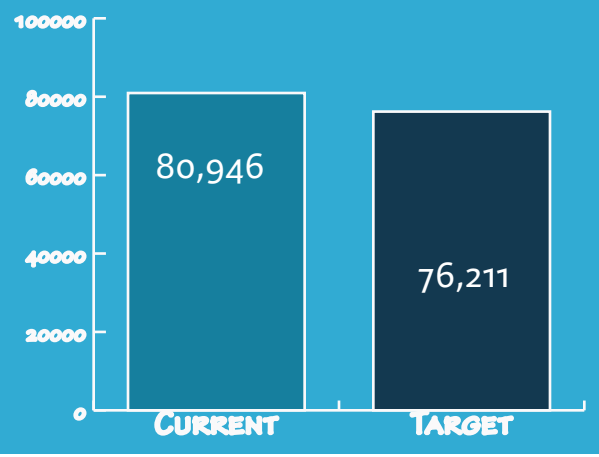
Michigan WDA
WORKFORCE DEVELOPMENT AGENCY

MICHIGAN WORKS!®

System DASHBOARD

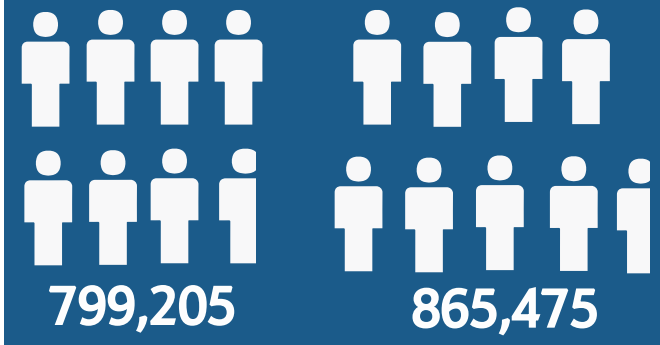
July 1, 2014 - June 30, 2015

Jobs Filled with Michigan Works Assistance



Visitors to Service Centers

Individuals Served (Unduplicated)



92% of Annual Target Reached

Skilled Trades Training Fund

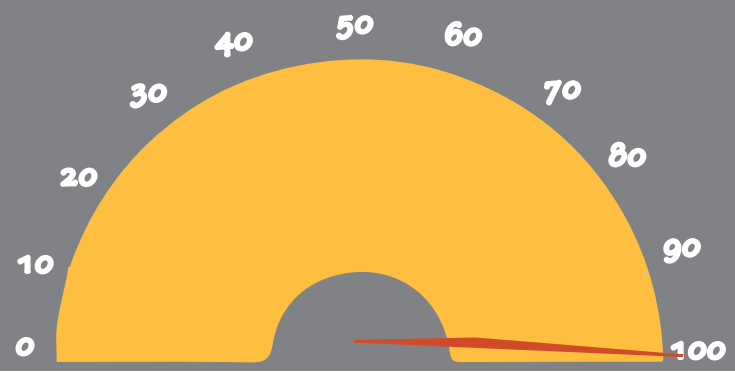
2,481 JOBS CREATED
165% of annual target reached

6,124 JOBS RETAINED
245% of annual target reached

AMOUNT OF FUNDS AWARDED **$8,441,889**
90% of annual target reached

AMOUNT OF LEVERAGED FUNDS **$102,777,977**
513% of annual target reached

Workforce Investment Act



100%

17 Federal Performance Measures Reached

Customer Satisfaction

Job Seekers
103% Customer Satisfaction
103% of annual target

Employers
101% Customer Satisfaction
101% of annual target

% Placements Prepared for Demand Jobs

80%
92% of annual target reached

WORKFORCE DEVELOPMENT AGENCY

STTF DASHBOARD

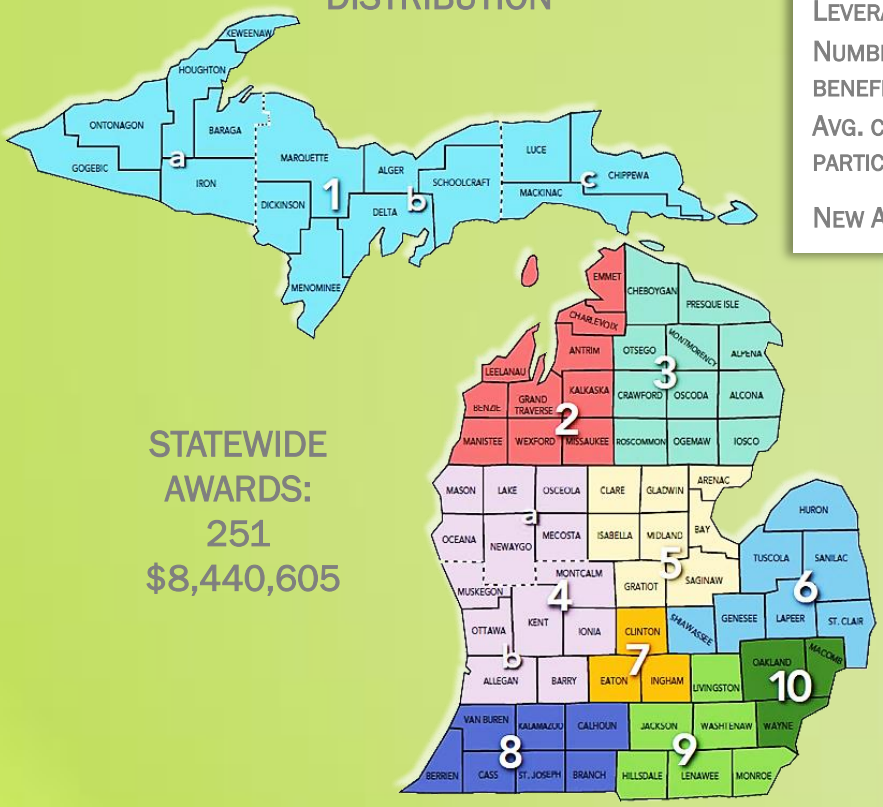
SKILLED TRADES TRAINING FUND

Fiscal year 2015

As of August 31, 2015

Metric	FY 2015 Target	FY 2015 Total	Percentage of Target Obtained
Jobs Created*	1,500	2,526	168%
Jobs Retained	3,500	6,092	174%
Training Completion Rate	75%	102%	136%
Employment Retention Rate at 6 Mos.	70%	94%	134%
Hourly Wage at 6 Months	$13.95	$19.17	137%

Prosperity Regions Award Distribution



STATEWIDE AWARDS:
251
$8,440,605

FY 15 Program Statistics

Leveraged Funds	$102,777,977
Number of companies benefitting	271
Avg. cost of training per participant	$979
New Apprenticeships	187

Awards by Region

Region 1	11 Awards	$272,772
Region 2	17 Awards	$572,470
Region 3	8 Awards	$136,437
Region 4	99 Awards	$2,843,485
Region 5	12 Awards	$677,770
Region 6	8 Awards	$340,779
Region 7	21 Awards	$841,381
Region 8	20 Awards	$648,835
Region 9	25 Awards	$834,180
Region 10	28 Awards	$1,272,494

* "Jobs Created" are being filled by those in the training who will move into these new jobs as soon as successfully completing the training.

Michigan WDA WORKFORCE DEVELOPMENT AGENCY

GOVERNOR'S TALENT INVESTMENT BOARD

Mark Alyea, Chair
Alro Steel Corporation
(*Business*)

Dennis Argyle, Vice Chair
Vice President and Chief Financial Officer
Knight Facilities Management, Inc.
(*Business*)

Paul Arsenault, President
Concepts Consulting
(*Business*)

Thomas Begin
Consumers Energy
(*Business*)

Kenyatta Brame, Executive Vice President
Cascade Engineering
(*Business*)

Jamie Clover Adams, Director
Department of Agriculture and Rural Development
(*State Agency- ex-officio*)

Stephanie Comai, Director
Talent Investment Agency
(*State Agency- ex-officio*)

Tony Day, Council Sergeant at Arms
Nottawaseppi Huron Band of the Potawatomi's Pine Creek Reservation
(*Business*)

Helen Dietrich
Ridgeview Orchards, LLC
(*Business*)

Jodi Gibson, Vice President
Corporate Social Responsibility
Kellogg Company
(*Business*)

Abdul Haidous, Wayne County Commissioner
Wayne County District 11
(*Chief Elected Official*)

Mike Hansen, President
Michigan Community College Association
(Advisor)

Senator Ken Horn, State Senator (R-Frankenmuth)
Michigan State Senate, 32nd District
(*State Senator*)

Suzanne Howell, Director
Michigan Rehabilitation Services
(*State Agency-core programs*)

Representative Brandt Iden
State Representative (R-Portage)
Michigan House of Representatives, District 61
(*Michigan House of Representatives*)

Marcus James
Dow Chemical Company
(*Business*)

Darcy Kerr
Accident Fund Holdings, Inc.
(*Business*)

Nick Lyon, Director
Department of Health and Human Services
(*State Agency- ex-officio*)

Sharon Moffett-Massey, Director
Unemployment Insurance Agency
(*Advisor*)

John Moll, CEO
Gemini Group
(*Business*)

Donald O'Connell, Executive Director
Operating Engineers Local 324
(*Labor/Apprenticeships*)

Jason Palmer, Director
Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management, and Budget
(Advisor)

Douglas Parkes
Kellie's Hallmark Shop
(*Business*)

William Peterson
United Auto Workers
(*Labor/Apprenticeships*)

Christine Quinn, Director
Workforce Development Agency
(*State Agency-core programs*)

Tony Retaskie, Executive Director
Upper Peninsula Construction Council
(*Labor/Apprenticeships*)

Tauzzari Robinson, CEO
The Boys and Girls Clubs of Greater Flint
(*Youth organizations*)

Brad Rusthoven, Human Resources Manager
Franchino Mold and Engineering
(*Business*)

Conan Smith, Washtenaw County Commissioner
Washtenaw County District 9
(*Chief Elected Official*)

Zane Walker, President
Michigan State Building and Construction Trades Council
(*Labor Organization*)

Brian Whiston, State Superintendent
Michigan Department of Education
(*State Agency- ex-officio*)

Gregory Winter, President
Omni Metalcraft Corporation
(*Business*)

Elaine Wood, Chief Executive Officer
Networks Northwest
(*Community Based Organization*)

Mike Zimmer, Director
Department of Licensing and Regulatory Affairs
(*State Agency- ex-officio*)