Business Service Tools:
Work-based Learning Models

Promoting a flexible, innovative, and effective workforce system within the State of Michigan.
Business Service Tools: Work-based Learning Models

AGENDA

- Erin Duckett, Talent Development Specialist
- Valerie Jemerson, MAT²
- Patty Vanaman, Skilled Trades Training Fund
- Jim Lautenschleger, Business Solutions Network Manager

Workforce Development Agency
MI-AIM

- MI-AIM (Michigan Apprenticeships, Internships, Mentoring): The Path to Work-based Learning Career Opportunities in Michigan

- Provides a comprehensive outreach and communications strategy, resources and technical assistance with the ‘aim’ of creating more RAs, especially in non-traditional occupations, while promoting additional types of work-based learning
Partners

- Michigan Works! Agencies
- Education and Training Providers
- Government Agencies
- Employers
- Industry Associations
- Labor Organizations
- Community-based Organizations
Workgroups

- American Apprenticeship Initiative Advisory Group
  - Michigan Apprenticeship Success Network

- Promotion & Outreach
  - Skilled Trades Website and Videos

- Funding & Resources
  - Guide
Michigan Apprenticeship Success Network

GOALS:

- Registered apprenticeship programs in H-1B occupations
- Improve accessibility for underserved populations
- The establishment of an Apprenticeship Success Coordinator Network
- Connecting to and leveraging Employer Resource Networks and business and industry-led collaboratives
- Replicating on-ramping pre-apprenticeship strategies
Promotion and Outreach

www.mitalent.org/skilledtrades

Skilled Trades

Think you know everything about skilled trades?
Think again.

Watch Tom’s Videos
Tom Daldin talks to children about early curiosities and skilled trades
K 5th

Watch Mike’s Videos
Mike Rowe talks to young adults about skilled trades
6th 12th

Today’s skilled trades are the hot jobs that are growing and evolving. Advanced manufacturing, IT, Construction, Healthcare. Did you know skilled trades:

- Are some of the most in-demand jobs posted online? More than 8,300 skilled trade jobs are currently available in Michigan.
- Provide opportunities that will continue to grow? More than 6,700 job openings are expected every year, through 2022.
- Don’t necessarily require a four-year degree?

Skilled Trade Myths

- There’s No Demand For Skilled Trade Workers
- It’s Hard To Get A Job At A Skilled Trade Company
- Skilled Trade Workers Don’t Have A Future

Kindergarten / 5th Grade
Find out how to encourage a child’s interest in skilled trades.
LEARN MORE ➤

6th / 12th Grade
Explore hot career paths and apprenticeship opportunities.
LEARN MORE ➤

Parents & Educators
Find resources to help you guide children and youths through skilled trades explorations.
LEARN MORE ➤

Check back often!
We continue to add information and resources on a regular basis.

www.mitalent.org/skilledtrades
“Not all knowledge comes from college but skill, is a matter of degree”

- Mike Rowe
What’s Next

- Implementing the Michigan Apprenticeship Success Network
- Continue Promotion and Outreach Efforts
- Return on Investment Tool

Next Meeting:

June 25
1:00 – 3:30pm
Local 324 Heavy Equipment Operator Training School
Howell, Michigan
Effectively Addressing the Need for Skilled Talent in Michigan

An Innovative Partnership between the State of Michigan, Workforce Development Agency, industry, and education to address the need for skilled talent.
"Tomorrow's opportunities cannot be realized with yesterday's skills. It's time to develop the next generation of talent."

GOVERNOR RICK SNYDER
"MAT² is teaching work skills and work ethics which will foster growth in the Michigan economy and will encourage more students to consider those fields of study. The students and graduates of MAT² add value to the company from day one. The Michigan educational system is definitely on track with this program."

MAT² EMPLOYER
Michigan Advanced Technician Training

Industry

Colleges

Government

K-12 Schools
MAT² combines time spent in a classroom with real-world experiences at a company. Companies invest in training by paying tuition, a school stipend, and wages during the work period.

**Companies Will:**

- Receive Return on Investment
- Have interns who perform like regular employees
- Spend less on recruitment, retention, and re-training
## Growth of the MAT² Program

<table>
<thead>
<tr>
<th>Year</th>
<th>Mechatronics</th>
<th>Students</th>
<th>Companies</th>
<th>Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>Mechatronics</td>
<td>31</td>
<td>11</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Henry Ford College and Oakland Community College</td>
</tr>
<tr>
<td>2014</td>
<td>Mechatronics Technical Product Design Information Technology</td>
<td>68</td>
<td>29</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>HFC, OCC, and Macomb Community College</td>
</tr>
</tbody>
</table>
Current MAT2 Programs

Mechatronics

Information Technology

Technical Product Design

Computer Numerical Control (CNC)
2015 MAT² Colleges and Programs*

**Mechatronics**
- Oakland Community College
- Macomb Community College
- Lansing Community College
- Henry Ford College
- Baker College-Cadillac

**Technical Product Design**
- Mott Community College
- Macomb Community College

**Information Technology**
- Oakland Community College
- Lansing Community College

**Computer Numerical Control**
- Delta College
- Henry Ford College
- Kalamazoo Valley Community College

*Contingent on industry demand.*
What will students learn during this program?

- Electrical, mechanical and electronic competences vital to supporting engineers
- Ability to identify, analyze, and solve systematic problems using a holistic approach
- How to modify machines; make minor changes, repairs and tests; and provide maintenance for related equipment.
What will students learn in this program?

✓ Skills used to create or modify product designs.

✓ How to work with engineers, model makers, sales and marketing staff, as well as other professionals, in intercultural and global teams.

✓ Competency in use and creation of internal/client presentations, 2D drawings, technical documentation, 3-D models, and computer simulations.
What will students learn in this program?

✓ Competency in the technical, business, and customer areas of IT
✓ How to navigate and adapt to the dynamic technology landscape
✓ How to install, troubleshoot, maintain and update technologies
✓ Customer communication skills
✓ Specialize in one of three tracks: Software, Infrastructure, IT Security
What will students learn in this program?

- CNC manufacturing technicians will be able to set-up, operate, and produce high quality products using CNC machines.
- CNC manufacturing technicians will be able to set-up, operate, and produce high quality products using CNC machines.
- Graduates will be competent in blueprint reading, gauging and inspection, statistical process control, and machine tooling.

Computer Numerical Control
MAT² School and Work Schedule

Competency Assessment conducted after each school period

<table>
<thead>
<tr>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>School</td>
<td>Work</td>
<td>Work</td>
</tr>
<tr>
<td>School</td>
<td>School</td>
<td>Work</td>
</tr>
<tr>
<td>Work</td>
<td>Work</td>
<td>Work</td>
</tr>
<tr>
<td>School</td>
<td>School</td>
<td>Work</td>
</tr>
</tbody>
</table>

**Year 1:** 4 School Periods and 2 Work Periods

**Year 2:** 3 School Periods and 3 Work Periods

**Year 3:** 2 School Periods and 4 Work Periods
Recruiting Students

Student Presentations
Recruiting Students

Parent Information Night

[Image of a presentation showing a map of Michigan with the text "Putting Michigan Back On The Map"]
Recruiting Students

High School and College Career Fairs
Recruiting Students

School District Presentations
Recruiting New Companies

- Michigan Works! Business Services
- MEDC Attraction and Business Development Managers
- Regional economic development agencies and regional chamber of commerce organizations
- Referrals from existing companies
- College partner referrals
- Outreach to MiTalent postings
Becoming a MAT² Employer
Value of MAT²

1. Known, reputable model of building a **competent workforce**

2. NOT a short term Certificate training strategy

3. Industry defined curriculum (DACUM) resulting in **Associate’s Degree**. In addition, the programs are approved by **Department of Labor**.

4. Statewide standardized curriculum minimizing educational variations between colleges
Value of MAT²

5. **Competency** based learning, **NOT** time based

6. School/Work pattern builds long term behavior and memory patterns

7. Behavioral and attitudinal components addressed

8. Grow commitment on both sides
   - Long-term loyalty and identity with company
   - Less turnover
   - Building work rotations add business value sooner than internship/co-op, etc.
Value of MAT$^2$

9. Social good and business sense
10. Continued employment upon graduation assures return on investment.
    \[ (3 \text{ yr. school} + 2 \text{ yr. full-time employment}) \]
**Company Investment**

<table>
<thead>
<tr>
<th>School Period – Tuition*</th>
<th>Work Period – Minimum Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>Year 1</td>
</tr>
<tr>
<td>($10,000)</td>
<td>$9.00</td>
</tr>
<tr>
<td>Year 2</td>
<td>Year 2</td>
</tr>
<tr>
<td>($6,000)</td>
<td>$10.50</td>
</tr>
<tr>
<td>Year 3</td>
<td>Year 3</td>
</tr>
<tr>
<td>($4,000)</td>
<td>$12.00</td>
</tr>
</tbody>
</table>

**Weekly Stipend:**

$200.00

* *Tuition Rates:* Total investment of $14,000 to $23,000 over a three-year period. Tuition rates vary by college.

If a company hired for a similar position, they could spend as much as $84,000 over a three-year period.
# Steps for Interested Colleges

<table>
<thead>
<tr>
<th>Self Evaluation: Participation Readiness</th>
<th>Submit Reservation</th>
<th>Evaluation</th>
<th>Formal Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty expertise</td>
<td>Select Profession (Program)</td>
<td>Contact WDA-MAT² Team to schedule an evaluation meeting</td>
<td>Agreement to participate and adhere to program and system standards</td>
</tr>
<tr>
<td>Administrative Commitment</td>
<td>Indicate interest to WDA-MAT² Team</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State of the Art Equipment and Facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industry Demand</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Faculty expertise
- Administrative Commitment
- State of the Art Equipment and Facilities
- Industry Demand
## Steps for Interested Companies

<table>
<thead>
<tr>
<th>Self Evaluation: Participation Readiness</th>
<th>Submit Reservation</th>
<th>Initial Meeting</th>
<th>Formal Commitment</th>
<th>Preparation and Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Review Program Requirements <em>(Program/ Curriculum Standards, Resource Commitment)</em>&lt;br&gt; □ Attend Webinar <em>(optional)</em></td>
<td>□ Select Profession <em>(Program)</em>&lt;br&gt; □ Select Cohort, Community College and # of students&lt;br&gt; □ Indicate interest to MAT² Administration</td>
<td>□ Schedule a meeting at company.&lt;br&gt; □ Finalize remaining details</td>
<td>□ Agreement to participate and adhere to program and system standards</td>
<td>□ Review resumes and schedule interviews with qualified students.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Candidate Selection Process

<table>
<thead>
<tr>
<th>Self Evaluation: Participation Readiness</th>
<th>Candidate Selection</th>
<th>Preparation and Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Request Access to MAT2 applicants through online portal</td>
<td>Select MAT² candidate(s) for employment</td>
<td>Development of In-house training program</td>
</tr>
<tr>
<td>Review candidate information</td>
<td>Development MAT2 employment contract</td>
<td>Identify work assignments for student/trainees</td>
</tr>
<tr>
<td>Select candidates for company interviews</td>
<td>Sign contract with MAT² student*</td>
<td></td>
</tr>
<tr>
<td>Attend Company Fair (if needed)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* As part of the employment agreement, the trainee will be required to reimburse company for all funds paid toward tuition if he/she is dismissed due to poor work or academic performance or if the trainee voluntarily leaves the program.
Website: www.mitalent.org/mat2  Email: MAT2@Michigan.org

Valerie Jemerson
Specialist, Workforce Development Agency
jemersonv@michigan.org
517-488-5101 cell
517-373-1201 office

Webinars
Students/Parents
    June 25, 6:30 pm-7:30 pm
Employers
    June 19, 9:00 am-10:00 am

Register: http://puremi.ch/MAT2Webinar
Skilled Trades Training Fund

Promoting a flexible, innovative, and effective workforce system within the State of Michigan.
Skilled Trades Training Fund Facts

- Began October 1, 2013
  - Fiscal year 2014
- To be used for **short-term training** needs for employers
- Filling the **gap of federal funds**
- **Partner Inclusive**
Allowable Training

- **Training programs funded by the STTF must:**
  - Fill a documented talent need experienced by an eligible business
  - Must lead to full-time permanent employment or continued full-time permanent employment

- **Types of training include:**
  - Classroom
  - On-site training with wage reimbursement, for individuals to be hired
  - USDOL registered apprenticeships
    - New apprentices only
Employer Expectations

- Actively involved in **planning and designing** the training
- **Pay wages** to trainees that are equal to or greater than the current regional occupational wage for the applicable job title
- Enter into a **training agreement** with the sponsoring MWA
- Share **outcomes and impact** stories
- Use **www.mitalent.org** and the sponsoring MWA to recruit workers to fill current and future openings
Training Duration and Targets

With the exception of Apprenticeships, training should not exceed **three months**

- **Training targets:**
  - $3,000 Apprenticeships
  - $1,500 all other
  - On-site wage reimbursement is paid out on a retention basis
Process

- Businesses are referred to a Business Solutions Professional (BSP)

- BSP conducts fact-finding to determine:
  - If other funds are available to use first
  - If funding streams can be blended to achieve the outcomes for customer(s)
  - If the training request meets the employer’s needs

- If STTF is appropriate:
  - An STTF application is completed
### STTF Stats

<table>
<thead>
<tr>
<th></th>
<th>FY14*</th>
<th>FY15*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of awards</td>
<td>184</td>
<td>237</td>
</tr>
<tr>
<td>Number of companies benefitting</td>
<td>210</td>
<td>257</td>
</tr>
<tr>
<td>Average cost of training (per person)</td>
<td>$760</td>
<td>$985</td>
</tr>
</tbody>
</table>

*Data as of May 27, 2015*
## Goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>FY14</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs created</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>Jobs retained</td>
<td>2,500</td>
<td>3,500</td>
</tr>
<tr>
<td>Training completion rate</td>
<td>75%</td>
<td>75%</td>
</tr>
<tr>
<td>Employment rate at six months post training</td>
<td>70%</td>
<td>70%</td>
</tr>
<tr>
<td>Average hourly wage at six months post training</td>
<td>$13.95</td>
<td>$13.95</td>
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</table>
# Current Outcomes

<table>
<thead>
<tr>
<th>Goal</th>
<th>FY14*</th>
<th>FY15*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs created</td>
<td>1,760</td>
<td>2,502</td>
</tr>
<tr>
<td>Jobs retained</td>
<td>9,328</td>
<td>6,071</td>
</tr>
<tr>
<td>Training completion rate</td>
<td>98%</td>
<td>99%</td>
</tr>
<tr>
<td>Employment rate at six months post training</td>
<td>92%</td>
<td>**</td>
</tr>
<tr>
<td>Average hourly wage at six months post training</td>
<td>$35.91</td>
<td>**</td>
</tr>
</tbody>
</table>

*Data as of May 27, 2015

**Pending outcomes
Leveraged Funds

Skilled Trades Training Funds
$8,431,463

Partner Leveraged Funds
$45,477,463

Fiscal Year 2014

Skilled Trades Training Funds
$8,443,075

Partner Leveraged Funds
$99,857,113

Fiscal Year 2015

*Data as of May 27, 2015
Size of Companies Receiving Awards

STTF Fiscal Year 2014

210 Companies

Average Award = $45,823

- Over 500 Employees: 34
- 100 to 499 Employees: 89
- Less Than 100 Employees: 87

STTF Fiscal Year 2015

257 Companies

Average Award = $35,625

- Over 500 Employees: 33
- 100 to 499 Employees: 103
- Less Than 100 Employees: 121

*Data as of May 27, 2015*
### Skilled Trades Training Fund

*Data as of May 27, 2015

Some awards have multiple companies participating

<table>
<thead>
<tr>
<th>Prosperity Region</th>
<th>Number of Awards</th>
<th>Total of Awards</th>
<th>Number of Awards</th>
<th>Total of Awards</th>
</tr>
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<tbody>
<tr>
<td>Region 1</td>
<td>7</td>
<td>$315,046.20</td>
<td>10</td>
<td>$310,816.74</td>
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<tr>
<td>Region 2</td>
<td>6</td>
<td>$258,632.85</td>
<td>15</td>
<td>$544,355.70</td>
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<tr>
<td>Region 3</td>
<td>6</td>
<td>$83,448.54</td>
<td>6</td>
<td>$129,087.00</td>
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<tr>
<td>Region 4</td>
<td>75</td>
<td>$2,942,912.25</td>
<td>97</td>
<td>$2,918,253.02</td>
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<tr>
<td>Region 5</td>
<td>5</td>
<td>$555,879.45</td>
<td>10</td>
<td>$539,854.87</td>
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<tr>
<td>Region 6</td>
<td>14</td>
<td>$311,481.35</td>
<td>8</td>
<td>$355,174.03</td>
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<tr>
<td>Region 7</td>
<td>22</td>
<td>$949,863.24</td>
<td>21</td>
<td>$879,525.79</td>
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<tr>
<td>Region 8</td>
<td>11</td>
<td>$492,735.94</td>
<td>19</td>
<td>$626,286.60</td>
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<tr>
<td>Region 9</td>
<td>16</td>
<td>$723,881.27</td>
<td>24</td>
<td>$859,245.27</td>
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<tr>
<td>Region 10</td>
<td>22</td>
<td>$1,797,581.68</td>
<td>27</td>
<td>$1,280,475.78</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>184</strong></td>
<td><strong>$ 8,431,462.77</strong></td>
<td><strong>237</strong></td>
<td><strong>$ 8,443,074.79</strong></td>
</tr>
</tbody>
</table>
STTF Information

www.michigan.gov/wda

Skilled@michigan.gov
On-the-Job Training

Class Room Training

Incumbent Worker Training

Priority and Special Populations
On The Job Training

- May be used for Registered Apprenticeships
- Can be combined with ITA for Apprenticeships
- To Promote Work-Based Training
- Can be increased up to 75% with approval
Customized Training

- For which the employer pays for a significant cost of the training, as determined by the Local Board in accordance with the factors identified in WIOA sec. 3(14)

- Can be braided with O.J.T

- Can serve groups of employers
Incumbent Worker

- Designed to meet the special requirements of an employer (including a group of employers) to retain a skilled workforce or avert the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment

- Local areas may reserve up to 20 percent of their combined total of adult and dislocated worker allotments for incumbent worker training

- Employer must cost share with system
When Funds Are Limited has been removed Does not necessarily mean that these services may only be provided to recipients of public assistance, other low-income individuals, and individuals without basic work skills.

- Recently Discharged Veterans
- Displaced Homemakers
- Spouse of Deployed Active Duty Person
- Others as Defined by Local Board
WIOA Fast Track

- Under WIA, participants often were required to undergo a sequence of core and intensive services in order to receive training. WIOA clarifies that there is no sequence of service requirement in order to receive training.

- Training is made available to individuals after an interview, assessment or evaluation determines that the individual requires training to obtain employment or remain employed.
Training Services

Training services may include:

- Occupational skills training,
- On the Job Training
- Registered apprenticeship
  - Which incorporates both OJT and classroom training
- Incumbent worker training
- Pre-apprenticeship training
- Workplace training with related instruction
- Training programs operated by the private sector
- Skill upgrading and retraining
- Entrepreneurial training, and transitional jobs.
OJT, Incumbent Worker, or STTF?

- OJT is primarily designed to provide a participant with the knowledge and skills necessary for full performance of the job.

- Incumbent Worker training is designed to ensure that employees of a company are able to gain skills necessary to retain employment and advance within the company or to avert layoff.

- STTF fills in the gap between ineligibility eligibility and serves both employed and unemployed persons.
Your Questions

Promoting a flexible, innovative, and effective workforce system within the State of Michigan.
Challenge Questions

Challenges and successes you have encountered engaging employers in work based learning opportunities?
Challenge Questions

What possibilities do you envision using the resources presented today?
Another

Do you actively engage companies in strategic long term talent planning? Share your experience.
One more...

Do you have industry or manufacturers in your area that would benefit from a dual education format?

Please see Valerie!
<table>
<thead>
<tr>
<th>Name</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Erin Duckett</td>
<td><a href="mailto:duckette@michigan.gov">duckette@michigan.gov</a></td>
<td>(517) 335-4414</td>
</tr>
<tr>
<td>Valerie Jemerson</td>
<td><a href="mailto:jemersonv@michigan.org">jemersonv@michigan.org</a></td>
<td>(517) 373-1201</td>
</tr>
<tr>
<td>Jim Lautenschleger</td>
<td><a href="mailto:lautenschlegerj@michigan.gov">lautenschlegerj@michigan.gov</a></td>
<td>(269) 501-1486</td>
</tr>
<tr>
<td>Patty Vanaman</td>
<td><a href="mailto:vanamanp@michigan.gov">vanamanp@michigan.gov</a></td>
<td>(269) 441-1500</td>
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