

2021

EMPLOYMENT & TRAINING

ANNUAL REPORT

From the
**Michigan Department of Labor
& Economic Opportunity's
Office of Employment & Training**



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

EMPLOYMENT
& TRAINING

Sources cited in this report are listed below and referenced throughout using the corresponding icons.

Timeframe: Jan. 1 – Dec. 31, 2021

SOURCE	ICON
Brazen	
Bureau of Services for Blind Persons (BSBP) System 7, WebREADS Circulation System, SIGMA, Internal Tracking Systems	
Going PRO Talent Fund Internal Tracking Tool	
Google Analytics	
Michigan Training Connect	
Michigan Rehabilitation Services (MRS) AWARE, Michigan Business Resource System, Internal Tracking Systems	
Pure Michigan Talent Connect (PMTC)	
Workforce Development (WD) One Stop Management Information System, Michigan Adult Education Reporting System, Internal Tracking Systems	
Zoom	

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Letter from the Director

As we've worked to adjust to our new normal, many citizens of the state turned to the Michigan Department of Labor and Economic Opportunity's Office of Employment and Training (LEO-E&T) to gain support as individuals or businesses in need.

Through our programs and our partners, we worked to share or create solutions that supported a constantly changing and dynamic workforce system in Michigan. We supported job seekers, employers and all Michiganders as they faced the future of the state's workforce and aimed to address their individual needs and goals.

In the following report you will find highlights of LEO-E&T's work to accomplish these tasks during 2021. These accomplishments are just a sample of the work being done to promote a demand-driven workforce, provide worker training, support career-based education, focus on job preparedness, connect people to employment services, and evolve our programs and services to address the current environment.

Please note, as we continue to align, integrate and collaborate programs and initiatives across LEO-E&T, we are streamlining our reporting functions and gaining clarity on how to effectively measure our successes. As a result, reporting for the 2021 report shows we are making strides in the areas of training and credential attainment, but are not where we would like to be in the overall number of customers served. This is also reflective of the year of 2021 being spent in a nearly virtual space. To address, LEO-E&T has several specific strategies in place to improve that number.

Thank you for taking the time to read.

Stephanie Beckhorn, Director

Office of Employment & Training

Michigan Department of Labor & Economic Opportunity

About LEO-E&T

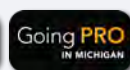
The Michigan Department of Labor & Economic Opportunity's Office of Employment & Training contains the Bureau of Services for Blind Persons, Michigan Rehabilitation Services and Workforce Development. Together we work to promote a flexible, innovative and effective workforce system by developing customized workforce solutions for businesses and individuals, including those with disabilities.

Much of our work is facilitated through the engagement of partners, including Adult Education providers, Community Rehabilitation Organizations and the **Michigan Works! network**. Our efforts and outcomes, many of which are shared in this report, would not be possible without their contributions in communities across the state. Provider information is identified throughout this report.



Employment & Training FY21 At-a-Glance

175,613	Individuals served
9,187	Businesses served
51,553	Customers trained
22,139	Customers earning industry-recognized credentials
103,332	Customers employed



- 📍 [Capital Area Michigan Works!](#)
- 📍 [Detroit Employment Solutions Corporation](#)
- 📍 [Great Lakes Bay Region Michigan Works!](#)
- 📍 [GST Michigan Works!](#)
- 📍 [Macomb-St. Clair Michigan Works!](#)
- 📍 [Michigan Works! Berrien, Cass, Van Buren](#)
- 📍 [Michigan Works! Northeast Consortium](#)
- 📍 [Michigan Works! Region 7B Consortium](#)
- 📍 [Michigan Works! Southeast](#)
- 📍 [Michigan Works! Southwest](#)
- 📍 [Northwest Michigan Works!](#)
- 📍 [Oakland County Michigan Works!](#)
- 📍 [Southeast Michigan Community Alliance](#)
- 📍 [Upper Peninsula Michigan Works!](#)
- 📍 [Michigan Works! West Central](#)
- 📍 [West Michigan Works!](#)



BSBP provides training and other services to people who are blind or visually impaired to achieve employment and independence.

 **Learn more at:**

BSBP FY21 At-a-Glance

2,252	Individuals served
1,342	Businesses served
187	Customers trained
67	Customers employed






837,352
Audio books disseminated



1,186
Braille books disseminated



7,063
Patrons served



Braille & Talking Book Library (BTBL)

BTBL circulates specially formatted books to Michigan residents who can't read standard print material due to a visual, physical or reading disability.



Business Enterprise Program (BEP)

BEP, the Federal and State Randolph-Sheppard program, provides blind persons the opportunity to operate a food service business in state and federal buildings and state rest stops.

Business Enterprise Program Outcomes in 2021



\$5.5 million

**Gross sales of
BEP operators**



\$63,253

**Average operator
income**



45

BEP operators



243

BEP sites

bsbp

Success Story: Working Together Creates Opportunities

B **SBP UNDERSTANDS** how collaboration can benefit all parties. That was never more evident than when BSBP worked with Amazon in 2021 to place a customer in a full-time position as a packager. BSBP staff were able to provide the necessary training and accommodations to learn and maintain the position. Amazon was able to provide multiple accommodations for the newly hired worker including an iPhone with Aira, an OrCam device and recently developed screen reading software that worked with the Amazon packing system.

In the end, this collaborative approach provided a valuable employment opportunity for a BSBP client — and a well-trained worker to fill an important talent need for Amazon.



MRS PROMOTING ABILITIES

Michigan Rehabilitation Services

MRS develops customized workforce solutions for individuals with disabilities and businesses.

MRS FY21 At-a-Glance

20,878	Individuals served
4,785	Businesses served
2,208	Customers trained
1,883	Customers earning industry-recognized credentials
4,013	Customers employed

MRS



 Learn more at:

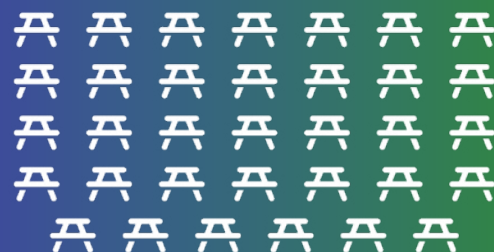
Success Story: MRS and DNR Summer Work Programs



MRS PARTNERS WITH THE MICHIGAN DEPARTMENT OF NATURAL RESOURCES (DNR) to provide summer work programming for numerous youth and students with disabilities. In 2021, 27 DNR state parks participated in the program — 11 more than in 2020. Each year it typically provides work-based learning experiences and employment skill-building to more than 200 students.

In 2021

27 DNR State Parks Participated



MRS



Michigan Career and Technical Institute (MCTI)

MCTI is a postsecondary, federally accredited, nationally certified residential facility that provides specialized vocational training and comprehensive rehabilitation services to help Michigan residents with disabilities prepare for competitive employment and self-sufficiency.

Success Story: MCTI Expands Reach Throughout Michigan



INNOVATIVE THINKING has allowed the Michigan Career and Technical Institute to make an impact well beyond its Plainwell campus. MCTI, which is part of Michigan Rehabilitation Services, implemented its first Certified Nursing Assistant apprenticeship pilot program in 2021 with Advantage Living and the Apprenticeship Institute. MCTI also became a partner in the Michigan Youth Apprenticeship Readiness Network (MI-YARN) program, making a commitment to help develop 124 apprentices — persons with disabilities — over the next four years.

MCTI and Mi-YARN
committed to
helping develop
124
apprentices over
the next 4 years.





WORKFORCE DEVELOPMENT

WD promotes a flexible, innovative and effective, demand-driven workforce system and assists the structurally unemployed with financial independence, advocates for the integration of workforce development in the K–12 school system, and supports the alignment of workforce development with economic development efforts.

WD FY21 At-a-Glance

152,483	Individuals served
3,060	Businesses served
49,694	Customers trained
20,256	Customers earning industry-recognized credentials
99,252	Customers employed



 **Learn more at:**

Success Story: A Fresh Start with Partnership. Accountability. Training. Hope. (PATH)

LYNDSEY FACED MANY CHALLENGES, but her determination to provide a better life for her family — along with support through the PATH program — enabled her to overcome those obstacles. Lyndsey, her husband (who is unable to work) and her child live in a rural area at least 20 miles from the nearest employment opportunities. Without having a driver's license or transportation, Lyndsey — who also has a learning disability — turned to her local Michigan Works! agency where her Talent Specialist

enrolled her in the PATH program. Through PATH, Lyndsey participated in job readiness workshops, virtual job shadowing, and received assistance with transportation and clothing. Within two months, Lyndsey received a part-time job offer, which developed into full-time employment. With hard work, determination and support through the PATH Program, Lyndsey is on the road to self-sufficiency — and a fresh, new start for her family.



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

**AGRICULTURAL
& FOREIGN LABOR
SERVICES**



Success Story: AFLS Outreach Matters

TAKING A **SINCERE INTEREST** in the people you serve can be an important factor in the success of any initiative. This has always been true of the AFLS team. Through partnerships with migrant education, community centers, agricultural employers and other partner agencies, AFLS staff have participated in farmworker appreciation and other outreach related events for many years. In the summer of 2021, the AFLS team and the LEO State Monitor Advocate played

a lead role in a farmworker appreciation event at the Van Buren County Fairgrounds. Staged as a drive-thru event because of the pandemic, they partnered with 15 different organizations to connect more than 500 farmworkers and their families to valuable local resources. The success of the recently-launched Michigan Agriculture and Food Systems Workforce Advancement Initiative (MAFSWAI) will be enhanced by the AFLS team's investment in the people they serve.

**AFLS and the LEO
State Monitor Advocate
partnered with**

15
**different
organizations**



to connect more than

500

farmworkers and their families

**to valuable local resources at the
farmworker appreciation event held at
the Van Buren County Fairgrounds.**



Since 2014 launch:



5,000+
Michigan businesses
awarded funds



150,000+
workers supported

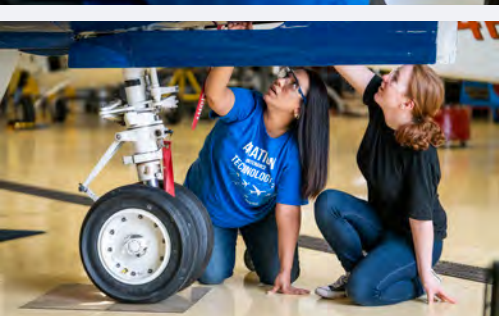


44% INCREASE*
in employee wages,
on average, six months
post-training

Going PRO
IN MICHIGAN

TALENT FUND

*Based on 2017-2019 data.



In December 2021



\$40 Million
in training grants
awarded to



1,000+
Michigan businesses
to help



30,000
workers across
the state in FY22

Going PRO Talent Fund

The Going PRO Talent Fund makes awards to employers to assist in training, developing and retaining current and newly hired employees. Training funded must be short-term and fill a demonstrated talent need experienced by the employer. Training must lead to a credential for a skill that is transferable and recognized by industry.



Resources

Assisting Michigan residents with finding opportunities to re-enter the workforce.

Employer Resources

LEO-Employment & Training works collaboratively to support the needs of employers, whether they are needing short- or long-term solutions. In 2021, the Back to Work: Employer Resources website was launched to quickly connect businesses to those resources, including an intake form to triage their needs based on location and industry.

Several virtual webinars were held throughout the year to directly inform and connect employers to available programs including Pure Michigan Talent Connect, Going PRO Talent Fund, registered apprenticeships and more.

 **Learn more at:**



11,654

Unique website views



5

Webinars offered



1,449

Webinar attendees



Pure Michigan Talent Connect (PMTC)

Pure Michigan Talent Connect is an online tool used to connect Michigan's job seekers to employers and serves as a central hub to link all public and private stakeholders who support Michigan's workforce.

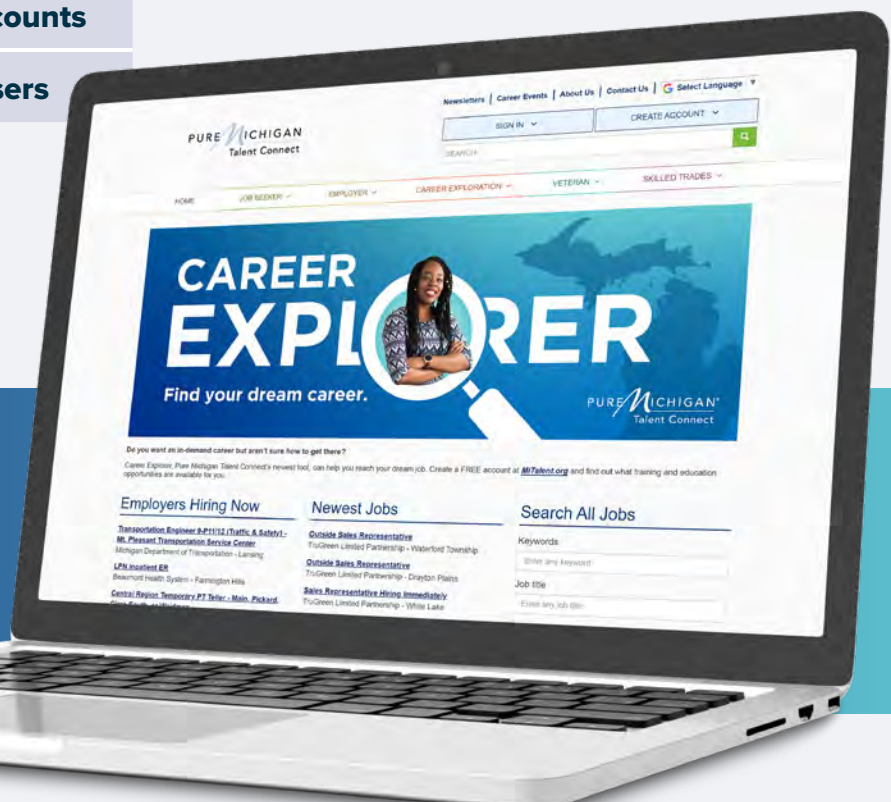
In 2021, job seekers in PMTC were given access to Career Explorer, a new career exploration resource to help them create a customized career plan based on their goals and experiences.

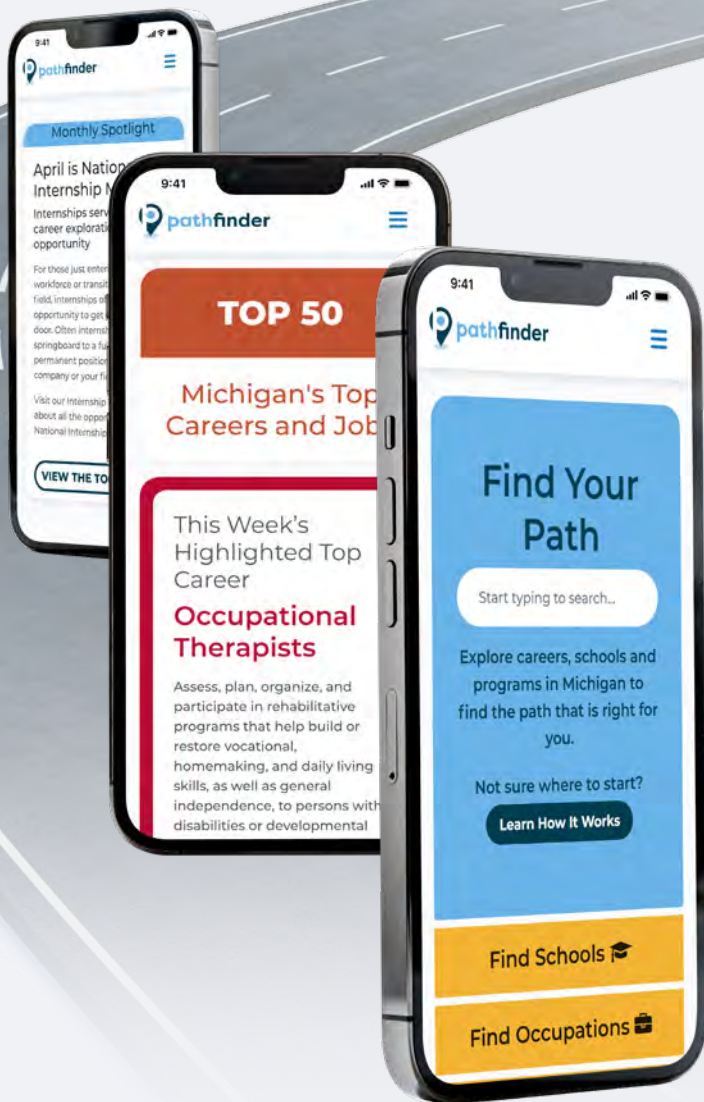
3.2M	Website Visits
1M	Jobs Posted
124,981	New Job Seeker Accounts
7,387	New Employer Accounts
10,866	Career Explorer Users



PURE MICHIGAN
Talent Connect

 Learn more at:





 **Learn more at:**



Pathfinder

The Michigan Career and Education Pathfinder uses current labor market information, longitudinal wage data and other institutional data and metrics to provide information about educational and career options, as well as help with the creation of educational development plans.

In September 2021, Pathfinder was significantly updated to enhance available data, ensure mobile friendliness, and create an overall better user experience.

65,757	Website visits
7,205	Completed roadmaps



Michigan Training Connect (MiTC)

Michigan Training Connect (MiTC) is a centralized location for students to explore training options available through the state's federally mandated Eligible Training Provider List. MiTC compiles training programs for individuals qualifying for an Individual Training Account under the Workforce Innovation and Opportunity Act (WIOA).

152,318	Website visits
554	Providers listed
2,378	New programs added



 **Learn more at:**



MiTC allows eligible students to search for training programs based on location, occupation, program format, and many other factors.

PROGRAMS OF STUDY : FOUND 402 PROGRAMS

[RETURN TO SEARCH](#) 1 2 3 4 5 Show 10 Results

PROGRAM TITLE	PROVIDER	DEGREE/CERT	COMPLETION PROGRAM
NET Web Application Development Bootcamp	Tech Elevator	Industry Recognized Certificate or Certification	<input type="checkbox"/> Select to Compare
3D Design and Animation	Jackson College	Community College Certificate or Completion	<input type="checkbox"/> Select to Compare
Art PC Techniques	Computer Networking Center, Inc.	Industry Recognized Certificate or Certification	<input type="checkbox"/> Select to Compare
Accounting	Mt. Carmel Community College	Associate's Degree	<input type="checkbox"/> Select to Compare
Accounting - AAS	Kalamazoo Valley Community College	Associate's Degree	<input type="checkbox"/> Select to Compare
Accounting for Business	Westmoreland Community College	Industry Recognized Certificate or Certification	<input type="checkbox"/> Select to Compare
Accounting Technician	Henry Ford College	Community College Certificate or Completion	<input type="checkbox"/> Select to Compare
Accounting/Finance	Jackson College	Associate's Degree	<input type="checkbox"/> Select to Compare
Administrative Assistant (150)	Kalamazoo Community College	Community College Certificate or Completion	<input type="checkbox"/> Select to Compare
Administrative Assistant (250)	Kalamazoo Community College	Associate's Degree	<input type="checkbox"/> Select to Compare

[RETURN TO SEARCH](#) 1 2 3 4 5 Show 10 Results

Virtual Job Fairs

LEO-E&T continued to support a series of Virtual Job Fairs to help meet Michigan's workforce needs.

Using an online platform that allowed job seekers, employers and workforce development professionals to connect in a virtual space, these events focused on regional and industry-specific needs. These events were promoted widely, including to Unemployment Insurance claimants and Pure Michigan Talent Connect job seekers.

“

The online platform has allowed us to seamlessly transition our employer of the day and hiring events to a virtual model that is not only user friendly for job seekers but provides employers the opportunity to meet with local talent and form meaningful, online connections, at no cost.

— Ben Damerow, Director
Michigan Works! Southwest

”



Successes

Federal Grants

Federal grants obtained by LEO-E&T and other key successes.

\$34.1M

**Total federal grants
obtained**

Michigan Learning and Education Advancement Program (MiLEAP)

In partnership with employers, the Michigan Works! network, Michigan community colleges, universities and other stakeholders, Michigan Learning and Education Advancement Program (MiLEAP) assists job seekers' transition from short- and mid-term education and training programs to high-skill, high-wage employment and career pathways, resulting in industry-recognized credential attainment and reduced educational debt.

 **Learn more at:**



MiLEAP



MAFSWAI

In March 2021, the AFLS team in collaboration with the Corporation for Skilled Workforce and the Michigan State University — Center for Regional Food Systems, Migrant Student Services and the Institute for Agricultural Technology, as well as Michigan Food and Farming Systems, were awarded a USDA National Institute of Food and Agriculture — Agriculture and Food Research Initiative Grant. The Michigan Agriculture and Food Systems Workforce Advancement Initiative (MAFSWAI) will help close the skills gap by increasing opportunity for education and career skill training programs for MSFW youth and adults. By expanding services, this initiative will place migrant and seasonal farmworkers on the right path to gain the skills necessary to achieve lifelong economic self-sufficiency.

DIF

MRS, in partnership with Michigan State University, Louisiana Rehabilitation Services and Southern University in Baton Rouge, was awarded a \$15.8 million federal grant to support the development and use of career pathways to assist vocational rehabilitation-eligible individuals with disabilities to advance their careers. The Disability Innovation Fund (DIF) — Career Advancement Initiative Model grant funds are from the U.S. Department of Education's Rehabilitation Services Administration. Funds will be used over a five-year period to develop and use career pathways in science, technology, engineering, mathematics, and medicine that benefit racial, ethnic, and other marginalized individuals with disabilities. The grant will serve 850 customers between the efforts of Michigan and Louisiana.



\$15.8 Million

Federal grant

serving

850

**Michigan/Louisiana
customers**



Virtual Work Registration Process

Prior to the COVID-19 pandemic, Unemployment Insurance claimants were required to register for work in-person at a local Michigan Works! Agency (MWA).

In 2021, MWAs continued to provide customers a combination of in-person and virtual services.

To better support customers' needs, LEO-E&T introduced a new virtual work registration process in February 2021 through the One-Stop Management Information and Pure Michigan Talent Connect systems. This process allowed customers to submit confidential information directly to the MWAs which helped them identify new customers and offer virtual services to support their employment needs. In the first full month following implementation of the virtual work registration process, Michigan Works! registrations increased to more than five times the number of registrations in the month prior to implementation, going from 2,555 registrations to 14,995.

In November 2021, the Unemployment Insurance Agency reinstated the requirement for claimants to register for work. Claimants continued to have the option to register for work in-person but were also offered the option to schedule a virtual registration meeting with a Michigan Works! staff member. Additional changes were made to accommodate this new way of doing business. Michigan Works! registrations more than doubled again, going from 11,686 in October 2021 to 31,188 registrations in December 2021.





A Look Ahead to 2022

The Michigan Department of Labor and Economic Opportunity (LEO) provides the connections, expertise and innovative solutions to drive continued business growth, build vibrant communities, create affordable housing, generate tourism, and attract and retain key talent to fill the state's vast pipeline of opportunities.

LEO's mission is to expand economic opportunity and prosperity for all and a vision of making Michigan a place where all people, businesses and communities have the educational and economic means to reach their full potential.


LEO-E&T supports that work with its nearly 800 employees and numerous programs, services and initiatives. We will strive to have additional impact moving forward and do our part to support LEO's strategic focus areas:

- ❖ Close equity gaps
- ❖ Protect and enhance health, safety and economic security for workers
- ❖ Educate Michiganders and grow the middle class by removing barriers to employment
- ❖ Create better jobs and support small businesses
- ❖ Build strong communities and have great places to live

Success will be measured through four key metrics:

- 📊 Increasing the number of participants in LEO-E&T programs
- 📊 Increasing the number of participants completing training, resulting in a credential
- 📊 Increasing the number of participants resulting in employment
- 📊 Increasing the median wages earned by program participants

📱 Please follow along with our efforts at:



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The Michigan Department of Labor and Economic Opportunity's Office of Employment and Training estimates the extent to which federal revenues appropriated have been realized and are expected for the remainder of the fiscal year. Realized Federal Revenue is updated twice a year describing projects or programs funded in whole or in part with Federal money.

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Office of Employment & Training

Michigan Department of Labor & Economic Opportunity

Phone: [517-449-9731](tel:517-449-9731)

Email: LEO-EmploymentandTrainingOperations@michigan.gov

STATE OF MICHIGAN

Department of Labor & Economic Opportunity

Employment & Training

Phone: [517-335-5858](tel:517-335-5858)

Fax: [517-241-9810](tel:517-241-9810)

Website: Michigan.gov/LEO

The Vocational Rehabilitation program described in this report is funded 78.7% through a VR grant from the U.S. Department of Education and 21.3% through State funding. The Independent Living program is funded 90% Federal funding and 10% State funding. Total Federal funding for Federal Fiscal Year 2021 was approximately \$20,746,569.00. The Pre-Employment Transition Services provided under the Vocational Rehabilitation program are funded 100 percent through a grant from the U.S. Department of Education. For federal fiscal year 2021, the total amount of grant funds used exceeded \$2 million.



**EMPLOYMENT
& TRAINING**