

EMPLOYMENT & TRAINING

2022 Annual Report



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

EMPLOYMENT
& TRAINING

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

TABLE OF CONTENTS

- 2 Table of Contents**
- 3 Letter from the Director**
- 4 About LEO-E&T**
- 5 Bureau of Services for Blind Persons (BSBP)**
 - 5 BSBP FY2022 At-a-Glance
 - 6 Braille & Talking Book Library (BTBL) and Business Enterprise Program (BEP)
- 7 Michigan Rehabilitation Services (MRS)**
 - 7 MRS FY2022 At-a-Glance
 - 8 MRS Highlights Continued
- 9 Workforce Development (WD)**
 - 9 WD FY22 At-a-Glance
 - 10 WD Highlights
 - 11 WD Highlights Continued
- 12 Going PRO Talent Fund**
 - 12 Going PRO Talent Fund
- 13 Resources**
 - 13 Employer Resources
 - 14 Pure Michigan Talent Connect (PMTTC)
 - 15 Pathfinder
 - 16 Michigan Training Connect (MiTC)
- 17 A Look Ahead to 2023**



Letter from the Director

If you aren't familiar with our name, you're probably familiar with many of the programs and services we support or administer to help individuals and businesses in Michigan.

Our work as the Michigan Department of Labor and Economic Opportunity's Office of Employment and Training (LEO-E&T) plays an important role in delivering customized workforce solutions to create brighter futures for all Michiganders, including those with disabilities.

Whether you are a low vision or blind individual, an individual with a cognitive, mental or physical disability, a veteran, a public assistance recipient, or an individual looking for a new or better job, LEO-E&T provides services to remove barriers, support independence, and increase your educational level – all in an effort to help you obtain and retain employment that results in a good job with good pay.

In doing so, we also directly assist Michigan's employers to ensure they have access to a pool of talent with the necessary skills to help their organizations thrive.

In 2022, through our programs and partners, we worked to share or create solutions to build and support a dynamic workforce system in Michigan. The accomplishments spotlighted on the following pages 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, and connect people to employment services.

As we continue to align, integrate and collaborate programs and initiatives across LEO-E&T, we are exploring innovative approaches and introducing improved processes to deliver even greater, more impactful results moving forward.

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, Workforce Development and Operations. 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.



E&T FY22 At-a-Glance

250,141

**INDIVIDUALS
SERVED**



7,475

**BUSINESSES
SERVED**



57,326

**CUSTOMERS
TRAINED**



22,057

**CUSTOMERS
EARNING
INDUSTRY
RECOGNIZED
CREDENTIALS**



105,711

**CUSTOMERS
EMPLOYED**



BSBP

Bureau of Services for Blind Persons

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

Michigan.gov/BSBP



HIGHLIGHT: BSBP Currency Readers

Thanks to the efforts of the Michigan Braille and Talking Book Library staff, Michiganders who are blind or visually impaired can now apply to receive a free audible currency reader.

Working in partnership with the U.S. Department of Treasury's Bureau of Engraving and Printing, the library is now distributing currency readers to eligible citizens, expanding the services and resources the library provides to support blind and visually impaired Michiganders.

The currency reader, called the iBill Talking Banknote Identifier, is a small, handheld device that quickly identifies the bill's denomination. The currency reader identifies all U.S. currency in circulation, including \$1, \$2, \$5, \$10, \$20, \$50 and \$100 denominations.

The library, part of the Bureau of Services for Blind Persons, assists eligible patrons with completing currency reader applications and provides demonstrations and answers questions on how the devices work.

BSBP 2022 At-a-Glance

1,185 Individuals Served

66 Businesses Served

76 Customers Earning Industry-Recognized Credentials

103 Customers Employed

341 Customers Trained

BTBL

Braille & Talking Book Library

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

OUTCOMES:

770,915

Audio Books Disseminated

1,285

Braille Books Disseminated

7,907

Patrons Served



BEP

Business Enterprise Program

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.

OUTCOMES:

\$6.9M

Gross Sales of BEP Operators

\$64,094.92

Average Operator Income

39

Number of BEP Operators

207

Number of BEP Sites



Michigan Rehabilitation Services (MRS)

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

Michigan.gov/MRS

MRS FY22 At-a-Glance



HIGHLIGHT: STEMM-Up Project

The Michigan Rehabilitation Services' STEMM-Up team is wrapping up phase one of the Disability Innovation Fund grant with Michigan State University (MSU). The partnership is part of a \$15.8 million grant from the U.S. Department of Education to create new pathways for individuals with disabilities – especially those from underrepresented racial groups – pursue in-demand careers in science, technology, mathematics or medicine (STEMM).

During 2022, the project was focused on research and development. MSU worked to finalize its report on recommendations for Michigan Rehabilitation Services' diversity, equity, accessibility and inclusion (DEAI) policies and procedures. Once complete, MRS reviewed recommendations to determine next steps toward meaningful and sustainable change.

MRS and MSU also worked to finalize internal and public-facing documents in preparation for implementing STEMM-Up services to eligible customers, as well as publishing the dedicated STEMM-Up website and establishing the social media profiles.

An employer recruitment workgroup was also initiated to ensure MRS and MSU strategies align. Upon completion, each party will begin engaging with STEMM businesses to provide opportunities for field trips, mentoring, job shadowing and internship opportunities. Additionally, MSU started recruiting six Career Pathway Coordinators, who will work with program participants as they complete individualized training programs.

Partnership Brings New Opportunities for Persons with Disabilities

A unique partnership is creating life-changing opportunities for Michigan adults with disabilities.

The collaborative effort – which includes LEO-E&T’s State Apprenticeship Expansion team, Michigan Career and Technical Institute (MCTI), the U.S. Department of Labor’s Michigan Office of Apprenticeship and Torch 180 of Livingston County – resulted in the creation of a new Cook Registered Apprenticeship program.

The program offers persons with disabilities the opportunity to follow a dream that once seemed unobtainable. Until now.

MCTI, which is supported by LEO-E&T and MRS, conducts vocational and technical training programs and provides supportive services needed to prepare Michigan citizens with disabilities for competitive employment. Torch 180 is a non-profit organization providing food-industry training for adults with disabilities and has been a longtime partner of MCTI’s Culinary Training Program.

Upon program completion, the apprentices will earn industry-recognized credentials which will allow them to pursue full-time employment and fill much-needed positions in the food service industry.

“I love cooking, and I’m hoping I can own my own business one day. I know this program will help me a lot.” - Blake Clay, one of the program’s first apprentices

Michigan.gov/MCTI



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.

HIGHLIGHT: EV Jobs Academy Driving Talent Development in Michigan

Michigan ranks #1 in automotive manufacturing jobs and is home to 1.1 million automotive or mobility jobs representing 20% of the state's employment. So, it's not surprising Michigan has taken the lead when it comes to the advanced automotive mobility and electrification industry.

Many of today's auto-related jobs will be evolving with the industry and many new jobs will be created. That's why the Michigan EV Jobs Academy – managed by LEO-E&T's Sector Strategies team – was established by Governor Whitmer in 2022. The EV Jobs Academy is a collaborative that puts employers in the driver's seat to develop education and training solutions to meet the industry's talent needs.

With more than 130 partners including employers, industry stakeholders and education institutions, the EV Jobs Academy is preparing Michiganders for the jobs of tomorrow, today.

Michigan.gov/Workforce

WD FY22 At-a-Glance

221,149	Individuals Served
2,391	Businesses Served
20,188	Customers Earning Industry-Recognized Credentials
54,376	Customers Trained
99,855	Customers Employed



Highlight: Programs to Support Returning Citizens

Expanding workforce opportunities to all Michiganders must include returning citizens – and that effort became a LEO-E&T priority in 2022.

During the year, two new initiatives – spearheaded by Workforce Development’s Veterans’ Employment Services team – were launched that benefit not only justice-involved individuals, but our state’s employers.

The Michigan Incarcerated Veterans’ In-Reach Program, also known as MIVIP, provides pre-release education, employment assistance and career guidance to incarcerated veterans at seven correctional facilities in Michigan. Through MIVIP, veterans learn how to leverage their military experience to help them successfully transition into civilian life.

LEO-E&T also launched the Michigan Citizen Reentry Initiative which expands in-reach services at the federal correctional facility in Milan and four residential reentry centers. Ultimately, this initiative will establish a statewide network that would allow returning citizens to access a variety of employment and training supports through local Michigan Works! agencies.

These new initiatives have been designed to complement the established programs of each correctional facility which include basic adult education, GED certificate, violence prevention, substance abuse and counseling to address underlying mental health issues. They build on those services to provide intensive employment-readiness training.





HIGHLIGHT: Career Readiness Talent Pipeline Management Academy

The Sector Strategies team received a Lumina Foundation grant in 2022 to partner with the U.S. Chamber Foundation to host a Career Readiness Talent Pipeline Management (TPM) Academy focused on Diversity, Equity and Inclusion to increase positive learning outcomes for adult learners of color.

The TPM Academy is an in-person or virtual training for state and local chambers, business associations, economic development agency leaders, community-based organization members and employers.

The academy graduated their first class on July 26, 2022. The graduates will be critical to Michigan's economic growth by developing end-to-end talent solutions which engages employers in:

- Demand planning to project the number of jobs needing to be filled across companies
- Communicating employer competency and credential requirements
- Analyzing talent flows to identify current and future sources of talent
- Building talent supply chains that include both secondary and post-secondary educational systems

The TPM Academy's cohort consisted of 50 individuals representing all regions of the state to help address the talent shortage. The academy also aligned with Governor Whitmer's Sixty By 30 educational attainment goal.

HIGHLIGHT: Ukrainian Refugees Benefit from MiLEAP Program

When two Ukrainian refugees fled to the U.S. seeking a better, safer life for their families, they landed in northern Michigan – and thanks to support from Northwest Michigan Works! and the Michigan Learning & Education Advancement Program (MiLEAP), their futures in Michigan are bright.

Oleksandr Polishchuk and Serhii Korotchenko had already begun English as a Second Language classes online when they heard about a local truck driving school – and learned that tuition assistance might be available through Michigan Works! Using braided funding from WIOA Adult, PATH and MiLEAP, the Northwest Michigan Works! team was able to fully fund their training. Just two months after starting, Oleksandr and Serhii received high-wage job offers from a large trucking firm – helping to ensure long-term financial security for themselves and their families. The lifelong friends are extremely grateful for the help they received.

“I want to express my infinite gratitude,” said Oleksandr. “I appreciate every employee and all the help provided.” “Thanks to these people, my family and I will be able to build a new, stable and prosperous life,” said Serhii. “I am very glad that I got a new specialty and now I can become a full-fledged and useful member of U.S. society.”

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.

Michigan.gov/TalentFund

Going **PRO**
IN MICHIGAN

TALENT FUND

Since 2014 Launch



6,000+
Michigan Businesses
Awarded Funds



170,000
Workers Trained



9%
Average Hourly
Wage Increases
for Workers



Resources

Assisting Michigan residents with finding opportunities to re-enter the workforce and supporting the needs of employers.

EMPLOYER RESOURCES

LEO-Employment & Training works collaboratively to support the needs of employers, whether they are needing short-or long-term solutions. Throughout 2022, the Back to Work: Employer Resources website connected 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 mental health awareness, youth employment resources, registered apprenticeships, hiring veterans and more.

[*Michigan.gov/BackToWork*](https://Michigan.gov/BackToWork)

OUTCOMES:



6,084

Unique Website Views



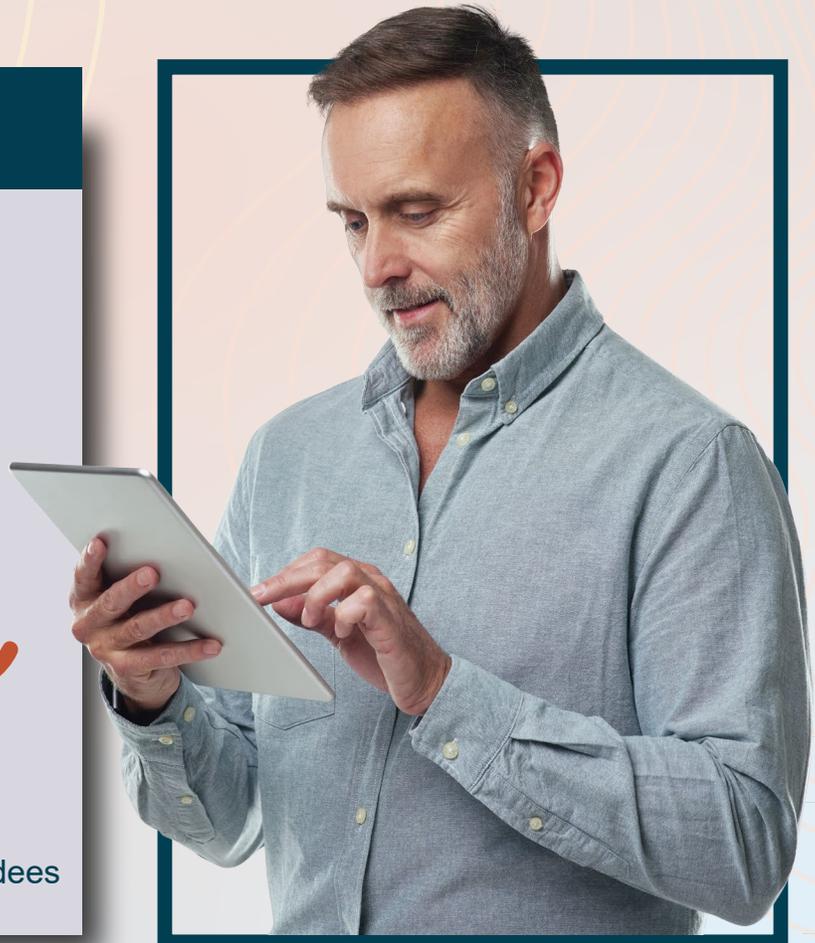
4

Webinars Offered



615

Webinar Attendees



Pure Michigan Talent Connect (PMTC)

PMTC 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 2022, job seekers enjoyed access to PMTC's many resources, including Career Explorer, a career exploration resource to help them create a customized career plan based on their goals and experiences.

[MiTalent.org](https://mitalent.org)

PURE MICHIGAN
Talent Connect

CAREER EXPLORATION



Career Explorer Tool

The goal of the Career Explorer tool in Pure Michigan Talent Connect is to provide you with personalized career and education data that is tailored to your individual needs. Career Explorer leverages job postings from PMTC, as well as training and education from Michigan Training Connect and Pathfinder. The result is one tool with multiple sources of workforce, training and education data.

When you access the Career Explorer tool through Pure Michigan Talent Connect you will be provided with local labor market and training information to help you identify training and employment recommendations.

The Career Explorer tool looks at:

- Your previous work experience
- Job postings relevant to you
- Comparisons to other and your past jobs
- Employment and educational opportunities applicable to you

OUTCOMES:



1.9M

Website Visits



914,881

Jobs Posted



149,379

New Job Seeker
Accounts



21,312

Career Explorer
Users



18,647

Employer Accounts

Pathfinder

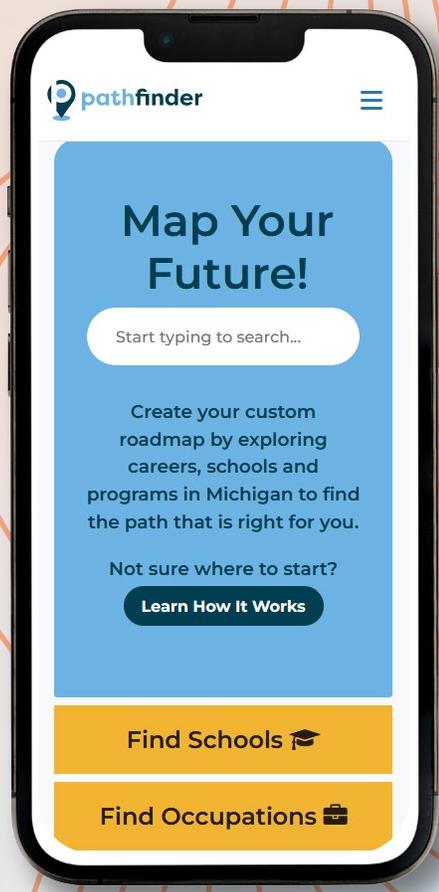
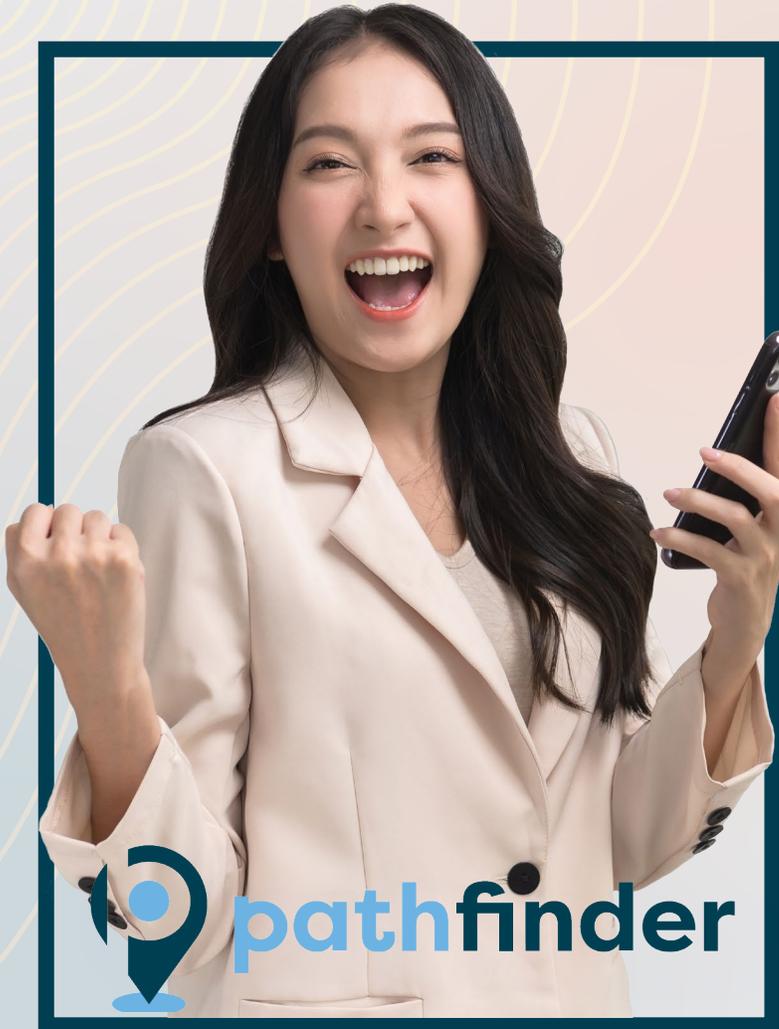
Pathfinder uses current labor market information, longitudinal wage data and other institutional data and metrics to provide information about educational and career options, as well as help with the creation of educational development plans.

In September 2022, Pathfinder was significantly updated to enhance available data, ensure mobile friendliness, and create an overall better user experience.

Pathfinder.MiTalent.org

OUTCOMES:

 61,206 Website Visits	 8,496 Completed Roadmaps
---	---



Michigan Training Connect (MiTC)

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).

MiTalent.org/MiTC



OUTCOMES:



137,770
Website Visits



520
Providers Listed



2,462
New Programs Added

A screenshot of the MiTC Training Search web application. The interface includes several search filters: 'Keywords' with a text input; 'Keyword Settings' with radio buttons for 'Find programs with all words' and 'Find programs with any words'; 'Program Format' with checkboxes for 'In-person', 'Online & Learning or Distance Learning', and 'Hybrid or Blended Program'; 'Zip Code' with a text input; 'Radius' with radio buttons for '10 Miles', '25 Miles', and '50 Miles'; 'Select County' with a dropdown menu showing 'All Counties', 'Alcona County', 'Alcona County', 'Alcona County', and 'Antrim County'; 'Search Providers by Name' with a grid of letters and a dropdown menu showing 'A One Day Dentures Implants & Family A', 'ABC COL, Inc.', 'ABC Training and Testing LLC', and 'Abert Institute'; 'Select Occupation Group' with a dropdown menu; 'Select Occupation' with a text input; 'Certifications' with checkboxes for 'Industry-Recognized Certificate', 'Certificate of an Apprenticeship', 'IIT Certificate of Completion', 'Associate's Degree', and 'Bachelor's Degree'; 'Sources of Financial Assistance' with checkboxes for 'Full Grants' and 'Other Sources'; and 'Select Region' with radio buttons for 'All Regions', '1a. Western UP', '1b. Central UP', '1c. Eastern UP', '2. Northwestern', '3. Northeast', '4a. West Central', '4b. West Michigan', '5. East Central Michigan', '6. East Michigan', '7. South Central', '8. Southwest', '9. Southeast Michigan', and '10. Detroit Metro'. A map of Michigan is shown to the right of the region selection. At the bottom, there are 'Search', 'Clear', and 'Return to MiTC Home' buttons.

A Look Ahead to 2023

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 mission with its nearly 800 employees and 40-plus programs, services and initiatives.

There are five overarching objectives LEO-E&T is focused on in 2023:

- 01** Support more than **218,000** participants in LEO-E&T programs.
- 02** Upskill Michiganders and leverage resources that lead to **7,500** postsecondary credentials.
- 03** Assist **3,800** adult learners in earning a High School diploma or equivalent.
- 04** Employ **67,500** Michiganders resulting from LEO-E&T programs.
- 05** Increase the quarterly median wages earned by participants in LEO-E&T programs to **\$6,240** (**\$24,960** annually).

By engaging partners, employers, labor and other workforce system stakeholders – and through unique approaches such as the creation of internal “Innovation Teams” – LEO-E&T continues to develop and support innovative solutions to deliver brighter futures for all Michiganders.

Please follow our efforts at Michigan.gov/LEO/Employment-and-Training.



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

EMPLOYMENT
& TRAINING

Contents and products are created by the Michigan Department of Labor and Economic Opportunity's Office of Employment and Training and do not necessarily reflect the official position of the Federal Government. The Federal Government makes no guarantees, warranties or assurances of any kind, express or implied, with respect to such information.

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.

In accordance with Michigan Law and the Americans with Disabilities Act, an alternate format of this printed material may be obtained by contacting:

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.