

# 20 23

## ANNUAL REPORT

EMPLOYMENT & TRAINING





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# Letter from the Director

An ever-changing global economy presents many new opportunities.

That is our approach here in the Michigan Department of Labor and Economic Opportunity's Office of Employment and Training (LEO-E&T). We're proud of the important role we play in helping our dual customers – individuals and businesses – navigate a rapidly changing world of work.

The challenges we face may be complex, but our approach to creating brighter futures for Michiganders is straightforward. We believe innovation is the bridge between challenge and opportunity. Innovation ignites creativity, collaboration fuels progress, and strategic partnerships amplify impact. When we work together to explore creative solutions, everyone wins.

Individuals win. Whether you are an individual who is blind or has low vision, 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 – in collaboration with our many partners – works hard to provide services to remove barriers, support independence, and increase your educational level to help you obtain and retain employment that results in a good job with good pay.

And businesses win. Through the support we provide to individuals, 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 grow and thrive.

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.

As we prepare for tomorrow's challenges, our ongoing commitment to the tenets of innovation, collaboration and partnership will allow us to capitalize on new opportunities – and deliver even greater, more impactful results for Michiganders today and in the future.

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 Programs 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.

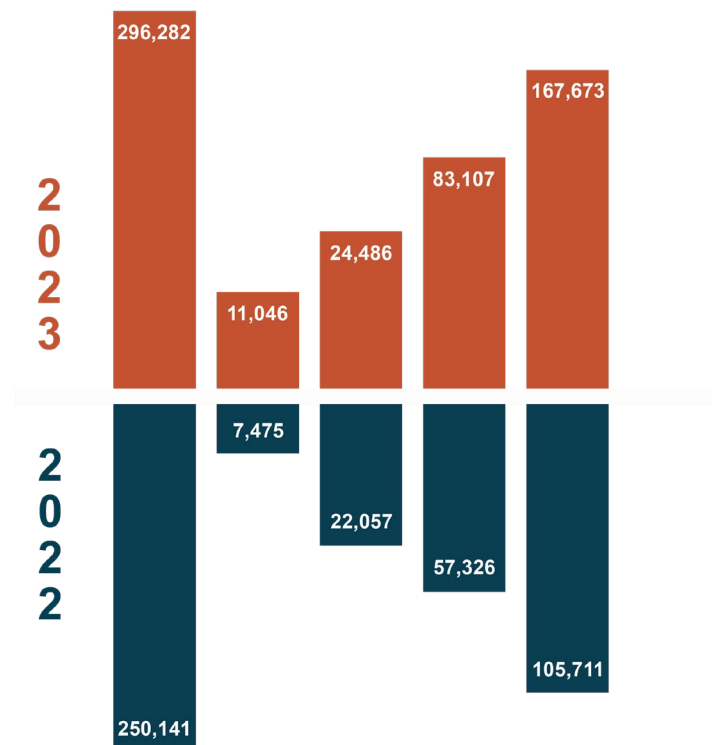
To ensure the success of our ongoing efforts to serve individuals and businesses, we are focused on meeting several operational objectives, including:

- Supporting participants in LEO-E&T programs, which include underrepresented populations and individuals with barriers to employment;
- Expanding talent by upskilling and reskilling Michiganders and leveraging resources that lead to secondary and post-secondary credentials;
- Employing Michiganders resulting from LEO-E&T programs; and
- Boosting wages earned by participants in LEO-E&T programs.

LEO-E&T supports that mission with its nearly 800 employees and 40-plus programs, services and initiatives. These programs make up 26.5% of LEO's budget, totaling \$760 million.

## E&T FY23 At-a-Glance

**296,282** individuals served  
**11,046** businesses served  
**24,486** customers earning  
industry-recognized credentials  
**83,107** customers trained  
**167,673** customers employed





## LEO-E&T FY23 Accomplishments

### Michigan...

- Provides employment services to more participants than any other state in the Midwest.
- Is number one in the nation in credential attainment for adults.
- Is number two in the nation in helping adults get employed.
- Is number two in the nation for helping Vocational Rehabilitation customers get employed.
- Is top 10 in the nation for Registered Apprenticeship.
- Is number two in the nation for customized reemployment services.
- Is number four in the nation in serving Migrant and Seasonal Farm Workers.
- Vocational Rehabilitation customers have the highest earnings in the nation.



# 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***



### BSBP FY23 At-a-Glance

**1,185** individuals served  
**35** businesses served  
**35** customers earning industry-recognized credentials  
**559** customers trained  
**157** customers employed

### Braille & Talking Book Library (BTBL)

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

***Michigan.gov/BTBL***

#### Outcomes:

**673,403** audio books disseminated  
**2,067** Braille books disseminated  
**8,719** patrons served

### 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.

#### Outcomes:

**\$8M** gross sales of BEP operators  
**\$78,912.94** average annual operator income  
**37** number of BEP operators  
**206** number of BEP sites



## Partnership Highlight:

The BSBP Training Center (BSBPTC) launched a new Business Engagement Event, targeting employers who are interested in learning about employing and working with individuals with a visual impairment. More than 10 businesses attended, with a couple of them expressing interest in hiring individuals with visual impairments for various roles.

The BSBPTC collaborated with BSBP's Field Services Division, identifying suitable customers to meet employers' needs. Due to the success of this Business Engagement Event, the BSBPTC will continue hosting the event annually.

"I know that my group really enjoyed their time and felt like they received a lot of valuable information, as well as completely transforming their impression of blind persons in the workforce."

- Eli Fesler, Project Manager for Tekna



# Michigan Rehabilitation Services (MRS)

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

[Michigan.gov/MRS](https://Michigan.gov/MRS)



## MRS FY23 At-a-Glance

**30,142** individuals served  
**6,850** businesses served  
**1,783** customers earning industry recognized credentials  
**4,221** customers trained  
**5,799** customers employed

## Collaboration Highlight:

MRS is a part of the Michigan Interagency Transition Team (MITT), a state-level, cross-agency collaborative infrastructure that works to align supports and services to ensure a seamless transition for all students with disabilities in the K-12 system (up to age 26) into adult life.

A pilot site in the Ottawa Intermediate School District started in October 2023 along with support from MRS, BSBP and the Michigan Department of Education-Office of Special Education focused on the following topics:

- Increasing knowledge of transition roles/responsibilities from state services to local services.
- Increasing awareness of possible transition collaborators from current MITT collaborators to local level collaborators.
- Increasing implementation of transition practices from state services to local services.
- Increasing Michigan's capacity to deliver high quality and coordinated services from the baseline established at the Ottawa pilot site.

MITT will work to build on those pilot site successes with a goal of besting the baseline by the end of Program Year 2025.



# Workforce Development (WD)

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.



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

## **WD FY23 At-a-Glance**

**264,907** individuals served  
**4,126** businesses served  
**22,668** customers earning industry-recognized credentials  
**78,327** customers trained  
**161,717** customers employed

## **Innovation Highlight:**

To promote the value of Registered Apprenticeship to Michigan employers, the State Apprenticeship Expansion team considered many options. Should they host an informational event for employers? Maybe stage a news conference to capture the media's attention? Or perhaps highlight the training model with a celebration event honoring those making great use of Registered Apprenticeship?

In the end, the team created a new, innovative event combining the very best of all three approaches! At the end of 2023, LEO-E&T partnered with Michigan Works! Southwest to host a "Race to Talent with Registered Apprenticeship" event in Battle Creek. With a standing room-only crowd of invited businesses and media representatives on hand, the event featured a panel discussion with local, state and federal workforce leaders who offered great information to employers. The event concluded with the presentation of "Champion Awards" to four local employers for their leadership role in the use of Registered Apprenticeship.

Leveraging the event's unprecedented success, the team is expanding its innovative "Race to Talent" concept statewide in 2024 to benefit more Michigan workers, companies and communities!

# 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](https://Michigan.gov/TalentFund)***

**Since 2014 launch:**

**7,117** Michigan businesses awarded funds

**175,000** workers trained

**9%** average hourly wage increase for workers

Going **PRO**  
IN MICHIGAN

TALENT FUND



# Resources

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

## 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 2023, 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***

### Outcomes:

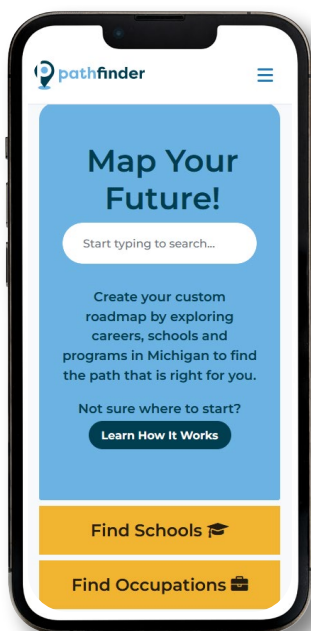
**800,681** website visits

**897,044** jobs posted

**156,027** new job seeker accounts

**29,173** Career Explorer users

**17,040** active employer accounts



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

## 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.

***Pathfinder.MiTalent.org***

### Outcomes:

**260,946** website visits

**20,860** 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:

**31,952** website visits

**589** providers listed

**2,724** new programs added



## INFRASTRUCTURE WORK

Courtesy of historic federal investments, Michigan expects to have major infrastructure projects implemented over the next several years. To ensure the state has a workforce that can deliver in support of those projects, LEO-E&T is collaborating with other state departments to harness the investments.

This work will drive the state's strategic goals by:

- Increasing infrastructure investment ROI from an expanded statewide talent pool, subsequently lowering bid costs and improving project timelines
- Increasing employee retention and wage growth
- Increasing labor force participation
- Reducing equity gaps and overall poverty reduction

More details on infrastructure, including a [Governor's Executive Directive](#), will be included in the LEO-E&T 2024 Annual Report.





# A Look Ahead to 2024

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 has a vision of making Michigan a place where all people, businesses and communities have the educational and economic means to reach their full potential.

There are four overarching goals we will be working to achieve throughout 2024:

- Support participants in our programs, which include underrepresented populations and individuals with barriers to employment. This includes individuals with disabilities and youth.
- Expand talent by upskilling and reskilling Michiganders and leveraging resources that lead to post-secondary credentials (e.g., degrees and certificates) and secondary credentials. This includes those in registered apprenticeships.
- Employ Michiganders resulting from our programs.
- Boost wages earned by participants in our programs.

Much of the work will be driven by the first-ever [Michigan Statewide Workforce Plan](#), announced in March 2024. The comprehensive, all-access roadmap lays out ambitious strategies and data-driven actions needed to build on Michigan's success and ensure all Michiganders have the skills, opportunities and support they need to make it in Michigan.

By engaging partners, employers, labor and other workforce system stakeholders, 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](https://Michigan.gov/LEO/Employment-and-Training).



## EMPLOYMENT & TRAINING

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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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