WIN
WORKFORCE INTELLIGENCE NETWORK

2023
ANNUAL REPORT
RESEARCH. ENGAGEMENT. SOLUTIONS.

GST MICHIGAN WORKS!
GENESEE SHIAWASSEE THUMB

Macomb Community College
Education · Enrichment · Economic Development
Discover. Connect. Advance.

MICHIGAN WORKS!
MACOMB/ST. CLAIR

Detroit Employment Solutions Corporation
DESC

HENRY FORD COLLEGE
FUTURE DRIVEN

Jackson COLLEGE

Capital Area MICHIGAN WORKS!

MICHIGAN WORKS! SOUTHEAST

MONROE COUNTY COMMUNITY COLLEGE

LANSING COMMUNITY COLLEGE

Schoolcraft College

SEMCA MICHIGAN WORKS!

Oakland County MICHIGAN WORKS!

WCCD Wayne County Community College District

Washtenaw Community College

OAKLAND COMMUNITY COLLEGE

MOTT COMMUNITY COLLEGE

MI APPRENTICESHIP

MAGMA
Michigan Alliance for Greater Mobility Advancement

HCA HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

CENTER FOR APPRENTICESHIP INNOVATION TOOLS AND RESOURCES

The **Advance Michigan Center for Apprenticeship Innovation (AMCAI)** was built as a result of the **U.S. Department of Labor American Apprenticeship Initiative (AAI)** grant which concluded on March 31, 2021. The first apprenticeship hub tool that was developed under AAI, and recognized as a national best practice, was the Return on Investment (ROI) Calculator, which can be accessed at MIAPPRENTICESHIP.org/employers/roi-calculator, provides the average median wage for 50 occupations and the ability to customize an hourly rate based on internal wages, costs, and benefits.

The AMCAI **Registered Apprenticeship Program in a Day (RAPiD)** workshop model has been recognized by the National Governors' Association as a best practice nationally in apprenticeship expansion. RAPiD full-day comprehensive workshops offer employers an opportunity to complete program requirements and have documents signed in a signing ceremony with the U.S. Department of Labor (USDOL) at the end of the workshop. Under the AAI grant, SEMCA WIN commissioned the development of **Equal Employment Opportunity/ Affirmative Action Plan (EEO/AAP)** templates, policies, videos, and compliance quizzes to provide apprenticeship employers with resources to achieve compliance with 29 CFR Part 30 apprenticeship requirements and workforce diversification. No cost tools and resources can be found on **MIAPPRENTICESHIP.ORG.**

SEMCA WIN obtained conditional **Intermediary Standards** holding status in October 2018 and official approval in February 2020. SEMCA WIN is currently actively participating in or managing the USDOL Closing the Skills Gap and Apprenticeship Building America (round 1) grants.

The **WIN AMCAI Apprenticeship Intermediary** is an active USDOL standards holder, currently managing registered apprenticeship programs for 33 employers, while overseeing a total of 197 registered apprentices and 59 employers with registered apprenticeship programs since 2018.

$194 MILLION
IN TOTAL GRANT FUNDING FOR THE REGION

Since it was founded, SEMCA WIN has brought in over $194 million in funding to southeast Michigan through grants awarded to various organizations in the region. To support this investment, WIN has written, supported, designed, and created proposals with labor market intelligence. WIN has also prepared research studies that informed the work of regional partners.

WIN is a trusted broker, convener, and facilitator that community partners trust WIN to serve as a neutral facilitator, understand workforce needs, and develop workforce solutions.

WIN facilitates institutional collaboration between private and public sector partners with a stake in regional talent and economic development.

WIN identifies opportunities for process improvement and aligns resources for fostering successful partnerships focused on talent pipeline development.

WIN WORKFORCE INTELLIGENCE NETWORK

Message from the Executive Director

The **EV Jobs Academy** employer-led collaborative (ELC) grant was awarded by the State of Michigan and includes over a half dozen working collaboratives and project teams with over 100 statewide employer and stakeholder partners. In 2023, the second year of the five-year grant, EV Jobs Academy expanded employer engagement and increased participation to nearly 150 partners. SEMCA WIN and the State of Michigan Labor and Economic Opportunity sector strategies were invited to the USDOL Vision 2030 conference as keynote presenters on the structure of the EV Jobs Academy employer-led collaborative which numerous states across the country have since considered duplicating.

In 2023, WIN project managers worked on an unprecedented number of new multi-year state and federal grants that were awarded in 2020, 2021 and 2022. With seasoned professionals from academia and the workforce system, significant progress was made in the complex regional grant strategies which include: 1) the **U.S. Department of Labor (USDOL) Apprenticeship Building America** $5.8 million apprenticeship hub development grant, involving six community college and six Michigan Works! agency partners, which launched the first **Michigan "Mitten Chapter" of the Federation of Advanced Manufacturing Education (FAME)** program and first FAME training cohort and the **Health Careers Alliance for Southeast Michigan** developed and obtained **USDOL** standards approval for the **first pre-licensure Registered Nurse apprenticeship program and Surgical Technician registered apprenticeship**

program; 2) the **USDOL H1-B One Workforce on Building an Industry Infinity Supply Chain**, one of only three $10 million awards nationally, achieving all second year outcome targets in cybersecurity, transportation, and advanced manufacturing certification training programs delivered through WIN Board member organizations; 3) the **State of Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)** grant met nearly all healthcare training and education outcomes largely delivered by GST Michigan Works! in rural areas; 4) the **Michigan Learning and Education Advancement Program (MiLEAP)** was awarded by the State of Michigan and achieved significant progress in delivering short-term training which leads to industry-recognized credentials and employment; and 5) Oakland Community College awarded SEMCA WIN program management for the **U.S. Department of Labor Closing the Skills Gap Apprenticeship** grant, and WIN community college and Michigan Works! partners nearly reached all performance outcome metrics with the ultimate goal to serve a total of 3,200 participants by 2025.

- Michele Economou Ureste

Research. Engagement. Solutions

The mission of the Workforce Intelligence Network for Southeast Michigan (WIN) is to cultivate a cohesive talent system by facilitating data-driven workforce solutions to ensure responsiveness to changing labor market demands.

To accomplish this mission, WIN operates on the following three cohesive pillars:

Research. WIN gathers, analyzes, and distributes real-time labor supply-and-demand intelligence on workforce needs and characteristics specific to the southeast Michigan region.

Engagement. WIN convenes, facilitates, engages, and serves as a connection point for business, industry, and other stakeholders regarding workforce development.

Solutions. WIN develops education and training strategies for the delivery of regional workforce development programs through its partners.

WIN specializes in high-quality, advanced talent analysis and fostering collaboration among talent partners, including workforce development, community colleges, four-year postsecondary institutions, K-12 schools, economic development organizations, government, community-based organizations, and employers.

WIN manages data-driven, employer-focused strategies in the areas of advanced manufacturing, information technology and cybersecurity, healthcare, transportation, distribution and logistics, retail, and defense, and has worked with hundreds of major employers and dozens of talent partners.
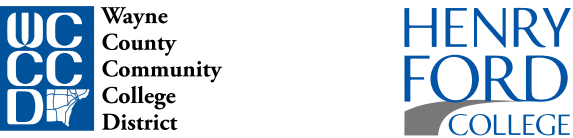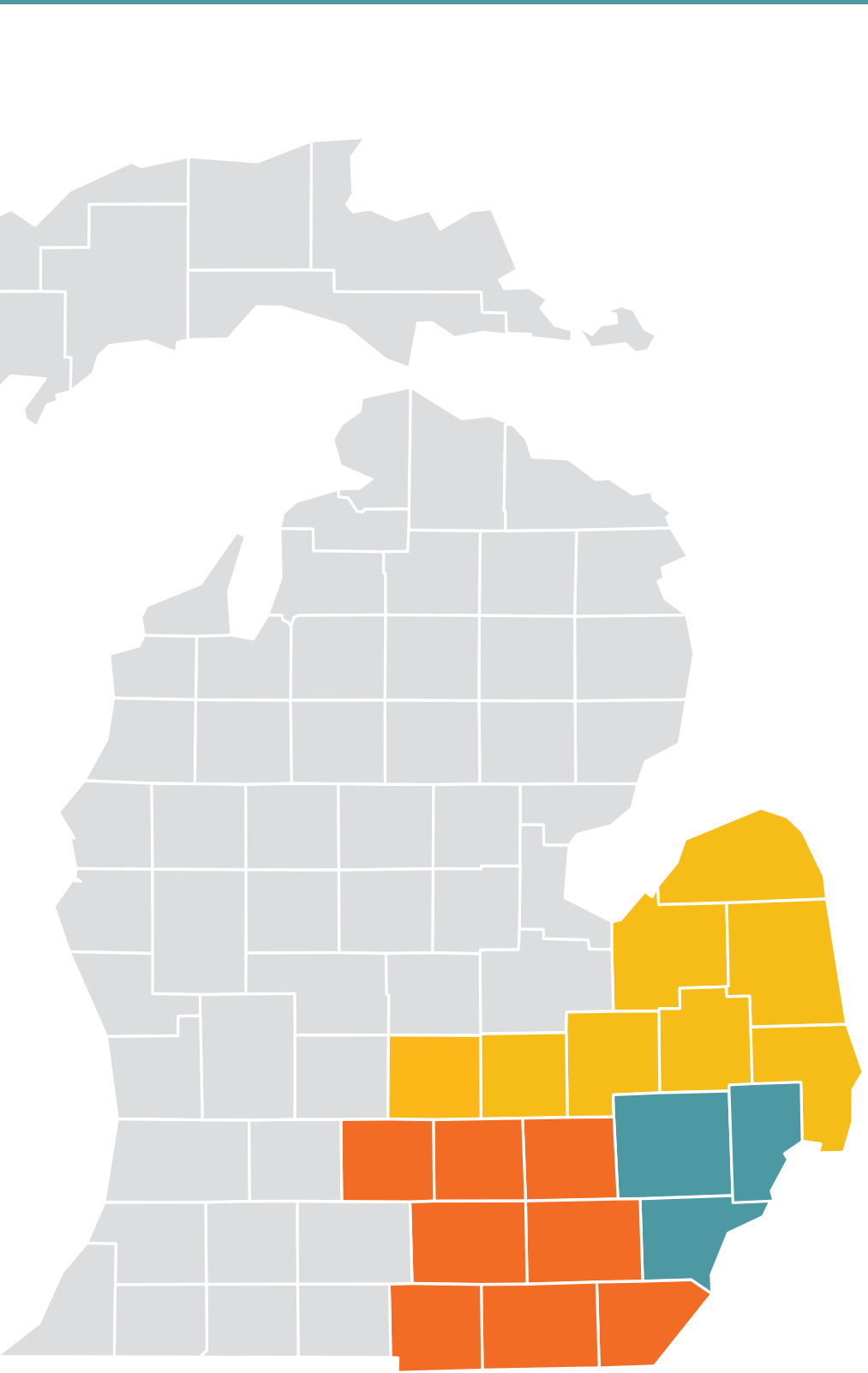
WIN's served population and scope of services are primarily offered in a 19-county region, which includes Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, Wayne, and the Cities of Flint, Lansing, and Detroit.

WIN Board of Directors

The WIN board is comprised of seven Michigan Works! agencies and ten community colleges in the greater southeast Michigan,19-county region, serving approximately 63% of the total labor force in the State. The WIN network of 17 board member organizations work as a collective partnership to deliver intentional talent development strategies that consistently exceed grant performance outcomes. Thank you to the following WIN Board of Directors and their team of workforce experts for their contributions during the 2023 fiscal year!

Capital Area Michigan Works! Agency
Carrie Rosingana
Chief Executive Officer

Detroit Employment Solutions Corporation(DESC)
Dana Williams
President

GST Michigan Works! Agency
Jody Kerbyson
Chief Executive Officer

Jackson College
Heather Ruttkofsky
Dean of Health Sciences, Career & Technical Education

Henry Ford College
Dr. Patricia Walker Chatman
Dean, School of Business, Entrepreneurship, and Professional Development

Jackson College
Jamie Vandenburgh
Dean of Workforce Development and Continuing Education

Lansing Community College
Shon'ta Dwyer
Associate Dean, Technical Careers Division

Oakland Community College
Joseph L. Petrosky
Associate Provost, Academics and Workforce
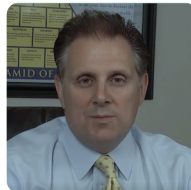
Macomb Community College
Dr. Michael Balsamo
Dean, Business, Information Technology, and Culinary

Oakland County Michigan Works! Agency
Jennifer Llewellyn
Manager, Workforce Development at Oakland County & Director, Oakland County Michigan Works! Agency

Macomb-St. Clair Michigan Works! Agency and Workforce Development Board
Justin Al-Igoe
Executive Director

Schoolcraft College
Tammy Thomson
Director, Business Development Center, Conference & Event Services

Michigan Works! Southeast
Shamar Herron
Executive Director

SEMCA Michigan Works!
Gregory Pitoniak
Chief Executive Officer

Monroe County Community College
Barry C. Kinsey
Director, Workforce Development

Washtenaw Community College
Dr. Brandon Tucker
Vice President & Chief Workforce and Community Development Officer

Mott Community College
Robert Matthews
Associate Vice President of Workforce and Economic Development

Wayne County Community College District
Glenda Wapegan-Magarrell
Dean of Career Programs

One Workforce Industry Infinity

Whereas Industry 4.0 is often referred to as the Fourth Industrial Revolution, Industry Infinity represents the ongoing integration of digital and physical technologies that continue to shape contemporary business practices and acknowledges the infinite progression of technological advancements.

In 2019, the SEMCA WIN organization completed a **U.S. Department of Defense** grant which included 18 labor market studies and a SWOT analysis. As a result, key stakeholder partners, including U.S. legislators and their key staff, recognized the collective efforts of WIN community college cybersecurity frontline worker certification training programs to strengthen the automotive supply chain and enable the connected automated vehicles on Michigan roadway systems. The acknowledgement inspired the workforce strategy applied to "Building an Industry Infinity Supply Chain," an initiative funded by the **U.S. Department of Labor, Employment and Training Administration (ETA)**. SEMCA WIN is dedicated to develop replicable, comprehensive workforce strategies for preparing the workforce for middle-to high-skilled H-1B occupations within key sectors, such as Information Technology (IT), Advanced Manufacturing, and Transportation that are being transformed by technological advancements and automation. Grant funds have been allocated to provide training services to eligible participants in the greater southeast Michigan region in relevant occupations within the industry through January 2025.

The strategy includes a regional **Curriculum Development Committee** and curriculum development support funding, in which WIN community colleges in southeast Michigan collaborate to develop and expand existing programs, including cybersecurity training boot camps and robotics and automation short-term certification programs. WIN region Michigan Works! Agencies provide assistance to unemployed, underemployed, and incumbent workers to attain short-term training that leads to high-wage employment in high-demand occupations. The original target of 875 overall participants served was surpassed in 2023.

In southeast Michigan, participants have participated in high-quality training to obtain careers in H-1B occupations including, but not limited to, Transportation, Storage and Distribution Managers (459), Transportation Inspectors (128), Electro-Mechanical and Mechatronics Technologists and Technicians (96), Detectives, Criminal Investigators (51) and Computer Occupations, All Other (38), Maintenance and Repair Workers (36), Welders, Cutters, Solderers and Brazers (31), and Information Security Analysts (24) and Computer and Information System Managers (16).

INDUSTRYINFINITY

2023 INDUSTRY INFINITY PERFORMANCE MEASURE OUTCOMES*
(FOR INDIVIDUALS)

1013

PARTICIPANTS

678

CREDENTIALS OBTAINED

420

YOUTH PARTICIPANTS
(AGES 17-29)

665

LOW-INCOME INDIVIDUALS

Cumulative through December 2023

Industry Infinity would not be possible without the hard work and dedication of the Michigan Works! Agencies and Community Colleges on the WIN board.

WORKFORCE WINs

An **INFORMATION TECHNOLOGY** professional, visited a **Macomb/St. Clair Michigan Works!** Career Center following a layoff from his low-wage productive planner position. Collaborating with a Michigan Works! career planner, he identified a passion for pursuing information technology (IT) certifications. With the support of Industry Infinity funding, he enrolled in an IT Professional 2 training program at Global Information Technology in May 2023, securing his first certification by June. By August, he had secured employment at an automotive company, even before completing his second certification. His dedication and perseverance paid off when he obtained his second IT certification in October. As a Production Planning Specialist, he is now earning $35 per hour, grateful for the support that has allowed him to better provide for his family.

In the field of **ROBOTICS**, a recently laid off construction worker pursued new opportunities by enrolling in the PLC/Robotics Technician training program at **Oakland Community College.** Assisted by **Oakland County Michigan Works!,** the participant received guidance in enrollment, career planning, and job search. After earning nine SACA certifications and completing the training, the participant secured employment at Kuka Systems as a Robotics Technician in July, earning $21.75 per hour with benefits. Continuing to excel in the role, the participant demonstrates the value of short-term training in securing industry-recognized credentials and employment.

In the realm of **TRANSPORTATION,** a 21-year-old with a spouse and two children, faced job loss in retail. With support from **Michigan Works! Southeast,** he received transportation assistance, including gas mileage reimbursement and auto repair for new tires, to facilitate his attendance in classes. Additionally, he received tuition support to obtain a Commercial Driver's License, opening doors to more skilled opportunities. Hired as a driver for Modern Waste, he works a steady 40 hours per week, earning $27 per hour. His journey underscores the impact of supportive services in navigating career transitions and securing sustainable employment.

Advance Michigan Center for Apprenticeship Innovation

The **U.S. Department of Labor (USDOL)** awarded a $5.8 million **Apprenticeship Building America (ABA)** grant to WIN, with **SEMCA Michigan Works!** serving as the grantee and fiscal agent in 2022. The ABA grant, also known as the **Advance Michigan Center for Apprenticeship Innovation (AMCAI) Pre-apprenticeship Training Academy** is for hub development and designed to fill a much-needed staffing gap in the overall building of an apprenticeship ecosystem in Southeast Michigan. The grant supports apprenticeship staff at six WIN region community colleges and six Michigan Works! Agencies which include Henry Ford College, Macomb Community College, Monroe County Community College, Oakland Community College, Schoolcraft College, Washtenaw Community College, Capital Area Michigan Works!, Detroit Employment Solution Corporation, Macomb-St. Clair Workforce Board, Michigan Works! Southeast, Oakland County Michigan Works!, and Southeast Michigan Community Alliance-Michigan Works!

ADVANCE MICHIGAN
CENTER FOR APPRENTICESHIP INNOVATION

ABA focuses on creating new technical resources for the **WIN Apprenticeship Intermediary** program and for the advancement of the AMCAI hub which has become a center of excellence for apprenticeship. The grant includes the expansion of existing and newly developed pre-apprenticeship to registered apprenticeship programs, the development of an Intermediary Advisory Council, and access to **Michigan Workforce Training and Education Collaborative's** shared online training platform for six community college partners, and the expansion of the **Health Careers Alliance** with an emphasis on creating health care apprenticeships in Michigan.

In 2023, by way of the ABA grant, the **first Michigan Chapter of the Federation for Advanced Manufacturing Education (FAME)** chapter was formed, known as the **"Mitten Chapter,"** in partnership with **Ann Arbor SPARK, Washtenaw Community College (WCC)**, and **Toyota Research Institute of North America.** In August 2023, Washtenaw Community College hosted a special "Signing Day" event for an inaugural cohort of 10 advanced manufacturing students and employer partners to officially launch the program. ABA currently has more than 200 Stakeholders engaged in the development of pre-apprenticeship and registered apprenticeships in both traditional, non-traditional, and emerging occupational sectors, as well as ten new sponsors that have received incentive funding to support new apprenticeships.

This year WIN partners achieved significant training outcomes toward the March 2020 USDOL $4 million award for apprenticeship, **Closing the Skills Gap** grant, which received a no-cost extension through February 28, 2025. The Closing the Skills Gap grant includes $720,000 of training reimbursement funds

for employers offering apprenticeships. The AMCAI team is working with employers in traditional, non-traditional, and emerging occupations as well as developing pre-apprenticeship programs that lead to registered apprenticeships. The AMCAI team delivered Train-the-Trainer programs to multiple universities and agencies, including five Michigan Works! Agencies, two Workforce boards and two colleges. And continues to advocate for registered apprenticeship programs by presenting at various forums, including the Region 29 Career Technical Education Council, Perkins Coordinators Joint Meeting, State of Michigan Rehabilitation Services, a special **Registered Apprenticeship in a Day (RAPiD)** workshop for Detroit Regional Workforce Alliance, MASCI Annual Conference, MEATA Fall Conference and other significant events.

The no-cost AMCAI tools and resources featured on the **miapprenticeship.org** website, contains a Return-on-Investment Calculator (ROI) with wage data to help employers understand the financial benefits of hiring apprentices, a video and success stories about apprenticeships, Equal Employment Opportunity/Affirmative Action Program templates for small to mid-sized companies to comply with 29 CFR Part 30 EEO/AAP requirements and contact information for WIN community college and Michigan Works! apprenticeship coordinators and experts.

The **WIN Apprenticeship Intermediary** is an active U.S. Department of Labor standards holder, currently managing registered apprenticeship programs for 33 employers, while overseeing a total of 197 registered apprentices and 59 employers with registered apprenticeship programs since 2018. Thanks to ABA, WIN board member organizations **GST Michigan Works!** and **Washtenaw Community College** were approved by the USDOL as an **Apprenticeship Intermediary**, while **Oakland County Michigan Works** and **Michigan Works! Southeast** are awaiting approval.

MIAPPRENTICESHIP

WIN extends congratulations to **Cameron Albring,** Apprenticeship Manager at Oakland Community College, for earning a well-deserved spot in the second cohort of **USDOL Apprenticeship Ambassadors**. Last year, **WIN, WCC, GST Michigan Works!** and **Burke Architectural Millwork**, along with ten other Michigan officials and organizations received appointments to the inaugural cohort. The Apprenticeship Ambassador Initiative is made up of industry, labor, education, equity, and workforce leaders partnering with the **USDOL Office of Apprenticeship** to promote Registered Apprenticeship Programs as a valuable workforce strategy in high-demand industries to develop and expand opportunities for historically underserved populations.

Additionally, the WIN Board of Director organizations hosted over 30 **National Apprenticeship Week** events, which featured two new USDOL Registered Apprenticeship Programs; the Automotive Service Technician Apprenticeship program in Washtenaw County and the Automotive Tech Specialist Apprenticeship Program in Monroe County. The WIN team deeply appreciates the ongoing support and engagement of our partners in advancing apprenticeship opportunities in the region.

CLOSING THE SKILLS GAP OUTCOMES

3,275
PARTICIPANTS SERVED
(Goal 3,200)

255
CREATED APPRENTICESHIP
(Goal 166)

528
EMPLOYERS ENGAGED
(Goal 179)

1185
ENROLLED IN TRAINING
(Goal 720)

"WIN makes this apprenticeship program better and easier all the time."
- **KELLY OSBORNE,**
Owner of Kelly Imports

Health Career Alliance for Southeast Michigan (HCA)

The **Health Careers Alliance for Southeast Michigan (HCA)** is supported through the United States **Department of Labor (USDOL) Apprenticeship Building America (ABA**) grant awarded to SEMCA WIN in August of 2022 with emphasis on non-traditional and emerging healthcare registered apprenticeship programs. The HCA employer-led collaborative is co-convened with the **State of Michigan Labor and Economic Opportunity (LEO) Workforce Development division** and focuses on the workforce needs of the WIN greater southeast Michigan, 19-county region. HCA employers often lead or participate in innovative workforce development strategies that serve employer needs statewide. The HCA membership consists of large urban multi-state, and statewide employers, as well as small independent rural healthcare employers.

The HCA emerged from the coronavirus pandemic with a renewed spirit of collaboration and several activities are underway! Replacing competition with collaboration, employers persistently worked together to create a USDOL registered apprenticeship program for **Surgical Technologists** culminating in industry-standard nationally certified professionals. The program also includes training and certification in sterile processing at the discretion of each employer partner. Secondly, a new registered apprenticeship program

for **Licensed Practical Nurses (LPN)** has been developed by a group of employers, and community college nursing educators, with advisement from the **Michigan Licensing and Regulatory Affairs (LARA) State Board of Nursing,** and the **Michigan Department of Health and Human Services (MDHHS) Office of Nursing Education Programs.** The LPN training program will be offered through the **Michigan Workforce Training and Education Collaborative (MWTEC)**, and available to employers throughout the state for a recognized USDOL registered apprenticeship.

Both the Surgical Technologist and the LPN registered apprenticeship programs serve as examples of innovative strategies for employee retention whereby employers can advance incumbent **Nursing Assistants, Medical Assistants**, and other healthcare workers into critical need positions of higher wages. These programs also engage untapped populations of full-time working adults who could not otherwise shift careers and pursue healthcare education and training programs if it were not for the registered apprentice earn-as-you-learn model. Employers are eager to roll out similar programs as collaborative solutions to collective needs. HCA employers are establishing a registered apprenticeship program for pre-licensure **Registered Nurse, Radiographer, Optician,** and **Optometric Technician**.

WIN member community colleges and Michigan Works! Agencies are ready with resources and expertise to support employers with registered apprenticeship programs and other creative workforce development solutions. WIN Program Manager, **Dr. Janis Karazim** convenes HCA and is certified in the **U.S. Chamber of Commerce in Talent Pipeline Management** methodology to efficiently serve employer workforce needs.

WORKFORCE INTELLIGENCE NETWORK STAFF

ALYSHA ALBRECHT Communications Manager

DAYOUNG AN Senior Economic Research Analyst

KRISTI AYERS Workforce Project Manager

JIM BABIN Regional Apprenticeship Administrator

AMANDA BAUERSCHMIDT Workforce Project Manager

DEBORAH BAYER Director of Regional Initiatives and Grant Compliance

KEVIN CRANICK Senior Economic Research Analyst

JANENE ERNE Regional Apprenticeship Administrator

LAURIE HUBER Workforce Project Manager

JANIS KARAZIM Workforce Program Manager

JESSICA KEENAN Associate Project Manager

HALEY PORTER Administrative Specialist

MICHELE ECONOMOU URESTE Executive Director

KATIE WEBBER Workforce Project Manager

239

PARTICIPANTS SERVED
(Goal 100)

154

TOTAL PARTICIPANTS WHO COMPLETE EDUCATION/TRAINING
(Goal 65)

135

TOTAL PARTICIPANTS WHO COMPLETE EDUCATION/TRAINING ACTIVITIES AND RECEIVE A DEGREE OR OTHER TYPE OF CREDENTIAL
(Goal 65)

Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)

The **State of Michigan Department of Labor and Economic Opportunity (LEO) Workforce Development** division, as the awardee, worked collaboratively with WIN and other partners to apply for a $2.5 million **United States Department of Labor (USDOL) H-1B Rural Healthcare** grant to establish the **Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)**. The MiREACH grant was awarded in Q1 2021 to support an employer-led collaborative focused on the healthcare workforce shortages in rural communities across the state. The grant will support the addition of more than 430 new healthcare workers and incumbent workers to advance into new positions in rural communities throughout Michigan until 2025.

The purpose of the USDOL H-1B Rural Healthcare grant program is to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations (including behavioral and mental healthcare) serving rural populations.

In 2021, MiREACH was elevated to a **State Council**, and the **Michigan Center for Rural Health (MCRH)** is dedicated as a resource to support the MiREACH employer-led collaborative to verify rural healthcare locations for participant training delivered through the grant. MCRH plays a key role in rural healthcare by assisting in the creation and implementation of partnerships among organizations, health departments, hospitals, government, and academia.

The MiREACH Project Council provides input and recommendations to help the State of Michigan achieve its performance outcomes related to the MiREACH project funded by the **USDOL H-1B Rural Healthcare** grant.

MiREACH is aimed at serving veterans, military spouses, transitioning service members, and underrepresented populations including women, people of color, ex-offenders, individuals with disabilities, incumbent workers, and other populations that are required to be 17 years of age or older and not currently enrolled in secondary school within a local educational agency.

WIN has partnered with **GST Michigan Works!** to achieve the intended outcomes of the MiREACH grant. GST Michigan Works! has been diligently working with the rural healthcare employers to address their needs which has resulted in significantly exceeding the grant outcomes which expires on December 31, 2024.

IN-DEMAND H1-B HEALTHCARE OCCUPATIONS INCLUDE:

- **Medical Assistants**
- **Certified Nursing Assistants**
- **Registered Nurses**
- **Medical Equipment Preparers/ Sterile Processing Technicians**
- **Surgical Technologists**
- **Phlebotomy Technicians**
- **Direct Care Workers/Home Health Aides**
- **Behavioral Health Technicians and Aides**
- **Community Health Workers**

*Destiny joined **GST Michigan Works!** in 2022, eager to pursue her passion for healthcare. Despite past setbacks and financial challenges, she persevered with support from **MiREACH H-1B funding**. Switching from Phlebotomy to Clinical Medical Assistant training at Sanilac Career Center proved to be the perfect fit. Her dedication paid off, leading to a job offer as a **Laboratory Technician Assistant** at Lapeer Regional Hospital even before completing her program. Now, thriving in her role, Destiny is motivated to further her education for career advancement!*

Michigan Learning and Education Advancement Program (MiLEAP)

In Q3 2021, the SEMCA Workforce Intelligence Network (WIN) was awarded the **Michigan Learning and Education Advancement Program** (formally known as MiLEAP) grant by the **State of Michigan Labor and Economic Opportunity (LEO) Workforce Development** division for the period of July 1, 2021, through June 30, 2023, to support short-term training programs ranging from one-day to two-years which lead to an industry-recognized credential and employment. LEO issued a one-year extension enabling activities to continue through June 30, 2024. There was no additional funding awarded with the time extension. The "MiLEAP" acronym representing the Michigan Learning and Education Advancement Program can no longer be used as it conflicts with another state program identified with the same acronym.

The **Autonomous Career Navigation System (**ACNS) partners participating in the Michigan Learning and Education Advancement Program recognize the skills gap and the need for upskilling the workforce has continued to grow since the pandemic. The ACNS mission is to create an Autonomous Career Navigation System from secondary to postsecondary and then to employment by engaging with employers and participants to deliver certification programs for entry-level occupations and career mobility in any industry sector.

The ACNS project design involves community college, workforce agency, and non-profit partners working collaboratively to upskill the unemployed, underemployed, Asset Limited Income Constrained Employed (ALICE) population, COVID-19 essential workers, adults on public assistance, and adults in need of a high school diploma or equivalency for career mobility and delivery of training certification programs for targeted occupations in any industry sector.

Michigan Works! Agencies control the flow of funds and training delivery to community colleges, working together to achieve performance outcome objectives. Detroit Employment Solutions Corporation (DESC), Jackson College, Macomb-St. Clair Michigan Works!, Michigan Works! Southeast, Monroe County Community College, and SEMCA partnered in this fast-track grant initiative to serve 556 unemployed and underserved participants in the two-year period of performance. DESC has the largest number of participant training outcomes and is leveraging the **Detroit at Work** program.

Workforce WINs
*An individual from **Macomb/St. Clair Michigan Works!** successfully completed a Cybersecurity Bootcamp training program at **Macomb Community College** and secured employment as a Systems Administrator, making $55 per hour. Demonstrating exceptional proficiency, she swiftly earned a promotion to Team Center Administrator.*

***Michigan Works! Southeast** and **Jackson College** collaborated through the Empower Line Worker Pre-Apprenticeship initiative and facilitated numerous students into Apprenticeship. Participants underwent prerequisite training and an 11-week CLIMB school, paving the way for employment opportunities with esteemed entities like Consumer's Energy, with salaries in the $39 to $46 per hour range.*

*The **Detroit at Work/DESC** training programs offer gender-inclusive opportunities, including CDL-A, construction, and welding. One female participant ventured into masonry training and secured a position earning $21 per hour, a significant leap from her previous role earning $14 hourly. Supportive services in the form of gas cards facilitated her commute to classes, enabling her successful transition. Similarly, another female participant enrolled in an electrical training program and swiftly transitioned into an electrical apprentice role, commanding a wage of $23 per hour.*

FAST TRACK CERTIFICATION PROGRAMS:

- Bridges to Career Opportunities (Construction)
- Carpentry & Building Construction
- Commercial Driver's License-A (CDL-A)
- Certified Nursing Assistant
- CNC Operator Technician
- Controls Technician
- Cybersecurity Operations
- Cybersecurity Specialist
- Dental Assistant Apprenticeship
- Desktop Support Network Administrator
- Diesel Mechanic
- Electrical Wiring Residential
- Heating and Cooling
- Industrial Maintenance Technician
- Industrial Manufacturing Pathway Training
- Information Technology (IT) Support
- Lean or ITIL, Technology Professional 2
- Licensed Practical Nurse (LPN)
- Medical Assistant
- Metal Inert Gas (MIG) Welding
- Networking Engineer
- Project Management Professional
- Registered Nurse (RN)
- Renewable Energy
- Robot Programmer
- Robot Technician
- And more!

Michigan Alliance for Greater Mobility Advancement: Industry Infinity and EV Jobs Academy

The **Michigan Alliance for Greater Mobility Advancement (MAGMA)** is a consortium of original equipment manufacturers (OEMs), manufacturing suppliers, educational institutions, workforce organizations, and state government to address automotive industry talent challenges and catalog training resources that meet common occupational skills needs. The initiative was established in 2009 by the State of Michigan Workforce Development Agency, along with automotive manufacturing employers and educational institutions. Since 2013, WIN has convened and facilitated MAGMA, which aims to better assist Michigan's rapidly changing automotive industry as it evolves with connected and automated vehicles, cybersecurity, embedded software systems, and other emerging technologies.

As an industry-led consortium, the **MAGMA Governing Board** *employer* partners include General Motors, Ford Motor Company, Stellantis, Nissan, Toyota, Robert Bosch, BorgWarner, GKN Automotive, and Roush. The MAGMA Governing Board employer-led collaborative is essential to numerous WIN regional training initiatives and is supported through a historical number of grant funding streams.

In Q1 2021, SEMCA WIN received a $10 million **U.S. Department of Labor (US DOL) H1-B One Workforce Building an Industry Infinity Supply Chain** five-year workforce training grant, with MAGMA as a large focus of the grant application which is aimed at advanced manufacturing, cybersecurity, and transportation sectors. The Industry Infinity grant provides $4.6 million in training funds and $1.8 million in curriculum development funds to develop and deliver short-term training and education programs for high demand occupations that lead to employment.

In 2019, the MAGMA Governing Board identified and developed short-course training programs based on industry needs for developing individuals and teams, equipping them with multi-disciplinary skills necessary for developing next-generation connected vehicles and related technologies. The development of these short courses provided a strong foundation for MAGMA to lead the 2022-2027 **EV Jobs Academy** employer-led collaborative (ELC), funded by the **State of Michigan Labor and Economic Opportunity (LEO).**

The MAGMA Governing Board members appointed the EV Jobs Academy Chair **Ann Thompson**, Workforce Development Manager at Ford Motor Company to lead the EV Jobs Academy full collaborative meetings. EV Jobs Academy has grown to include over 130 key stakeholder and employer partners leading and participating in eight working collaboratives and project teams to build the EV talent pipeline on the same five-year timeline as the Infrastructure Investment Jobs Act and scale postsecondary certification training programs through 32 colleges and universities statewide.

The ELC is designed to respond to specific knowledge and skill demands of automotive mobility and electrified vehicles with a significant number of interested stakeholder partners from government, community colleges, universities, economic developers, Michigan Works! Agencies, proprietary training providers, non-profits, and industry. In 2023, **Michele Economou Ureste** from WIN and **Deborah Lyzenga** from the State of Michigan Labor and Economic Opportunity served as the keynote speakers at the **U.S. Department of Labor Vision 2030 Conference** to provide insight for States across the country to form an EV Jobs Academy ELC.

GOVERNING BOARD MEMBERS

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EV Jobs Academy

The State of Michigan **EV Jobs Academy,** project managed by WIN, consists of three working collaboratives, two project teams, and an education and training team working in partnership with the full collaborative to support and ensure key deliverables over the course of five years. The MAGMA appointed representative, **Ann Thompson**, Workforce Development Manager at Ford Motor Company serves as the employer chairperson of the full collaborative.

The collaboratives, project teams, and the education and training team leadership include:

1. **Southeast Michigan Mobility Talent Collaborative** led by the Detroit Chamber of Commerce and MICHauto
2. **Defense and Outdoor Recreation Vehicles Collaborative** led by the National Advanced Mobility Consortium (NAMC) with support from Michigan Technological University and UP Michigan Works!
3. **Smart Cities and Communities Fleet Collaborative (SC2FC)** led by the Southeast Michigan Council of Governments (SEMCOG)
4. **EV Jobs Academy Education and Training Team** led by the MAGMA Governing Board member from the Center for Advanced Automotive Technology (CAAT) at Macomb Community College
5. **Research Project Team** led by the Center for Automotive Research (CAR), W.E. Upjohn Institute for Employment Research, and WIN Data and Research
6. **Outreach and Recruitment project team** led by Captial Area Michigan Works!, Oakland County Michigan Works!, Henry Ford College, Wayne County College Access Network (WCCAN), and WIN Communication Manager in coordination with the State of Michigan LEO

EV Jobs Academy

2023 Key Highlights

The EV Jobs Academy Education and Training team prepared and published a recognized curriculum list, which was vetted by engaged employer stakeholders and champions. **Henry Ford College** procured the **EIT InnoEnergy Battery Technology** 80-hour program for scaling to community colleges statewide on the **Michigan Workforce Training and Education Collaborative** (MWTEC) shared online learning platform. The EV Jobs Academy expanded to include Michigan Works! Agencies and community colleges statewide.

In August, the **Southeast Michigan Council of Governments (SEMCOG)** Smart Cities and Community Fleets Collaborative hosted an EV Fleet Expo & Ride and Drive Event in Canton, Michigan. The event featured a panel discussion moderated by WIN Executive Director, **Michele Economou Ureste**, fostering collaboration and knowledge-sharing with municipalities and environmental leaders. The **Global Epicenter of Mobility (GEM)** and **Michigan Works! Agencies** have been established to attract new talent, and enhanced opportunities were identified for pre-apprenticeship and apprenticeship programs focused on mobility and electrification.

Industry stakeholders and the public were invited to the September **MAGMA Advisory Council** meeting, which was held during a special EV Jobs Academy **North American International Auto Show** event in Detroit. The event highlighted the remarkable accomplishments of the EV Jobs Academy, spotlighting opportunities in Michigan's electric vehicle and mobility industry while learning about new and exciting deliverables during an exclusive Auto Show pre-session. A resolution was presented by:

• **Jonathan Smith**, State of Michigan Department of Labor and Economic Opportunity Senior Chief Deputy Director
• **Russell Kavalhuna**, Henry Ford College President
• **Kojo Quartey**, Monroe County Community College President
• **Beverly Walker-Griffea**, Mott Community College President
• **Peter Provenzano,** Oakland Community College Chancellor
• **Rose Bellanca**, Washtenaw Community College President

Featured speakers also included MAGMA Co-Chairs **Kimberly Steinfeldt** of GKN Automotive and **David Venegas** of Nissan, **Ben Cruz** of Macomb Community College Center for Advanced Automotive Technology, **Michael Horrigan** of W.E. Upjohn Institute and more! The event was moderated by **Jennifer Llewellyn** of Oakland County Michigan Works! who recognized the generous event sponsor **Amatrol, ATS Midwest, and the Smart Automation Certification Alliance** (SACA). All event presentations are posted on the **MiAutomobility.org** website.

Another noteworthy MAGMA Advisory Council presentation included **Deloitte's 2023 Global Human Capital Trends Report**, featuring seven pivotal shifts impacting organizational human agendas. **Kelly Services** also addressed Talent Attraction, Retention, and Diversity Trends in the Automotive Industry, complemented by national talent trends from **Detroit SHRM** and local hiring best practices from the **State of Michigan Civic Services Commission.**

In the final quarter, a defining moment for the EV Jobs Academy was to showcase the complex employer-led collaborative strategy for building the EV talent pipeline in Michigan as the keynote topic at the **U.S. Department of Labor ETA Vision 2023 Convening.** The panel included employer champion **Paul Bowser** of Roush Performance, **Michele Economou Ureste** of WIN, and **Deb Lyzenga** with the State of Michigan Department of Labor and Economic Opportunity (LEO).

WIN provides hearty recognition to the EV Jobs Academy working collaborative and project team leads, the LEO representatives **Deb Lyzenga** and **Anne Pentiak,** employers and stakeholder partners for their dedication, perseverance, and adaptability throughout the year, along with the MAGMA Governing Board, and Roush Performance, Ford Motor Company, DENSO, Nissan, GKN Automotive, and Toyota Research and Development of North America.

Data and Research

The WIN Data and Research team made significant strides in 2023, undertaking a series of studies and data requests to bolster sector strategy development across various domains including advanced manufacturing, transportation, healthcare, information technology, and energy. Here are the key highlights of their achievements:

Custom Data Requests: Throughout the year, the team efficiently processed numerous data requests, providing WIN regional partners with invaluable insights and analysis tailored to their specific needs.

Labor Market Reports: The team diligently produced both annual and quarterly labor market reports. These reports comprehensively cover vital aspects such as employment statistics, labor force dynamics, employer demands, wage trends, required skills, and credentials, as well as educational attainment prerequisites. The reports shed light on job market trends within southeast Michigan region counties and the City of Detroit, offering stakeholders a clear understanding of the evolving landscape.
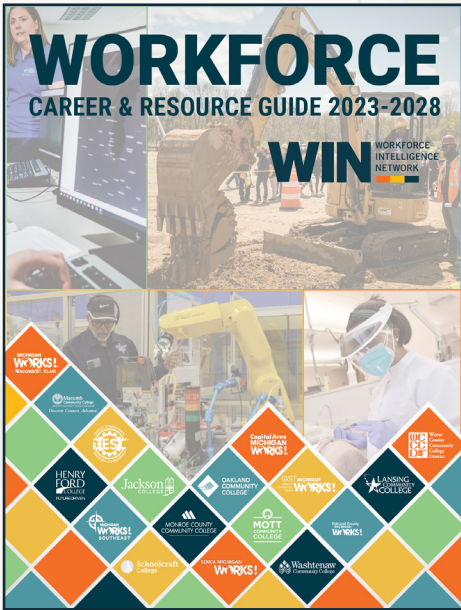
Michigan Workforce Career and Resource Guide: The WIN Data and Research team achieved a monumental feat by creating the inaugural Michigan Workforce Career and Resource Guide. This guide has garnered recognition as one of the premier workforce resources in the Midwest. It encompasses career profiles for high-demand occupations across 11 industry clusters, providing essential labor market

wage data, employment projections extending through 2028, and insights into in-demand skills. Moreover, it offers over 50 points of contact for job seekers, including links to academic institutions and Michigan Works! Agencies. These resources extend support services, training funds, and regional training initiatives. Access the guide on **winintelligence.org**. Download, print, and share the Michigan Workforce Career and Resource Guide, aiding individuals in navigating their career paths effectively.

Other notable studies include the Jackson Talent Report, Lenawee ISD Career Profiles, Macomb ISD Career Profiles, and supported work on the Industry Infinity Career Profiles.

These accomplishments underscore the team's commitment to delivering actionable intelligence crucial for informed decision-making and effective strategy formulation within our targeted sectors.

WIN would like to extend a special thank you to Enterprise Group of Jackson, Lenawee ISD, GST Michigan Works!, Macomb/St. Clair Michigan Works!, Oakland County Michigan Works!, Michigan Works! Southeast, SEMCA Michigan Works!, Detroit Employment Solutions Corp, Center for Automotive Research (CAR), and W.E. Upjohn Institute for Employment Research.

MAGMA
Michigan Alliance for Greater Mobility Advancement

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EV Jobs
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Mi REACH

MiLEAP

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SEMCA Workforce Intelligence Network
for Southeast Michigan (WIN)
EIN #: 38-2675191
25363 Eureka Rd.
Taylor, MI 48180
WINintelligence.org
info@WINintelligence.org