



**MICHIGAN**  
**WORKS!**  
Great Lakes Bay Region





# Overview

- Michigan Works! Introduction
- Work Force Analysis
  - Population
  - Labor force
  - Unemployment





# Who is Great Lakes Bay Michigan Works?

We are...

- An independent, *Employer Focused, demand driven* agency structured to meet the specific demands of the Great Lakes Bay Region.

Part of...

- A State-wide system of Sixteen Michigan Works! Agencies overseeing a network of local service centers.

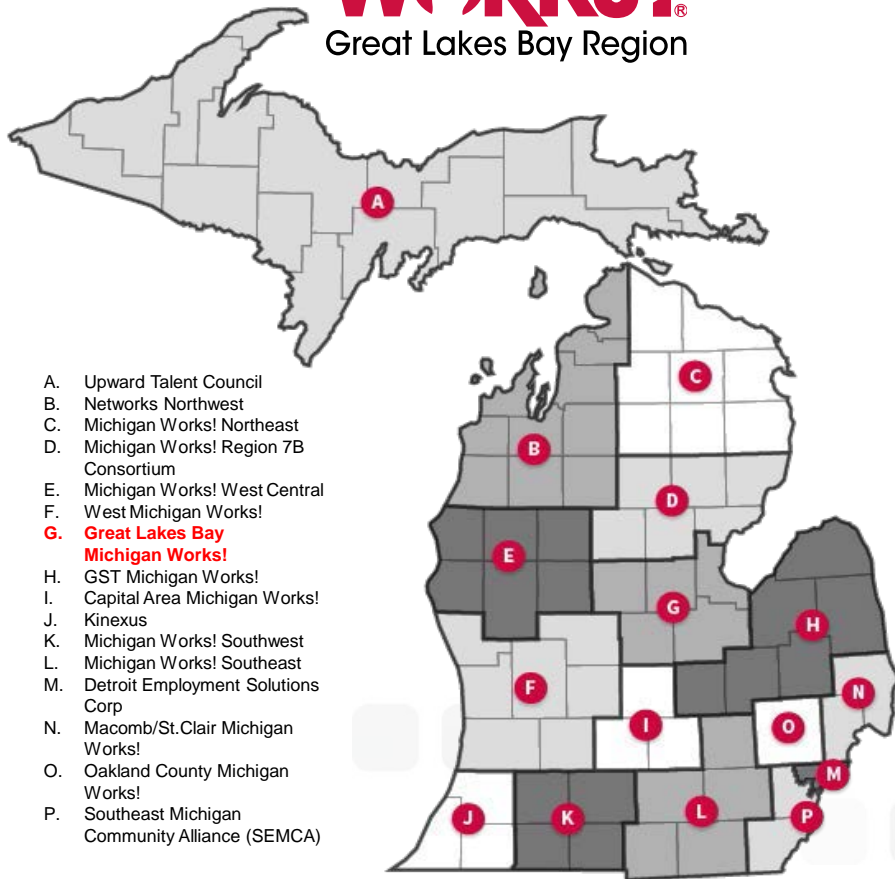


## What is our Mission?

### Our Mission...

- Provide high-quality customer service connecting Regional Employers with a qualified, well-trained labor force.
  - GLBMW! will work with employers to help them realize and find the skills needed to move their organizations to the next level.
  - GLBMW! will work with job seekers to give them the competitive advantage in the job market.

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- A. Upward Talent Council
- B. Networks Northwest
- C. Michigan Works! Northeast
- D. Michigan Works! Region 7B Consortium
- E. Michigan Works! West Central
- F. West Michigan Works!
- G. Great Lakes Bay Michigan Works!**
- H. GST Michigan Works!
- I. Capital Area Michigan Works!
- J. Kinexus
- K. Michigan Works! Southwest
- L. Michigan Works! Southeast
- M. Detroit Employment Solutions Corp
- N. Macomb/St.Clair Michigan Works!
- O. Oakland County Michigan Works!
- P. Southeast Michigan Community Alliance (SEMCA)

**MICHIGAN**  
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**NETWORK**



# Michigan Works Overview


## Workforce Innovation and Opportunity Act of 2014 (WIOA)

- Emphasizes a broad vision for programs
- Responds to the needs of employers by preparing workers with the skills and resources needed

## WIOA Vision: An integrated job-driven public workforce system that links diverse talent to business

- Unified Strategic Planning Across Programs
- Enhanced Service Delivery
- Streamlined, business-led Workforce Boards
- Enriched Services to Customers (Businesses and Job Seekers)
- Reinforced Partner Linkages and Coordination

## WIOA TITLES

- **Title I:** Workforce Development Activities for Adults, Dislocated Workers, and Youth
    - Training and Career Exploration for Adults (25+) and Youth (16-24)
  - **Title II:** Adult Education and Literacy
    - Training for Adults (GED, ESL, etc)
  - **Title III:** Wagner-Peyser Act - Business Services/ Employment Services
    - Job Search, Career Navigation
  - **Title IV:** The Rehabilitation Act of 1973 (Vocational Rehabilitation Services)
    - Customized workforce solutions for businesses and individuals with disabilities
- 

# BUSINESS SERVICES

- DEMAND-DRIVEN SYSTEM

- Aligns services with employer-led, industry-based talent groups
- Contributes to the state's economic vitality through the provision of workforce training and services that meet the needs of targeted business sectors and employers.
- Establishes employers – the “demand” side - as the primary customers of the workforce system. The employer creates a “pull” based on the demand they have and provides information including identifying what jobs exist, job vacancies, positions hard to fill, relevant training programs, and job candidate screening factors.





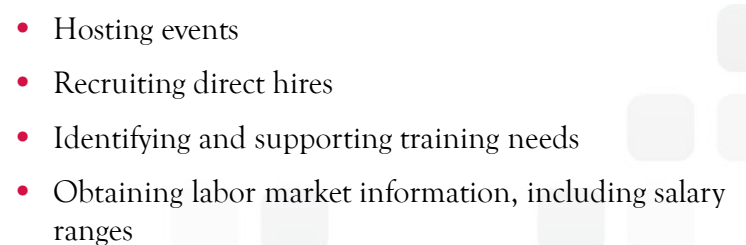
# BUSINESS SERVICES



- **Broad Categories of Business Services:**

- Workforce Assessments
- Talent Recruitment
- Training & Hiring Support
- Labor Market Information
- Networks and Community Resources
- Business attraction, development and retention

- **Examples**

- Assisting with job descriptions
  - Creating posting on PMTC
  - Identifying appropriate candidates
  - Hosting events
  - Recruiting direct hires
  - Identifying and supporting training needs
  - Obtaining labor market information, including salary ranges
- 

# JOINT BOARD OF DIRECTORS

## Workforce Development Board

- Business Sector - majority
- Not less than 20%
  - Organized Labor (3 minimum) – mandatory
  - May include CBO's or Youth Organizations
- Adult Education/Literacy (1)
- Higher Education (1)
- Economic Development (1)
- Rehabilitation (1)

## County Consortium Board

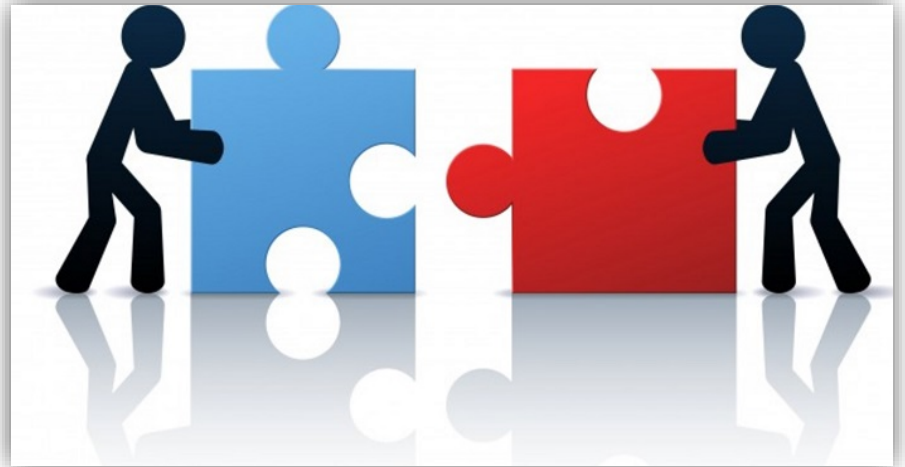
- Locally Elected Officials
  - Saginaw ( 5 )
  - Bay ( 3 )
  - Midland ( 2 )
  - Mt Pleasant ( 2 )
  - Gratiot ( 1 )



# Work Force Update

Key Areas:

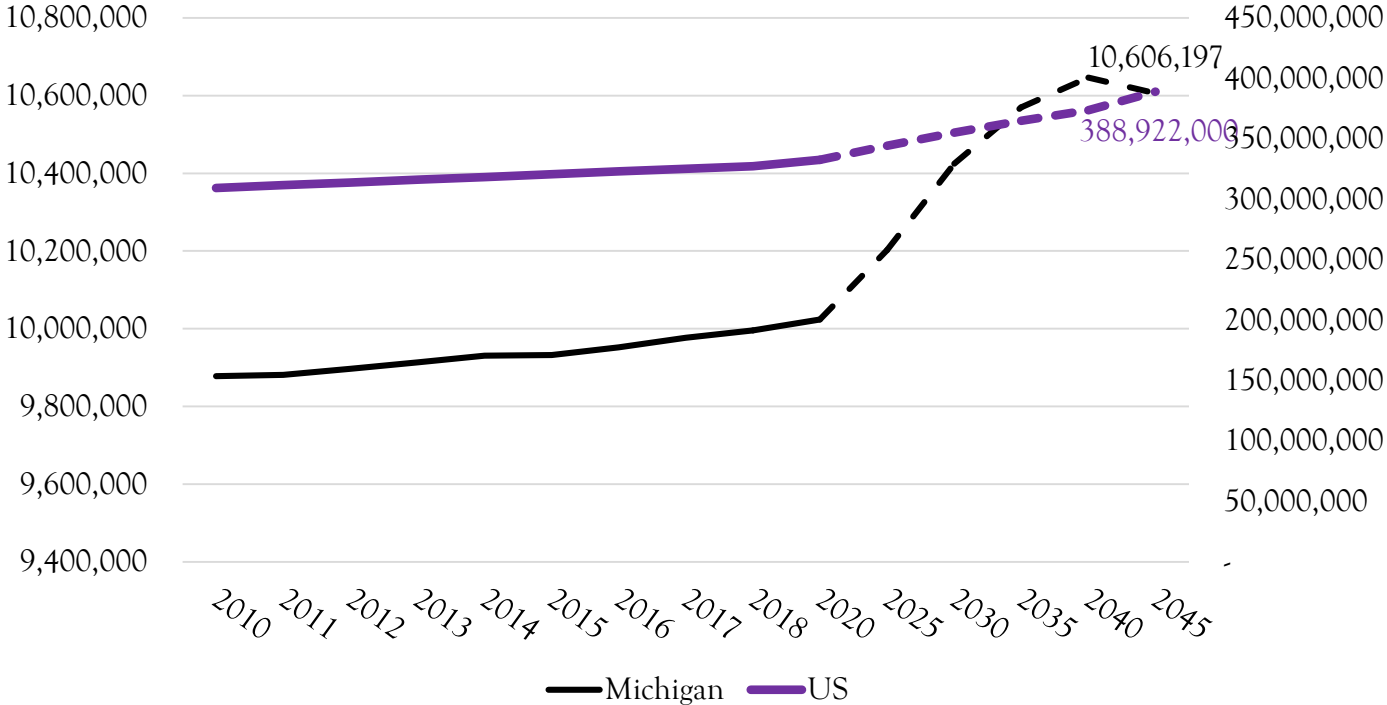
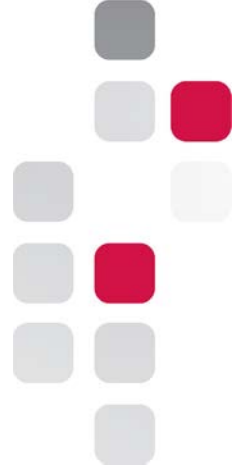
- Population
- Unemployment
- Industry Update





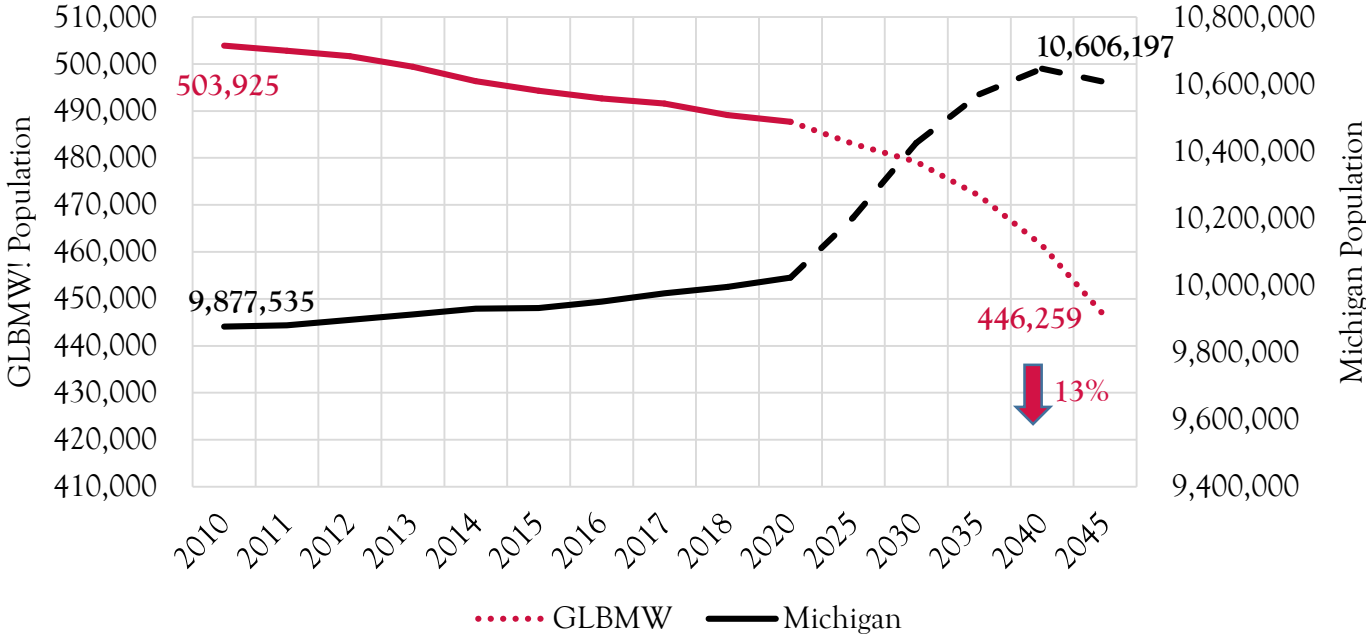
# Population

# Demographic Change-Population



# Demographic Change-Population

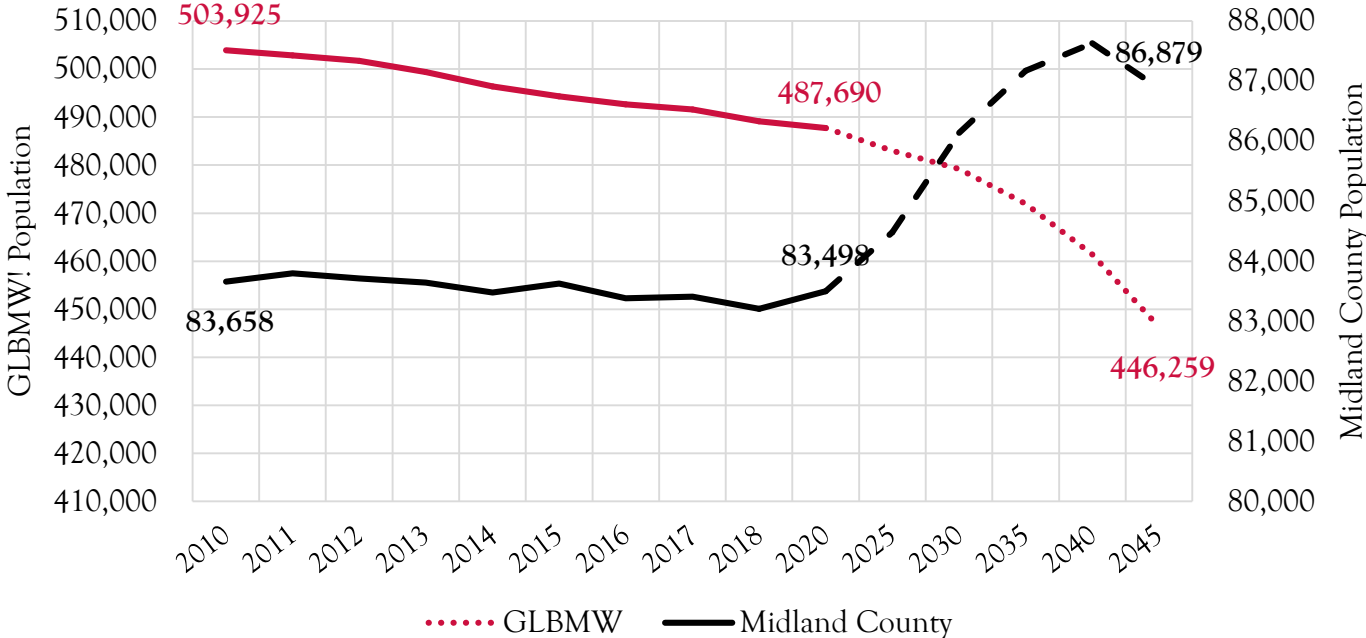
Michigan vs GLBMW!



Source: [www.census.gov](http://www.census.gov)

# Demographic Change-Population

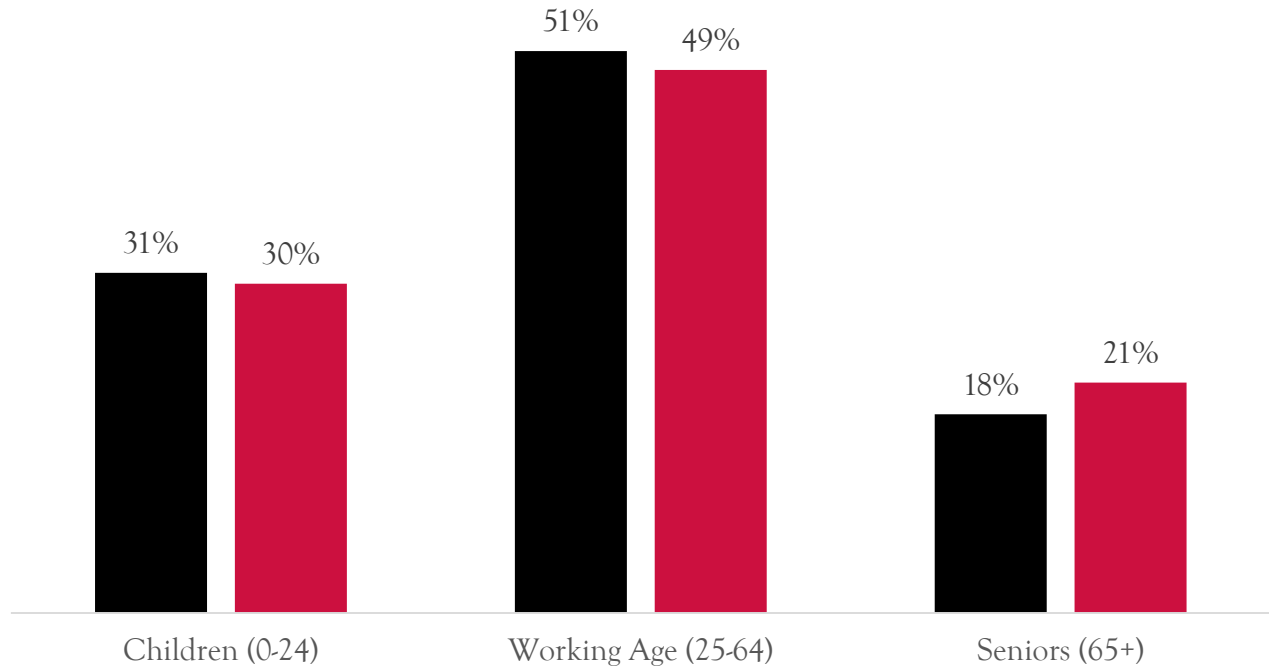
GLBMW! vs Midland County



Source: [www.census.gov](http://www.census.gov)

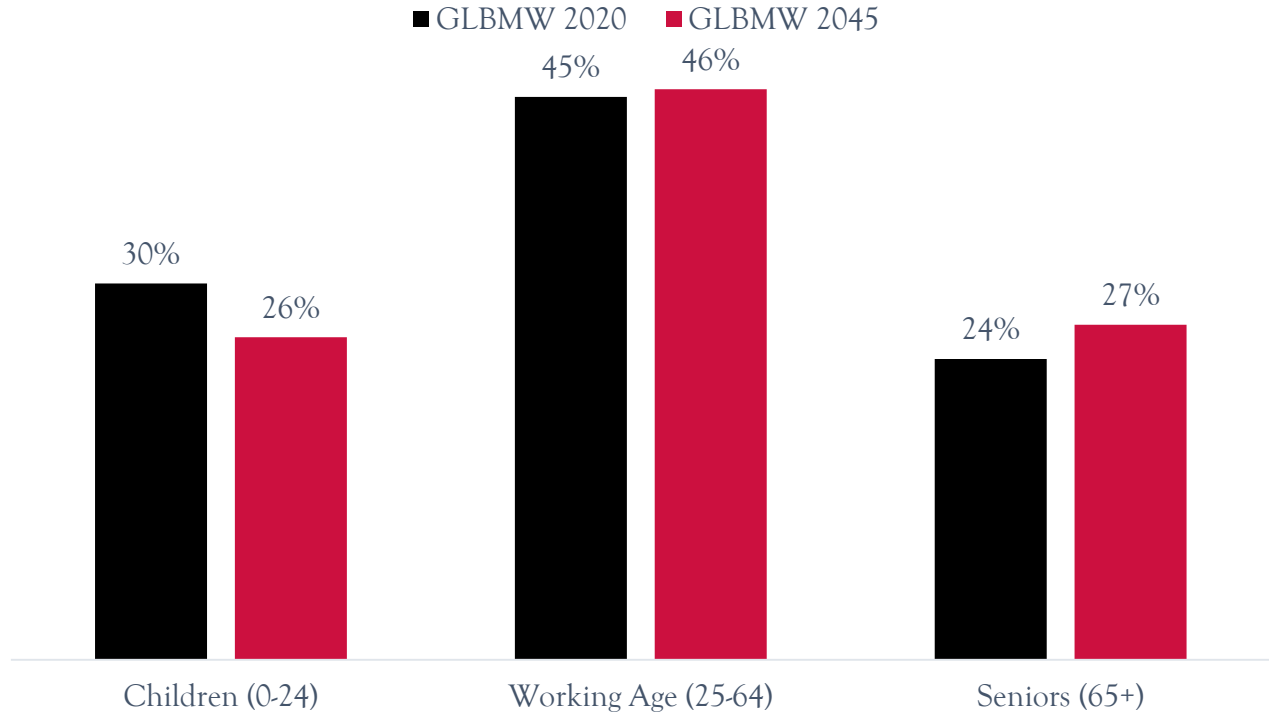
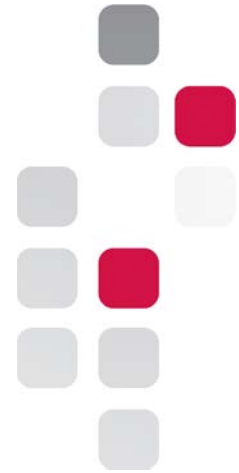
# Working Age Population - Michigan

■ Michigan 2020 ■ Michigan 2045



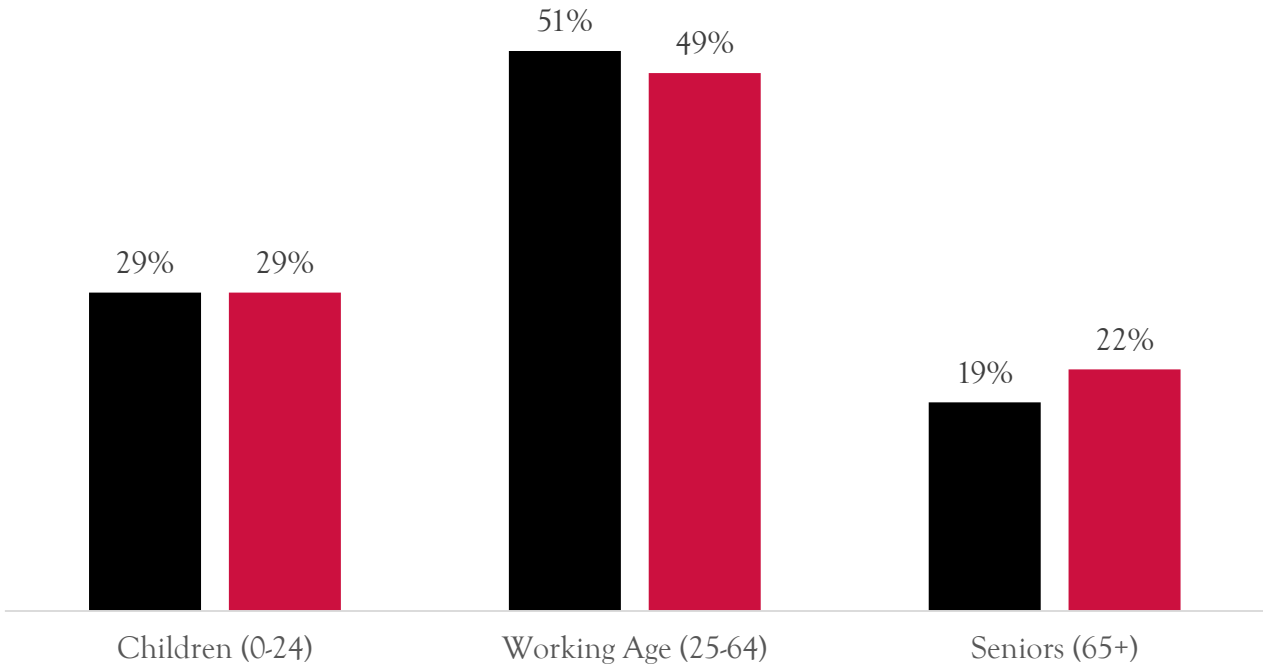


# Working Age Population – GLBMW!



# Working Age Population – Midland Co

■ Midland 2020 ■ Midland 2045

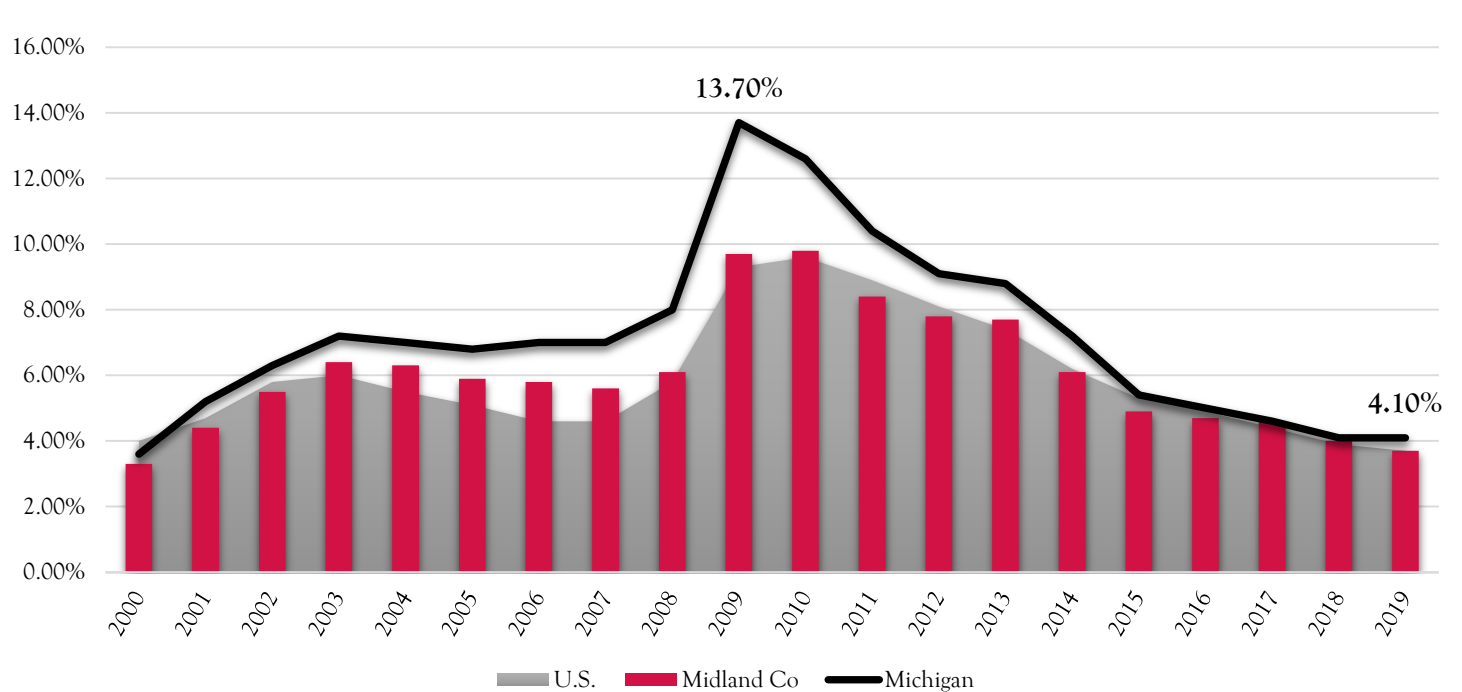


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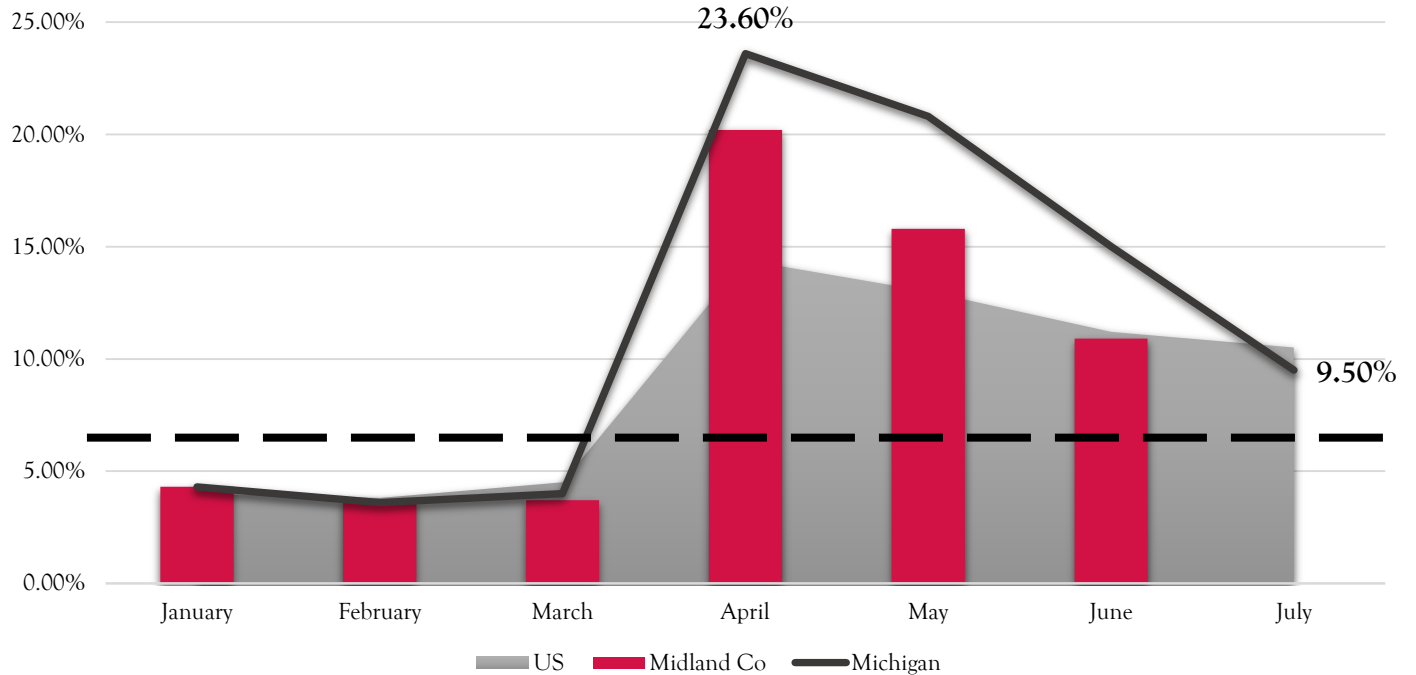


# Unemployment

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# Unemployment

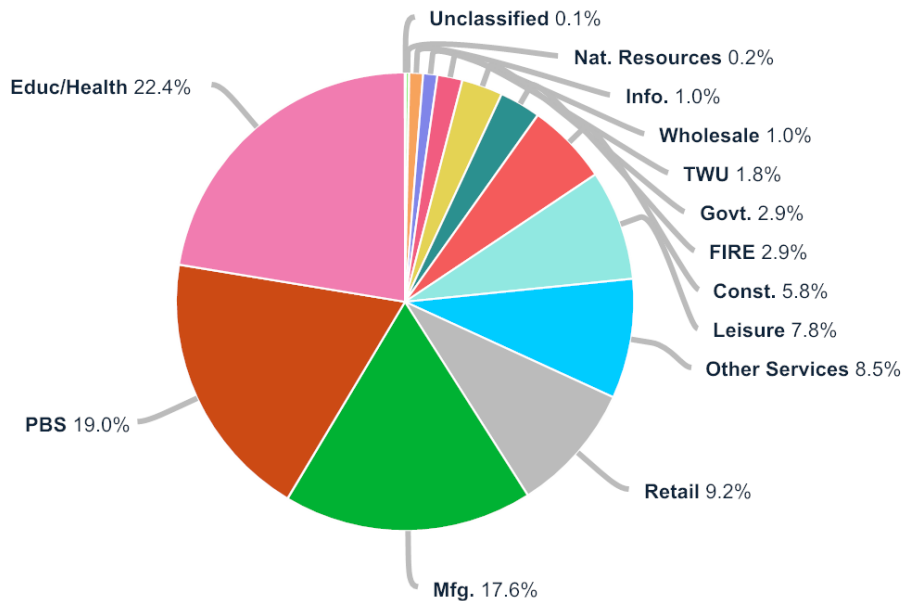




Industry

Snapshot

## Labor Inventory, Midland County

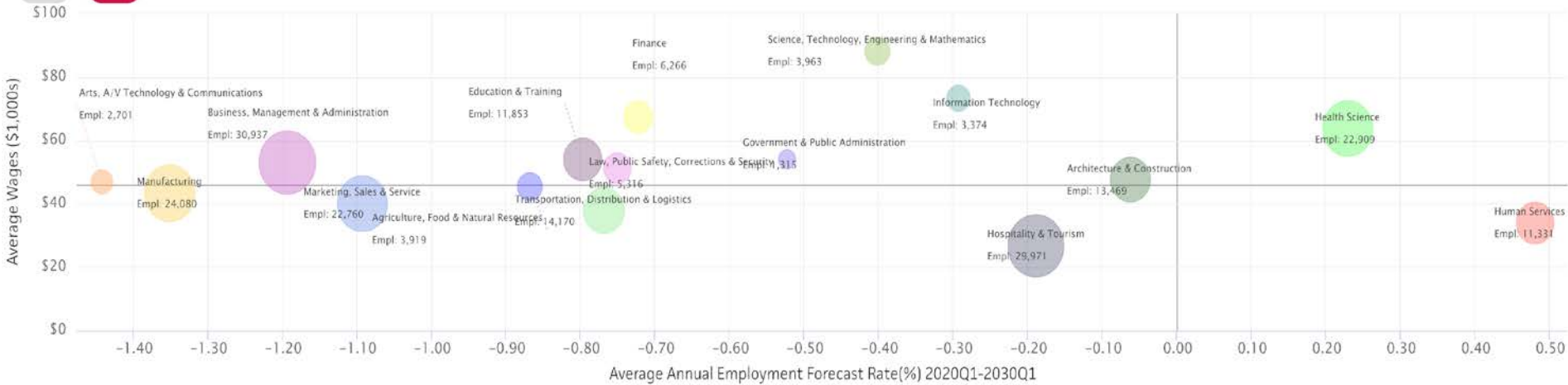


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| Industry   | Current |               | 5-Year History |       | 5-Year Forecast |              |
|--|---------|---------------|----------------|-------|-----------------|--------------|
|  | Empl    | Avg Ann Wages | Empl Change    | Ann % | Empl Growth     | Ann % Growth |
| Manufacturing  | 6,540   | \$90,449      | 253            | 0.8%  | -485            | -1.5%        |
| Health Care and Social Assistance  | 5,949   | \$46,843      | 172            | 0.6%  | 286             | 0.9%         |
| Other Services (except Public Administration)                            | 3,884   | \$18,763      | 1,238          | 8.0%  | -190            | -1.0%        |
| Retail Trade   | 3,628   | \$29,185      | -322           | -1.7% | -121            | -0.7%        |
| Administrative and Support and Waste Management and Remediation Services | 3,178   | \$69,264      | -134           | -0.8% | -33             | -0.2%        |
| Management of Companies and Enterprises                                  | 3,122   | \$146,408     | 109            | 0.7%  | -23             | -0.1%        |
| Construction   | 2,681   | \$54,280      | 15             | 0.1%  | 54              | 0.4%         |
| Accommodation and Food Services  | 2,553   | \$18,746      | 15             | 0.1%  | 54              | 0.4%         |
| Educational Services   | 2,416   | \$40,751      | -41            | -0.3% | -20             | -0.2%        |
| Professional, Scientific, and Technical Services                         | 1,240   | \$59,890      | 72             | 1.2%  | 19              | 0.3%         |
| Public Administration  | 1,104   | \$48,485      | 16             | 0.3%  | -18             | -0.3%        |



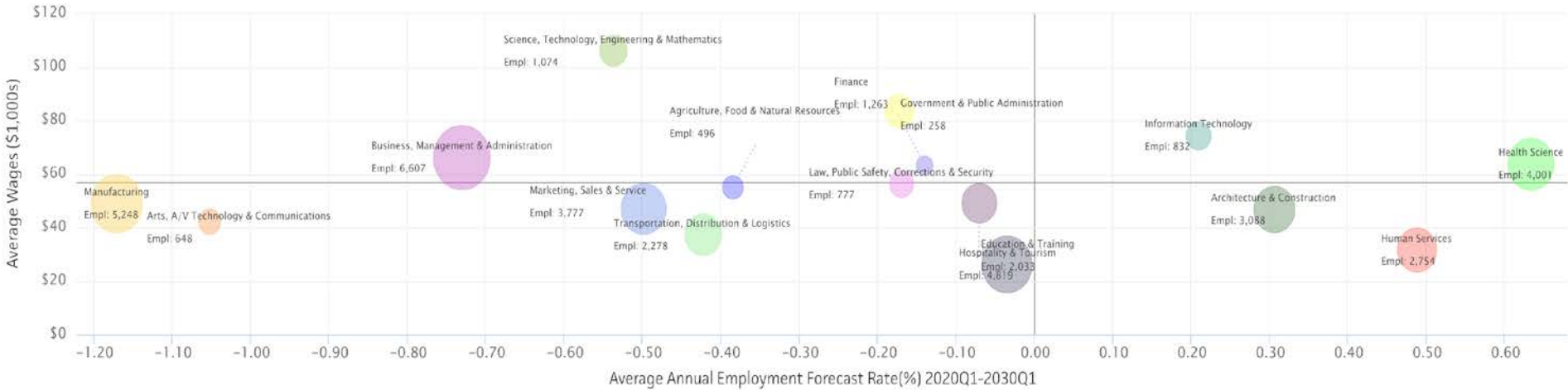
# Great Lakes Bay Industry Forecast



- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business, Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security
- Manufacturing
- Marketing, Sales & Service
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics

Source: JobsEQ®, Data as of 2020Q1

## Midland County Industry Forecast



- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
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## How do we fix it?

A multi-faceted, robust strategy to counteract the current and future talent shortage facing our Region's employers.



# Michigan Works! Next Steps:

## Develop the *Current* Work Force

- Retain Current Employees
  - Business Resource Networks
- Develop Current Employees
  - Going Pro Talent Fund
  - FAST START
- Attract New Employees
  - Returning Workers
  - Economic Development





# Michigan Works! Next Steps:



## Guide our *Future Work Force*

- Business / Education Partnerships
  - Marshal Plan for Talent
  - MiSTEM Network
  - MiReconnect/Future for Frontliners\*
- Career Exploration
  - MiCareerQuest Middle Michigan



Questions?