

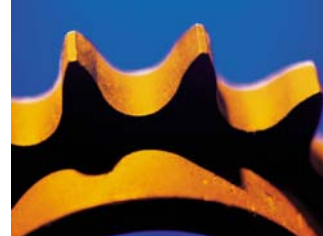
Central Area **Michigan Works!** Consortium

2008 ANNUAL REPORT

Youth
Programs



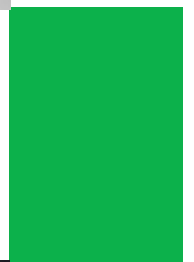
Education



Training



Employer
Services



Job Seeker
Services



*Serving Gratiot, Ionia,
Isabella, and
Montcalm Counties*

Central Area Consortium Boards

2008 Board of Directors

GRATIOT COUNTY

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Commissioner Roland Merignac

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A Letter From the Leadership

Dear Central Area Michigan Resident,

It is our honor to provide you with this Annual Report for Central Area Michigan Works! Consortium (CAMWC). We are proud of the services described in this report, and we are always striving to find new and better ways to serve the job seekers and businesses of this region.

As you well know, the economic turbulence has been the single largest challenge. To that end, we are continually assessing and re-programming services provided by Central Area Michigan Works! Consortium to add value to our businesses and job seekers. In 2008, the Boards requested and received authorization to expand our Incumbent Worker funding availability; to transfer a greater percentage of funds between WIA Adult and Dislocated Worker funding sources; and received a permanent No Worker Left Behind (NWLB) training waiver, removing the per year funding limitation. Because the success of every individual and business we serve is important to us, our new initiatives in 2008 included:

- Training Alliance – expansion of our incumbent worker program
- Introduction of a Foster Care Youth program – targeting youth who are aging out of the foster care program and are in-need of transition services
- Establishing Learning Labs in each service center – recognizing the need for adult basic education services was greater than the services available; and without adult education services our job seekers cannot compete in a tight job market and cannot participate in post-secondary education
- Introduction and promotion of the strategy *Keep Learning... Our Future Depends On It*
- Implementation of the National Career Readiness Certificate (NCRC) credential

As chairs of the Central Area Michigan Works! Consortium Workforce Investment Board and Administrative Board, we would like to thank the excellent Central Area Michigan Works! Consortium staff. We would like to welcome **Phil Wilson** and **Kimberly Becker** to the administrative staff team and say good-bye and good luck to **Diana Jones**. Phil joined the team in January as manager, Business Solutions; Kimberly joined in September as program manager, JET and Youth Service; and Diana entered a new life chapter...retirement at the end of the year. It would not have been possible to address the challenges or implement the changes without the organizations that deliver the programs and services described in this report, the Gratiot-Isabella RESD, Ionia County ISD, and Mid-Michigan Industries, Inc.

Thanks also to you, the residents of this unique community, for the opportunity to serve you. Central Area Michigan Works! Consortium looks forward to continued success in workforce development.

Sincerely,



Thomas Batchelder
Chair, Workforce Investment Board



Ronald Retzloff
Chair, Administrative Board



Staff Changes



Phil Wilson was hired in January 2008 as Manager of Business Solutions. As Business Solutions Manager, Wilson will develop and oversee business relationships to ensure their human relations needs; design, implement and facilitate business training and curriculum; and coordinate with local economic developers and educators.

Wilson and his wife Cathy live in Fenwick and have two children in college. He was previously a member of the Ionia County Board of Commissioners and for many years owned his own career development software company.

Kimberly Becker replaces Diana Jones as Employment & Training Manager at CAMWC. She provides administrative guidance for the Jet (Jobs, Education, and Training) and WIA (Workforce Investment Act) Youth programs. Prior to this new position, Kimberly spent 12 years as Head Start Licensing & Facilities Coordinator at EightCAP, Inc.

Kimberly lives in the Sumner area, has one daughter and two beautiful grandchildren.



Diana Jones retired from the Central Area Michigan Works! Consortium in December after 30 years. She began her CAMWC career as a Placement Specialist and spent the next 25 years as Employment Training Manager. We thank Diana for her many years of dedicated, professional service. She will be greatly missed.



2008...Year of Significant Milestones

Over the past year, Michigan Works! staff has worked very hard at delivering quality service to employers and job seekers. The numbers are certainly representative of the current economic challenges. More people were served last year by our workforce development system than in any time since the tracking of these numbers.

Total 2008 funding was **\$11.5 million**, representing a **16% reduction**.

560,632 visits were made to our four service centers, representing a **47% increase** over the previous year.

7,303 job seekers were served through the Wagner-Peyser program – a **6% increase**.

319 incumbent workers representing **16 businesses** received services through the Incumbent Worker Program – an increase in both categories.

WIA Adult program served **604 individuals**, a whopping **89% increase**.

WIA Dislocated Worker program served **1,589 individuals**, an **increase of 7%**.

WIA Youth program saw a **36% increase** with **478 youth** served.

1,933 individuals were enrolled in Trade.

2,357 individuals were served in the Welfare-funded programs – accounting for the only decrease in the number served with **139 fewer participants**.

We Love to Share Great Success Stories

CAMWC honored Elsie Marvin of Crystal on January 21, 2009, at the Alumni of the Year Celebration at Maxfield's Restaurant, Wyman.

Each year the Consortium hosts the Alumni of the Year Celebration to honor one individual per county who represents the success of workforce development program participants in Gratiot, Ionia, Isabella and Montcalm counties. Elsie Marvin is one of those shining examples of success through determination and hard work.

Elsie Marvin is a role model to many and has been able to overcome various obstacles and challenges. She moved to the U.S. from India in 1994. She worked for Electrolux in Greenville for 6 years, working in quality until the plant closed in 2006 when production was moved to a plant in Mexico.

On the Electrolux plant closing Elsie remarked, "When one door closes, God opens another. To overcome these barriers, you need to have a positive attitude and be persistent."

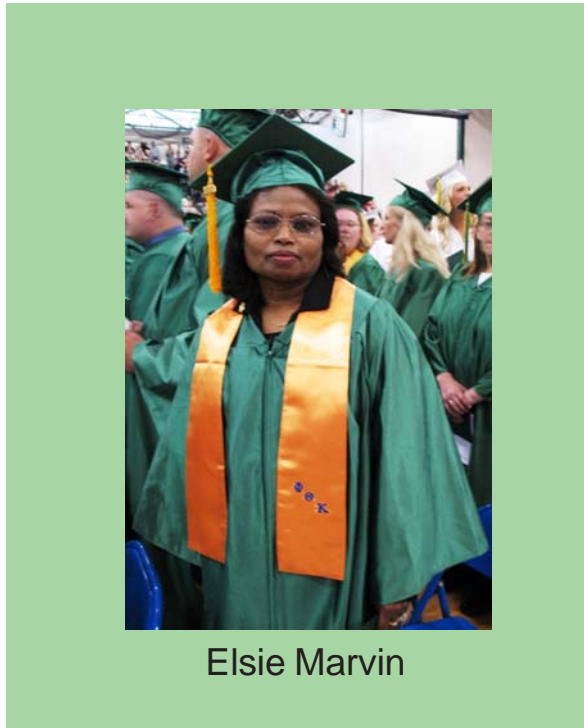
With funding from the Workforce Investment Act (WIA) Dislocated Worker and Trade programs, Marvin began the Integrated Manufacturing Technology program at Montcalm Community College (MCC) in May of 2006.

She received additional services through the Michigan Works! Service Center in Alma including tuition and books assistance, mileage reimbursement, and plenty of encouragement. While enrolled as a full time student in a brand new and very demanding program, she became a United States citizen in the fall of 2007. She graduated in May, 2008 with a 3.7 GPA and high honors from MCC with an Associates Degree in Electronics, and shortly after, was hired full time as a Process Excellence Technician at United Solar Ovonic, Greenville.

Elsie feels that, "Michigan Works! is a wonderful tool. Every time I walk into the office, I receive a warm welcome. Everyone is so encouraging!"

According to her Solar Ovonic supervisor, Tracy Twichell and quality manager, Rujiang Liu, "Elsie is a very motivated team member and gives her all in her daily work responsibilities and really cares about how she performs day to day. We really look up to Elsie because not only is she motivated at work she also shows her determination

in continuously learning through her schooling."



Elsie Marvin

Learning Labs Offer Important Services to Job Seekers



Gayle Strait came to the JET program in June, 2008 lacking a high school diploma, transportation, and having a total of only five months work history.

Gayle was assigned to the newly established Learning Lab and was the lab's first student to attain her GED. She was also assigned to intensive job readiness training where she impressed her trainers so much that she was subsequently hired by Mid Michigan Industries, Inc. (MMI).

The JET program continues to provide Gayle with bus passes to enable her to make it to work and will likely be able to help Gayle with an auto purchase in the future.

"Gayle has been a fine example of the benefits the JET program has to offer its clients as well as an example to her peers of what hope and determination can accomplish," says her Michigan Works! Case Manager Tim Torres.

During 2008, the Central Area Michigan Works! Consortium established learning labs in conjunction with each Service Center. The purpose for the labs was to increase Adult Education capacity opportunities throughout the region. The program design reflects the State of Michigan Adult Education Mission Statement: "To ensure that all adult learners obtain the highest quality education, leading to attainment of a secondary education, literacy and numeric skills necessary to succeed in employment and post-secondary education." The array of services includes remediation, literacy, adult basic education, and GED (Grade Equivalency Degree) preparation.

·158 people received or are receiving educational services.

·29 people obtained their GED through the learning labs.

·37 people entered post-secondary education.

·27 people gained employment.

Job Seeker Services

WIA Youth Program Provides Important Services for Tomorrow's Workforce

The WIA Youth program provides services and activities for youth ages 14-21. Programming is closely tied to local labor market needs and community youth programs, with strong connections between academic and occupational learning. Programs and activities promote youth development and citizenship, such as leadership development through voluntary community service opportunities; adult mentoring, follow-up, and targeted opportunities for youth living in high poverty areas.

Youth receive classroom training and work-based experiences through a broad range of coordinated services. This includes opportunities for assistance in academic and occupational learning, development of leadership skills, and preparation for further education, additional training and eventual employment.

Youth 14-19 (July 1, 2007 - June 30, 2008)

| | |
|----------------------------------|--------|
| Total Participants | 478 |
| Exited | 60 |
| Exited Employed | 60 |
| Avg. Wage at Exit | \$8.35 |
| % Exited Employed | 100% |
| Received Diploma or Equivalent | 55 |
| % Received Diploma or Equivalent | 91.67% |
| Post Secondary | 3 |
| Advanced Training | 2 |
| Military | 3 |
| Younger Youth Goals Set | 119 |
| Younger Youth Goals Attained | 108 |

Ionia County Residents Receive Job Hunting Help

Ionia County Michigan Works! coordinated a job fair that attracted nearly 150 Ionia County residents on October 23, 2008, at the Belding Veterans of Foreign Wars (VFW) building. Several major, local and state employers including the Michigan Dept. of Corrections and Lowe's, spoke to residents about opportunities within their organizations.



Central Area Training Alliance

The CAMWC Central Area Training Alliance offers small class size business training opportunities to both large and small employers beyond the targeted group that has been the focus of the current Incumbent Worker Training program.

The Training Alliance is envisioned to be an organized consortium of businesses that exist to help each other remain competitive in their marketplace by developing the right skills and abilities for employer's most important asset, their employees.

CAMWC is working through the early development of the Training Alliance and has scheduled 1020 training seats through our training partners Montcalm Community College, Mid Michigan Community College, Gratiot Isabella RESD and the Ionia ISD.

Training sequences that have been developed in our pilot phase are: Office Productivity, Leadership Skills, Manufacturing Technology, Strategic Planning.

Collaboration Key to Assisting Employer

"On October 14th, United Solar Ovonic announced Battle Creek, Mi., as the next location for its new 120MW solar cell manufacturing facility following the prototype developed at their 2 Greenville manufacturing plants."

With that announcement, collaboration began between CAMWC and the Calhoun, Barry and Branch Michigan Works! Agency to ensure United Solar Ovonic staffing needs were met and to coordinate the hiring of 350 new employees. CAMWC facilitated briefings by the Greenville Service Center staff that has worked with United Solar Ovonic for the past 3 years, and by United Solar Ovonic administrative personnel. CAMWC continues to assist the Calhoun Michigan Works! Agency with the launch of the Battle Creek United Solar Ovonic plant and the timely development of a well trained workforce.

Incumbent Worker

The Incumbent Worker Program provides grant funding for customized employee training to existing businesses that are experiencing difficulties in staying competitive. Through this program, CAMWC employers are able to cost effectively retrain quality employees and maintain business competitiveness through upgraded employee skills sets. During the last year, 276 employees were trained to industry- specific standards with an expenditure of nearly \$85,000.

Incumbent Worker Training Completed

Total number of employees who received training = 276

Brown Corporation, Ionia (8)

Destructive Testing

Cargill, Lake Odessa (58)

Hazardous Materials

Granco Clark, Belding (8)

Network Devices

Greenville Tool & Die Co., Greenville (9)

Rips, Tears, and Wrinkles

Kenny Machine, Shepherd (8)

Auto CAD

Mears Corporation, Rosebush (8)

Cathode Protection

Meridian, Ionia (56)

Excel for Line Manager

Mid Michigan Industries, Mt. Pleasant (35)

ISO Standards

Morbark, Inc., Winn (10)

Hydraulics & Pneumatics

Northland Corporation, Greenville (21)

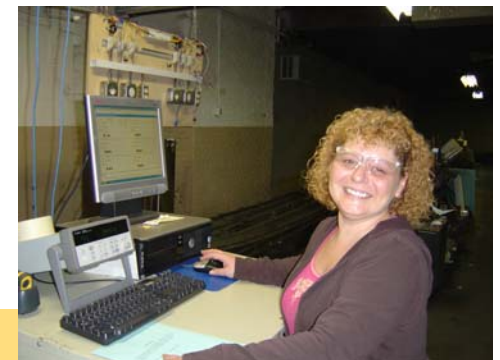
LEAN Training

Powell Manufacturing, St. Louis (19)

International Sales

Sunny Fresh, Lake Odessa (36)

Ammonia Handling Risk



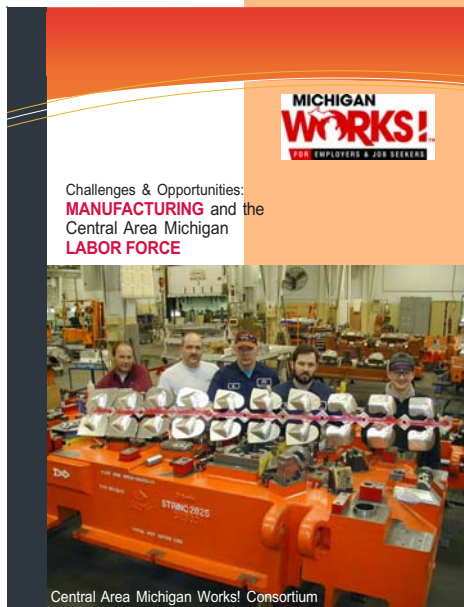
Employer Finds Michigan Works! Services Valuable in Hiring Process

Northland-Marvel, a commercial refrigerator manufacturer, recently built a new 175,000 sq. ft. facility in Greenville's industrial park. They needed more workers and turned to the expertise of the Greenville Michigan Works! Service Center. Service Center staff screened, accessed, and referred applicants to Northland-Marvel for hire. To date, the company has hired 56 workers through Michigan Works! including Michel Allen who uses computerized technology to test refrigeration units and monitor cooling systems. "We believe Michigan Works has provided a very effective service," says Rhonda Kimball, HR Asst. Mgr. at Northland-Marvel. "They get us the most qualified individual for the job. We've saved tremendous time and money by having Michigan Works gather and screen the applications, test them and perform the first interviews. We've thoroughly enjoyed our experience with Michigan Works."

Employment Research Sheds Light on Region's Economic Picture

CAMWC's Workforce Investment Board (WIB) tapped the W.E. Upjohn Institute for Employment Research in June 2008 to produce **Labor Market Profile of the Central Area Michigan Region**. The major findings of that report are:

- From 2000 to 2007, the Central Area Michigan Works! Consortium (CAMWC) region - Gratiot, Ionia, Isabella, and Montcalm counties - experienced a modest decline in employment, and a steady rise in unemployment.
- During this time period, employment in manufacturing dropped by 35.8 percent in the region, a loss of 5,540 jobs. The loss of these jobs triggered a round of additional job reductions in retail trade and other consumer services due to the loss of earned income.
- Despite these current losses in manufacturing, the four-county area maintains an above average concentration in manufacturing. In 2006, manufacturing still accounted for 11.2 percent of all the region's nonfarm jobs and 18 percent of its total earnings compared to 8.4 percent and 12 percent, respectively nationwide.
- The region is not an island. Except for Isabella County, the regional economy is dependant upon workers commuting to jobs outside the region and bringing their earnings back into the region. Additionally, the region's businesses are affected by the growth or decline of the economies in the greater Grand Rapids and Lansing areas. Typically, between 1 and 5 percent of employment growth or decline in one of these neighboring urban regions will be replicated in the CAMWC region.
- The CAMWC region's workforce is less educated than the state's or nation's workforce as a whole. In 2000, only 14.3 percent of its residents 25 years or older completed at least a four-year bachelor's degree, compared to 21.8 percent, statewide, and 24.4 for the nation. This is not unusual for a rural region with a strong manufacturing legacy; however, it still puts it at a disadvantage in attracting knowledge-based activities.
- Although highly dependent on manufacturing in general, the region's manufacturing sector is well diversified.
- New manufacturing jobs are being created at a rapid pace - over 1,000 per quarter during the past five years; however, layoffs and closures are occurring at an even faster rate, creating a small net-loss.
- Younger generations hold manufacturing-sector jobs at a much lower rate than the baby boomer generation (age 45 to 54 in 2006). The largest number of workers age 25 to 34 and age 35 to 44 are in the health care sector.
- Manufacturing-related occupations are expected to experience almost no growth between 2004 and 2014 in terms of absolute number; however, there is expected to be a demand for nearly 300 workers per year to replace those who are retiring or exiting the field.



| Program | Service Period | Job Seekers Served | Total Participants | Employment Rate |
|-------------------------|----------------|--------------------|--------------------|-----------------|
| One Stop Service Center | 1/08-12/08 | 560,632 | | |
| Wagner-Peyser | 7/07-6/08 | | 7,303 | |
| Incumbent Worker | 7/07-6/08 | | 295 | |
| WIA Adult | 7/07-6/08 | | 604 | 98.90% |
| WIA DW | 7/07-6/08 | | 1,589 | 97.80% |
| WIA Youth | 7/07-6/08 | | 478 | |
| Older Youth (19-21) | 7/07-6/08 | | 308 | 90.90% |
| Younger Youth (14-18) | 7/07-6/08 | | 170 | |
| Trade Act | 10/07-9/08 | | 1,933 | 60.30% |
| Work First | 1007-9/08 | | 2,357 | 33.80% |
| Food Assistance | 10/07-9/08 | | 20 | |

Financial Summary

| | |
|--|-----------|
| Food Assistance | 82,115 |
| Jobs, Education, and Training | 2,085,887 |
| No Worker Left Behind | 329,046 |
| Temporary Assistance to Needy Families - Supportive Services | 114,000 |
| Trade Act | 1,732,677 |
| Wagner-Peyser | 499,124 |
| WIA Administration | 619,321 |
| WIA Adult | 1,849,300 |
| WIA Dislocated Worker | 2,449,086 |
| WIA Incumbent Worker | 116,875 |
| WIA Rapid Response - 21st Century Workforce | 46,531 |
| WIA Statewide Activities - Capacity Building | 24,000 |
| WIA Statewide Activities - One Stop Operation | 96,085 |
| WIA Youth | 1,510,162 |
| Work Incentive Grant | 24,011 |

| | |
|-----------------------------------|---------------------|
| Total Funding Availability | \$11,578,220 |
|-----------------------------------|---------------------|

Central Area Michigan Works! Consortium

Gratiot County Service Center

327 East Center St.
Alma, MI 48801
Phone: 989-466-4832
TTY: 711



Ionia County Service Center

307 West Adams St.
Ionia, MI 48846
Phone: 616-527-1360
TTY: 711



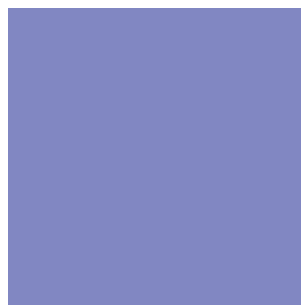
Isabella County Service Center

1803 South Mission St.
Mt. Pleasant, MI 48858
Phone: 989-772-5304
TTY: 711



Montcalm County Service Center

114 South Greenville West Drive
Greenville, MI 48838
Phone: 616-754-3611
TTY: 711



Central Area Michigan Works! Consortium / 904 Oak Drive, Greenville, MI 48838 / (616) 754-9315
TTY: 711/ Fax (616) 754-9310 / www.camwc.org

Equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Funding provided by the State of Michigan.