

Mary Sheffield
Mayor
City of Detroit

Dr. Darienne Hudson and Jared Fleisher
Co-Chairpersons
Mayor's Workforce Development Board

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) MID-CYCLE MODIFICATION OF FOUR-YEAR LOCAL PLAN FOR PROGRAM YEARS 2024 THROUGH 2027

For the period of September 1, 2024 through August 31, 2028

**DETROIT EMPLOYMENT SOLUTIONS CORPORATION
A MICHIGAN WORKS! AGENCY
115 Erskine, Second Floor
Detroit, MI 48201**

Alice G. Thompson, Chairperson
Detroit Employment Solutions Corporation Board

Terri A. Weems, Interim President
Detroit Employment Solutions Corporation



**The Mid-Cycle Modification to the
WIOA Planning Region 10
July 1, 2024 – June 30, 2028**

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Executive Summary

Part I: Regional Planning Process

WIOA Planning Region 10 consists of four Workforce Development Boards that provide oversight for the region's four Michigan Works Agencies (MWAs). These MWAs include the Detroit Employment Solutions Corporation, serving the City of Detroit; Macomb/St. Clair Michigan Works!, serving Macomb and St. Clair Counties; Oakland County Michigan Works!, serving Oakland County; and the Southeast Michigan Community Alliance, serving Monroe and Wayne Counties, excluding the City of Detroit.

For more than 25 years, these MWAs—working alongside MWAs from WIOA Planning Regions 6, 7, and 9—have collaborated to coordinate key workforce development initiatives, programs, and service delivery. SEMWAC, the Southeast Michigan Works! Agencies Council, is a long-standing regional alliance that brings together leadership and staff from the seven MWAs to align policy, coordinate staff development, share best practices, and jointly plan, implement, and review regional initiatives.

Through SEMWAC and ongoing regional collaboration, the partners have strengthened communication, improved service consistency across the greater region, and successfully implemented numerous multi-county workforce development grants and initiatives. This long-standing structure supports WIOA's emphasis on regional planning, alignment of resources, and coordinated service delivery for job seekers and employers.

Part II: Labor Market and Economic Conditions

WIOA Planning Region 10 covers approximately 3,230 square miles and includes a population of 4.21 million residents, representing 42 percent of Michigan's total population. The Region contains 43.1 percent of the state's business establishments and 44.4 percent of its employed population. Its geographic and economic composition is distinct: Region 10 includes Michigan's largest and one of its most economically challenged cities, alongside some of the state's most affluent and densely populated communities.

Commuting patterns play a major role in the region's labor market. Most workers travel for work, with an average commute of about 26.9 minutes each way. While Region 10 is highly connected through major highways, individuals without reliable access to a personal vehicle often face barriers to reaching employment. For Detroit residents and others in the region lacking dependable transportation, many nearby job opportunities remain inaccessible due to transportation gaps, skill mismatches, and other structural barriers.

The fastest-growing and most-in-demand occupations in the region generally require post-secondary education, and often a bachelor's degree. Notably, 39 of the top 50 in-demand, high-wage occupations in WIOA Planning Region 10 require a bachelor's degree or higher for entry-level employment. This creates a significant mismatch between available jobs and the skill and education levels of many job seekers.

Region 10's existing and emerging high-demand occupations are concentrated in several key sectors, including Healthcare Practitioners and Technical, Information Technology, Architecture and Engineering, Business and Financial, and Management occupations. These trends highlight the ongoing need for robust regional talent development strategies, expanded access to skills training, and targeted support to ensure

that workers—particularly those facing structural barriers—can successfully connect to high-growth, high-wage careers.

Part III: Regional Service Strategies

The MWAs and core partners in WIOA Planning Region 10 have a strong history of working together to design and implement effective regional service strategies. In many cases, they have also established cooperative service delivery agreements to efficiently manage regional initiatives.

WIOA Planning Region 10 will continue building on this foundation by expanding successful regional strategies, developing new approaches that respond to current training and employment needs, and considering additional cooperative service delivery agreements where appropriate. Priority will be placed on improving services for special populations, including individuals with disabilities, veterans, youth, justice-impacted individuals, refugees, immigrants, and those experiencing long-term unemployment. The region will also strengthen collaboration with WIOA Title II and Title IV core partners to support more coordinated and effective service delivery.

Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations

The MWAs, the Workforce Intelligence Network of Southeast Michigan (WIN), and other partner organizations in WIOA Planning Region 10 have a long and successful history of working together on regional industry sector initiatives. MWA-led efforts such as Manufacturing Day and MiCareerQuest Southeast provide thousands of students with early exposure to high-demand careers and help strengthen the future talent pipeline.

WIN's industry-focused initiatives—including the Michigan Alliance for Greater Mobility Advancement (MAGMA) and the Health Careers Alliance for Southeast Michigan—further support employer needs and expand training pathways in key sectors. These collaborative efforts advance WIOA goals by promoting sector partnerships, aligning education and training with industry demand, and improving access to high-quality career opportunities.

In addition, partner organizations such as the Detroit Regional Partnership and area community colleges play a vital role in supporting employers and job seekers. Their engagement helps ensure Region 10 remains responsive to rapidly evolving labor market needs, particularly in its most in-demand industries and occupations.

Part V: Administrative Cost Arrangements

Over the past decade, partners in WIOA Planning Region 10 have developed a wide range of administrative cost-sharing arrangements to support effective regional collaboration. Two of the most successful examples are the cost-sharing structures that support SEMWAC and WIN. SEMWAC enhances communication, collaboration, and consistency in service delivery across the region. WIN secures regional funding; implements regional workforce development initiatives; provides real-time labor market information; and convenes regional industry sector partnerships. MWAs in WIOA Planning Region 10—as well as those in WIOA Planning Regions 6, 7, and 9—will continue to support SEMWAC and WIN activities.

In addition, WIOA Planning Region 10 MWAs have established administrative cost-sharing arrangements with one another to effectively manage youth programs. The region will continue exploring new cost-sharing opportunities that strengthen alignment, improve service delivery, and support WIOA's focus on regional coordination.

Part VI: Coordination of Transportation and Other Supportive Services

Transportation remains one of the most significant barriers for job seekers in southeast Michigan. Limited public transit options and the high cost of car ownership and insurance reduce access to entry-level and mid-skill employment throughout the region. To address these challenges, WIOA Planning Region 10 MWAs have continued to collaborate with regional partners and community organizations to improve access to transportation and related supportive services.

While MWAs cannot independently resolve the underlying transportation infrastructure issues, the region is actively engaged in several promising initiatives. These include expanding partnerships with local transit agencies, supporting mobility solutions connected to employment and training, and coordinating supportive service resources to help job seekers overcome transportation barriers. These efforts align with WIOA's focus on reducing barriers to employment and ensuring equitable access to workforce services across the region.

Part VII: Coordination of Workforce Development and Economic Development Services

The WIOA Planning Region 10 MWAs work closely with a variety of economic development organizations on workforce-related activities and initiatives. Some of these regional economic development partners focus on specific industry sectors, while others operate as broad-based agencies within county or city governments. MWAs collaborate with these organizations by supporting business recruitment and retention efforts, sharing labor market information, and connecting employers to MWA business services, training grants, and talent pipelines.

In turn, these partnerships help ensure that MWAs remain business-driven and that the regional workforce system aligns with employer needs. This coordination supports WIOA's emphasis on integrating workforce and economic development strategies to promote job creation, strengthen competitiveness, and improve outcomes for both job seekers and businesses.

Part VIII: Local Levels of Performance

The four MWAs in WIOA Planning Region 10 each negotiate and establish local levels of performance with the Governor and LEO-WD. Although these negotiations occur separately, the MWAs remain in regular communication to share updates, discuss negotiation strategies, and review outcomes. This coordination promotes consistency across the region and supports continuous improvement.

WIOA Planning Region 10 MWAs will continue to collaborate throughout the performance negotiation process to ensure alignment with regional priorities and to support strong performance outcomes across the workforce system.

Conclusion

This planning process has provided an important opportunity to review current regional workforce development initiatives and administrative arrangements, highlight new strategies that have been launched, and identify opportunities to further strengthen regional collaboration. It also ensures that the MWAs remain aligned with the Michigan Statewide Workforce Plan.

Regional collaboration continues to expand, particularly with WIOA Title II and Title IV partners. In addition, the planning process reaffirmed the critical role of supportive services—especially transportation assistance—in reducing barriers to employment and ensuring equitable access to training and career opportunities across the region.

The MWAs in WIOA Planning Region 10—together with MWAs in WIOA Planning Regions 6 and 9 and their many partners—will continue working collectively to build a strong state and regional workforce system that meets the needs of job seekers, employers, and the broader community.

Part I: Regional Planning Process

A description of the planning process undertaken to produce the Regional Plan, including a description of how all local areas were afforded the opportunity to participate in the regional planning process.

The Workforce Innovation and Opportunity Act (WIOA) Planning Region 10, hereinafter referred to as “Region 10,” is comprised of four Workforce Development Boards (WDBs), which oversee the region’s four Michigan Works! Agencies (MWAs). These MWAs include the Detroit Employment Solutions Corporation (DESC), representing the City of Detroit; Macomb/St. Clair Michigan Works! (MSCMW!), representing Macomb and St. Clair Counties; Oakland County Michigan Works! (OCMW!), representing Oakland County; and the Southeast Michigan Community Alliance (SEMCA), representing Monroe and Wayne Counties, excluding the City of Detroit.

To begin the planning process, Region 10 partners reviewed the previously issued Policy Issuance (PI) 24-13, *Workforce Innovation and Opportunity Act Four-Year Regional and Local Plans for Program Years 2024 through 2027*, from the Michigan Department of Labor and Economic Opportunity (LEO), Workforce Development (WD), dated April 8, 2024. Because no new PI had been released for this update cycle, Region 10 relied on PI 24-13 to guide the current plan revisions and ensure alignment with state requirements. A review team was convened with representatives from each of the four MWAs to coordinate updates and determine the content areas requiring revision.

The review team used a blended approach to update the plan. Members began by assessing the current Regional Plan for Program Years 2024–2027, identifying sections that required updates, and confirming that existing content remained accurate. Programmatic statistics and publicly available data sources were reviewed and refreshed where needed. The team conducted virtual planning sessions with staff from each MWA to discuss local updates, new initiatives, and changes in regional service strategies. Team members also gathered information related to regional industry sector initiatives, transportation and supportive services, workforce–economic development coordination, and other core elements of the plan.

A revised draft was prepared and distributed to the MWAs for internal review. Following the review, the MWAs made minor modifications and updates to ensure accuracy. As required, each MWA then solicited public comment from its respective local area and obtained feedback and approval from its Chief Elected Officials (CEOs) and Workforce Development Boards (WDBs).

Region 10’s MWAs are confident that this collaborative and thorough process has resulted in a Regional Plan that remains aligned with WIOA requirements and responsive to the needs of job seekers, workers, businesses, and communities across the region.

Part II: Labor Market Data and Economic Conditions Analysis

Provide a thorough analysis of regional labor market data and economic conditions. This shall include an analysis of existing and emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and emerging in-demand industry sectors and occupations. All core partners (WIOA Titles I-IV) should be involved in both providing and analyzing the data.

The following labor market data and analysis represent Region 10, which, as noted above, consists of Macomb, Monroe, Oakland, St. Clair, and Wayne counties.

Core Partner Involvement

To ensure an accurate analysis of regional labor market data and economic conditions, the MWAs previously engaged core partners during all phases of the process. MWA leadership identified the following core partners that represent WIOA Titles I – IV programs:

- Title I: Job Corps, YouthBuild, and Migrant Seasonal Farmworkers;
- Title II: Local and intermediate school districts and literacy programs;
- Title III: MWA-contracted service providers; and
- Title IV: Michigan Rehabilitation Services and the Michigan Bureau of Services for Blind Persons.

During the initial development of the Regional Plan, core partners were asked to identify available data that clarified the nature and needs of their service populations, highlight strengths and weaknesses of workforce development activities, and assess partner capacity to provide workforce services. Their input helped shape the analysis of existing and emerging in-demand industry sectors and occupations, as well as the employment needs of employers across Region 10.

When the draft Regional Plan was originally released, core partners were notified and encouraged to provide comments on behalf of their organizations. Although no formal comments were submitted during the first review period, partners with representation on WDBs had additional opportunities to provide input. Several WDB members offered comments that were incorporated into the plan at that time.

For this plan update, Region 10 relied on the existing partner input and data analysis developed during the prior planning cycle. Because no new policy issuance was released and core partner engagement activities were already completed within the past two years, MWAs did not reconvene all core partners for new data collection. Instead, the review team confirmed that the previous partner-informed analysis remains accurate and reflective of current conditions.

This approach allowed Region 10 to update relevant labor market information, validate ongoing trends, and ensure continued alignment with WIOA Titles I–IV expectations while recognizing the stability of the region’s labor market structure and partner roles.

Employment Needs

The knowledge and skills necessary to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.

Existing In-Demand Occupations

Occupations in Figure 1 include those that require a high school diploma or more, experienced high demand through calendar year 2023, and are expected to grow, in the short-term, over the next two years (through 2025). Additionally, these occupations offer an hourly wage above the statewide median wage of \$21.88 per hour, and occupations with lower wages have been filtered out. Region 10's MWAs support career pathway opportunities for occupations that require high levels of education, including those in Figure 1. Figure 3 displays high-demand jobs available with shorter-term training.

Figure 1: WIOA Region 10's Top 50 Existing/Current In-Demand Occupations

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
13-1081	Accountants and Auditors	18,704	18,948	1.3%	1,551	4,127	\$37.95	Bachelor's degree
15-1243	Aerospace Engineers	184	206	11.8%	21	264	\$43.54	Bachelor's degree
11-9021	Architectural and Engineering Managers	7,876	7,998	1.5%	552	1,727	\$67.12	Bachelor's degree
15-1253	Civil Engineers	4,309	4,579	6.3%	390	2,279	\$38.08	Bachelor's degree
17-3022	Clinical and Counseling Psychologists	824	864	4.8%	61	422	\$35.95	Doctoral or professional degree
11-3013	Computer and Information Systems Managers	7,495	7,628	1.8%	550	229	\$67.23	Bachelor's degree
13-2099	Computer Occupations, All Other	3,942	4,003	1.5%	279	9,060	\$46.32	Bachelor's degree
11-3131	Construction Managers	2,984	3,125	4.7%	282	1,940	\$50.64	Bachelor's degree
15-1231	Data Scientists	2,178	2,308	6.0%	196	4,023	\$43.66	Bachelor's degree
19-4092	Dentists, General	1,614	1,644	1.8%	62	579	\$93.51	Doctoral or professional degree
15-1255	Electrical Engineers	5,605	5,697	1.6%	347	2,877	\$49.12	Bachelor's degree
29-1217	Electrical Power-Line Installers and Repairers	1,182	1,240	4.9%	124	179	\$48.82	High school diploma or equivalent
11-3021	Financial Managers	10,252	10,551	2.9%	842	4,882	\$63.98	Bachelor's degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
27-4021	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,188	3.5%	674	593	\$35.62	High school diploma or equivalent
29-1125	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	5,903	2.2%	540	2,747	\$37.53	High school diploma or equivalent
29-2036	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,458	4.0%	863	1,119	\$28.17	High school diploma or equivalent
11-1021	General and Operations Managers	38,642	39,477	2.2%	3,491	7,288	\$49.18	Bachelor's degree
29-2053	Heavy and Tractor-Trailer Truck Drivers	23,116	24,438	5.7%	3,103	10,568	\$25.74	Postsecondary nondegree award
11-3111	Human Resources Managers	2,529	2,563	1.3%	205	1,795	\$58.99	Bachelor's degree
15-2021	Industrial Engineers	14,853	15,105	1.7%	947	5,253	\$46.69	Bachelor's degree
13-2041	Information Security Analysts	1,836	1,916	4.4%	150	642	\$49.34	Bachelor's degree
27-2032	Insurance Sales Agents	6,561	6,828	4.1%	659	1,546	\$24.47	High school diploma or equivalent
19-3094	Interior Designers	734	803	9.4%	102	537	\$29.31	Bachelor's degree
19-2021	Lawyers	9,772	9,856	0.9%	414	1,484	\$51.62	Doctoral or professional degree
13-1011	Logisticians	5,008	5,207	4.0%	500	2973	\$39.75	Bachelor's degree
13-1031	Management Analysts	7,978	8,225	3.1%	768	2,674	\$45.71	Bachelor's degree
11-9121	Managers, All Other	5,134	5,247	2.2%	429	2,418	\$60.24	Bachelor's degree
13-1074	Market Research Analysts and Marketing Specialists	10,274	10,639	3.6%	1,117	3,056	\$36.74	Bachelor's degree
11-2011	Marketing Managers	2,878	2,953	2.6%	265	2,936	\$62.69	Bachelor's degree
15-2051	Mechanical Engineers	20,162	20,403	1.2%	1,214	4,898	\$48.03	Bachelor's degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
11-9039	Medical and Health Services Managers	6,328	6,679	5.5%	618	4,787	\$49.14	Bachelor's degree
21-2021	Nurse Practitioners	3,460	3,741	8.1%	296	1,679	\$53.78	Master's degree
19-1023	Occupational Health and Safety Specialists	1,080	1,134	5.0%	142	799	\$36.99	Bachelor's degree
21-1018	Occupational Therapists	1,892	1,963	3.7%	139	811	\$40.52	Master's degree
29-1021	Operating Engineers and Other Construction Equipment Operators	3,393	3,568	5.2%	376	369	\$32.02	High school diploma or equivalent
15-1212	Operations Research Analysts	749	789	5.3%	65	740	\$40.55	Bachelor's degree
19-5012	Optometrists	625	645	3.2%	43	300	\$65.76	Doctoral or professional degree
25-9044	Physical Therapist Assistants	1,443	1,548	7.3%	253	895	\$27.26	Associate's degree
21-1019	Physical Therapists	3,212	3,366	4.8%	201	1,590	\$44.92	Doctoral or professional degree
21-1013	Physician Assistants	2,200	2,310	5.0%	164	733	\$55.78	Master's degree
13-1028	Project Management Specialists	11,914	12,192	2.3%	968	5,710	\$48.50	Bachelor's degree
11-9051	Property, Real Estate, and Community Association Managers	3,184	3,308	3.9%	306	1,461	\$30.24	High school diploma or equivalent
27-3011	Real Estate Sales Agents	1,129	1,201	6.4%	132	1,483	\$24.77	High school diploma or equivalent
11-2021	Sales Managers	6,879	6,936	0.8%	525	4,928	\$65.21	Bachelor's degree
13-2071	Software Developers	23,200	23,747	2.4%	1,515	12,922	\$50.39	Bachelor's degree
13-2072	Software Quality Assurance Analysts and Testers	1,428	1,467	2.7%	108	788	\$41.17	Bachelor's degree
21-1029	Speech-Language Pathologists	1,702	1,796	5.5%	139	1,825	\$39.92	Master's degree
11-3061	Transportation, Storage, and Distribution Managers	3,635	3,769	3.7%	354	2,827	\$44.66	High school diploma or equivalent
21-1093	Veterinarians	839	877	4.5%	47	683	\$57.40	Doctoral or professional degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
13-2082	Web and Digital Interface Designers	605	629	3.9%	55	810	\$39.13	Bachelor's degree

Source: Bureau of Labor Statistics (2023) and Lightcast (2024)

Emerging In-Demand Occupations

Occupations in Figure 2 include those that require a high school diploma or more, that are projected to record solid job expansion over the long-term (through 2033), and that have high annual job openings and median wages above the state median of \$21.88 per hour. Selection criteria included a combination of projected growth, both numeric and percent, that showcased growth as constant or positive for all occupations, sizable annual openings, and occupations that require more than a high school diploma.

Figure 2: WIOA Region 10's Top 50 Emerging/Future In-Demand Occupations

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
13-1081	Accountants and Auditors	18,704	19,280	3.1%	1,508	\$37.95	Bachelor's degree
11-3012	Administrative Services Managers	2,666	2,800	5.0%	222	\$51.15	Bachelor's degree
11-9041	Architectural and Engineering Managers	7,876	8,098	2.8%	527	\$67.12	Bachelor's degree
13-1199	Business Operations Specialists, All Other	12,186	12,888	5.8%	1,140	\$37.34	Bachelor's degree
17-2051	Civil Engineers	4,309	5,090	18.1%	354	\$38.08	Bachelor's degree
11-3021	Computer and Information Systems Managers	7,495	7,954	6.1%	542	\$67.23	Bachelor's degree
15-1299	Computer Occupations, All Other	3,942	4,135	4.9%	273	\$46.32	Bachelor's degree
11-9021	Construction Managers	2,984	3,404	14.1%	267	\$50.64	Bachelor's degree
15-2051	Data Scientists	2,178	2,671	22.7%	193	\$43.66	Bachelor's degree
29-1021	Dentists, General	1,614	1,726	6.9%	59	\$93.51	Doctoral or professional degree
49-9051	Electrical Power-Line Installers and Repairers	1,182	1,334	12.8%	115	\$48.82	High school diploma or equivalent
11-3031	Financial Managers	10,252	11,346	10.7%	834	\$63.98	Bachelor's degree
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,608	9.5%	645	\$35.62	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	6,126	6.0%	525	\$37.53	High school diploma or equivalent
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,971	11.2%	836	\$28.17	High school diploma or equivalent
11-1021	General and Operations Managers	38,642	40,999	6.1%	3,397	\$49.18	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	23,116	26,985	16.7%	3,017	\$25.74	Postsecondary nondegree award
17-2112	Industrial Engineers	14,853	15,255	2.7%	884	\$46.69	Bachelor's degree

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
15-1212	Information Security Analysts	1,836	2,137	16.4%	148	\$49.34	Bachelor's degree
41-3021	Insurance Sales Agents	6,561	7,448	13.5%	645	\$24.47	High school diploma or equivalent
27-1025	Interior Designers	734	938	27.7%	96	\$29.31	Bachelor's degree
23-1011	Lawyers	9,772	10,205	4.4%	422	\$51.62	Doctoral or professional degree
13-1081	Logisticians	5,008	5,654	12.9%	488	\$39.75	Bachelor's degree
13-1111	Management Analysts	7,978	8,726	9.4%	747	\$45.71	Bachelor's degree
11-9199	Managers, All Other	5,134	5,491	7.0%	419	\$60.24	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	10,274	11,486	11.8%	1,104	\$36.74	Bachelor's degree
11-2021	Marketing Managers	2,878	3,106	7.9%	258	\$62.69	Bachelor's degree
31-9011	Massage Therapists	869	1,086	25.0%	152	\$25.83	Postsecondary nondegree award
17-2141	Mechanical Engineers	20,162	20,536	1.9%	1,155	\$48.03	Bachelor's degree
11-9111	Medical and Health Services Managers	6,328	7,743	22.4%	626	\$49.14	Bachelor's degree
29-1171	Nurse Practitioners	3,460	4,592	32.7%	290	\$53.78	Master's degree
19-5011	Occupational Health and Safety Specialists	1,080	1,260	16.6%	141	\$36.99	Bachelor's degree
29-1122	Occupational Therapists	1,892	2,156	13.9%	136	\$40.52	Master's degree
31-2011	Occupational Therapy Assistants	751	939	25.0%	134	\$28.45	Associate's degree
47-2073	Operating Engineers and Other Construction Equipment Operators	3,393	3,899	14.9%	360	\$32.02	High school diploma or equivalent
15-2031	Operations Research Analysts	749	891	18.9%	64	\$40.55	Bachelor's degree
29-1041	Optometrists	625	692	10.8%	35	\$65.76	Doctoral or professional degree
31-2021	Physical Therapist Assistants	1,443	1,848	28.1%	264	\$27.26	Associate's degree
29-1123	Physical Therapists	3,212	3,783	17.8%	190	\$44.92	Doctoral or professional degree
29-1071	Physician Assistants	2,200	2,643	20.1%	163	\$55.78	Master's degree
13-1082	Project Management Specialists	11,914	12,640	6.1%	925	\$48.50	Bachelor's degree

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
11-9141	Property, Real Estate, and Community Association Managers	3,184	3,571	12.2%	297	\$30.24	High school diploma or equivalent
29-1141	Registered Nurses	44,225	45,566	3.0%	2,561	\$38.86	Bachelor's degree
15-1252	Software Developers	23,200	25,239	8.8%	1,493	\$50.39	Bachelor's degree
15-1253	Software Quality Assurance Analysts and Testers	1,428	1,568	9.8%	106	\$41.17	Bachelor's degree
29-1127	Speech-Language Pathologists	1,702	2,073	21.8%	137	\$39.92	Master's degree
15-2041	Statisticians	205	260	26.9%	19	\$50.85	Master's degree
11-3071	Transportation, Storage, and Distribution Managers	3,635	3,995	9.9%	336	\$44.66	High school diploma or equivalent
29-1131	Veterinarians	839	979	16.7%	44	\$57.40	Doctoral or professional degree
15-1255	Web and Digital Interface Designers	605	699	15.4%	55	\$39.13	Bachelor's degree

Source: Bureau of Labor Statistics (2023) and Lightcast (2024)

In-Demand Middle Skills Occupations

Occupations in Figure 3 show high real-time demand, provide relatively high wages, and require training or education beyond high school, but less than a bachelor's degree. Wages are above the state median wage of \$21.88 per hour for each occupation, and most are also above the MWA-defined threshold for economic self-sufficiency in the City of Detroit, defined as about \$24.00 per hour. While the top current in-demand occupations generally require a bachelor's degree or higher education, many Region 10 MWA customers seek shorter-term education or training to find work. Figure 3 provides a snapshot of Region 10's middle skills occupations.

Figure 3: WIOA Region 10's Top 50 Currently In-Demand Middle Skills Occupations

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
17-3021	Aerospace Engineering and Operations Technologists and Technicians	152	185	21.8%	18	\$31.37	Associate's degree	None
53-2021	Air Traffic Controllers	278	300	8.0%	27	\$72.97	Associate's degree	Long-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	1,999	2,194	9.8%	173	\$28.82	Postsecondary nondegree award	None
53-2022	Airfield Operations Specialists	215	240	11.8%	22	\$36.28	High school diploma or equivalent	Long-term on-the-job training
17-3011	Architectural and Civil Drafters	999	1,144	14.5%	115	\$27.56	Associate's degree	None

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
49-3023	Automotive Service Technicians and Mechanics	9,506	10,033	5.5%	877	\$23.95	Postsecondary nondegree award	Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,710	4,079	10.0%	359	\$25.60	High school diploma or equivalent	Long-term on-the-job training
43-5011	Cargo and Freight Agents	1,411	1,631	15.6%	178	\$22.45	High school diploma or equivalent	Short-term on-the-job training
47-2031	Carpenters	6,900	7,389	7.1%	639	\$28.30	High school diploma or equivalent	Apprenticeship
17-3022	Civil Engineering Technologists and Technicians	989	1,078	9.0%	104	\$28.10	Associate's degree	None
47-4011	Construction and Building Inspectors	2,008	2,140	6.5%	249	\$28.40	High school diploma or equivalent	Moderate-term on-the-job training
29-1292	Dental Hygienists	3,174	3,389	6.8%	237	\$34.92	Associate's degree	None
33-3021	Detectives and Criminal Investigators	1,123	1,172	4.4%	89	\$45.31	High school diploma or equivalent	Moderate-term on-the-job training
29-2032	Diagnostic Medical Sonographers	1,373	1,493	8.7%	85	\$36.08	Associate's degree	None
17-3023	Electrical and Electronic Engineering Technologists and Technicians	1,188	1,263	6.3%	126	\$31.01	Associate's degree	None
49-9051	Electrical Power-Line Installers and Repairers	1,182	1,334	12.8%	115	\$48.82	High school diploma or equivalent	Long-term on-the-job training
47-2111	Electricians	12,274	12,526	2.0%	1,124	\$31.77	High school diploma or equivalent	Apprenticeship
33-2011	Firefighters	3,144	3,375	7.3%	264	\$28.07	Postsecondary nondegree award	Long-term on-the-job training
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,608	9.5%	645	\$35.62	High school diploma or equivalent	None
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	818	868	6.0%	55	\$39.13	Postsecondary nondegree award	Moderate-term on-the-job training
39-1013	First-Line Supervisors of Gambling Services Workers	677	752	11.1%	84	\$30.62	High school diploma or equivalent	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	6,126	6.0%	525	\$37.53	High school diploma or equivalent	None
33-1012	First-Line Supervisors of Police and Detectives	1,174	1,223	4.2%	84	\$44.61	High school diploma or equivalent	Moderate-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,971	11.2%	836	\$28.17	High school diploma or equivalent	None

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
53-2031	Flight Attendants	2,679	2,761	3.0%	366	\$31.07	High school diploma or equivalent	Moderate-term on-the-job training
11-9051	Food Service Managers	3,695	3,889	5.3%	439	\$31.32	High school diploma or equivalent	None
29-9021	Health Information Technologists and Medical Registrars	311	359	15.4%	25	\$31.71	Postsecondary nondegree award	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,842	4,094	6.5%	358	\$25.35	Postsecondary nondegree award	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	23,116	26,985	16.7%	3,017	\$25.74	Postsecondary nondegree award	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	8,390	9,006	7.3%	736	\$29.61	High school diploma or equivalent	Long-term on-the-job training
41-3021	Insurance Sales Agents	6,561	7,448	13.5%	645	\$24.47	High school diploma or equivalent	Moderate-term on-the-job training
29-2061	Licensed Practical and Licensed Vocational Nurses	4,339	4,739	9.2%	385	\$29.11	Postsecondary nondegree award	None
31-9011	Massage Therapists	869	1,086	25.0%	152	\$25.83	Postsecondary nondegree award	None
49-9062	Medical Equipment Repairers	682	759	11.2%	73	\$27.54	Associate's degree	Moderate-term on-the-job training
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,604	1,789	11.6%	159	\$28.44	High school diploma or equivalent	Long-term on-the-job training
31-2011	Occupational Therapy Assistants	751	939	25.0%	134	\$28.45	Associate's degree	None
47-2073	Operating Engineers and Other Construction Equipment Operators	3,393	3,899	14.9%	360	\$32.02	High school diploma or equivalent	Moderate-term on-the-job training
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	73	97	32.7%	10	\$38.45	High school diploma or equivalent	Moderate-term on-the-job training
31-2021	Physical Therapist Assistants	1,443	1,848	28.1%	264	\$27.26	Associate's degree	None
47-2152	Plumbers, Pipefitters, and Steamfitters	5,901	6,043	2.4%	532	\$35.86	High school diploma or equivalent	Apprenticeship
33-3051	Police and Sheriff's Patrol Officers	8,604	8,886	3.3%	702	\$31.43	High school diploma or equivalent	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	3,531	3,795	7.5%	399	\$25.43	High school diploma or equivalent	Moderate-term on-the-job training

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
11-9141	Property, Real Estate, and Community Association Managers	3,184	3,571	12.2%	297	\$30.24	High school diploma or equivalent	None
41-9021	Real Estate Brokers	726	820	12.9%	74	\$26.53	High school diploma or equivalent	None
41-9022	Real Estate Sales Agents	1,129	1,346	19.2%	125	\$24.77	High school diploma or equivalent	Moderate-term on-the-job training
29-1126	Respiratory Therapists	1,956	2,114	8.1%	115	\$31.67	Associate's degree	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	13,228	13,332	0.8%	1,267	\$33.00	High school diploma or equivalent	Moderate-term on-the-job training
25-3021	Self-Enrichment Teachers	2,910	3,253	11.8%	407	\$23.25	High school diploma or equivalent	None
53-6051	Transportation Inspectors	254	278	9.2%	26	\$44.00	High school diploma or equivalent	Moderate-term on-the-job training
11-3071	Transportation, Storage, and Distribution Managers	3,635	3,995	9.9%	336	\$44.66	High school diploma or equivalent	None

Source: Economic Modeling Specialists, Intl (EMSI)

The next section presents an analysis of the knowledge, skills, and abilities these occupations require. The tools and technologies as well as the required certifications are presented, where available.

Knowledge, Skills, and Abilities Needed in Industries and Occupations In-Demand

A close look at Region 10's existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including the Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. It is critical to understand what knowledge, skills, and abilities, and what tools, technologies, and certifications (if available) are expected, of successful job candidates in these occupations.

These occupations all require a solid foundation in such basic skills as reading, communication, math, and cognitive abilities that influence the acquisition and application of knowledge in problem solving. Most occupations require active learning and critical thinking skills, and all require workers to possess technical skills and knowledge related to their specific occupational discipline, and to master certain tools and technologies and even achieve specific certifications.

Healthcare Practitioner and Technical Occupations

Knowledge, Skills, and Abilities

Knowledge of the information and techniques one needs to diagnose and treat human injuries and diseases is important in all critical healthcare occupations. This includes knowledge of symptoms, treatment alternatives, drug properties and interactions, and preventive healthcare measures.

Knowledge

Medicine and Dentistry
 Biology
 Customer and Personal Service
 Therapy and Counseling
 Psychology

Skills

Active Listening
 Reading Comprehension
 Speaking
 Critical Thinking
 Monitoring

Abilities

Problem Sensitivity
 Near Vision
 Oral Expression
 Deductive Reasoning
 Information Ordering

Tools, Technologies, and Certifications

Tools and technologies related to healthcare occupations include several that ensure quality in the delivery of health services as well as increasing efficiencies in delivery of care, such as electronic medical records and time management.

Many certifications are required in healthcare occupations because most careers involve licensure. Beyond occupational-specific requirements, important certifications are concentrated in specific areas of patient care.

Tools and Technologies

Medical Software
 Microsoft Office
 Scheduling Software
 Information Retrieval
 Categorization Software

Certifications

Basic Life Support (BLS)
 Cardiopulmonary Resuscitation (CPR)
 Advanced Cardiovascular Life Support (ACLS)
 Licensed Practical Nurse (LPN)
 American Registry of Radiologic Technologists (ARRT)

Information Technology Occupations*Knowledge, Skills, and Abilities*

These positions require an important mix of technical, business, and problem-solving skills. Information technology jobs require knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming. Design and systems analysis skills are also vital.

Abilities for these occupations are typically related to computer usage and programming. For example, job seekers should have the ability for mathematical reasoning, information ordering, and deductive reasoning.

Knowledge

Computer and Electronics
 Engineering and Technology
 Customer and Personal Service
 Mathematics
 Communications and Media

Skills

Critical Thinking
 Active Listening
 Complex Problem-Solving
 Systems Analysis
 Time Management

Abilities

Information Ordering
 Deductive Reasoning
 Mathematical Reasoning
 Problem Sensitivity
 Oral Expression

Tools, Technologies, and Certifications

Computer occupations require a diverse set of technologies. Depending on the occupation, individuals employed in these occupations will need to know everything from traditional software packages to such advanced computer programming languages as Structured Query Language, Java, and Linux.

Similarly, numerous certifications are associated with computer occupations. Often, certifications are specific to some software package or technology (e.g., the Cisco Network Associate certification). In other instances, certifications are more general (e.g., Project Management Professional). These and other certifications for Information Technology occupations follow:

Tools and Technologies

Data Base User Interface and Query Software
Development Environment Software
Enterprise Resource Planning
Project Management
Web Platform Development

Certifications

Certified Information Systems Security Professional
Project Management Professional Certification
CompTIA A+
Cisco Certified Network
Certified Information System

Architecture and Engineering Occupations

Knowledge, Skills, and Abilities

Architecture and Engineering occupations are both technical and practical, so they require a mix of knowledge, skills, and abilities. Mechanical applications, design, and the laws of physics are among the most important areas of knowledge for this category of occupations.

Skills needed involve making decisions after analyzing tremendous volumes of data. Leading skills are complex problem solving, critical thinking, and judgment and decision making.

Knowledge

Engineering and Technology
Design
Mechanical
Building and Construction
Physics

Skills

Complex Problem Solving
Critical Thinking
Quality Control Analysis
Judgment and Decision-Making
Systems Analysis

Abilities

Information Ordering
Mathematical Reasoning
Written Expression
Deductive Reasoning
Visualization

Tools, Technologies, and Certifications

Many Architecture and Engineering occupations are expected to use tools and technologies targeted at improving quality and reducing defects or inefficiencies (e.g., Quality Assurance and Six Sigma).

Similarly, certification for Engineers and other occupations in this category are also concentrated in quality improvement. High demand certifications include Six Sigma Green Belt, LEED Accredited Professional, and Project Management Professional.

Tools and Technologies

Project Management
Quality Assurance

Certifications

Professional Engineer License
Six Sigma Green Belt

Scientific Software
Computer Aided Design
Photo Imaging Software

Engineer in Training
LEED Accredited Professional
Project Management Professional Certification

Business and Financial Occupations

Knowledge, Skills, and Abilities

Occupations in this category require workers to possess such skills as communication, critical thinking, and time management. These workers must also establish and maintain cooperative working relationships with others and have knowledge of economic and accounting principles and practices, the financial markets and banking, and be able to analyze and report financial data.

Knowledge

Customer and Personal Service
Administration and Management
Economics and Accounting
Administrative
Mathematics

Skills

Active Listening
Critical Thinking
Reading Comprehension
Speaking
Monitoring

Abilities

Oral Comprehension
Written Comprehension
Deductive Reasoning
Problem Sensitivity
Information Ordering

Tools, Technologies, and Certifications

Most of the occupations in this category require office productivity software, including Microsoft Office for documents, spreadsheets, publications, and database administration.

In addition to productivity software, tools and technologies for business and financial occupations may involve risk management and such technical proficiencies as Generally Accepted Accounting Principles.

Many certifications in this area are occupation specific, including Certified Public Accountant (CPA) and Series 7, which allow an individual to practice their trade in conformity with state and federal licensure requirements.

Tools and Technologies

Accounting Software
Business Intelligence and Data Analysis Software
Human Resource Software
Financial Analysis Software
Microsoft Office

Certifications

Certified Public Accountant
Project Management Professional Certification
Enrolled Agent
Certified Internal Auditor
Chartered Financial Analyst

Management and Supervisory Occupations

Knowledge, Skills, and Abilities

Occupations in this category require workers to possess such skills as judgment and decision making, complex problem solving, and critical thinking. Workers must also have knowledge of administration, management, personnel, and human resources. These workers shall also have the ability to express and comprehend oral and written communication.

Knowledge

Administration and Management
 Customer and Personal Service
 Sales and Marketing
 Personnel and Human Resources
 Economics and Accounting

Skills

Judgment and Decision Making
 Complex Problem Solving
 Critical Thinking
 Coordination
 Management of Resources

Abilities

Deductive Reasoning
 Oral Expression
 Problem Sensitivity
 Information Ordering
 Written Expression

Tools and Technologies

Most of the occupations in this category need to use management software, including Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) programs.

Tools and Technologies

Office Suite Software
 Enterprise Resource Planning
 Customer Relationship Management
 Document Management Software
 Project Management Software

Workforce Development Activities

An analysis of workforce development activities in the region, including available education and training opportunities. This analysis must include the strengths and weaknesses of workforce development activities in the region and the region's capacity to provide the workforce development activities necessary to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers in the region.

An analysis of the workforce development activities in Region 10 indicate that gaps exist and currently range from a lack of talent to fill jobs related to new technology, and the increasing numbers of skilled workers leaving the workforce for retirement. The following gaps are top priorities for the MWAs:

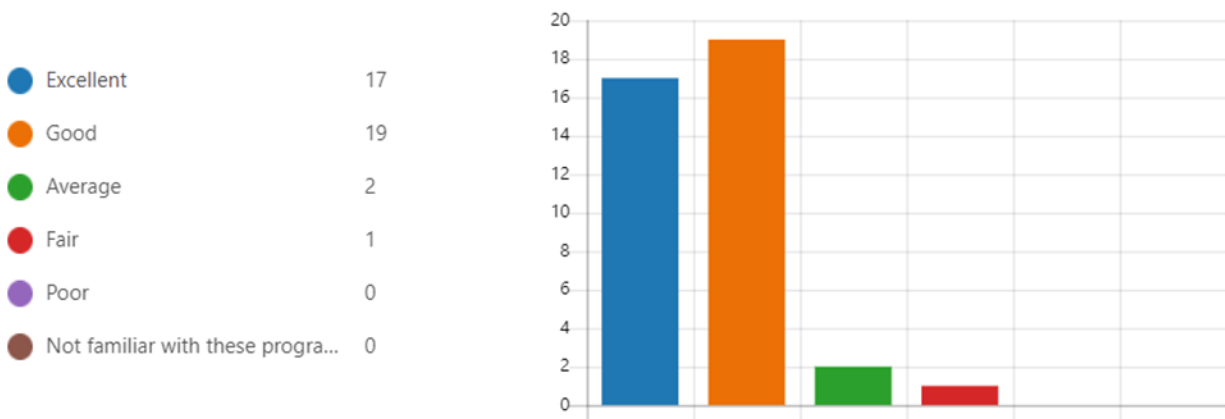
- Aging workers are leaving the workforce and taking skilled knowledge with them: MWAs in the region are working together on several grants to encourage more apprenticeship programs with employers. This will help younger workers learn from more experienced workers and will ensure companies do not lose important knowledge.
- Educational attainment does not match employer needs: MWAs are encouraging workers and job seekers to pursue career pathways that lead to industry-recognized, portable, stackable credentials so individuals can fill in-demand jobs and increase earnings.
- Job seekers and entry-level workers lack the employability skills necessary for successful employment: MWAs in the region are collaborating with non-profits and other local programs to train job seekers in employability skills making it more likely to gain and retain employment.
- Workers need to be upskilled for new technologies: MWAs and partners in the region are continuing to encourage employers to use workforce programs and funding provided by the state

and federal government to help upskill current workers, increasing retention of workers and increasing wages.

Strengths and Weaknesses

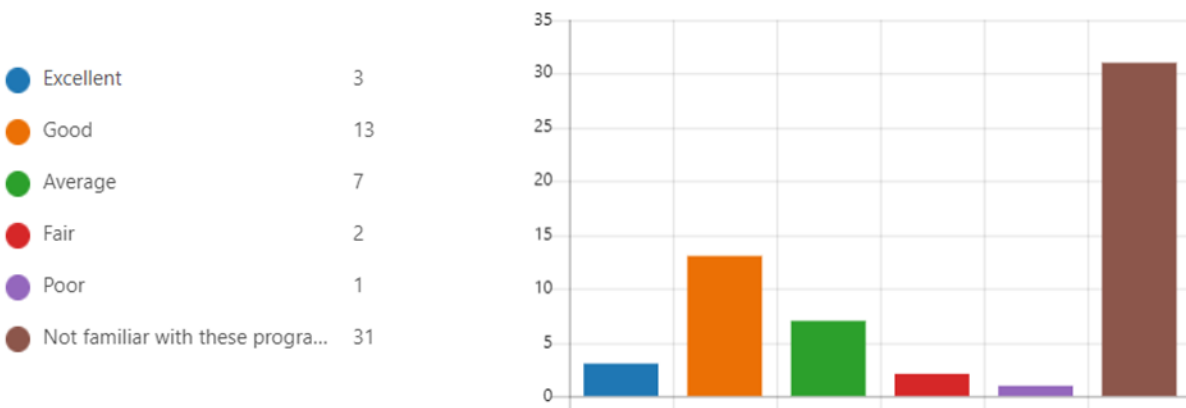
To help inform this plan, core partners from Region 10 were sent a questionnaire for input on workforce system strengths, weaknesses, and the region's capacity to provide the needed workforce development activities. Once these comments were received, a team of MWA directors and lead staff met to review the feedback and identify other strengths and weaknesses in the system. What follows are the questions asked and a summary of the types of comments received.

Question 1: How would you rate the strength of the Michigan Works! Agency's WIOA programs and services in your region? This includes services to unemployed and underemployed adults, laid-off workers, and youth programs.



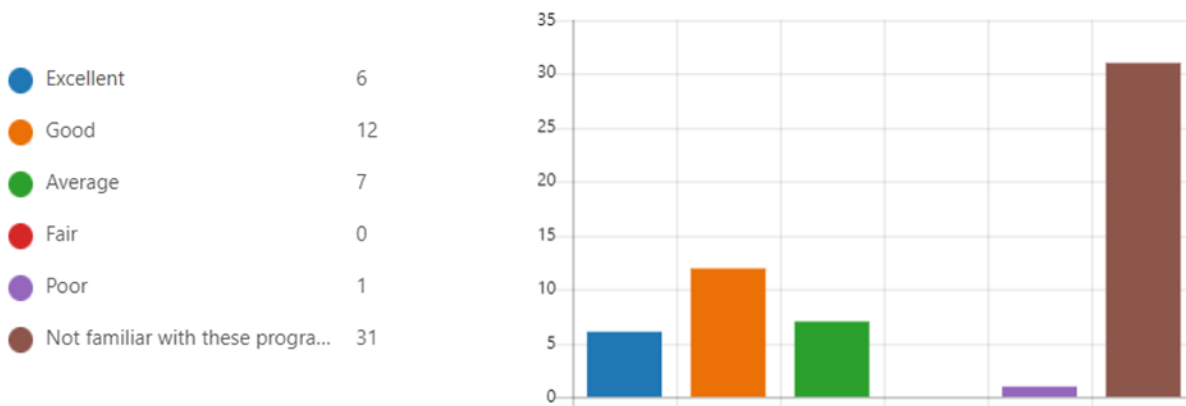
The general sentiment toward Michigan Works! Agency WIOA Title I – IV programs were very positive. Most respondents provided a rating of either “Excellent” or “Good” for these programs, although three respondents provided a rating of “Average” or worse.

Question 2: How would you rate the strength of the Job Corps program (Title I) in your region? This includes the program and services delivered by the Job Corps Center in Detroit.



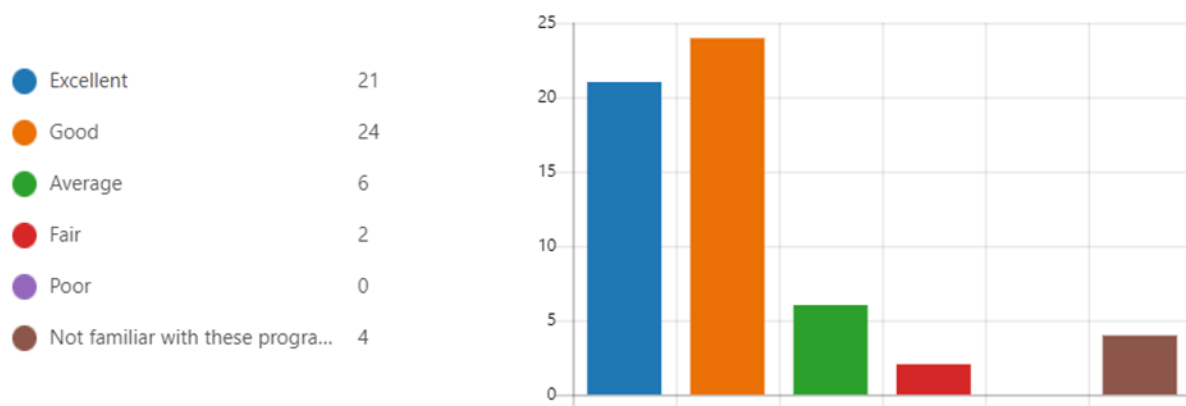
Respondents were less optimistic, in general, about the strength of the Job Corps program compared to WIOA programs and services. Most of those respondents were either not familiar with these programs, or rated them Good-to-Average, in aggregate.

Question 3: How would you rate the strength of the YouthBuild program (Title I) in your region? This includes the YouthBuild program delivered by Detroit at Work.



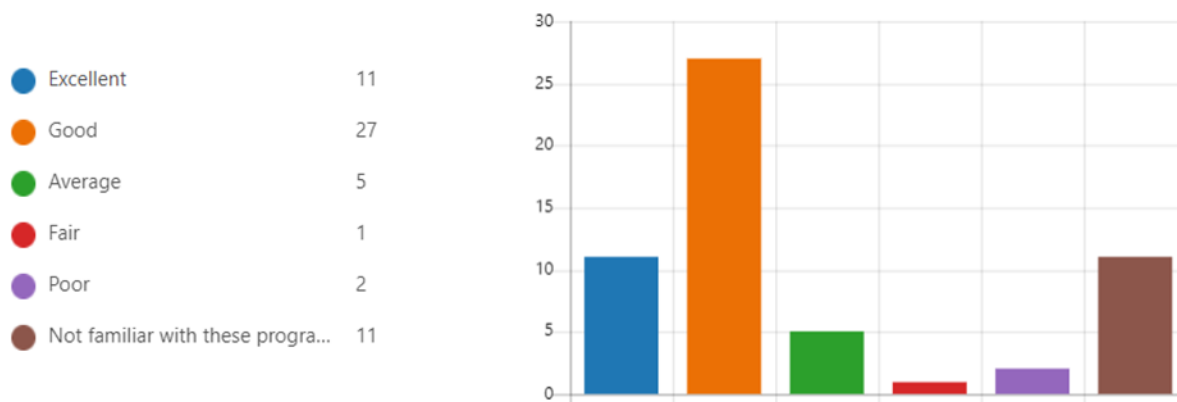
Similar to responses for the Job Corps program, respondents were either unfamiliar with these programs, or rated them anywhere between “average” and “excellent”.

Question 4: How would you rate the strength of the adult education (Title II) programs in your region? This includes adult education programs delivered at local school districts and non-profit organizations in your community, including English as a Second Language (ESL), General Education Development (GED), and high school completion programs.



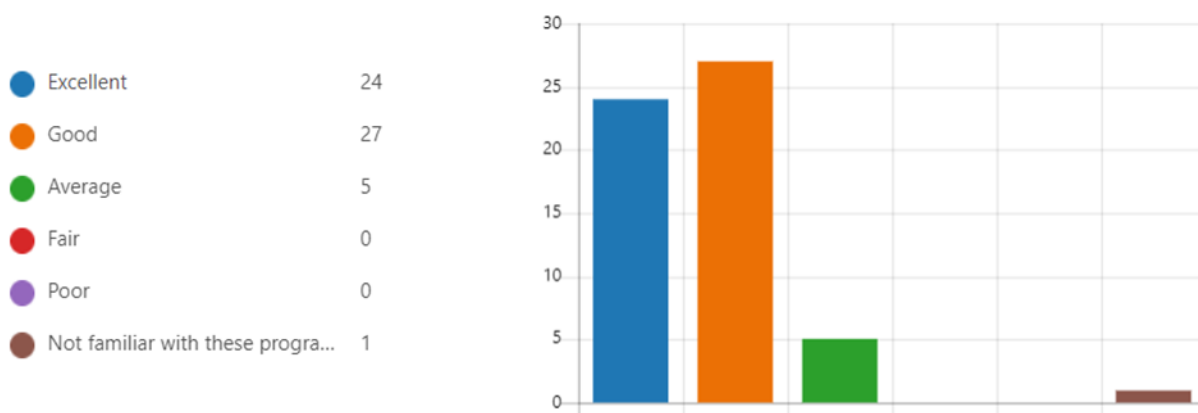
Adult education programs, including ESL and GED programs, were highly rated across the region. Among all the respondents, most rated the strength of programs as “Excellent” or “Good” overall.

Question 5: How would you rate the strength of adult literacy (Title II) programs in your region? This includes literacy providers, non-profit organizations, etc.



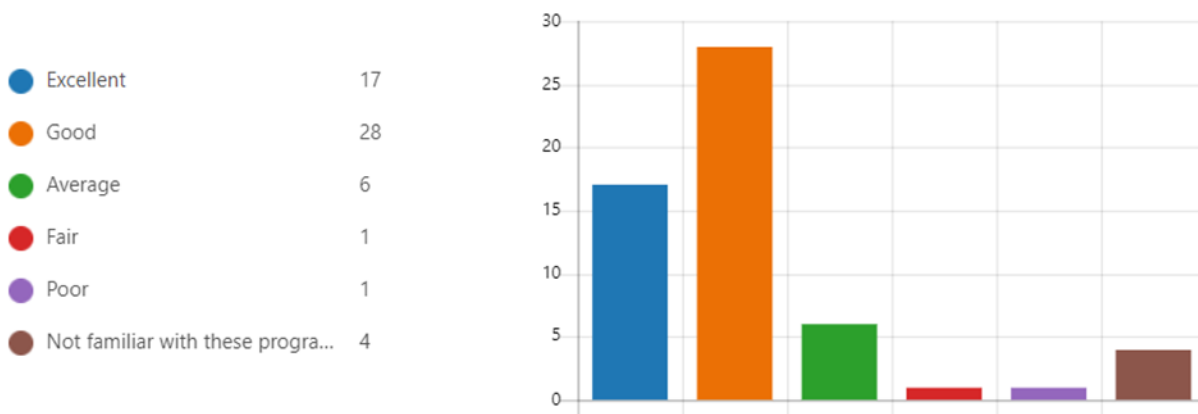
Results for adult literacy were mixed compared with previous responses. Although a significant majority still rated programs “Good” overall, the responses were even, including eight responses in the Poor-to-Average range. Compared to ratings of other services, the data suggests that adult literacy programs have the most room for improvement.

Question 6: How would you rate the strength of the Michigan Works! Agencies’ services to the general public and employers, as funded through Wagner-Peyser Employment Services (Title III)? This includes workshops, computer labs, job fairs, general job search assistance, resource navigation, referrals, and more.



Michigan Works! Agencies’ services were very highly rated in this survey. There were no responses for “Fair” or “Poor” and only five that selected the next lowest option of “Average”.

Question 7: How would you rate the strength of the vocational rehabilitation services (Title IV) in the region? This includes programs and services delivered by Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP).



Vocational rehabilitation services, including Michigan Rehabilitation Services and Bureau of Services for Blind Persons, were rated quite high by respondents. On average, most of those answering the survey selected a rating of “Good”, although several responses were also collected with a rating of “Excellent” or “Average”.

Question 8: Of the programs previously mentioned, identify any regional strengths. This may include the ability to address the workforce needs of individuals and employers, including individuals with barriers to employment. Be program specific.

- **Innovative training** for youth, persons with different abilities, and adults
- **Equitable wages** for staff to increase retention and facilitate success for program participants.
- **Connectivity** with various organizations and services provided.
- **Supportive services** eliminate barriers to employment like childcare and transportation.
- **Adaptability, timeliness, teamwork, and adequate staffing** of programs.
- **Collaboration** between Michigan Works! Agencies (MWA) and Community Colleges.
- **Employer-driven training** through the Going Pro Talent Fund (GPTF).
- **Knowledge and support** of clients’ needs in the region, especially Detroit.
- **Coordination** with other programs/organizations.
- **Apprenticeship opportunities**, including youth apprenticeships.
- **Partnerships** in adult education and Michigan Works!
- **Professional services** to help clients meet their employment and training goals.
- **Employment and Resource Fairs** on a continuing basis.
- **Vocational rehabilitation services** are easy to navigate.

- **Commitment to learning** for students whose first language is not English.
- **Paid work experience** programs.
- **Funding** across many sources to support jobseekers and employers.
- **Well-informed WIOA partners** of community needs.
- **High-quality services** to clients, especially with the increase of refugee numbers.
- **Veterans' Services** onsite at the American Job Centers.
- **The Young Professionals Program** has consistently produced great candidates who are well-prepared for the workforce.
- **Alignment** of training programs with industry needs.

Question 9: Of the programs previously mentioned, identify any regional weaknesses. This may include the ability to address the workforce needs of individuals and employers, including individuals with barriers to employment. Be program specific.

- **Communication issues** with Michigan Works offices, including unclear communication and changing rules.
- **Limited information and collaboration** among WIOA partners.
- **Staffing shortages** in some offices.
- **Lack of ESL and adult literacy programming** in some regions.
- **Lack of flexibility with funding** for training.
- **Need for more outreach and engagement** with agencies, partners, and potential clients.
- **Challenges with regional transportation** and limited **childcare options**.
- **Limited workforce-ready skills** often prevent students' entry into the workforce.
- **Minimum education requirements** for training and pre-apprenticeship programs.
- **Difficulty in making contact** with agencies.
- **Limited community awareness** of available programs.
- **Challenges in assisting justice-involved individuals**.
- **Delays in program start, signing up, and assessment**.
- **Need for better communication** between all stakeholders and opportunities for collaboration.
- **Not enough multilingual staff** to assist individuals who do not speak English.

Education and Training Alignment with Industries and Occupations

Information regarding the employment needs of employers, including how education and training align with targeted industries and occupations.

A close look at the Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including the Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. Moreover, 12 of the region's top 15 existing in-demand, high-wage occupations require a bachelor's degree for entry-level openings. Figure 4 shows the number of programs available in Region 10 for each of the top 15 existing in-demand occupations. The education and training availability was found via the Michigan Training Connect (MITC) portal on the Pure Michigan Talent Connect (PMTTC) website.

In addition to the programs available in the following table, several large four-year universities and other educational providers are in the region. In 2023, 36,002 postsecondary completions were awarded in the five-county region according to Integrated Postsecondary Education Data System (IPEDS) data. Some top jobs have ample training available beyond the MITC-available data: just over 9.3 percent of these completions were in Engineering and Engineering Technology programs, and 19.3 percent were for Health Professions. Among all degrees conferred, a total of 20.6 percent of healthcare completions were for a credential beyond a bachelor's degree, a requirement for certain top jobs, including Physical Therapists, Speech-Language Pathologists, and Physician Assistants, all of which typically require at least a master's degree.

Note: The data in Figure 4 provides a snapshot of education and training opportunities based on the data available within the MITC portal and does not necessarily encompass all the education and training opportunities for each occupation in Region 10.

Figure 4: Education Opportunities for the Top 15 Existing In-Demand Occupations in Region 10

SOC	Job Title	2023 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education	Programs Available
15-1253	Civil Engineers	4,309	6.3%	390	2,279	\$38.08	Bachelor's degree	4 Associate 1 Bachelor's 3 Certificates
11-3131	Construction Managers	2,984	4.7%	282	1,940	\$50.64	Bachelor's degree	8 Associate 9 Bachelor 12 Certificates
15-1231	Data Scientists	2,178	6.0%	196	4,023	\$43.66	Bachelor's degree	1 Associate 3 Bachelor's 16 Certificates
11-3021	Financial Managers	10,252	2.9%	842	4,882	\$63.98	Bachelor's degree	1 Associate 3 Bachelor's 2 Certificates
11-1021	General and Operations Managers	38,642	2.2%	3491	7,288	\$49.18	Bachelor's degree	7 Associate 13 Bachelor's 11 Certificates
13-1011	Logisticians	5,008	4.0%	500	2,973	\$39.75	Bachelor's degree	3 Associate 7 Bachelor's 7 Certificates
13-1031	Management Analysts	7,978	3.1%	768	2,674	\$45.71	Bachelor's degree	5 Associate 9 Bachelor's 9 Certificates

SOC	Job Title	2023 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education	Programs Available
11-9039	Medical and Health Services Managers	6,328	5.5%	618	4,787	\$49.14	Bachelor's degree	1 Associate 5 Bachelor's 6 Certificates
21-2021	Nurse Practitioners	3,460	8.1%	296	1,679	\$53.78	Master's degree	4 Master's 4 Doctoral or Professional Degrees
21-1019	Physical Therapists	3,212	4.8%	201	1,590	\$44.92	Doctoral or professional degree	2 Doctoral or Professional Degrees
21-1013	Physician Assistants	2,200	5.0%	164	733	\$55.78	Master's degree	4 Associate 1 Bachelor's 32 Certificates
13-1028	Project Management Specialists	11,914	2.3%	968	5,710	\$48.50	Bachelor's degree	5 Associate 8 Bachelor's 16 Certificates
13-2071	Software Developers	23,200	2.4%	1515	12,922	\$50.39	Bachelor's degree	8 Associate 5 Bachelor's 36 Certificates
21-1029	Speech-Language Pathologists	1,702	5.5%	139	1,825	\$39.92	Master's degree	1 Master's 1 Doctoral or Professional Degree
11-3061	Transportation, Storage, and Distribution Managers	3,635	3.7%	354	2,827	\$44.66	High school diploma or equivalent	6 Associate 8 Bachelor's 7 Certificates

Source: Bureau of Labor Statistics (2023), Lightcast (2024), MITC (2024)

Overall, Region 10's education and training program availability is strong, with a number of colleges and universities located in the area. Data in Figure 4 shows that the Software Developers for Applications job have gained at least two available bachelor's degree programs in Region 10 since 2018, according to the PMTC portal. This, however, is not enough to satisfy the needs of Region 10's employers, particularly in the growing tech hub of Detroit. Because of training deficiencies, such non-degree programs as Experience IT and Grand Circus have been created in the Detroit area to generate a pipeline of qualified IT workers.

The in-demand management positions in Figure 4 have a strong number of education and training opportunities available in Region 10. Despite the high number of programs, employers struggle to find workers with the appropriate credentials for high-wage management positions, according to anecdotal feedback from employers and MWAs across the State.

Workforce Analysis

An analysis of the current workforce in the region, including employment/unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment.

The City of Detroit's population is currently well below the regional average educational attainment, according to the 2022 Census Bureau data displayed in Figure 5. In the City of Detroit, 16.9 percent of individuals hold a bachelor's degree or higher, compared to 31.1 percent in the state as a whole. In addition, the educational attainment rate (bachelor's or higher) in Oakland County is 49.5 percent, one of the highest rates in the State of Michigan, while the rates in Wayne, Monroe, St. Clair and Macomb counties are 26.5 percent, 22.6 percent, 19.9 percent and 26.8 percent, respectively. The current

educational attainment levels in the City of Detroit, Region 10, and the state of Michigan do not align with increasing employer needs. Too few individuals are prepared for in-demand jobs as more employers require higher skills for employment.

Figure 5: Educational Attainment

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Population 25 years and over	6,938,439	623,718	109,932	906,930	114,600	1,205,390	417,331	2,960,570
High school graduate or higher, number of persons, age 25+, 2018-2022	6,366,037	565,282	100,775	859,267	105,342	1,058,102	345,689	2,688,768
High school graduate or higher, percent of persons, age 25+, 2018-2022	91.8%	90.6%	91.7%	94.7%	91.9%	87.8%	82.8%	90.8%
Bachelor's degree or higher, number of persons, age 25+, 2018-2022	2,160,351	167,161	24,842	449,241	22,800	319,402	70,464	983,446
Bachelor's degree or higher, percent of persons, age 25+, 2018-2022	31.1%	26.8%	22.6%	49.5%	19.9%	26.5%	16.9%	33.2%

Source: 2018-2022 ACS Five-Year Estimates

The most recent labor force participation rates show Macomb and Oakland counties well above the state average of 61.5 percent, and the City of Detroit well below. These rates have been steadily increasing, with more individuals of working age participating in the labor force over the last several years. This achievement for Michigan occurred despite an aging workforce and slow population growth. Figure 6 highlights these values.

Figure 6: Labor Force Participation Rates

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population 16+	8,166,427	719,240	126,258	1,044,318	131,970	1,408,500	496,762	3,430,286
In civilian labor force, count of population age 16+, 2018-2022	5,022,353	460,314	75,376	693,427	79,446	836,649	272,226	2,145,212
In civilian labor force, percent of population age 16+, 2018-2022	61.5%	64.0%	59.7%	66.4%	60.2%	59.4%	54.8%	62.5%

Source: 2018-2022 ACS Five-Year Estimates

At approximately 17.0 percent, Region 10's youth unemployment rate is significantly larger than the overall unemployment rate of 6.7 percent. To a lesser degree, the same is true for African American individuals.

Figure 7: Civilian Labor Force by Demographic Group – 2023 WIOA Region 10

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16+	2,142,938	1,998,911	144,027	6.7%
Sex				
Male 16+	1,131,548	1,053,856	77,692	6.9%
16-19	43,580	35,391	8,189	18.8%
20-24	104,437	91,017	13,420	12.8%
25-54	717,678	674,556	43,122	6.0%
55-64	199,903	190,448	9,455	4.7%
65 Plus	65,950	62,444	3,506	5.3%
Female 16+	1,011,390	945,055	66,335	6.6%
16-19	44,871	38,260	6,611	14.7%
20-24	99,869	87,978	11,891	11.9%
25-54	634,023	596,769	37,254	5.9%
55-64	177,120	169,247	7,873	4.4%
65 Plus	55,507	52,801	2,706	4.9%
Race				
White	1,455,589	1,381,158	73,322	5.0%
Black/African American	444,632	389,070	55,484	12.5%
Native American	4,808	4,481	329	6.8%
Asian	111,430	107,218	4,217	3.8%
Native Hawaiian / Pacific Islander	390	*	*	*
Some Other Race	31,295	28,387	2,895	9.3%
Two or More Races	97,315	89,025	8,188	8.4%
Ethnicity				
Hispanic	100,050	92,415	7,519	7.5%

Source: 2018-2022 ACS Five-Year Estimates

Figure 8: Labor Market Trends – 2017 – 2023 WIOA Region 10

Figure 8a: Labor Force, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	2,073,966	2,118,121	2,042,888	2,111,979	38,013	1.8%
Macomb	447,838	457,368	439,919	455,508	7,670	1.7%
Monroe	76,087	75,885	72,122	77,534	1,447	1.9%
Oakland	673,030	689,483	660,789	687,933	14,903	2.2%
St. Clair	76,071	77,287	74,301	77,012	941	1.2%
Wayne	800,940	818,098	795,757	813,992	13,052	1.6%
Michigan	4,911,000	4,980,000	4,775,000	5,008,000	97,000	2.0%
United States	160,320,000	163,539,000	161,204,000	167,116,000	6,796,000	4.2%

Figure 8b: Employment, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	1,978,724	2,028,345	1,915,403	2,034,326	55,602	2.8%
Macomb	428,149	438,286	414,146	439,505	11,356	2.7%
Monroe	72,521	72,902	67,771	74,284	1,763	2.4%
Oakland	649,306	666,319	630,128	667,877	18,571	2.9%
St. Clair	72,179	73,566	69,936	74,088	1,909	2.6%
Wayne	756,569	777,272	733,422	778,572	22,003	2.9%
Michigan	4,686,000	4,777,000	4,501,000	4,812,000	126,000	2.7%
United States	153,337,000	157,538,000	152,581,000	161,037,000	7,700,000	5.0%

Figure 8c: Unemployment, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	95,242	89,776	127,485	77,653	-17,589	-18.5%
Macomb	19,689	19,082	25,773	16,003	-3,686	-18.7%
Monroe	3,566	2,983	4,351	3,250	-316	-8.9%
Oakland	23,724	23,164	30,661	20,056	-3,668	-15.5%
St. Clair	3,892	3,721	4,365	2,924	-968	-24.9%
Wayne	44,371	40,826	62,335	35,420	-8,951	-20.2%
Michigan	225,000	203,000	274,000	195,000	-30,000	-13.3%
United States	6,982,000	6,001,000	8,623,000	6,080,000	-902,000	-12.9%

Figure 8d: Unemployment Rate, Percent

Geography	2017	2019	2021	2023	2017–2023 Rate Change
WIOA Region 10	4.6%	4.2%	6.2%	3.7%	-0.9%
Macomb	4.4%	4.2%	5.9%	3.5%	-0.9%
Monroe	4.7%	3.9%	6.0%	4.2%	-0.5%
Oakland	3.5%	3.4%	4.6%	2.9%	-0.6%
St. Clair	5.1%	4.8%	5.9%	3.8%	-1.3%
Wayne	5.5%	5.0%	7.8%	4.4%	-1.2%
Michigan	4.6%	4.1%	5.7%	3.9%	-0.7%
United States	4.4%	3.7%	5.3%	3.6%	-0.7%

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives,
Local Area Unemployment Statistics (LAUS)

Important Industry Sectors in WIOA Region 10

An analysis of what sectors/industries are considered mature but still important to the regional economy, current and in-demand, and which are considered emerging in the regional economy.

Figure 9 highlights the top 15 most in-demand industry sectors (2-digit NAICS level) in Region 10. In-demand is defined as those industries with the highest number of job postings during the past two years and growing with an average annual wage over \$35,000. This average wage aligns with that used in the regional in-demand and emerging industries in the Michigan WIOA Unified State Plan. Various occupations exist within the local industries, which offer wages dependent on tenure and other factors. While the industry average is an important wage factor, the wages paid to workers in each occupation are a more relevant metric for workforce development. Figures 1 and 2 provide more detail on occupations. The 2023 employment levels for the highlighted industries are also shown in Figure 9.

Figure 9: WIOA Region 10's Top 15 In-Demand Industries

NAICS	Description	2023 Job Postings	2023 Jobs	2025 Jobs	2023-2025 Change	2023-2025 % Change	Avg. Earnings Per Job
72	Accommodation and Food Services	37,960	151,234	154,246	3,013	2.0%	\$29,923
71	Arts, Entertainment, and Recreation	5,128	24,496	25,580	1,084	4.4%	\$69,610
23	Construction	10,274	76,726	79,123	2,397	3.1%	\$98,748
61	Educational Services	13,376	26,700	26,929	229	0.9%	\$57,021
52	Finance and Insurance	18,179	80,486	80,529	43	0.1%	\$123,418
62	Health Care and Social Assistance	87,874	269,665	275,408	5,743	2.1%	\$77,310
55	Management of Companies and Enterprises	2,059	48,655	50,131	1,476	3.0%	\$171,141
21	Mining, Quarrying, and Oil and Gas Extraction	999	921	956	35	3.8%	\$123,181
81	Other Services (except Public Administration)	14,349	74,148	75,105	957	1.3%	\$48,350
54	Professional, Scientific, and Technical Services	55,779	189,987	192,652	2,664	1.4%	\$130,594
53	Real Estate and Rental and Leasing	7,262	31,262	32,407	1,145	3.7%	\$80,276
48	Transportation and Warehousing	56,231	90,142	96,524	6,382	7.1%	\$80,672
99	Unclassified Industry	13,090	6,563	8,106	1,543	23.5%	\$63,407
22	Utilities	2,147	8,444	8,477	33	0.4%	\$194,350
42	Wholesale Trade	22,342	75,990	76,103	114	0.1%	\$119,345

Source: Lightcast (2024); DTMB (2023)

Figure 10 highlights Region 10's top emerging industries. Emerging industries are those with high growth (numeric and percent) expected over the next ten years, through 2033, and a high number of annual openings through 2033.

Figure 10: WIOA Region 10 Top 15 Emerging Industries

NAICS	Description	2023 Jobs	2033 Jobs	2023-2033 Change	2023-2033 % Change	Avg. Earnings Per Job
72	Accommodation and Food Services	151,234	157,992	6,758	4.5%	\$29,923
11	Agriculture, Forestry, Fishing and Hunting	3,806	5,317	1,511	39.7%	\$49,129
71	Arts, Entertainment, and Recreation	24,496	27,284	2,788	11.4%	\$69,610
23	Construction	76,726	82,757	6,030	7.9%	\$98,748
52	Finance and Insurance	80,486	81,057	571	0.7%	\$123,418
62	Health Care and Social Assistance	269,665	291,949	22,285	8.3%	\$77,310
51	Information	22,817	22,507	(310)	(1.4%)	\$121,255
55	Management of Companies and Enterprises	48,655	53,318	4,663	9.6%	\$171,141
21	Mining, Quarrying, and Oil and Gas Extraction	921	1,006	85	9.2%	\$123,181
81	Other Services (except Public Administration)	74,148	78,070	3,922	5.3%	\$48,350
54	Professional, Scientific, and Technical Services	189,987	196,246	6,259	3.3%	\$130,594
53	Real Estate and Rental and Leasing	31,262	34,480	3,218	10.3%	\$80,276
48	Transportation and Warehousing	90,142	107,326	17,185	19.1%	\$80,672
99	Unclassified Industry	6,563	11,667	5,105	77.8%	\$63,407
22	Utilities	8,444	8,276	(168)	(2.0%)	\$194,350

Source: Lightcast (2024); DTMB (2023)

Geographic Factors

A discussion of geographic factors (inherent geographic advantages or disadvantages) that may impact the regional economy and the distribution of employers, population, and service providers within the region.

Region 10 is a relatively small geographic area, representing about 3,230 square miles. The most recent Census estimate puts the region's population at 4.21 million, 42.0 percent of the state's population. Region 10 is also home to 43.1 percent of the state's business establishments and 44.4 percent of the state's employed population. The region is dense compared to the state. Region 10 has an average of 2,042 individuals per square mile, compared to the state's average of 178 individuals per square mile.

Most workers in the region commute to some degree. Nearly 60.0 percent travel more than 10 miles to their jobs each direction, and 21.7 percent travel more than 25 miles each direction, according to data from the LEHD Origin-Destination Employment Statistics (LODES) survey and Census OnTheMap. The region's average travel time to work was about 26.9 minutes each direction. This is just above the state's average of 24.5 minutes each direction. While the travel time across Region 10 does not vary much from the City of Detroit to the outer counties, the means of travel does differ. The typical Detroit household has only one, if any, vehicles available for travel to and from work, while the typical Region 10 household

outside of Detroit has two vehicles available, according to American Community Survey data. The housing ownership and vacancy rates in Region 10 communities are also notable. 2022 Census data indicates that nearly 23.0 percent of housing units in the City of Detroit are vacant, but city estimates suggest that the actual rate is much higher. In contrast, Region 10's vacancy rate averages 8.6 percent. Wayne County's vacancy rate is 13.3 percent but drops to 6.4 percent when the City of Detroit is excluded. The disparity between the City of Detroit and the region's other communities cannot be overemphasized.

The region is heavily concentrated and well connected by highways. However, for workers without regular access to a vehicle, traveling to employment may be difficult because the region lacks a comprehensive transit system. Most available jobs for individuals with lower-than-average education (typical of job seekers in the City of Detroit) are located beyond city limits in the outlying counties, which are not effectively connected by public transit. According to OnTheMap data, only 30.6 percent of Detroiters live and work in the city. Almost 70.0 percent commute outside of the city for their primary job, and 9.2 percent commute more than 50 miles each direction for work. Oakland County is vastly different, however; 55.7 percent of the population lives and works in the county, and only 7.1 percent of those who travel commute more than 50 miles each direction for work.

Demographic Characteristics

The demographic characteristics of the current workforce and how the region's demographics are changing in terms of population, labor supply, and occupational demand.

Region 10's geographic make-up is unique in Michigan. It is home to not only the largest city (which is also one of the most impoverished), but it is also home to some of the wealthiest and most populated communities in the state. The City of Detroit presents exceptional challenges for the region, though recent years have demonstrated significant progress.

Most job opportunities available within close geographic proximity to Detroiters, and those in the region without reliable transportation, are inaccessible for various reasons. The fastest-growing jobs and those with the most hiring in the region are in occupations that require post-secondary training and often a bachelor's degree. A strong mismatch exists between the available jobs, particularly the highest demand jobs as shown in Figures 1 through 3, which consistently require at least a college degree, and the current talent pool's skill and education level, where about 30.0 percent of Region 10's workers possess a college degree. Figure 5 provides education attainment information.

Figure 11 highlights the region's population demographics. The region is ethnically diverse, with a higher concentration of ethnic minorities than the state on average. This is particularly true in Wayne County and the City of Detroit.

Figure 11: Population Demographics

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
White	7,617,085	680,537	142,046	913,135	147,655	905,956	77,788	2,789,329
White Percent of Total	75.7%	77.5%	91.7%	71.8%	92.1%	50.8%	12.2%	65.7%
Black or African American	1,363,539	108,151	3,322	167,691	3,753	670,722	495,533	953,639
Black or African American Percent of Total	13.6%	12.3%	2.1%	13.2%	2.3%	37.6%	77.8%	22.5%
American Indian and Alaska Native	45,662	1,799	157	2,236	284	5,497	2,274	9,973
American Indian and Alaska Native Percent of Total	0.5%	0.2%	0.1%	0.2%	0.2%	0.3%	0.4%	0.2%
Asian	327,551	39,992	569	102,915	759	61,624	10,252	205,859
Asian Percent of Total	3.3%	4.6%	0.4%	8.1%	0.5%	3.5%	1.6%	4.8%
Native Hawaiian and Other Pacific Islander	2,780	462	12	405	22	350	94	1,251
Native Hawaiian and Other Pacific Islander, Percent of Total	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or more races	543,305	40,084	7,250	70,819	6,531	91,998	23,902	216,682
Two or more races, Percent of Total	5.4%	4.6%	4.7%	5.6%	4.1%	5.2%	3.8%	5.1%
Hispanic or Latino	550,427	25,208	6,134	57,851	5,832	112,699	48,054	207,724
Hispanic or Latino Percent of Total	5.5%	2.9%	4.0%	4.5%	3.6%	6.3%	7.5%	4.9%
White alone, not Hispanic or Latino	7,394,140	669,918	139,170	889,221	144,743	866,868	64,186	2,709,920
White alone, not Hispanic or Latino Percent of Total	73.5%	76.3%	89.9%	69.9%	90.3%	48.7%	10.1%	63.8%

Source: 2018-2022 ACS Five-Year Estimates

Figure 12 shows that Region 10 is home to a large veteran population. As of 2022, 36.0 percent of the state's veterans lived in the region, including 4.6 percent in the City of Detroit.

Figure 12: Veteran Population

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Civilian Population 18+	7,903,494	695,215	122,132	1,011,234	127,257	1,361,166	479,926	3,317,004
Veterans, 2018-2022	498,788	39,559	9,318	48,275	9,628	72,681	22,765	179,461
Share of Veterans in the State	100.0%	7.9%	1.9%	9.7%	1.9%	14.6%	4.6%	36.0%

Source: 2018-2022 ACS Five-Year Estimates

Figure 13 highlights the region's age distribution. The population across Michigan is aging, and Region 10's age distribution generally reflects the state averages.

Figure 13: Age Distribution

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
Persons under 5 years, 2022	552,803	46,844	7,919	66,132	7,885	113,837	43,814	242,617
Persons under 5 years, 2022 percent	5.50%	5.33%	5.11%	5.20%	4.92%	6.39%	6.88%	5.71%
Persons under 5 years, 2018	572,374	47,677	7,960	68,288	8,098	115,396	49,366	247,419
Persons under 5 years, 2018 percent	5.69%	5.43%	5.14%	5.37%	5.05%	6.48%	7.75%	5.83%
Persons under 18 years, 2022	2,149,464	182,534	32,602	260,597	32,905	420,181	156,754	928,819
Persons under 18 years, 2022 percent	21.37%	20.78%	21.06%	20.48%	20.53%	23.58%	24.62%	21.87%
Persons under 18 years, 2018	2,196,098	186,502	32,824	269,153	34,121	420,346	169,766	942,946
Persons under 18 years, 2018 percent	21.83%	21.23%	21.20%	21.16%	21.29%	23.59%	26.66%	22.20%
Persons 65 years and over, 2022	1,786,825	153,699	29,207	222,540	31,019	281,455	91,780	717,920
Persons 65 years and over, 2022 percent	17.77%	17.50%	18.86%	17.49%	19.36%	15.80%	14.41%	16.90%
Persons 65 years and over, 2018	1,522,156	131,194	20,371	181,557	23,641	251,248	81,925	608,011
Persons 65 years and over, 2018 percent	15.13%	14.93%	13.16%	14.27%	14.75%	14.10%	12.87%	14.31%

Source: 2018-2022 ACS Five-Year Estimates

Region 10 has a greater share of foreign-born residents than Michigan on average. In addition, the region has a greater share of families where a language other than English is spoken in the home. According to Census data, a larger share of Region 10's individuals have limited English language proficiency than the state on average. Figure 14 highlights the foreign-born population within the region and the percentage of homes that speak a primary language other than English.

Figure 14: Foreign Born and Primary Language Spoken at Home

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population, 2018-2022	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
Foreign-born persons, 2018-2022	694,860	99,284	3,512	166,176	3,081	168,249	35,917	440,302
Foreign-born persons, percent, 2018-2022	6.9%	11.3%	2.3%	13.1%	1.9%	9.4%	5.6%	10.4%
Population 5 years and over	9,505,118	831,609	146,904	1,206,132	152,372	1,667,804	592,973	4,004,821
Language other than English spoken at home, number of persons age 5 years+, 2018-2022	943,593	123,078	5,088	189,384	3,656	255,583	63,878	576,789
Language other than English spoken at home, percent of persons age 5 years+, 2018-2022	9.9%	14.8%	3.5%	15.7%	2.4%	15.3%	10.8%	14.4%

Source: 2018-2022 ACS Five-Year Estimates

A “limited English-speaking household”, as shown in Figure 15, is one in which all members, 14 years and over, have at least some difficulty with the English language.

Figure 15: Limited English-Speaking Households by County

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Households	4,009,253	354,251	62,240	524,762	65,989	688,461	249,518	1,695,703
Limited English-speaking households, 2018-2022	67,271	11,095	189	13,514	270	18,831	5,803	43,899
Limited English-speaking households, percent of total, 2018-2022	1.7%	3.1%	0.3%	2.6%	0.4%	2.7%	2.3%	2.6%

Source: 2018-2022 ACS Five-Year Estimates

Figure 16 highlights Region 10's disabled population. Monroe, St. Clair, and Wayne counties, and the City of Detroit, have a higher share of disabled individuals under the age of 65 than the state on average.

Figure 16: Percent of Population Under 65 with a Disability

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total civilian noninstitutionalized population	9,949,793	871,490	153,758	1,265,417	158,988	1,770,251	631,434	4,219,904
Persons with a disability, under age 65 years, 2018-2022	831,675	68,592	13,933	78,104	16,148	172,704	83,270	349,481
With a disability, under age 65 years, percent of total, 2018-2022	8.4%	7.9%	9.1%	6.2%	10.2%	9.8%	13.2%	8.3%

Source: 2018-2022 ACS Five-Year Estimates

Figure 17 indicates that 41.9 percent of the state's disabled population resides in Region 10. The region is home to 42.2 percent of the state's overall population. This indicates that the region has a slightly, but not significantly, lesser share of the state's disabled population.

Figure 17: Individuals with Disabilities in Michigan by County –2022

Geography	2018 – 2022 Estimate	2018 – 2022 Share of State
Macomb County	121,934	8.7%
Monroe County	22,691	1.6%
Oakland County	144,565	10.3%
St. Clair County	26,582	1.9%
Wayne County	273,385	19.5%
State of Michigan	1,403,198	100.0%

Source: 2018-2022 ACS Five-Year Estimates

Figure 18 shows that the current disabled population in Region 10 is primarily female, of working age (18-64), and white. Compared to the general population distribution, however, a higher share of disabled Black/African American individuals reside in Region 10 than would be expected, based on the overall share of Black/African American individuals in the region.

Figure 18: Individuals with Disabilities by Demographic Group

Demographic Group	2022 Estimate	Percent Distribution
Total Population	589,157	100.0%
Sex		
Male	276,255	46.9%
Female	312,902	53.1%
Age		
17 and Under	40,935	6.9%
18-64	308,546	52.4%

Demographic Group	2022 Estimate	Percent Distribution
65 +	239,676	40.7%
Race		
White	377,162	64.0%
Black / African American	162,624	27.6%
Native American	2,132	0.4%
Asian	13,081	2.2%
Hawaiian / Pacific Islander	259	0.0%
Some Other Race	9,022	1.5%
Two or More Races	24,877	4.2%
Ethnicity		
Hispanic	21,348	3.6%

Source: 2018-2022 ACS Five-Year Estimates

Region 10's income distribution differs widely from the state and within the region. Just under one-fourth of Detroit's households live on less than \$14,999 annually. The federal poverty guideline for a family of four in 2024 is \$31,200. In the City of Detroit, 46.9 percent of families live near or below this income level, compared to 24.8 percent in the state of Michigan and 17.6 percent in Oakland County. Figure 19 details the income bracket of households within the region.

Figure 19: Households by Income Bracket

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Households	4,009,253	354,251	62,240	524,762	65,989	688,461	249,518	1,695,703
Households with Income of \$0 - \$9,999	202,166	14,210	2,264	19,033	2,749	54,749	32,472	93,005
Households with Income of \$0 - \$9,999, Percent	5.0%	4.0%	3.6%	3.6%	4.2%	8.0%	13.0%	5.5%
Households with Income of \$10,000 - \$14,999	165,381	11,058	2,167	14,230	2,749	41,807	26,240	72,011
Households with Income of \$10,000 - \$14,999, Percent	4.1%	3.1%	3.5%	2.7%	4.2%	6.1%	10.5%	4.2%
Households with Income of \$15,000 - \$24,999	301,401	24,667	4,411	26,586	4,829	62,082	30,935	122,575
Households with Income of \$15,000 - \$24,999, Percent	7.5%	7.0%	7.1%	5.1%	7.3%	9.0%	12.4%	7.2%
Households with Income of \$25,000 - \$34,999	327,120	27,164	5,096	32,436	5,573	60,593	27,371	130,862
Households with Income of \$25,000 - \$34,999, Percent	8.2%	7.7%	8.2%	6.2%	8.4%	8.8%	11.0%	7.7%
Households with Income of \$35,000 - \$49,999	484,737	41,540	6,787	47,896	8,704	89,208	38,264	194,135
Households with Income of \$35,000 - \$49,999, Percent	12.1%	11.7%	10.9%	9.1%	13.2%	13.0%	15.3%	11.4%
Households with Income of \$50,000 - \$74,999	689,069	60,757	11,326	73,471	11,580	112,968	37,811	270,102
Households with Income of \$50,000 - \$74,999, Percent	17.2%	17.2%	18.2%	14.0%	17.5%	16.4%	15.2%	15.9%

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Households with Income of \$75,000 - \$99,999	539,098	50,375	8,506	66,840	9,807	81,293	23,035	216,821
Households with Income of \$75,000 - \$99,999, Percent	13.4%	14.2%	13.7%	12.7%	14.9%	11.8%	9.2%	12.8%
Households with Income of \$100,000 - \$149,999	660,499	65,060	11,321	99,062	10,961	96,000	20,859	282,404
Households with Income of \$100,000 - \$149,999, Percent	16.5%	18.4%	18.2%	18.9%	16.6%	13.9%	8.4%	16.7%
Households with Income of \$150,000 - \$199,999	312,858	33,127	5,734	58,814	5,109	43,596	6,555	146,380
Households with Income of \$150,000 - \$199,999, Percent	7.8%	9.4%	9.2%	11.2%	7.7%	6.3%	2.6%	8.6%
Households with Income of \$200,000+	326,924	26,293	4,628	86,394	3,928	46,165	5,976	167,408
Households with Income of \$200,000+, Percentage	8.2%	7.4%	7.4%	16.5%	6.0%	6.7%	2.4%	9.9%
Average Household Income	\$92,835	\$93,292	\$92,489	\$126,488	\$85,544	\$81,036	\$54,054	\$98,258
Median Household Income	\$68,505	\$73,876	\$72,573	\$92,620	\$66,887	\$57,223	\$37,761	\$72,595
Per Capita Income	\$37,929	\$38,015	\$37,704	\$53,157	\$35,483	\$32,643	\$22,861	\$40,410

Source: 2018-2022 ACS Five-Year Estimates

Region 10's income disparities are a problem, with many residents living in poverty. In 2023, 49.1 percent of the state's public assistance registrants lived in the region. Compared to the region's overall share of the state's population, this is a significant number and share of those living on public assistance. The numbers are increasing, possibly due to policy changes and the COVID-19 pandemic. Many individuals are either approaching their limit or have already maxed out their benefits. The public assistance population disproportionately uses Region 10's workforce system, creating a strain on resources. Figure 20 highlights the number of individuals who are registered to receive state assistance, and who also have a work requirement.

Figure 20: Public Assistance Registrants in Michigan by County: 2021 – 2023

Geography	2021	2023	2021 - 2023 Percent Change	2023 Share of the State
Macomb County	31,180	34,476	10.6%	8.2%
Monroe County	4,305	4,621	7.3%	1.1%
Oakland County	25,598	26,279	2.7%	6.2%
St. Clair County	6,145	6,857	11.6%	1.6%
Wayne County	128,314	134,553	4.9%	32.0%
Michigan	393,338	420,873	7.0%	100.0%

Source: Michigan Department of Health and Human Services

Figure 21 indicates that Region 10's 2023 public assistance population is 61.7 percent of individuals aged 22 to 44, and 49.3 percent African American. Compared to the general population demographics in the region, these groups are over-represented.

Figure 21: Public Assistance Registrants: December 2023

Demographic Group	Assistance Program Registrants	Percent of Total
Total	206,786	100.0%
<i>Sex</i>		
Male	92,665	44.8%
Female	114,118	55.2%
<i>Age</i>		
14-15	981	0.5%
16-19	15,020	7.3%
20-21	9,565	4.6%
22-44	127,526	61.7%
45-54	39,132	18.9%
55-64	14,535	7.0%
65+	27	0.0%
<i>Race</i>		
White	71,390	34.5%
Black / African American	101,923	49.3%
Native American	1,179	0.6%
Other	10,316	5.0%
Hispanic	7,730	3.7%

Source: Michigan Department of Health and Human Services

Part III: Regional Service Strategies

Describe the regional service strategies that have been or will be established as a result of coordinated regional analysis and delivery of services, including the use of cooperative service delivery agreements, when appropriate. Regions may consider:

- *Existing service delivery strategies that will be expanded, streamlined, or eliminated.*
- *New service strategies necessary to address regional education and training needs.*
- *Strategies to address geographic advantages.*
- *Approaches to improve services to individuals with disabilities, veterans, youth, or other hard to serve populations.*
- *Strategies to connect the unemployed with work-based learning opportunities.*
- *Strategies to integrate existing regional planning efforts among core partners.*

The MWAs and core partners in Region 10 have a long history of working collaboratively to design and implement effective regional service strategies, often supported through cooperative service delivery agreements. Region 10 will continue building on this strong foundation by expanding strategies that demonstrate impact, strengthen relationships, build trust, create shared understanding across partners, and respond to the region's training and employment needs. Priority will be given to improving services for special populations, including individuals with disabilities, veterans, and the long-term unemployed, as well as enhancing collaboration with WIOA Title II and Title IV core partners.

The following sections describe the regional service strategies and cooperative service delivery agreements in which Region 10 MWAs are actively engaged. Together, these efforts address regional education and training needs, connect job seekers—including the unemployed and underemployed—to work-based learning opportunities, and improve services for populations that face significant barriers to employment. Many of these regional initiatives extend beyond Region 10 and support job seekers and employers in neighboring WIOA Planning Regions 6 and 9, reflecting the interconnected nature of the regional labor market.

Planning Region 10 Service Strategies

Going PRO Talent Fund

LEO-WD awards Going PRO Talent Fund grants to employers, through the MWAs, to train, develop, and retain current and newly hired workers. MWA Business Services teams conduct fact-finding sessions with employers to assess talent gaps and identify appropriate training providers. All training must be short-term, address a documented talent need, and result in an industry-recognized credential.

MWAs in WIOA Planning Regions 6, 9, and 10 will continue their collaboration to optimize the implementation of the Going PRO Talent Fund. This includes jointly supporting employers that operate across multiple service areas by designating a single MWA to serve as the administrative entity for multi-site grants.

Across the most recent funding cycles, the region's MWAs have demonstrated strong utilization of Going PRO resources. In total, DESC, Macomb/St. Clair, Oakland County, and SEMCA collectively administered

more than \$20 million in awards across the 2025 (Cycles 1–2) and 2026 (Cycle 1) funding periods, reflecting each organization’s ongoing commitment to meeting employer talent needs and supporting a skilled workforce across Southeast Michigan.

Business Resource Networks

Business Resource Networks (BRNs) are multi-employer collaboratives that fund a “success coach” to help employees address personal and workplace barriers that affect attendance, retention, and productivity. Success coaches also assist workers in identifying training opportunities that support skill development, career advancement, and higher wages.

Although the initial LEO-WD BRN funding was not reallocated, both OCMW! and SEMCA sustained their local BRN programs using alternative funding sources. OCMW! partners with the Oakland Livingston Human Service Agency (OLHSA) to operate the BRN Employee Retention Assistance program, which currently includes 13 employer partners and has achieved an 83 percent retention rate among employees receiving services.

SEMCA operates the *CONNECTIONS* program for employers in out-Wayne County, with 10 participating employers. The program’s two success coaches have supported more than 360 individuals, delivering 90 direct services and making over 270 referrals to external resources to help workers overcome barriers to maintaining employment. Examples of this impact include assisting a mother and her children in relocating from a domestic violence situation and helping an early-shift airport employee purchase a vehicle to ensure reliable transportation. SEMCA’s BRN program will conclude on June 30, 2026.

Southeast Michigan Works Agencies Council (SEMWAC)

SEMWAC is a regional alliance that brings together leadership and staff from seven MWAs across WIOA Planning Regions 6, 7, 9, and 10. The MWA directors meet every other month to discuss policy, coordinate staff development activities, share best practices, and plan, implement, and monitor regional initiatives. SEMWAC has been active for more than 20 years and has leveraged millions of dollars to support the greater southeast Michigan region.

SEMWAC strengthens partnerships and enhances communication, collaboration, and consistency of service delivery throughout the region. Currently, the member MWAs are implementing regional grants from the U.S. Department of Labor (USDOL), the U.S. Department of Commerce, and the State of Michigan, as well as supporting career exploration through MiCareerQuest Southeast. The MWAs also collaborate to develop WIOA Regional Plans and Mid-Cycle Modifications that reflect the high levels of cooperation and coordination across the region.

Workforce Intelligence Network (WIN)

WIN is a partnership of ten community colleges and seven MWAs operating in WIOA Planning Regions 6, 7, 9, and 10. SEMCA serves as WIN’s fiduciary and employer of record, providing administrative support for WIN and its initiatives. Established in 2011, WIN was created to build a regional, comprehensive, and cohesive talent development system that prepares workers for success. WIN’s work has historically focused on three primary roles: convening and facilitating employers and regional workforce stakeholders; gathering, analyzing, and distributing real-time labor market intelligence for southeast

Michigan; and developing strategies and funding proposals to support regional workforce development programs through partners.

Over the years, several WIN-led initiatives have resulted in cooperative service agreements with all seven MWAs, the ten community colleges that comprise WIN, and other partners across WIOA Planning Regions 6, 7, 9, and 10. Descriptions of these strategies follow.

WIN Regional Training Programs

WIN provides project management and coordination for a range of regional workforce training initiatives and employer-led collaboratives. These initiatives are designed to strengthen talent pipelines, address employer skill needs, and support aligned service delivery across MWAs, community colleges, and regional partners. The following table and narrative descriptions outline the regional training programs supported or facilitated by WIN and highlight the collaborative strategies used to meet the workforce needs of southeast Michigan.

WIN Matrix of Training Initiatives and Employer-Led Collaboratives

	Closing the Skills Gap	Health Careers Alliance	Michigan Alliance Greater Mobility Advancement	One Workforce Industry Infinity	Michigan Rural Enhanced Access to Careers in Healthcare	Michigan's Inclusive Training, Technology, and Equity Network	Apprenticeship Building America	Fund for the Improvement of Postsecondary Education
	CSG	HCA	MAGMA	OWII	MIREACH	MITTEN	ABA	FIPSE
Period of Performance	2020-2025	Ongoing since 2019	Ongoing since 2009	2021-2025	2021-2024	2025	2022-2026	2026-2030
Grant Award	\$4 million	WIN Board Dues	Governing Board Dues	\$10 million	\$2.5 million	\$857,900	\$5.8 million	\$3.65 million
Geography	Southeast Michigan, with no-cost tools and resources that can be used Statewide	Statewide in Michigan	Statewide in Michigan	Southeast Michigan	Southeast Michigan	Region 9	Southeast Michigan, with no-cost tools and resources that can be used Statewide	Southeast Michigan
WIN Partners	All WIN Partners, excluding Jackson College, Capital Area Michigan Works! & Lansing Community College	All WIN Partners	Original Equipment Manufacturers, Suppliers & All WIN Partners	All WIN Partners	GST Michigan Works!	Michigan Works! Southeast & SEMCA Michigan Works!	All WIN Partners, excluding Jackson College, Mott Community College, Wayne County Community College, Lansing Community College and GST Michigan Works!	Henry Ford College, Jackson College, Macomb Community College, Monroe County Community College, Oakland Community College, Schoolcraft College, and Washtenaw Community College
Training Reimbursement Funding	\$720,000	-	-	\$4.6 million	-	-	\$150,000 employer incentives only	-
Case Management / Wraparound Support Funding	-	-	-	\$1 million	\$100,000	-	Not allowed	-
Performance Outcome Targets	3,200 Participants Served/ 720 Registered Apprentices	0	0	875 Participants Served	100 Participants Served / Obtaining a Certification	850 Individuals with Digital Training & 400 Individuals with Computer Devices	200 Apprentices & 350 Pre-Apprentices	Redesign of at least 21 existing short-term programs and development of at least 14 new 8-15 week programs
Industry Sectors	Advanced Manufacturing	Healthcare	Advanced Manufacturing	Manufacturing, Information Technology, Transportation, Distribution & Logistics	Healthcare	Digital Equity	All Sectors, traditional and non-traditional	All Sectors, traditional and non-traditional

revised 5.13.26

WIN Employer-Led Collaboratives (ECLs) and State of Michigan Initiatives

The *Michigan Alliance for Greater Mobility Advancement (MAGMA)* is a consortium of OEMs, suppliers, educational institutions, workforce organizations, and state government partners focused on identifying and addressing the automotive industry's evolving skill and training needs. Established in 2009 by the State of Michigan's Workforce Development Agency, MAGMA supports the sector's transition to advanced mobility technologies, including connected and automated vehicles (CAV), embedded systems, and cybersecurity. Since 2013, WIN has convened and facilitated MAGMA on behalf of regional partners.

MAGMA provides a neutral, industry-driven platform to assess talent gaps and guide the development of education and training programs that respond to real-time and emerging workforce needs. To date, nearly 1,000 industry professionals have been trained through MAGMA-approved programs in areas such as electric and mobility technologies, embedded systems, systems engineering, and project management.

Region 10's MWAs play a key role in advancing MAGMA's workforce priorities. The MWAs participate in Advisory Council discussions, monitor emerging skill needs, and work directly with employers to align training resources with MAGMA-identified priorities. They connect workers and jobseekers to MAGMA-approved training and leverage workforce development funding to expand access to critical upskilling opportunities. Through this collaboration, MAGMA's industry insights directly inform regional workforce strategies and support WIOA goals for demand-driven talent development.

The *Health Careers Alliance for Southeast Michigan (HCA)* is an ECL co-facilitated by LEO and WIN. The HCA brings together 39 healthcare employers—including major multi-state systems, urban and suburban hospitals, and rural providers—as well as 20 workforce agencies, 19 higher education institutions, and K–12 partners. The collaborative organizes healthcare employers to identify shared workforce needs and develop coordinated strategies that strengthen the region's healthcare talent pipeline.

The HCA follows the Talent Pipeline Management (TPM) model to address critical workforce shortages more effectively and efficiently. Current focus areas include high-need occupations such as Certified Nursing Assistants, Medical Assistants, and Sterile Processing Technicians. Program teams for each occupation examine issues related to talent awareness, recruitment, training capacity, and curriculum alignment, producing actionable strategies for employers and partners.

MWAs actively support HCA efforts by participating in collaborative meetings, providing labor market insight, assisting with talent recruitment, and connecting jobseekers and incumbent workers to training aligned with employer priorities. MWAs also help employers leverage workforce development funding to support education, training, and upskilling strategies identified through the HCA.

The HCA's demand-driven, employer-led structure has produced measurable outcomes, including the development of new training programs, curriculum updates, increased apprenticeship and internship opportunities, growth in incumbent worker training, and more coordinated youth exposure to healthcare careers. These efforts strengthen the healthcare workforce ecosystem and directly support WIOA goals by aligning training resources with employer-verified hiring needs.

Past WIN Regional Training Initiatives

WIN previously managed several large-scale regional training initiatives that expanded apprenticeship opportunities, strengthened employer engagement, and supported Industry 4.0 skill development across southeast Michigan. One significant initiative was the *Advance Michigan Center for Apprenticeship Innovation / USDOL Apprenticeship: Closing the Skills Gap* grant. With WIN's support, Oakland Community College received a four-year federal award to train apprentices in advanced manufacturing occupations and to expand the regional apprenticeship hub. Six MWAs in Regions 6, 9, and 10 and seven community colleges participated, supporting activities such as employer outreach, participant tracking, and case management. A no-cost extension extended the grant to February 2025, and the initiative ultimately enrolled more than 1,100 participants in education or training and engaged over 500 employers.

WIN managed the USDOL H-1B One Workforce "Industry Infinity" grant, awarded in 2021 to advance workforce development in information technology, advanced manufacturing, and transportation/logistics across the region. The initiative scaled short-term credential programs and expanded employment opportunities across multiple workforce boards and community colleges. Industry Infinity strengthened employer responsiveness while accelerating credential attainment and wage-connected employment, resulting in a measurable regional impact. The initiative enrolled 1,568 participants, supported 1,301 completions, and produced 2,265 industry-recognized credentials between 2024 and 2025. SEMCA WIN received a one-year no-cost extension to serve additional incumbent workers, and the overall grant concluded in early 2025.

WIN's apprenticeship efforts also extend beyond past grants, reflecting a longstanding commitment to expanding registered apprenticeship opportunities across the region.

Apprenticeship Expansion and AMCAI

The Advance Michigan Center for Apprenticeship Innovation (AMCAI), a division of WIN, has played a central role in regional apprenticeship development since 2015. As a USDOL-recognized Intermediary Group Sponsor since 2018, WIN has maintained more than 50 active occupation standards, registered over 300 apprentices, and supported more than 90 employers in developing or expanding registered apprenticeship programs across Southeast Michigan.

In 2022, WIN was awarded a \$5.8 million USDOL Apprenticeship Building America grant to strengthen the AMCAI apprenticeship ecosystem and launch a Pre-Apprenticeship Training Academy. Through this initiative, WIN and its network of Michigan Works! agencies and community colleges have expanded apprenticeship hubs and talent pipelines across traditional and emerging industries, including healthcare, government, information technology, advanced manufacturing, and transportation/logistics. The grant supports the enrollment of 350 pre-apprenticeship participants, along with training, tuition reimbursement, and journeyperson stipends through 2026.

As WIN/AMCAI transitions out of its role as a USDOL intermediary sponsor, the organization is offboarding employer apprenticeship programs and coordinating appropriate next steps with partners. WIN is prioritizing continuity for active apprentices and ensuring employer records are transitioned appropriately. Although WIN will no longer serve as a group sponsor, it continues to advance regional

apprenticeship capacity through its Apprenticeship Building America grant activities, regional partnerships, and efforts to strengthen talent pipelines across Southeast Michigan.

WIN Labor Market Research and Data Services

WIN previously maintained agreements with MWAs and community colleges to produce real-time labor market information and quarterly regional reports. This work supported data-driven decision-making by providing job seekers, employers, and training providers with timely insights into hiring trends, skill needs, and occupational demand. MWAs used WIN's data to guide employment, training, and business service strategies, while community colleges used the information to inform curriculum development and better align programs with labor market needs. Economic development partners also relied on WIN's analysis to advise businesses on available talent pools and opportunities for upskilling their workforce. While WIN will no longer provide labor market research services, these past efforts helped establish a strong foundation for regional planning, collaboration, and employer engagement. The expertise developed through this work continues to inform and strengthen the region's broader workforce ecosystem.

Together, these initiatives strengthened regional capacity to deliver employer-driven training, supported aligned MWA and community college services, and contributed to the development of coordinated, industry-responsive workforce strategies across WIOA Planning Regions 6, 7, 9, and 10.

Pre-Apprenticeship Programs, Apprenticeship Initiatives, and Resources

Apprenticeship Success Coordinators and Intermediary Services

While Michigan ranks 10th in overall population, it consistently ranks 4th in the nation for the number of active U.S. Department of Labor (USDOL) Registered Apprentices, with approximately 22,000–24,000 active participants across more than 850 programs as of 2025–2026. Region 10's MWAs have expanded their Registered Apprenticeship (RA) support activities through state funding for Apprenticeship Success Coordinators (ASCs). ASCs develop and implement comprehensive strategies to grow and expand RA opportunities; engage employers, workforce intermediaries, and education partners; increase outreach to new sectors and underserved populations; and advance system improvements that diversify and expand participation in RA.

Apprenticeship Success Coordinators (ASCs) within the MWA system help remove barriers and simplify the apprenticeship process by serving as Workforce Intermediaries. As partners of the USDOL Office of Apprenticeship, these intermediaries play an important role in expanding Registered Apprenticeship programs across industries. MSCMW!, OCMW!, and WIN are certified intermediaries that provide industry expertise, connect employers and labor organizations with education and workforce partners, and support the development and administration of Registered Apprenticeship programs. WIN is gradually phasing out its intermediary services to support a smooth handoff to direct sponsors or other eligible group sponsor partners.

State Apprenticeship Expansion Grants

In Region 10, State Apprenticeship Expansion (SAE) investments have strengthened the capacity of Oakland County Michigan Works! and SEMCA to expand Registered Apprenticeship opportunities in high-demand, non-infrastructure sectors such as advanced manufacturing, educational services, health

and human services, and information technology. These programs reinforce WIOA's focus on demand-driven workforce strategies by helping employers address persistent skill shortages while creating structured earn-and-learn pathways that lead to industry-recognized credentials and sustainable wages.

Most recently, through the SAE 2026 grant program, Oakland County Michigan Works! and SEMCA Michigan Works! were awarded \$349,800 to support 53 apprentices and \$264,000 to support 40 apprentices, respectively. These coordinated regional efforts advance WIOA goals by expanding equitable access to high-quality training, supporting career pathway development, and increasing the number of workers who obtain postsecondary credentials aligned with Sixty by 30 and Oakland80.

Early Childhood Investment Corporation (ECIC) Investments

The U.S. Department of Labor (US DOL) selected the ECIC's Child Care Innovation Fund as its partner to administer Early Care and Education Registered Apprenticeship funding. Through this partnership, the Fund supports organizations in scaling Early Care and Education Registered Apprenticeship Programs (ECE RAPs) to increase the number of credentialed child care providers and early childhood educators across Michigan.

MSCMW! launched its Workforce Intermediary program with an Early Childhood Education RAP supported by a \$120,000 ECIC Design Grant. Soon after, MSCMW! added a second employer and a RAP related to the Industrial Maintenance Mechanic occupation. Their intermediary services have been supported by ECIC, Michigan's State Apprenticeship Expansion Program, and ASC grant funding. MSCMW! is actively working with 3 to 4 additional employers who are interested in expanding apprenticeships in southeast Michigan.

OCMW! is leveraging its \$242,308 ECIC Apprenticeship Scale Up Round III award to continue expanding its Childcare Development Specialist Registered Apprenticeship Program. The initial ECIC Design Grant enabled OCMW! to launch its USDOL-approved group sponsorship with two early childhood employer partners. With the additional Scale Up funding, OCMW! has expanded the program to include three more employer partners, bringing the total to five. Together, these employers have been supported through a combination of ECIC and SAE resources to grow their apprenticeship capacity and onboard new early childhood apprentices.

Fast Track Program

DESC is utilizing the *Fast Track Program* model, which provides pre-apprentice opportunities at commercial construction sites around the city for graduates from the *Access for All* program and other eligible participants. The Fast Track Program leverages existing training, pre-apprenticeship, and onboarding programs to identify a cohort of Detroiters for a four-month work experience that builds upon existing training programs. This paid work experience program will be a joint initiative to provide a curated pathway from existing training programs to skilled trade employment.

Medical Apprenticeship Pathways

OCMW! partners with Henry Ford Health System and regional community colleges—including Oakland Community College, Schoolcraft College, and Henry Ford College—to support a growing portfolio of

healthcare-related Registered Apprenticeship pathways. What began as a one-year Medical Assistant apprenticeship has expanded to include additional occupations aligned with the talent needs of Henry Ford Health.

OCMW! pre-screens candidates, coordinates with education providers, and supports employers with onboarding and training. To date, OCMW! has supported 49 apprentices across these healthcare pathways. Current apprenticeship options include Medical Assistant, Nurse Assistant Certified, Optometrist Assistant Certified, Radiologic Technologist, and Surgical Technologist, strengthening the region's pipeline into high-demand healthcare careers.

National Apprenticeship Week

National Apprenticeship Week (NAW) is a nationwide celebration that allows businesses, communities, educators, and workforce partners to showcase Registered Apprenticeship programs and promote earn-and-learn career pathways to jobseekers of all ages. During NAW, MWAs and their partners host events highlighting apprenticeship opportunities, employer needs, and the value of industry-recognized credentials. In recent years, NAW activities have also incorporated youth-focused outreach to demonstrate how apprenticeship can serve as an early career pathway for individuals ages 16–24, helping them gain paid work experience, technical training, and, in many cases, college credit. Together, these efforts elevate awareness of Registered Apprenticeship and support the development of a diverse, future-ready talent pipeline. Examples follow:

- Proclamations issued by City of Detroit Mayor Mary Sheffield and by Oakland County Executive David Coulter;
- DESC industry-specific events in partnership with Detroit Home Builders (construction), Henry Ford Health (healthcare), and Great Lakes Water Authority (manufacturing and utilities);
- *Registered Apprenticeship 101 sessions for employers and aspiring apprentices*: MSCMW!;
- *Apprenticeship Learning Network (ALN) 11 | Veteran Apprenticeships*: MSCMW!;
- *Jump Start your Career through Apprenticeship*: MSCMW!, in partnership with the Macomb County Intermediate School District;
- *ROI: Maximizing the Benefits of Your Registered Apprenticeship Info Session*: MSCMW!, the Macomb Intermediate School District, Macomb County Planning and Economic Development, Michigan Veterans Employment Services, Michigan Rehabilitation Services, Chaldean Community Foundation, and Macomb Community College.
- *Registered Apprenticeship Programs: Related Technical Instruction — A Critical Complement to On-the-Job Training*: Oakland Community College, in partnership with OCMW!;
- In partnership with Oakland Schools Technical Campuses, OCMW! hosted talent tours at MacAllister Machinery, featuring a Diesel Mechanic RAP, and The Townsend Hotel, featuring a cook RAP for juniors and seniors.
- *XTech MCCC RAP Open House Event*: SEMCA, in partnership with Monroe County Community College;
- *Shaping the Next Generation of Healthcare Professionals R2T*: SEMCA and Corewell Health Headquarters Southfield; and

- Registered Apprenticeship Overview to Apprenticeship Readiness Bootcamp: SEMCA, in partnership with Monroe County Community College and Local 671 Plumbers & Pipefitters Monroe.

Race to Talent™ Events

MWAs use MiROAR funding to host Race to Talent™ events that engage employers, industry partners, workforce and education stakeholders, intermediaries, and labor in expanding Registered Apprenticeships. These events recognize successful employer sponsors and employer partners of group-sponsors/intermediaries through the Registered Apprenticeship Champion Award, provide peer-to-peer employer insight, and encourage new businesses to adopt RAPs. Race to Talent™ events also focus on increasing the number of employers interested in starting apprenticeship programs and strengthening regional apprenticeship ecosystems.

In Region 10, DESC hosted multiple Race to Talent™ events, including those delivered in partnership with the City of Detroit’s Civil Rights, Inclusion, and Opportunity (CRIO) Department during Apprenticeship Week. MSCMW supported the region’s apprenticeship expansion by delivering Race to Talent™ events such as a Manufacturing Roundtable, which brought together employers to discuss workforce needs, explore registered apprenticeship resources, and collaborate on effective earn-and-learn solutions. Oakland County Michigan Works! unveiled its updated Oakland County Registered Apprenticeship Guide—which highlights 72 USDOL-approved apprenticeship pathways—at a Race to Talent™ event. SEMCA also expanded regional efforts through seven Race to Talent™ events, recognizing 13 employers with strong apprenticeship programs, engaging 115 new employers, and establishing nine new community partnerships. Of the employers engaged, three have adopted new apprenticeship programs, and 11 have expanded existing programs. Together, these activities support regional goals to grow apprenticeship sponsorship, strengthen employer participation, and expand access to high-demand earn-and-learn opportunities.

Other Cooperative Service Delivery Agreements

Many formal and informal cooperative service delivery agreements exist between MWAs, between MWAs and their partners in Region 10, and across WIOA Planning Regions 6, 9, and 10. They include agreements between MWAs to implement regional grants and initiatives; agreements between community colleges and MWAs to provide training, and in some cases, employment services; agreements between nonprofit organizations and MWAs to provide employment and program delivery services; and agreements between government entities and MWAs to provide administrative services. Other types of cooperative service delivery agreements include:

- reciprocal arrangements between MWAs to serve participants from other MWAs when they walk in, or when they are referred by an MWA to take advantage of a program or funding;
- MWA business services staff sharing job orders across MWAs, and working together on regional job fairs, employer forums, educational opportunities, and other special programs; and
- MWAs and their partners are developing and implementing sustainability plans that continue to serve customers after a regional grant expires.

To be successful, MWAs must effectively communicate expectations and routinely review outcomes with each service delivery partner.

Services to Individuals with Disabilities, Veterans, Youth, or other Hard to Serve Populations

Region 10's MWAs have specifically emphasized regional collaborations that meet the needs of special populations. This has become particularly important as job seekers from these groups continually struggle to find sustainable employment. Region 10 will continue to explore opportunities to coordinate service strategies in the following areas:

- *Serving People with Disabilities:* MWAs will continue to work with Michigan Rehabilitation Services (MRS), the Michigan Bureau of Services for Blind Persons (BSBP), and other WIOA Title IV partners to expand services for people with disabilities. This includes identifying people with disabilities early in the intake process, ensuring that people with disabilities are referred appropriately to required support services, informing employers about the value of people with disabilities as employees, and connecting people with disabilities to employers and career opportunities.
- *Veterans:* MWAs will continue to ensure that all Veterans, transitioning service members, eligible spouses, and family caregivers have access to the tools they need to find good jobs with competitive wages and career pathways.
- *Youth:* MWAs will continue to work with local partners to design and implement targeted strategies that reach in-school and out-of-school youth and help them remove barriers, address needs, and find employment. Regional efforts around summer programs and Skilled Trades training have been coordinated with great success.
- *Adult Education:* MWAs will continue to build strong partnerships with Adult Education and other WIOA Title II partners, and proactively address adults' basic skills deficiencies, including literacy and limited English language skills.
- *Work-Based Experience:* MWAs will continue to expand work-based learning opportunities and earn-and-learn opportunities, including apprenticeships, paid internships, and other paid work experiences.
- *Justice Impacted Individuals:* MWAs will continue to partner with organizations that provide skills training, employment opportunities, and ongoing career support for individuals who have been impacted by the justice system and/or are returning home from incarceration.
- *Refugees and Immigrants:* The MWA will continue to support initiatives that help refugees and immigrants address their unique barriers.
- *ALICE Population:* The MWAs will consider the ALICE population (e.g., individuals who are Asset Limited, Income Constrained, Employed) when making regional programmatic decisions. ALICE households earn more than the Federal Poverty Level, but not enough to afford the basics where they live. The average Household Survival Wage for one adult and one child within Region 10 is \$23.01 per hour and reflects the minimum cost to live and work in the current economy.

Regional Strategies aimed at Serving Special Populations

What follows are examples of programs and initiatives that focus on serving special populations with multiple barriers. Each population is unique, and, for interventions to be successful, each needs to be treated that way. Continued efforts will be made to cross-train support staff, facilitate dual program enrollment, and make cross-program referrals. In almost all cases, these programs impact job seekers and/or employers from across Region 10 and often WIOA Planning Regions 6 and 9 as well.

Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP)

Region 10's MWAs will continue to work with MRS and BSBP. Both are required WIOA Title IV partners with strong ties to Michigan Works! and other partners throughout the region. MRS provides eligible individuals with disabilities with vocational rehabilitation services to prepare them for employment and economic self-sufficiency. BSBP provides vocational skills training to aid in finding a job and training in daily living skills for residents living without vision. MRS and BSBP staff members often attend Michigan Works! Business Services team meetings, networking events, and they partner with MWAs to coordinate employer leads without duplication of services. MRS and BSBP staff also provide training to front-line MWA staff to educate and train those employees who are supporting and assisting individuals with disabilities.

MRS and BSBP staff are co-located at some MWA offices, or the MWA offers a satellite office for service delivery. A physical presence makes it easier for MRS and BSBP staff to discuss best practices, share ideas, and coordinate the delivery of services to local employers. MRS and BSBP also help businesses identify barriers, provide accommodations, and provide consultation and/or education based on the unique needs of their workforce.

Veterans

Region 10's MWAs provide U.S. military veterans and transitioning service members access to the tools they need to obtain employment in southeast Michigan. In fact, all eligible veterans, their spouses, and their caregivers receive priority status for job training programs, and they are referred to a State of Michigan Veterans Career Advisor (VCA). VCAs may be co-located in MWA offices and work directly with veterans and eligible persons who have significant barriers to employment. Individualized career services include, but are not limited to, comprehensive assessment interviews, career guidance services, Individual Employment Plans (IEPs), staff-assisted job search activities, labor market information (LMI), and basic staff-assisted career services.

YouthBuild

YouthBuild is a community-based pre-apprenticeship program that provides job training and educational opportunities for at-risk youth who have previously dropped out of high school. During the program, youth learn vocational skills in construction while they provide community service in their own neighborhoods. The YouthBuild program raises high school completion or equivalency rates and improves employment opportunities for young adults. Young adults participate in the program for six to eight months, or longer if additional time is needed to obtain their high school diploma or its equivalency, or to complete a paid work experience. Young adults who complete the program are supported by YouthBuild

partners for 12 months to receive placement services, ongoing career guidance, and necessary supportive services. DESC supported YouthBuild programs in Detroit conducted by SER Metro, Detroit Housing Commission, and MiSide/Southwest Solutions.

Young Professionals Initiatives

The *Young Professionals* and *Young Professionals Plus* Initiatives expand career awareness, preparation, and work-based learning while reducing youth unemployment across Region 10. These programs support young people ages 14–24 who face barriers to employment by connecting them to work experience, short-term training, and career exploration opportunities. Competitive grants were awarded to each of the Region 10 MWAs to deliver tailored youth programming based on local needs.

In Detroit, the Young Professionals Initiative provides work experiences, career exploration activities, and supportive services through partnerships with *Grow Detroit's Young Talent* (GDYT), the *GDYT MicroWorks E-Commerce Program*, and the *Family and Friends Choices Program*. DESC was awarded \$264,934 in program year 2026 to support these efforts.

In Macomb and St. Clair Counties, MSCMW! collaborates with MRS Pre-Employment Transition Services, the Bureau of Services for Blind Persons, St. Clair RESA, and the Macomb Intermediate School District to deliver career exploration and work-based training for youth with disabilities. Services include paid work experience and on-the-job training in high-demand fields such as healthcare and manufacturing. Programming also includes work-readiness training, financial literacy, digital literacy, and an introduction to artificial intelligence. MSCMW! was awarded \$243,377 in program year 2026.

In Oakland County, OCMW! Pontiac partners with the Pontiac Collective Impact Partnership and the City of Pontiac to co-brand and operate the IAmPontiac! summer youth program. Through this initiative, youth participants gain valuable work experience, paid internships, resume development support, soft-skills training, networking opportunities, and assistance in pursuing industry-recognized credentials. OCMW! received \$271,319 in program year 2026 to support the delivery and expansion of this program.

In Out-Wayne and Monroe Counties, the SEMCA *Young Professionals Program* (SYPP) prepares youth, adults, and dislocated workers for the world of work. SYPP offers virtual and/or in-person credential-based training, a series of work-readiness workshops in career interest and exploration, goal setting, financial literacy, FAFSA completion, resume writing, interviewing, and job retention skills, labor market data, and paid work experience. SEMCA was awarded \$235,640.

Foster Care Summer Youth Employment Program (SYEP)

The *Foster Care Summer Youth Employment Program* (SYEP) provides meaningful work experience and career development opportunities for Chafee-eligible foster youth. Participants receive work-readiness training and are placed in subsidized employment for a minimum of six weeks, working at least 20 hours per week at no less than minimum wage. Eligibility is limited to foster youth age 14 and older who have an open case, do not have a goal of reunification, or are likely to remain in care until age 18 or older. DESC, MSCMW!, and SEMCA each operate SYEP programming within Region 10.

In 2026, Detroit Employment Solutions Corporation (DESC) was awarded \$232,586 to support programming for approximately 100 Chafee-eligible foster youth annually. DESC provides work

experience opportunities, career development activities, and wrap-around supports to help youth successfully transition to adulthood.

2026 marks the seventeenth year that Michigan Works! Macomb/St. Clair (MSCMW!) has implemented SYEP services. MSCMW! received \$24,482 to braid with Chafee and TANF funding in order to provide paid work experiences and support services to 10 foster youth. Participants also have access to WIOA Youth programming, including work-readiness training, financial literacy workshops, and soft-skills development.

SEMCA Michigan Works! has provided SYEP programming for twelve years and was awarded \$85,691 in 2026. SEMCA's program includes summer paid employment, financial literacy education, and workforce readiness activities. In 2026, SEMCA will serve 35 Chafee-eligible foster youth in Wayne County and will enroll 50 percent of participants into the WIOA year-round Youth Program to ensure continued support beyond the summer experience.

Jobs for Michigan's Graduates (JMG)

All four MWAs in Region 10 are key partners in *Jobs for Michigan's Graduates* (JMG), the state affiliate of the national Jobs for America's Graduates (JAG) network. JMG works collaboratively with business, education, and community partners to strengthen the future labor force by helping young people overcome barriers and transition successfully into employment or postsecondary education. Youth participants receive between 40 and 130 hours of services, including soft-skills development, barrier removal, employment readiness, and postsecondary planning. MWAs may braid WIOA Youth funding with JMG resources when allowable and appropriate.

DESC administers the JMG initiative in Detroit to raise high school graduation rates and support re-engagement of young adults ages 16–24 who have left the education system. The program focuses on helping participants earn a high school diploma or High School Equivalency (HSE) Certificate, obtain occupational training, and secure quality employment with opportunities for advancement. Detroit remains the largest JMG service area, supporting more than 500 students annually.

SEMCA has operated JMG programming since 2015 to prepare youth for successful transitions into postsecondary education, training, and employment. In 2026, SEMCA will serve 280 participants annually through seven program sites in Out-Wayne and Monroe Counties, including five SEMCA Michigan Works! American Job Centers and two high schools. Services include mentoring, career and postsecondary exploration, workforce preparation, leadership development, and individualized goal-setting to improve persistence, graduation, and employment outcomes.

MSCMW! signed a memorandum of understanding with JMG in 2023 and launched its first JMG program at Yale High School in January 2024.

OCMW! delivers JMG programming at its Waterford American Job Center and provides work-readiness workshops at Waterford Durant Alternative High School. OCMW! also expanded its partnership with the Oakland Intermediate School District to support the Pathways to Apprenticeship program, which serves more than 100 youth each year.

Ballmer Group

Ballmer Group is committed to improving economic mobility for children and families in the United States, with a focus on early learning, K-12 education, college and career pathways, housing, health, and criminal justice. Ballmer Group is a national and regional funder and invests deeply in southeast Michigan, Washington State, and Los Angeles County. Relevant projects in Region 10 follow:

DESC received \$1.5 million, from 2023-2026, to increase work-based learning opportunities for students and adults. The grant supports the *Grow Detroit's Young Talent* summer initiative, ensuring that 8,000 Detroit youth and young adults have meaningful summer work experiences that create pathways to future opportunities. Previously, DESC received \$3 million from Ballmer to transform Detroit Public Schools Community District's Career Technical Education Centers into world-class training facilities for youth and adults who pursue career pathways in the region's growth industries.

MSCMW! received \$1,128,700 during 2022-2025 to launch *High School Young Professionals* for underserved students in Macomb County. The program complements and expands career exploration and preparation efforts at high school campuses and provides intensive mentorship, academic remediation, barrier removal, expanded career planning and preparation activities, financial literacy, work-readiness training, and paid work experience. The High School Young Professionals initiative's early interventions increase long-term labor force success.

SEMCA received \$1,550,000 during 2022-2025 to create an inclusive, lifelong talent and career development system that responds to labor market and industry demands and drives a resilient, vital, and competitive economy. The grant increases youth engagement by establishing intensive, community-level outreach throughout Wayne County.

Career and Educational Advisory Councils (CEACs)

CEACs serve as an essential bridge between education and industry by creating a formal structure for collaboration among local school districts, employers, postsecondary institutions, advocates, and training providers. These partners help identify key talent needs across the region and advise MWAs on developing and implementing training strategies that align with employer demand. CEACs also guide MWAs on career development programs and career pathways available through high schools, community colleges, universities, Career and Technical Education (CTE) programs, adult education, prisoner reentry initiatives, corrections education, veterans' programs, and local college access networks.

In December 2023, regional CEACs approved the five-year Section 61(b) CTE Early Middle College and CTE Dual Enrollment Strategic Plan, which now informs CTE curriculum design and implementation across the state.

Adult Education Strategies

Detroit at Work (DAW), led by Detroit Employment Solutions Corporation (DESC), partners with the Detroit Public Schools Community District (DPSCD) to expand opportunities for adult Detroit residents to earn a high school diploma or GED. This collaboration strengthens access to the postsecondary training required for middle-class jobs and long-term career advancement. Through the Adult High School Certification Program (AHCSP), DAW and DPSCD support adults in completing a diploma or GED while preparing them for in-demand, higher-wage career pathways.

MSCMW! works closely with the Macomb Intermediate School District (MISD), which employs a central coordinator for Adult Education programs. MSCMW! and MISD maintain strong referral relationships and plan to deepen collaboration by aligning adult education with career exploration activities prior to graduation.

OCMW! partners with adult education providers, the Oakland Literacy Council, and Oakland Community College through the Oakland County Adult Education Collaboration to strengthen coordination between Michigan Works! services and local adult education and literacy programs. This collaboration improves referral processes, aligns outreach efforts, and supports shared use of space and staff across sites. OCMW! also partners with Troy Continuing Education to operate the *Troy Adult Education and Careers* (TRAC) Integrated Education and Training (IET) program, which combines adult education, workforce preparation, and occupational training. Since 2018, TRAC has helped more than 300 participants earn industry-recognized certificates and credentials.

SEMCA maintains strong partnerships with Wayne RESA, the Monroe County Intermediate School District, and other WIOA Title II Adult Education providers. These partnerships are formalized through Memorandums of Understanding (MOUs) and support coordinated service delivery that aligns with WIOA. SEMCA and its partners continue to refine program design and workforce strategies by identifying service gaps, leveraging adult education to meet workforce needs, and expanding career exploration and awareness opportunities through collaboration with employers and educators.

Senior Community Service Employment Program

The *Senior Community Service Employment Program* (SCSEP) is a community service and work-based training program for older workers authorized under the Older Americans Act. The program provides subsidized, service-based training for low-income, unemployed adults aged 55 and older who have limited employment prospects. MSCMW! serves as the SCSEP state sub-grantee for Macomb, Oakland, and St. Clair Counties. Participants are placed in part-time community service assignments with host agencies—including government, nonprofit, faith-based, and community organizations—where they earn a training stipend while gaining work experience and skills that support their transition into unsubsidized employment.

The Michigan Department of Health and Human Services' Bureau of Aging, Community Living, and Supports (ACLS Bureau) serves as the State Unit on Aging and administers three additional SCSEP sub-grantees within Region 10: the Detroit Area Agency on Aging 1-A, AgeWays Nonprofit Senior Services 1-B, and The Senior Alliance 1-C.

Region 10 is also served by two national SCSEP grantees. The AARP Foundation operates programs in Macomb, St. Clair, and Wayne Counties, while the Urban League of Detroit and Southeastern Michigan serves Macomb, Oakland, and Wayne Counties through its senior employment and workforce initiatives.

Clean Slate Programs

Clean Slate efforts across Region 10 continue to play an important role in advancing WIOA goals by helping justice-impacted individuals reduce barriers that limit access to employment, training, and supportive services. Although the initial LEO-WD Clean Slate funding was not reallocated, several long-standing Clean

Slate programs remain active and continue to support residents in setting aside eligible convictions. These programs help expand access to the workforce system, connect individuals to WIOA Title I career and training services, and improve equity and economic mobility across the region. Examples include:

Project Clean Slate (PCS) continues to serve Detroit residents by providing free expungement services that help individuals remove eligible criminal records—opening pathways to employment, post-secondary training, financial stability, and housing. With an estimated 215,000 Detroit residents holding criminal records and tens of thousands eligible for expungement, PCS plays a critical role in reducing systemic barriers to workforce participation. PCS attorneys guide participants through every step of the expungement process—from eligibility review to court representation. The program recently marked its 20,000th successful expungement, directly supporting increased access to WIOA-funded services and employer opportunities.

SEMCA's *Clean Slate Expungement Program* serves eligible residents of Monroe County and Wayne County (excluding Detroit), providing legal support to help individuals set aside convictions and prepare for full reentry into the workforce. To date, the program has received 1,244 applications; 272 applicants have been approved; 541 convictions have been set aside; and 43 hearings remain pending. Clean Slate participants are also connected to MWA services such as job fairs, résumé support, job search assistance, and WIOA Title I training opportunities when eligible. Although the program is no longer accepting new applications, its results continue to support regional workforce participation and economic mobility.

OCMW! administers the *Oakland County Clean Slate Program* supported by two dedicated attorneys who provide comprehensive legal services to eligible residents. Since its launch in 2021, the program has helped set aside more than 1,900 convictions. The program also aligns with statewide reforms, including the April 11, 2023 introduction of the Michigan State Police automatic expungement process. Oakland County residents can check the status of automatically set-aside convictions through instructions on the OCMW! website. These efforts help expand access to employment and training opportunities for justice-impacted individuals, directly supporting WIOA's focus on barrier removal and equitable workforce participation.

Justice Impacted Programs

Region 10 continues to prioritize justice-impacted individuals as a key WIOA service population by expanding access to employment, training, and supportive services that promote successful reentry and long-term economic stability. Multiple MWAs and partner organizations operate complementary programs that address barriers to employment both before and after release from incarceration.

DESC and SEMCA are implementing a \$4 million USDOL *Pathway Home* grant designed to close the gap between an individual's release from incarceration and enrollment in a reentry program that leads to employment. The program provides services to justice-involved adults at the new Wayne County Criminal Justice Center, focusing on participants who are sentenced to probation and awaiting release. Pathway Home addresses factors associated with recidivism and work readiness, ensuring individuals receive coordinated support before and after reentry.

Through the *Michigan Citizens Reentry Initiative* (MiCRI), Detroit at Work supports residents who have been incarcerated or faced criminal charges by providing access to training, employment, and career planning services. MiCRI aligns training and skill development occurring at Residential Reentry Centers (RRCs) or during home confinement with the labor market needs of Detroit's employers. DESC provides services to participants while they are still in RRCs or home confinement to help ensure a smooth transition into employment upon release.

The *Partners for Reentry Opportunities in Workforce Development* (PROWD) Stage 3 program represents the post-release phase of the MiCRI/PROWD initiative and provides intensive employment, training, and barrier-removal services to individuals reentering the community. Administered by the LEO-WD under the First Step Act and WIOA Section 169, PROWD Stage 3 supports participants in identifying career goals, pursuing credential attainment, and remaining connected to needed workforce resources. The program also addresses critical barriers such as transportation, housing, and documentation to promote long-term stability and reduce recidivism. All Region 10 MWAs received PROWD Stage 3 funding, while only DESC received MiCRI Stages 1 and 2.

The *Center for Employment Opportunities* (CEO) is a national nonprofit with locations in Detroit and Pontiac that provides immediate paid work experience and wraparound support for returning citizens. CEO helps individuals build work history, develop in-demand skills, and advance toward long-term employment. The Detroit and Oakland County MWAs partner with CEO to refer participants and collaborate with employers interested in alternative staffing solutions.

Refugee and Immigrant Programs

Region 10 MWAs partner with community organizations to support immigrants and refugees in achieving employment, economic mobility, and long-term integration into their communities.

The *Partnership. Accountability. Training. Hope* (PATH) Program delivers services that promote employment and self-sufficiency. America's Community Council (ACC), a long-standing PATH and *Temporary Assistance for Needy Families* (TANF) Refugee service provider, offers comprehensive employment-related services for Middle Eastern and other immigrant communities in southeast Michigan. ACC's work supports improvements in literacy and numeracy, increases in diploma and HSE attainment, wage progression, and overall family stability.

The *Refugee and Immigrant Navigator* (RAIN) Program assists work-authorized immigrants and legal refugees in overcoming barriers to employment and connecting to essential services. Each Region 10 MWA designates staff who support job seekers by identifying job opportunities aligned with their skills, coordinating translation and interpretation services, conducting outreach, and maintaining an up-to-date catalog of community resources. Since its launch in 2017, RAIN has helped newcomers address cultural, linguistic, and systemic barriers to employment and economic self-sufficiency.

SEMCA has expanded this foundation through its *New Americans Initiative*, a comprehensive, agency-wide framework that unifies all refugee and immigrant support services. The initiative enhances coordination, expands service offerings, and strengthens connections between newcomers, employers, and community partners.

A key component available across the region is the *Michigan Skilled Immigrant Integration Program* (SIIP). SIIP supports internationally trained or educated professionals by connecting them to employment aligned with their credentials and experience. Through a partnership between the Michigan Global Talent Coalition, the Michigan Works! Association, Upwardly Global, and Global Detroit, Global Talent Job Coaches are embedded at the MWAs in Oakland, Macomb, and Wayne Counties. These coaches provide tailored job search assistance, career navigation, and upskilling and reskilling opportunities that align with Governor Whitmer’s 60x30 workforce development goal and strengthen Michigan’s talent pipeline.

Detroit and Oakland County continue to advance broader efforts toward immigrant inclusion. Detroit earned the *Certified Welcoming* designation in April 2022—the first city in Michigan to do so—recognizing comprehensive efforts to integrate immigrants into civic, social, and economic life. Oakland County, at the direction of the County Executive and Board of Commissioners, is currently pursuing accreditation as a Welcoming County.

Financial Literacy Initiatives

DESC integrates financial empowerment programming into the *Grow Detroit’s Young Talent* (GDYT) summer youth employment program. Through a grant from the Center for Financial Empowerment (CFE), DESC provides financial education on banking, budgeting, and saving within the GDYT program infrastructure. Financial education is integrated into virtual and in-person GDYT experiences, including, but not limited to, program enrollment, orientation, and summer training. Financial education efforts help GDYT participants internalize the benefits of banking, develop a budget, create a savings plan, and maximize summer earnings. DESC encourages participants to save a portion of summer earnings by providing them with information on “auto-transferring” funds from a checking account to a savings account.

For adults, Detroit at Work utilizes a “financial coaching” model at four of its career centers, in cooperation with the Local Initiatives Support Corporation (LISC). The financial coaching model enables coaches to meet the following objectives: achieve client-defined goals, address immediate issues, support specific actions to meet goals, improve financial situations, change financial behaviors, facilitate decision-making, and provide tools, resources, and referrals.

MSCMW! understands that acquiring the fundamentals of money management is an essential skill for youth as they prepare for adulthood and financial independence. In partnership with The American College of Financial Services, youth have access to free, on-demand financial literacy courses. Additionally, bi-weekly workshops are offered on topics such as budgeting, saving, credit management, banking, taxes, and responsible spending.

SmartFinance Academy, formerly known as Michigan Works! Financial Fitness, is an inclusive financial education initiative serving Oakland County residents, families, veterans, seniors, parents, and business owners. Led by the Oakland County Treasurer’s Office and delivered through its Financial Empowerment Center, this free countywide program provides expert guidance, practical tools, and community-focused resources to help individuals achieve their financial goals at every stage of life. Covering topics ranging from budgeting and credit repair to homeownership and small business development, SmartFinance

Academy's expert-led programs are designed to meet real-world needs and expand economic opportunities for individuals, families, and communities across the county.

SEMCA hosts a variety of financial-related workshops. These include Financial Literacy, Financial Wellness, Financial Management (Parts 1 & 2), Introduction to Budgeting, Introduction to Identity Theft, and Introduction to Using Credit Cards. SEMCA's workshops help participants understand the importance of financial management, how to protect their income, and how to create a working budget. They empower and equip participants with the knowledge and tools they need to break free from debt, establish a rainy-day fund, and lay the foundation for a secure retirement. SEMCA also partners with two local companies, First Merchant's Bank and the Monroe County Opportunity Program, to offer financial-related workshops, including Introduction to Banking Basics and Financial Capabilities.

Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations

Describe plans for the development and implementation of, or the expansion of, sector initiatives for in-demand industry sectors or occupations for the region. Regions should consider:

- *Current in-demand industry sectors and occupations within the region.*
- *The status of regional collaboration in support of the sector initiatives.*
- *Current sector-based partnerships within the region.*
- *Which sectors are regional priorities, based upon data-driven analysis.*
- *The extent of business involvement in current initiatives.*
- *Other public-private partnerships in the region that could support sector strategies.*

Region 10's MWAs, along with MWAs in WIOA Planning Regions 6 and 9, have actively convened and participated in regional industry sector initiatives for more than 20 years. These include multiple sector initiatives in Healthcare, Technology, Advanced Manufacturing, Mobility, Construction, Defense, and Hospitality. These initiatives match current in-demand industry sectors and occupations within the region, as determined by data analyzed by WIN and described in Part II of this plan.

Sector initiatives engage employers throughout Region 10, and in many cases, WIOA Planning Regions 6 and 9 as well. In addition to serving as the fiscal agent for many of these initiatives, MWAs in the region, along with WIN, actively provide important labor market information, talent and employer recruitment, employment services, funding for training, wrap-around services, placement services, supportive services, and administration. MWAs also leverage millions of dollars from other federal and private sources, and, in many cases, provide extensive in-kind staff support.

A summary of Region 10's current, in-demand industry-sector initiatives follows. Many of these initiatives also include MWAs and other partners in WIOA Planning Regions 6 and 9 and impact job seekers, incumbent workers, and employers throughout southeast Michigan.

Michigan Works! Led Industry Sector Initiatives

Manufacturing Day

A Presidential decree in 2014 established Manufacturing Day to explore careers in advanced manufacturing and build a future workforce. Region 10's MWA, along with the Detroit Regional Chamber, the Detroit Economic Growth Corporation, the Macomb County Department of Planning and Economic Development, the Oakland County Economic Development Department, Wayne County, and many other regional partners, have convened Manufacturing Day activities for the last decade. Students and teachers take tours of advanced manufacturing design labs, testing centers, and assembly operations, participate in hands-on activities, and engage with employees to learn about career paths, skills, and entry-level job opportunities. Information about the most recent Manufacturing Day activities follows:

DESC's contractors highlighted manufacturing employment opportunities during Manufacturing Day by chaperoning youth to business-hosted events, such as at American Axle & Manufacturing. Students participating in DESC's Jobs for Michigan Graduates program also attended Manufacturing Day events.

In Macomb County, Manufacturing Day is celebrated over the course of a full week and features more than 75 tours for approximately 2,000 high school students. A related follow-up event, Innovate and Build, is offered in partnership with Macomb Community College and gives Manufacturing Day participants a hands-on introduction to manufacturing-related postsecondary programs through guided tours of campus labs. St. Clair County also hosts Manufacturing Week, during which every sophomore in the county visits a local advanced manufacturing partner to learn about high-demand career opportunities. MSCMW! collaborates with the Macomb Intermediate School District and the St. Clair Regional Educational Service Agency to provide administrative planning, event-day support, and business outreach and recruitment for Manufacturing Day activities in both counties.

Oakland County is a leading center of advanced manufacturing in Michigan, and its annual Manufacturing Day helps inspire students to pursue high-skill careers while connecting employers with their future workforce. In fall 2025, OCMW!, in partnership with Oakland Schools, the Oakland County Economic Development Department, and Oakland Community College, hosted the 11th annual Manufacturing Day, with 1,100 high school students visiting 34 companies across the county. Congresswoman Haley Stevens and County Executive David Coulter opened the event, which featured live, on-site tours for students from the Oakland Schools Technical Campuses and high schools across the county. Event sponsors included Ascent Aerospace, Triple Inc., Humanetics, PROFIL, Williams International, and Witzenmann.

SEMCA, in partnership with Wayne RESA, Detroit Employment Solutions Corporation, and Detroit Public School Community District, hosted its 11th annual Manufacturing Day across Wayne County and Detroit. In 2025, more than 1400 students from 36 schools visited 27 manufacturers and 7 postsecondary institutions, gaining exposure to key industry functions, including production, quality control, logistics, human resources, and supply chain management. In 2026, 1500 youth will be provided with the Manufacturing Day experience.

MiCareerQuest (MiCQ) Southeast

MiCareerQuest Southeast (MiCQ) is the largest career exploration event in southeast Michigan, hosted annually by OCMW! in partnership with the five MWAs from WIOA Planning Regions 6, 9, and 10. Each year, more than 8,000 high school students, teachers, and chaperones gather at the Suburban Collection Showplace in Novi to experience hands-on, interactive exhibits in Advanced Manufacturing, Health Sciences, Technology, and Construction. The event is a true regional collaboration, bringing together 132 high schools, 26 event sponsors, 108 exhibitors, 1,000 team members, and more than 150 volunteers. In total, MiCQ showcases 213 in-demand occupations and regularly attracts guests from across the state, demonstrating its significance as a premier talent exploration and career awareness event.

Seasonal Career Exploration Experiences

Region 10 MWAs offer seasonal career exploration programs that introduce youth and young adults to high-demand industries across Southeast Michigan. These short-term, high-impact experiences build foundational skills, expand career awareness, and strengthen pathways into postsecondary education, training, and employment. Each program is delivered in partnership with employers, colleges, and community organizations to ensure meaningful exposure and equitable access.

OCMW! offers the *Medical Laboratory Science (MLS) Summer Immersion Program*, a two-phase experience that exposes high school students and young adults to critical roles within the medical laboratory profession. In Phase 1, participants complete a classroom-based immersion where they learn core laboratory skills, including safety procedures, pipetting, microscopy, blood typing, blood smear evaluation, and microbiological testing through engagement with real-world patient case scenarios. In Phase 2, selected students participate in a 40-hour paid shadowing experience within partner hospital laboratories, observing laboratory scientists, exploring diverse diagnostic roles, and gaining firsthand exposure to life-saving testing environments. Funding from the Detroit Regional Chamber Foundation supports stipends, program coordination, and wrap-around services that reduce barriers to participation, ensuring equitable access to this high-impact healthcare career pathway and strengthening the regional healthcare talent pipeline.

SEMCA's *CareerX* is a four-week introductory program for youth ages 16–24 that provides hands-on exposure to Electrified Mobility, Drone Fundamentals, Welding, and Robotics. In partnership with Schoolcraft College, participants earn entry-level certifications in their chosen track, as well as Essential Employability Skills, OSHA-10 (in select pathways), and First Aid. Employer engagement, jobsite tours, and individualized coaching help participants understand labor market opportunities and plan their next steps in education and training.

SEMCA partners with Monroe County Community College (MCCC) and DTE Energy to deliver the *DTE Fermi-2 Nuclear Energy Internship* program, where students in MCCC's Nuclear Energy Technology program rotate through departments such as Operations, Maintenance, Radiation Protection, Training, and Quality Assurance, gaining firsthand exposure to Michigan's nuclear energy sector and building foundational skills aligned with technical energy careers.

Through partnerships with Detroit Home Builders and Henry Ford College, SEMCA offers two levels of *Construction Craft Laborer pre-apprenticeships* that provide 288 hours of combined technical instruction and hands-on training, giving participants practical skills in roofing, tool usage, home repair, flooring, painting, and workplace safety (OSHA-30). These experiences prepare youth and young adults for entry into construction pathways and future Registered Apprenticeship opportunities.

Detroit at Work partners with the Michigan Community Health Worker Alliance (MiCHWA) to deliver an eight-week virtual *Community Health Worker (CHW)* basic skills training paired with a 40-hour in-person internship, where participants develop communication, advocacy, and health navigation skills, earn a widely recognized credential at no cost, and receive a weekly stipend during training. Navigators also support participants with career planning, access to resources, and preparation for further education and employment in community health pathways.

The Wayne County College Access Network (WCCAN) delivers coordinated college and career access programming across Out-Wayne and Monroe Counties, partnering with K–12 districts, community colleges, universities, Michigan Works! agencies, and community organizations to support postsecondary attainment and workforce readiness. Its initiatives include the Student Ambassador Leadership Development Program, FAFSA completion assistance, EDP expansion, career exposure

activities, counselor workshops, summer transition strategies, and connections to paid work experiences and credential opportunities, all guided by an equity-centered approach that increases awareness, access, and long-term economic mobility for underserved youth and adults.

Barton Malow Construction Career Boot Camp

Region 10 MWAs are partnering with Barton Malow to launch a six-week *Construction Career Boot Camp* that provides young adults with paid work experience, hands-on training, and a direct pathway into skilled trades careers. Participants earn \$15 per hour while working on active construction sites, including major infrastructure and commercial building projects managed by Barton Malow, and receive on-the-job mentoring from journey-level professionals. The program includes weekly career-readiness workshops focused on workplace expectations and professional development, along with supportive services to help remove barriers to participation. This no-cost opportunity is available to individuals ages 18 and older and is open to residents of Oakland, Wayne, Macomb, and Detroit. Upon completion, participants are guaranteed an interview for apprenticeship consideration sponsored by Barton Malow, offering a direct step into long-term skilled trades pathways.

Michigan Employment Recovery National Dislocated Worker Grant (DWG) - Auto Related Employment Recovery Project

The Region 10 MWAs have been awarded federal Michigan Employment Recovery National Dislocated Worker Grant (DWG) funds through the Auto Related Employment Recovery Project to temporarily expand their capacity to serve dislocated workers following plant closures or mass layoffs. This grant supports the increased demand for employment and training services by funding career services, training opportunities, and supportive services that help dislocated workers reenter the workforce and transition into high-demand industries.

Workforce Intelligence Network Led Industry Sector Initiatives

The Workforce Intelligence Network (WIN) leads several employer-driven industry sector initiatives across Southeast Michigan, including long-standing collaboratives such as MAGMA and the Health Careers Alliance for Southeast Michigan, as previously outlined in Part III of this Plan. These initiatives align with the region's in-demand industries and occupations, informed by WIN's labor market intelligence and the analysis presented in Part II. WIN's Employer-Led Collaboratives (ELCs) convene employers, community colleges, Michigan Works! agencies, private training providers, non-profits, economic development organizations, and local government to address shared talent challenges. Through these collaboratives, employers identify common pain points, emerging technology trends, and shifting skill requirements, enabling training and education partners to develop credential and certification programs that directly respond to industry needs.

WIN's ELC efforts are guided by the U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) methodology, an employer-led approach that applies supply chain principles to workforce development. TPM enables employers to jointly build and strengthen talent pipelines for critical occupations, while providing a structured framework for workforce and education partners to align programs to employer-defined competencies. WIN staff and several Region 10 MWA staff have

earned TPM certification, further enhancing the region's capacity to implement demand-driven workforce strategies.

Region 10 MWAs play a critical role in advancing these sector-based initiatives by providing jobseeker and employer recruitment, employment and case management services, training funds, wrap-around supports, placement assistance, and administrative capacity. MWAs also leverage federal, state, and private resources, along with meaningful in-kind staffing contributions, to strengthen sector-aligned pathways. Together, WIN and Region 10 MWAs ensure that employer-led sector initiatives translate into accessible, high-quality training and employment opportunities across the region.

Partner-Led Industry Sector Initiatives

Currently, dozens of industry-specific sector initiatives and public-private partnerships exist in the region. Community partners and county economic development agencies lead these partnerships

Detroit Regional Partnership (DRP)

The DRP was founded in 2019 as a regional economic development nonprofit organization that serves the 11-county governments of southeast Michigan, the City of Detroit, and leading private-sector businesses. DRP markets the region to out-of-state and international companies, attracts new investment, and supports job creation. Region 10's MWAs partner with DRP to communicate workforce and talent assets unique to each community and to align workforce strategies with business attraction and retention priorities.

In 2026, the Detroit Regional Workforce Partnership (DRWP), originally established by the Community Foundation for Southeast Michigan (CFSEM) in 2023, was integrated into the Detroit Regional Partnership. This transition positions DRWP to expand its impact through a unified economic development and workforce platform. DRWP strengthens employer engagement, aligns education and training systems with real-time labor market needs, and enhances the region's collective ability to connect residents with high-quality career opportunities. The integration also builds on DRP's existing talent solutions work and supports a more coordinated approach to corporate engagement, fundraising, and service delivery.

In 2023, the Detroit Regional Partnership Foundation was awarded \$52.2 million through a four-year *Build Back Better Regional Challenge* grant through the U.S. Department of Commerce's Economic Development Agency. The resulting Global Epicenter of Mobility (GEM) coalition aims to create a smart, secure, sustainable, and inclusive advanced-mobility industry that supports the transition to next-generation electric, autonomous, and connected vehicles.

SEMCA is one of five co-recipients of the GEM grant and leads the initiative's Talent Transformation pillar. Partnering MWAs include DESC, GST Michigan Works, MSCMW!, Michigan Works! Southeast, and OCMW!. Additional talent-pillar subrecipients include Ann Arbor SPARK, Detroit Future City, the Detroit Regional Chamber, Global Detroit, and the Michigan Founders Fund. Through this initiative, each partnering MWA received four years of funding to support mobility-related training, program development, and administrative activities. MSCMW!, OCMW!, and SEMCA also received supplemental funding to provide job coaches for the GEM component of the state's Skilled Immigrant Integration Program (SIIP).

Detroit Regional Chamber (DRC) Sector Initiatives

The Detroit Regional Chamber (DRC) advances its mission by fostering a business-friendly climate and providing value to members across the 11-county southeast Michigan region. The Chamber also manages the statewide automotive and mobility cluster association, MICHauto, and hosts the nationally recognized Mackinac Policy Conference.

Detroit Drives Degrees (D3) is a collective impact initiative focused on strengthening the region's talent pipeline by expanding access to postsecondary opportunities, improving student success, retaining local talent, and attracting new talent. Supported by grants from the Ralph C. Wilson, Jr. Foundation and the Ballmer Group, D3 aims to increase Michigan's postsecondary attainment rate to 60 percent and cut the racial equity attainment gap in half by 2030.

MICHauto is an economic development initiative dedicated to promoting, retaining, and growing Michigan's automotive and mobility industries. Serving as the unified voice of the sector, MICHauto brings together key stakeholders to collaborate on strategies for advocacy, awareness, business attraction, and talent development.

The DRC is also actively engaged in several additional industry sectors, including Automotive/Mobility, Defense, Healthcare, Information Technology, and Transportation, Distribution, and Logistics. With dedicated staff and strong connections to the business community, the Chamber leverages its platforms and partnerships to support business attraction and retention, as well as overall regional economic growth.

Automation Alley's Industry 4.0

Automation Alley, a nonprofit technology and manufacturing business association based in Troy, Michigan, serves as the World Economic Forum's Advanced Manufacturing Hub (AMHUB) for North America and as a leading Industry 4.0 knowledge center. The organization facilitates public-private partnerships by connecting industry, education, and government to accelerate regional innovation and strengthen Michigan's economy. The MWAs and Automation Alley have collaborated on several initiatives, including MiCareerQuest Southeast, Manufacturing Day, and Laptops for Learning.

Automation Alley also supports local manufacturers in adopting advanced technologies to increase agility, improve efficiency, and reduce operational costs. A key example is Project DIAMOnD (Distributed Independent and Agile Manufacturing on Demand), a grant-funded initiative that distributes 3D printers to eligible small manufacturers to expand additive manufacturing capacity across the region. Originally supported by a \$10 million grant from Oakland County and a \$2 million grant from Macomb County, the project launched with 250 printers. In early 2024, Oakland County committed an additional \$15 million to purchase 250 more printers. Governor Gretchen Whitmer later pledged an undisclosed amount of ARPA funding to expand the project statewide into all 83 Michigan counties.

Detroit Region Aerotropolis Development Corporation

The Detroit Region Aerotropolis Development Corporation is a four-community, two-county public-private economic development partnership focused on driving corporate expansion and attracting new investment around Detroit Metro Airport and Willow Run Airport. As a regional economic development

organization, Aerotropolis leverages its strategic location, multimodal transportation assets, and coordinated local partnerships to support business attraction, retention, and expansion efforts. The organization provides a comprehensive suite of services to companies throughout the region, including site identification and evaluation, infrastructure and utility analysis, intergovernmental coordination, access to regional market and demographic data, and targeted private-sector engagement. By aligning local communities, public agencies, and industry partners, the Aerotropolis helps position the region as a competitive hub for logistics, advanced manufacturing, aerospace, and other high-growth sectors.

Michigan Energy Workforce Development Consortium (MEWDC)

The MEWDC is a statewide, industry-led initiative uniting more than 50 partners committed to developing the workforce required to support Michigan’s rapidly evolving energy economy. The consortium plays a key role in preparing workers for high-demand occupations driven by clean energy expansion, large-scale utility infrastructure upgrades, electrification, and renewable energy deployment. MEWDC’s initiatives—including *Get Into Energy*, Careers in Energy Week, and expanded credentialing opportunities—help connect students, educators, veterans, and transitioning workers to growing career pathways. Region 10 MWAs actively participate by promoting energy career awareness, sharing MEWDC’s outreach toolkit with local schools, and supporting training aligned with in-demand occupations. As Michigan’s energy needs increase, MEWDC continues to strengthen partnerships, develop targeted talent strategies, and ensure the state is prepared with a skilled and diverse workforce.

Detroit Economic Growth Corporation (DEGC) Industry Sector Initiatives

The DEGC is a private, nonprofit 501(c)(4) organization that serves as Detroit’s primary engine for economic development and job creation. Since 1978, DEGC has operated as a one-stop resource supporting everything from major manufacturing investments to neighborhood small-business launches.

DEGC focuses its industry strategy on three Prosperity Sectors—Automobility & Advanced Manufacturing, Clean Energy & Sustainability, and Research, Engineering & Design. These sectors reflect Detroit’s competitive strengths and long-term growth opportunities. DEGC supports business retention, expansion, and attraction by leveraging the region’s Industry 4.0 assets and providing companies with market insights, site support, and strategic partnerships.

In addition to sector development, DEGC drives inclusive economic growth through programs such as Motor City Match, the Detroit Startup Fund, the Detroit Small Business Technology Fund, and BuyDetroit. District Business Liaisons also provide direct support to businesses across city neighborhoods. DEGC further engages with emerging industries—including IT, life sciences, and media—to diversify and strengthen Detroit’s economy.

Macomb County Department of Planning and Economic Development (PED) Sector Initiatives

The Macomb County Department of Planning and Economic Development (PED) works to retain, grow, and attract investment while supporting long-term prosperity for residents and businesses. PED focuses its efforts on five targeted industries that represent the county’s strengths and future growth opportunities: automotive and mobility, aerospace and defense, automation and robotics, agriculture and

food processing, and distribution and logistics. These sectors position Macomb County to compete globally and adapt to emerging technologies, supply chain shifts, and workforce demands.

In 2025, Macomb County businesses generated more than \$156 million in new investment and created over 1,000 jobs, contributing to a robust regional economy valued at \$53 billion. PED continues to support companies through site assistance, data insights, business development tools, and incentive navigation, while spotlighting local success stories to attract additional investment.

MSCMW! remains closely aligned with PED, partnering to strengthen talent pipelines, respond to employer needs, and prepare the workforce for the county's evolving industry landscape.

Economic Development Alliance (EDA) of St. Clair County Sector Initiatives

The EDA of St. Clair County is a regional nonprofit organization that has served the Blue Water Area for more than 60 years. Supported by both public and private investors, the EDA collaborates with community stakeholders and regional partners to strengthen the local economy, attract investment, and drive job growth.

The EDA's sector initiatives focus on four key industries that represent the region's economic strengths and future opportunities: mobility and automotive, advanced manufacturing, energy generation and distribution, and warehouse, logistics, and distribution. By aligning resources, supporting business expansion, and anticipating emerging industry needs, the EDA positions St. Clair County for continued growth in an increasingly competitive and technology-driven economy.

Oakland County Economic Development Department's Business Retention and Growth (BR&G) Sector Initiatives

The BR&G team engages directly with local employers to understand their needs and support continued growth within the county. Working closely with state and local partners, BR&G helps improve the business climate, facilitates talent acquisition, and strengthens the regional economy through targeted assistance and strategic collaboration.

BR&G currently focuses on three key industry sectors that reflect Oakland County's concentration of employers and long-term growth potential: Information Technology, Research, Engineering & Design, and Robotics Integration. These sectors are central to the county's innovation ecosystem and position Oakland County as a hub for high-tech advancement and Industry 4.0 capabilities. Through proactive business outreach and data-informed strategies, BR&G supports companies in these sectors as they expand, adopt new technologies, and build the talent pipelines needed for future success.

Oakland County Thrive

Oakland Thrive provides coordinated resources and support to small businesses in partnership with community-based organizations, embedding business consultants directly within local communities to help companies grow and succeed. Thrive consultants engage with entrepreneurs through one-on-one coaching, business development trainings and workshops, market research assistance, and customer identification strategies. The program ensures that all businesses—including minority-, women-, and veteran-owned enterprises—have equitable access to the tools and services needed to start, sustain, and scale their operations.

Southeast Michigan Council of Governments (SEMCOG) Talent Initiative

The Southeast Michigan Council of Governments (SEMCOG) is a regional planning organization representing local governments across the region, including counties, cities, villages, townships, intermediate school districts, and community colleges. As a designated Economic Development District (EDD) under the U.S. Economic Development Administration, SEMCOG plays a key role in advancing economic development planning and implementing projects aligned with the region's Comprehensive Economic Development Strategy (CEDS).

SEMCOG's Economic Development Council guides the development, maintenance, and implementation of the CEDS, ensuring the region remains competitive, resilient, and prepared for economic transformation. Talent is one of the three core pillars of the CEDS, and SEMCOG works collaboratively with the Metropolitan Affairs Coalition (MAC)—a partnership of business, labor, government, and education leaders—to advance regional talent strategies. This work focuses on building a strong, future-ready workforce, aligning skills with employer needs, and supporting long-term economic growth across Southeast Michigan.

Community College-Led Industry Sector Initiatives

Community Colleges and other educational institutions and training organizations create Employer Advisory Councils to identify and address the training needs of in-demand occupations. The regional MWAs partner with these schools to recruit and provide funds for training and wrap-around services.

For example, Macomb Community College, in collaboration with the Michigan Boating Industry Association and the American Boat and Yacht Council, has developed a *Marine Technician Program*. This industry-driven partnership was initiated through the 4M group (MSCMW!, Macomb County PED, Macomb Community College, and the Michigan Economic Development Corporation) to address the shortage of qualified workers and provide individuals with entry into a dynamic, competitive, year-round field. The seven-week program develops skills in marine systems, specifically gas and diesel engine repair, electrical systems, small engine repair, and plumbing and HVAC systems. MSCMW! holds a seat on the Macomb Community College Advisory Board and assists with intake, eligibility, and funding for eligible candidates.

Part V: Administrative Cost Arrangements

Describe any administrative cost arrangements that currently exist or that will be established within the region, including the pooling of funds for administrative costs, as appropriate. Regions may consider:

- *Current or proposed resource leveraging agreements.*
- *Establishing a process to evaluate cost-sharing arrangements.*

Region 10 partners have developed several effective administrative cost-sharing arrangements, with two of the most successful models driven by SEMWAC and WIN. MWAs in Region 10, along with those in WIOA Planning Regions 6 and 9, will continue to support and participate in both initiatives to advance regional coordination and shared workforce priorities.

SEMWAC consists of seven MWAs across WIOA Planning Regions 6, 7, 9, and 10. Each MWA contributes funding proportionate to its size and allocation, while SEMCA serves as the fiscal agent and administers SEMWAC activities. SEMCA contracts with a workforce development consultant who uses these shared funds to coordinate regional meetings and facilitate collaborative workforce projects. Core SEMWAC services include planning and leading regular meetings with MWA directors and administrative managers, and supporting annual regional planning efforts that align joint goals and priorities.

WIN is a collaborative network of seven MWAs and ten community colleges representing WIOA Planning Regions 6, 7, 9, and 10. Each partner contributes an equal annual share that supports WIN operations, with SEMCA again serving as the fiscal agent. WIN provides real-time labor market intelligence and data services to MWAs and the broader 19-county region; develops and publishes workforce research and talent reports; and leads regional grant development, employer-led collaboratives, and multi-partner workforce initiatives.

Both SEMWAC and WIN remain essential mechanisms for coordinated planning, shared investment, and regional alignment—supporting Region 10's commitment to collaborative, data-driven workforce development.

Memorandums of Understanding and Infrastructure Funding Agreements

All Region 10 MWAs maintain Memorandums of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs) that comply with the Workforce Innovation and Opportunity Act (WIOA), federal regulations, guidance, and state policy. These cost-sharing agreements support coordinated service delivery across American Job Center partners and ensure that resources are shared effectively across jurisdictions. Under WIOA, infrastructure costs include the non-personnel expenses required for the general operation of a center—such as facility costs, utilities, equipment (including assessment tools and assistive technology), and technology systems that support access, planning, and outreach.

Required partners participating in these agreements include Career and Technical Education programs, Community Services Block Grant providers, Indian and Native American Programs, HUD Employment and Training Programs, Job Corps, Jobs for Veterans State Grants, Migrant and Seasonal Farm Worker Programs, Senior Community Service Employment Programs, Adult Education and Literacy, Temporary Assistance for Needy Families (TANF), Trade Adjustment Assistance, Unemployment Compensation, and

YouthBuild. MOUs are executed every three years, and IFAs are negotiated annually to ensure they remain aligned with partner needs, cost structures, and evolving service delivery models.

Region 10's MWAs have also established administrative cost-sharing arrangements and will continue to expand these collaborative efficiencies as opportunities emerge. Additional examples of these shared initiatives are outlined in Part III of this Plan. Examples of MWA administrative cost arrangements follow:

- *Joint Procurements:* Region 10's MWAs collaborate on joint procurements through their administrative arrangements with SEMWAC and WIN, securing shared services such as consultants, facilitators, project managers, and publications. While joint procurement offers cost savings and efficiencies, it also presents challenges, as each MWA remains individually responsible for procurement documentation, monitoring, and audit compliance.
- *In-Kind Contribution Arrangements:* All Region 10's MWAs make in-kind contributions to support regional initiatives, primarily by subsidizing staff time initiatives described in this section and the sector initiative section of this plan. This is especially true for fiscal agents who also dedicate administrative resources.

Other cost-sharing agreements and informal collaborative arrangements exist both among MWAs and between MWAs and regional partners. In Region 10 these include:

- arrangements between MWAs to serve participants from each other's counties;
- agreements with community colleges to provide staff development for MWA staff on relevant topics, including managing change, Equal Employment Opportunity (EEO), and teambuilding;
- agreements with community colleges to deliver training services for MWA participants;
- agreements between MWAs and nonprofit organizations to provide employment services and support program delivery; and
- arrangements with the Michigan Works! Association for advocacy, education, and professional development. Through these agreements, the Association also negotiates group pricing for subscription-based services such as the Gongwer News Service, the Employment & Training Reporter, EconoVue, Grow with Google, and Salesforce Customer Relationship Management (CRM).

Part VI: Coordination of Transportation and Other Supportive Services

Describe how transportation and other supportive services, as appropriate, currently are coordinated or will be coordinated within the region. Regions may consider:

- *Whether the provision of transportation or other supportive services could be enhanced, and if so, how.*
- *What organizations currently provide or could provide supportive services.*
- *Establishing a process to promote coordination of supportive services delivery.*

Transportation Services

Transportation across Southeast Michigan is supported by an extensive network of public transit agencies, community-based transportation providers, and regional planning partners. While this system covers much of the region, gaps remain, particularly for individuals in areas with limited service, inconsistent schedules, or transportation restricted to specific populations such as seniors or individuals with disabilities. Fixed-route bus and rail services are provided by seven public transit agencies: the Ann Arbor Area Transportation Authority (AAATA, TheRide), the Detroit Department of Transportation (DDOT), the Suburban Mobility Authority for Regional Transportation (SMART), the Detroit Transportation Corporation (operating the Detroit People Mover), M-1 RAIL (operating the QLINE), Blue Water Area Transit (BWAT) serving Port Huron, and Lake Erie Transit (LET) serving Monroe County. More than 80 community-based providers, in addition to private and nonprofit organizations, offer complementary mobility services throughout the region.

Despite these resources, transportation remains one of the greatest barriers for job seekers in Southeast Michigan. Limited transit coverage, the high cost of car ownership and insurance, and inconsistent transportation-related funding make it difficult for MWAs to fully meet the mobility needs of participants. Region 10's MWAs coordinate closely with transit agencies, nonprofit partners, and human service providers to connect job seekers with available options, yet the demand continues to exceed available resources.

Significant planning and infrastructure investments are underway that will strengthen regional coordination and improve mobility over time. The Southeast Michigan Council of Governments (SEMCOG) administers major funding programs—including the Transportation Improvement Program (TIP) and Transportation Alternatives Program (TAP)—and leads long-range planning through the 2045 Regional Transportation Plan (RTP). This plan outlines more than \$35 billion in transportation investments and provides a regional framework that guides collaboration among transit providers, local governments, and workforce partners.

The Regional Transit Authority of Southeast Michigan (RTA) further supports coordination by planning, funding, and integrating transit services across Macomb, Oakland, Washtenaw, and Wayne Counties. The 2023 update to the Regional Transit Master Plan emphasizes equity, accessibility, and long-term financial stability while aligning transit improvements with local workforce and mobility needs.

Within this broader regional context, Detroit is experiencing substantial transformation in its public transit system. The Ride to Rise pilot, launched in April 2026, provides free 24/7 bus service for K-12 students across all DDOT routes. Major capital investments include the Michigan Central Multimodal Hub—a \$40 million project scheduled for completion in 2028 that will restore passenger rail service and create a modern intercity bus terminal. Through DDOT Reimagined, the city is upgrading its system with a new \$160 million terminal, more than 50 new buses, and real-time digital signage at bus stops. The Detroit People Mover has also extended its zero-fare pilot through 2026, improving downtown circulation and accessibility.

In Oakland County, public transit coordination has expanded significantly with the 10-year Public Transportation Millage approved by voters in 2022. Through Oakland Transit, the county partners with five local providers—NOTA, OPC, People’s Express, SMART, and WOTA—to deliver fixed-route services, ADA paratransit, and on-demand transportation. Together, these agencies completed nearly four million rides in 2024, ensuring comprehensive mobility coverage for residents and improving access to jobs, training, and essential services.

While these long-term investments will improve regional mobility, MWAs continue to face short-term limitations in addressing transportation barriers. Additional funding for flexible mobility options—such as rideshare services that extend access beyond fixed-route systems—would help bridge these gaps. MWAs will continue coordinating referrals to specialized programs serving individuals with disabilities, older adults, returning citizens, veterans, and low-income residents. As regional systems evolve and new infrastructure comes online, continued collaboration among MWAs, transit agencies, and human service providers will be essential to ensuring equitable access to employment and training opportunities.

Supportive Services

Supportive services across Region 10 play a critical role in helping job seekers overcome barriers to employment and training. Many community organizations, nonprofit agencies, and educational institutions offer a wide range of supports—including transportation assistance, childcare, housing stabilization, legal services, technology access, and workforce-related supplies. MWAs maintain formal partnerships with these organizations through Memoranda of Understanding (MOUs) and, in some cases, Cost Infrastructure Agreements, ensuring clear roles and coordinated service delivery. MWAs also manage direct referrals to supportive service providers and coordinate with American Job Centers to help eligible participants access subsidies and individualized assistance.

Demand for supportive services continues to grow across the region. Job seekers face increasing needs related to family care, transportation, digital access, and financial stability. MWAs have responded by providing stipends, incentive payments, childcare scholarships, technology distribution, and expanded digital access initiatives. However, these efforts rely heavily on funding sources that fluctuate and are not guaranteed from year to year.

Recent investments temporarily expanded supportive service capacity but are time-limited. The Barrier Removal and Employment Success (BRES) Expansion Grants awarded in early 2024 allowed DESC, OCMWI, and SEMCA to serve at-risk and ALICE-population workers who are often ineligible for traditional

assistance. These funds supported transportation, housing, childcare, work tools, equipment, legal services, and other essential needs. However, BRES funding has now ended, reducing available resources.

In addition, OCMW! received \$7,585,000 in ARPA funds from the Oakland County Board of Commissioners to support flexible financial assistance, case management, and navigation services for residents facing barriers to employment and education. While these funds have significantly enhanced coordination and service delivery, they will conclude at the end of 2026. Without new investments, MWAs will experience reduced capacity to meet ongoing and emerging supportive service needs.

Region 10's MWAs and their partners remain committed to strengthening supportive service coordination. Future efforts may include developing shared referral pathways, expanding joint procurements, establishing regional supportive service directories, and creating advisory groups to align resources and identify service gaps. These strategies aim to streamline access for job seekers and enhance consistency across counties.

However, sustained and flexible funding will be critical. As temporary grants and ARPA resources sunset, the region will require new investments to maintain and expand supportive service capacity. Without ongoing support, MWAs will face significant challenges in meeting the growing needs of job seekers and ensuring equitable access to employment and training opportunities across Region 10.

Part VII: Coordination of Workforce Development and Economic Development Services

Describe how workforce development services currently are, or could be, coordinated with economic development services and providers within the region, and a description of the strategies that have been or will be established to enhance service delivery as a result of the coordinated regional analysis of such services. Regions may consider:

- *Current economic development organizations engaged in regional planning.*
- *Education and training providers involved with economic development.*
- *Current businesses involved with economic development organizations.*
- *Targeted businesses from emerging sectors/industries.*

Region 10's MWAs maintain strong, collaborative relationships with a wide range of economic development organizations at the local, county, and state levels. These organizations include both broad-based economic development agencies housed within city and county governments and sector-specific initiatives focused on key regional industries, as described in Part IV of this plan. Through these partnerships, MWAs contribute to business recruitment and retention strategies by providing labor market information, employer services, and access to training grants and talent pipelines. In turn, these collaborations ensure the regional workforce system remains business-driven and responsive to evolving employer needs.

Region 10's MWAs also work closely with the Michigan Economic Development Corporation (MEDC) to coordinate services for employers and expand awareness of available workforce development programs. This partnership helps align state-level economic growth initiatives with local workforce strategies, ensuring that businesses receive seamless, integrated support across the region.

Close alignment with county and city economic development agencies further strengthens coordination. These relationships allow MWAs to easily partner on regional activities such as jointly hosted job fairs, coordinated business retention and expansion calls, and streamlined communication channels for employers seeking workforce assistance. MWAs, MEDC, community colleges, and economic development partners regularly collaborate to develop joint Talent Services Proposals designed to attract new employers to the region and support business expansion.

Through these coordinated efforts, Region 10's MWAs ensure that workforce development initiatives are aligned with economic development priorities, that businesses have a single point of access to talent solutions, and that regional strategies support both immediate workforce needs and long-term economic growth. Examples of local partnerships include:

- The Detroit Mayor's Workforce Development Board is specifically focused on providing training and opportunities in targeted industries to ensure residents are ready and able to connect with jobs. To accomplish this, the Board provides career pathways and entry points for Detroiters of all skill levels within high-growth, high-demand industries.

- The DEGC promotes Detroit and the region, attracts new business, and secures resources to retain businesses in the region. It works closely with DESC to address training and workforce needs and ensures employers hire qualified Detroiters. DEGC also manages initiatives to support small businesses and grow neighborhood commercial corridors.
- The Macomb County Department of Planning and Economic Development convenes periodic meetings with the 4M Group comprised of the MSCMW!, the Macomb County Department of Planning and Economic Development, the MEDC, and Macomb Community College.
- The EDA of St. Clair County engages in attraction, community investment, and expansion projects in the Blue Water Area. The EDA convenes a monthly meeting of workforce development taskforce partners to discuss new programs and services for supporting area businesses. In addition to the EDA, Workforce Task Force members represent MSCMW!, St. Clair County Community College, the Michigan Manufacturing Technology Center, National Corporation Training Solutions, RESA, and Michigan Rehabilitation Services. The EDA is also a MEDC Small Business Support Hub, which strengthens regional ecosystems for entrepreneurs.
- OCMW! is administered by the Oakland County Workforce Development Division, a part of the Oakland County Economic Development Department, which supports businesses, residents, and communities across Oakland County by providing financial services, planning, business development, Veterans services, and small business assistance.
- The Wayne County Economic Development Department focuses on infrastructure, public safety, and government services to create the best environment for businesses to thrive. The Department has ties with workforce development partners and assists with talent recruitment, candidate pre-screening, incentives for hiring, training and skills upgrading, and health insurance for small businesses.
- The MWA's Business Services teams collaborate with local economic development agencies by providing resources to recruit and retain talent, supporting training and hiring access, and utilizing other regional resources to keep current with workforce data.

Regional economic development organizations are actively engaged in workforce development planning across Region 10. They participate on MWA Workforce Development Boards and collaborate through a variety of regional and county-level economic development partnerships. These relationships ensure that workforce and economic development strategies remain aligned, data-driven, and mutually reinforcing. Examples include:

- The Detroit Regional Chamber serves as the voice of the southeast Michigan business community and works to strengthen the region's economic climate. Region 10's MWAs partner with the Chamber on multiple workforce development initiatives, including research, employer engagement, and talent attraction strategies that align with regional industry needs.
- The Detroit Regional Partnership, a regional economic development nonprofit serving 11 southeast Michigan counties and the City of Detroit, collaborates with SEMCA and other MWAs on business attraction, investment, and talent initiatives. DRP also partners with regional MWAs

to execute the \$52.2 million Global Epicenter of Mobility (GEM) grant and now houses the Detroit Regional Workforce Partnership (DRWP), further integrating workforce and economic development efforts.

- Automation Alley, southeast Michigan's technology business association, which connects companies and organizations to talent, resources, and funding to support innovation and economic growth. Region 10's MWAs engage with Automation Alley through advanced manufacturing, defense, entrepreneurship, international business, and talent development initiatives. MWAs participate in committees, align training resources, and support sector-based strategies.
- The Centropolis Accelerator at Lawrence Technological University and TechTown Detroit are two of the region's most active and successful business accelerators. MWAs collaborate with these organizations on sector initiatives involving small businesses and entrepreneurship and refer customers interested in starting their own businesses.

Education and training partners play a critical role in extending the reach of Region 10's MWAs and supporting the coordinated delivery of services to employers. Nearly all public post-secondary institutions across the region—including community colleges, universities, and third-party training providers—offer economic development capabilities that complement workforce development activities. These institutions are core partners in the Going PRO Talent Fund and significantly expand the MWAs' ability to deliver employer-driven training. Many community colleges also participate in the Michigan New Jobs Training Program (MNJTP), which provides customized training for employers creating new jobs or expanding operations in Michigan. Additional training partners, such as the Michigan Manufacturing and Technology Center (for manufacturing) and the MIAT College of Technology (for aviation), contribute specialized expertise that supports targeted sector strategies and regional economic development.

Looking ahead, Region 10's MWAs anticipate increased employer demand across the mobility sector and related advanced industries, including connected and automated transportation, intelligent infrastructure, and artificial intelligence-enabled technologies. These evolving industries create major opportunities to expand postsecondary certification programs, increase capacity for short-term, industry-recognized credentials, and upskill both incumbent and emerging workers. MWAs will continue partnering with the MEDC, postsecondary institutions, and industry partners to ensure training programs remain aligned with future labor market needs, particularly in mobility, automation, and AI-driven applications.

As regional partners deepen collaboration, the MWAs will continue developing shared language, strengthening coordinated planning processes, and participating in joint initiatives that support both business expansion and job creation. These coordinated efforts will enhance the region's talent ecosystem and expand pathways to high-quality career opportunities across Region 10.

Part VIII: Local Levels of Performance

A description of how the region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in the WIOA Section 116(c), for the local areas or the planning region.

Region 10's MWAs negotiate and establish local levels of performance with the Governor and LEO-WD each program year. Although each MWA negotiates its own agreement, the MWAs maintain ongoing communication through SEMWAC meetings and other regional forums. These touchpoints allow MWAs to share negotiation status, discuss anticipated targets, and align strategies that support strong regional performance outcomes. Region 10's MWAs will continue working together to coordinate their approaches and uphold consistent, business-responsive performance standards in collaboration with the Governor and LEO-WD.

Appendix I: Public Comments and Responses

Comment/Question	Response to Comment
Public Comments will be added if received	

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Attachments:

- Selective Service Registration
- Rapid Response Policy
- Individual Training Accounts (ITAs) and other training
- Priority of Service & Self-Sufficiency Definition for WIOA Adult
- Supplemental Detroit Future Fund Specific Supportive Services
- WIOA Adult and Dislocated Worker and Special Program Supportive Services and Needs-Related Payments Policy

Local Plan

- **A description of the local board's strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment) including goals relating to performance accountability measures based on primary indicators of performance described in the WIOA Section 116(b)(2)(A) in order to support regional economic growth and economic self-sufficiency.**

Background, Overarching Vision, and Structure.

The Mayor's Workforce Development Board (MWDB) brings together executive leaders to identify and implement solutions for Detroit's workforce ecosystem, broadly defined as not only the publicly-funded agencies that provide services to job seekers and employers, but also the businesses that determine hiring and employee training practices, the philanthropic partners that invest in programs, and the units of government that set laws and policies that impact workers and businesses. The MWDB engaged its members, staff, and community partners to develop a new City-wide vision: a unified approach to employment to ensure alignment between vision, goals, resources, communication, initiatives, and outcomes across various partners to benefit job seekers and employers. The MWDB and partners committed to raise Detroit's employment and labor force participation rate to a level that is on par with or outperforming peer cities.

The Executive Director of the MWDB is the Group Executive for Mayor's Workforce Development Board and Detroit at Work for the City of Detroit. The MWDB and its staff are directly responsible for the following:

- Establishing a comprehensive Detroit specific strategy that maximizes WIOA legislative goals, activities, and resources to implement national best practices.
- Creating innovative approaches to accomplish workforce development systems change across the City and region, including aligning public systems and policies to remove barriers to employment.
- Informed by local and national best practices, stakeholder input, data, and research, the MWDB leads an Economic Opportunity Agenda that will be a set of priorities defined by the Board. These priorities will accelerate the good work underway, and further enable the conditions for all Detroiters to participate in and benefit from the city's economic recovery, uniting existing agencies and services in a centralized system in order to connect adult education, training, employment, retention, and other supportive and stabilizing services for Detroiters who can benefit from these services.
- Intentionally integrating select non-traditional workforce services to deliver human-centered and trauma-informed problem solving and systems-level solutions.
- Coordinating with economic development teams, Board members and the greater business community drive workforce development with economic development and drive economic development with workforce development.

- Convening employers in Detroit's high-growth, high-demand industries to identify and solve for common workforce challenges, with an emphasis on identifying the skills and training needed for workers today and in the future.
- Developing and implementing plans to increase the scale and scope of Detroit's workforce system for adults, and youth ages 16-24 with an emphasis on meaningful summer youth employment through Grow Detroit's Young Talent (GDYT).
- Continuing to transform how Detroiters get connected to jobs, careers and the Future of Work.

The MWDB designates Detroit Employment Solutions Corporation (DESC), a 501(c)3 with an independent Corporate Board, to serve as the fiscal and administrative agency for federal, state and local funds allocated and awarded for workforce programs. In this role DESC also serves as the Michigan Works! Agency for Detroit and is directly responsible for the following key functions:

- Competitively procuring and contracting with high-quality service and training providers to deliver workforce development programs to young adults, job seekers and employers.
- Providing clear accountability measures, training, technical assistance, professional development, and other support to contracted partners to ensure their success.
- Providing coordinated business services to employers in partnership with contracted partners and MWDB, including but not limited to: customized training, work-based learning programs such as apprenticeships and On the Job Training, hiring incentives, and job candidate sourcing efforts to assist employers in meeting staffing needs.
- Tracking, analyzing, and reporting grant and contractor performance, using continuous improvement strategies to ensure goals are met consistently.
- Ensuring compliance with local, state, and federal regulations and guidelines.

Collectively, the MWDB, its staff, DESC, and procured service providers identify and function as Detroit at Work. The MWDB and its Executive Director are accountable for developing an effective city-wide vision and strategy for workforce development, and the DESC Corporate Board and its President are accountable for the successful administration and implementation of programs and management of funds.

Vision, Goals and Strategy

Detroit at Work's vision is that Detroit's employment rate exceeds those of thriving peer cities, and its poverty rate is significantly lower than those of thriving peer cities.

DAW's mission is to Ensure Detroiters of all skill levels have a pathway to the middle class.

Detroit at Work's goals for the workforce development service delivery system are to:

- Reduce poverty. Increase employment. Increase economic mobility

The future state that the MWDB seeks will be achieved when the following is achieved:

Every Detroiters, regardless of education or experience, has a clear pathway into a middle-class job, at a major employer, in a high-demand industry.

Every young person in Detroit has an actionable post-secondary plan that leads them to a fulfilling career and economic stability.

Detroiters view Detroit at Work as welcoming, supportive, up-to-date, and resourced to deliver best-in-class customer service.

Public policies that affect the workforce remove barriers to rewarding employment and meet the diverse needs of current and future jobseekers and businesses.

Ongoing Planning

Detroit at Work is now in the midst of sharpening and updating its strategy to reflect the emerging transformative impact of automation and artificial intelligence (AI) system will be more responsive to the way jobseekers and employers need to engage with us going forward. We will be cohort based with less brick and mortar. We will be more flexible and have more online options,

- Mayor Sheffield identified in her Rising Higher strategy the following principle: “poverty elimination is a growth strategy.” Investing in people is one of the most sustainable growth strategies. Investing in the workforce creates higher incomes which creates a virtuous cycle that raises incomes and expands business opportunities.
- The regional and global economy continue to evolve rapidly due to dynamic and transformative changes in technology. In many industries, work has already been automated, reducing or eliminated the need for some lower-wage jobs and establishing demand for a new workforce that possesses the skills required to develop and/or work effectively alongside AI. While there is much to debate about how AI and automation will ultimately change the workforce, few disagree that there will continue to be an increased demand for workers who possess higher levels of formal education and/or more sophisticated skills.
- Given that a significant number of job seekers in Detroit do not possess a post-secondary credential and may require further training in essential skills required for the new economy, Detroit at Work recognizes there must be a significant effort made to assist job seekers in retooling and developing new skills. Preparing Detroiters to successfully thrive in the future economy is a key priority for Detroit at Work.

- There is a critical need to build more pathways to employment by expanding reentry employment assistance. Each year, 600,000 individuals are released from federal and state incarceration and nearly half of them have repeat contact with the criminal justice system within a year. Two thousand seven hundred individuals return to Detroit annually from the Michigan Department of Corrections. We want to prioritize programs that start working with individuals before they are released from incarceration. As workers strive for higher quality jobs, we will focus on granting of federal awards to training programs based on their track record of leading to jobs with competitive pay and benefits and safe workplaces. Detroit at Work will increase its emphasis on the development and use of “Career Pathways” to ensure workers are afforded opportunities for long, sustainable careers. The initiative will also incentivize training that results in stackable credentials leading to higher quality jobs. It is critical then that we step up our strategies to prepare Detroiters for the immediate and long-term future of work.
- When developing career pathways, we will invest in job quality practices that promote onboarding and advancement ladders in critical industries.
- Detroit at Work aims to give Detroiters access to greater opportunity, better careers and higher earning power. This will be achieved through opportunities to gain a high school diploma, training for career certifications, as well as business startup support. These opportunities include earning wages and receiving support while in training.
- Detroit at Work will learn from innovative programs and adopt promising practices and will focus on innovative practices that implement tactics and strategies that drive improvements in service to people and businesses. Thus, we will invest in **Earn and Learn models** that provide “just in time” training designed and driven by local employers. We will also invest in industry advisory and sector strategies that engage businesses in developing and delivering **work-oriented learning strategies.** Funding will be provided for programs that center on the talent, growth, and development of microenterprise and small business to rebuild the middle class. These programs will receive investments in evaluation to determine promising practices and replicable or scalable models using disaggregated data to drive system improvements for all people and businesses.
- The MWDB will align its efforts with the “Michigan Statewide Workforce Plan (MSWP).” The MSWP is the “first comprehensive all-access roadmap that aligns state government and external partners to create jobs and support workers and employers. The goals of the plan include 1) Help More Michiganders Earn a Skills Certificate or Degree, 1) Increase Access to Opportunities that Grow the Middle Class, and 3) Support Business and Entrepreneurial Growth through Talent Solutions. These goals dovetail MWDB’s goals and vision and create an opportunity to unite Detroit at Work’s efforts with the state as a whole. For further information, the plan is located on the Michigan.gov website at <https://www.michigan.gov/leo/-/media/Project/WebSites/leo/Documents/MWDB/MI-State-Workforce-Plan.pdf?rev=c625cfcf3a314189be93694c987cf65e>.

- Detroit at Work supports the efforts identified in the Growing Michigan Together Council Report published on December 14, 2023. The strategies named in the report include 1) Establish Michigan as the Innovation Hub of the Midwest and America's Scale-up State, 2) Build a lifelong learning system focused on future-ready skills and competencies, and 3) Create thriving, resilient communities that are magnets for young talent. Build a lifelong learning system focused on future-ready skills and competencies, 3) Create thriving, resilient communities that are magnets for young talent. The final report can be found on the web at <https://growingmichigan.org/wp-content/uploads/2023-12-14-GMTC-Final-Report-2.pdf>

While the overarching vision and goals described in this section are unlikely to change, Detroit at Work fully anticipates revising and developing new strategies and programs to align and drive positive changes with the local and regional economy.

- **Expected levels of performance for Adult, Dislocated Worker, Youth, Adult Education and Literacy, and Wagner-Peyser, as described in the WIOA Section 116 (b)(2)(A).**

DESC's negotiated performance goals for Title I - WIOA Adult, Dislocated Worker, Youth and Wagner-Peyser for Program Year (PYs) 2024 and 2025 are as follows:

Detroit Employment Solutions Corporation		
Performance Measures	PY2024 Negotiated Performance Levels	PY2025 Negotiated Performance Levels
WIOA Title I – Adults		
Employment Rate – 2 nd Quarter After Exit	82.0%	82.0%
Employment Rate – 4 th Quarter After Exit	82.0%	82.0%
Median Earnings – 2 nd Quarter After Exit	\$8,500	\$8,500
Credential Attainment Rate – 4 th Quarter After Exit	82.0%	82.0%
Measurable Skill Gains	60.0%	60.0%
WIOA Title I – Dislocated Worker		
Employment Rate – 2 nd Quarter After Exit	84.0%	84.0%
Employment Rate – 4 th Quarter After Exit	84.0%	84.0%
Median Earnings – 2 nd Quarter After Exit	\$9,000	\$9,000
Credential Attainment Rate – 4 th Quarter After Exit	80.0%	80.0%
Measurable Skill Gains	64.0%	64.0%
WIOA Title I - Youth		
Employment Rate – 2 nd Quarter After Exit	74.0%	74.0%
Employment Rate – 4 th Quarter After Exit	76.0%	76.0%
Median Earnings - 2 nd Quarter After Exit	\$4,200	\$4,200
Credential Attainment Rate – 4 th Quarter After Exit	62.0%	62.0%
Measurable Skill Gains	55.0%	55.0%
WIOA Title III – Wagner-Peyser		
Employment Rate – 2 nd Quarter After Exit	76.6%	76.6%
Employment Rate – 4 th Quarter After Exit	73.7%	73.7%
Median Earning – 2 nd Quarter After Exit	\$8,000	\$8,000

Performance goals are reflective of intentional efforts to more closely align targets with the needs of jobseekers facing barriers to employment and achieve greater equity within the workforce system.

It is DESC's policy to ensure transparency and accuracy in its performance data. DESC maintains the integrity of data in the State mandated and local case management and systems by following strict protocols that prevent manipulation of data to achieve performance measures. DESC regularly monitors the progress of its contracted service providers through monthly reports and reviews data regularly to ensure that participant electronic case files stay current with actual dates of service and exit from the program. DESC conducts in-depth quarterly performance reviews and audits of randomly selected case files. Contracted service providers do not have permission from DESC to reverse exits from the State system and are unable to manipulate data to achieve performance.

- **A description of the local board's strategy to align local resources, required partners, and entities that carry out core programs to achieve the strategic vision and goals.**

DESC, a Michigan Works! Agency, has selected qualified vendors (through a competitive procurement process) to implement the seven (7) Detroit at Work One-Stop Service Centers branded nationally as the American Job Centers and locally as the Detroit at Work Career Centers. These vendors will provide job seekers with basic career services (access to job readiness and job search workshops and tools, resource room, self-guided assessment tools, referrals to training and community resources, hiring events and other employment opportunities, etc.), and eligible job seekers with individualized services (in-depth assessment and planning, career coaching and navigation, barrier resolution, financial assistance with occupational training, access to foundational skills or High School Equivalency training, intensive assistance connecting to employers, and financial coaching, etc.). DESC is also piloting specialized career coaching to offer services to the most vulnerable populations

Detroit at Work has established the following preliminary annual goals for the system have been established:

Metric	Target
Provide basic career services – in person and virtually (includes ES/Wagner Peyser)	30,000
Provide individualized, longer-term services; inclusive of WIOA, PATH and FAE&T	7,000
Enroll into occupational, work-based or TWE foundational skills training, high school completion or equivalency program, including training supported through federal financial aid and other	2,400
Percent of training enrollees that successfully complete training	80%
Complete the Combined Financial Assessment (CFA)	750
Obtain unsubsidized, permanent employment (at least 30 hours per week)	5,000

* The targets for these goals are subject to modification based on vendors capacity and the availability of resources.

WIOA places a strong emphasis on planning across multiple partner programs to ensure alignment in service delivery. One key goal is to develop effective partnerships across programs and community-based providers to provide individuals the employment, education, and training

services that they need. To maximize resources and to align services with career pathways and sector strategies, the Detroit at Work One-Stop Service System includes the following programs under one roof: WIOA Adult and Dislocated Worker program, PATH, Food Assistance Employment and Training Program (FAE&T), Wagner-Peyser Employment Services, and Trade Adjustment Assistance (TAA). WIOA Title II Adult Education services are provided at Detroit at Work One-Stop Service Centers.

In support of the above-mentioned goals and strategies, the MWDB, DESC and its One-Stop Operator have established partnerships with WIOA required partners such as Detroit Public Schools Community District's (DPSCD) Adult Education Program, Michigan Rehabilitation Services (MRS), Michigan Department of Health and Human Services (MDHHS), Michigan Bureau of Services for Blind Persons (BSBP), Job Corps, Veteran's Services, Michigan Department of Corrections (MDOC) and many others. In addition, through contractual relationships, DESC has collaborative relationships with other workforce services providers. These organizations include SER-Metro Detroit, Ross Innovative Employment Solutions (Ross), Goodwill Industries of Greater Detroit, SERCO, Payne-Pulliam, Gesher, Equus Workforce Solutions, Arab Community Center for Economic and Social Services (ACCESS), Downriver Community Conference (DCC), MI-Side, Urban Neighborhood Initiative, The Youth Connection, The Yunion, the YMCA of Metropolitan Detroit, and a host of other organizations. Many of these relationships have been in existence for many years and have been utilized extensively by the Detroit at Work one-stop system as referring partner agencies for customers who may benefit from their services, as well as dual enrollment.

The MWDB and DESC have developed Memorandum of Understandings (MOUs) with WIOA required partners (including the above-mentioned entities) to establish an agreement concerning the operation of the Detroit at Work One-Stop Service delivery system. The MOU functions to establish a cooperative working relationship between the named partners to define their respective roles and responsibilities in achieving the policies established under the WIOA and the operation of the Detroit at Work One-Stop Service delivery system. The MOU contains provisions describing how the costs of services provided by the Detroit at Work One-Stop Service system and how the operating costs of such system is funded, including the infrastructure costs for the Detroit at Work One-Stop Service system. As a result, Infrastructure Funding Agreements (IFA) have also been established with the partners.

The Local Initiatives Support Corporation (LISC) Detroit serves as the One-Stop Operator and coordinates service delivery across the required WIOA partners. Under the direction of Detroit at Work, LISC is responsible for carrying out the following activities to ensure strong communication and partnerships among the agencies administering workforce services in Detroit:

1. WIOA Partner Coordination and System-Building — Facilitate partnerships and information sharing between key workforce development service providers and stakeholders in order to create a fully integrated Detroit One-Stop Service system. With support from Detroit at Work, coordinates the service delivery of participating core and required One-Stop partners. Specifically, Detroit LISC will:

- a. Facilitate meetings with core (at least monthly) and required (at least quarterly) WIOA partners and identify and recommend opportunities for service integration and coordination,
 - b. Develop a mechanism and/or procedure to ensure effective and consistent communication among partners, including service providers, education and training providers, and community-based organizations connected to the Detroit at Work One-Stop Service system. Facilitate communication when needed by Detroit at Work or system partners, and
 - c. Detect service gaps in Detroit at Work One-Stop Service system and identify additional partners and/or resources that may address deficiencies.
2. Process Optimization and Continuous Improvement - Using proven process design and improvement methods to ensure optimal use of resources, and leading-edge service delivery for job seekers and employers. Specifically, Detroit LISC will:
 - a. Work with required WIOA partners to create process and illustration that reflects potential flow of customers between One-Stops and other WIOA mandated partners. Process should include steps and tools for facilitating referrals, case management and communication between partners. Update quarterly or, if deemed necessary by partners, more frequently. The customer flow should promote service integration and enable the job seeker to seamlessly access resources across funding streams and partners, and
 - b. Identify mechanism(s) for tracking implementation of the integrated customer flow strategy and measure progress towards improvement. Make recommendations to Detroit at Work on opportunities for enhanced service integration and implement new practices with required WIOA partners where possible. Facilitate ongoing and open communication between partners to promote implementation of integrated processes.

Detroit at Work is constantly expanding its partnership network to coordinate service delivery and align workforce programs to provide coordinated, complementary, and consistent services to Detroit job seekers and employers.

A description of the workforce development system in the local area including:

- **The programs that are included in that system.**

Detroit at Work's primary workforce programs include WIOA Adult, Dislocated Worker and Youth, Temporary Assistance to Needy Families (TANF) employment and training services (known in Michigan as the PATH program: Partnership. Accountability. Training. Hope.), Food Assistance Employment and Training Programs (FAE&T), Wagner-Peyser Employment Service (ES), Trade Adjustment Assistance (TAA) programs, Grow Detroit's Young Talent Program (GDYT), and Jobs for Michigan's Graduates (JMG). DESC enters into contracts with qualified vendors to provide workforce development programs and services to job seekers and employers.

Detroit at Work also develops and implements several special grant-funded workforce initiatives awarded by federal, state, county and local government, foundations, and other private funders.

These programs include Project Clean Slate for criminal record expungement, and Business Start-Up support. Going PRO Talent Fund (formerly known as the Skilled Trades Training Fund), Chafee Foster Youth Employment Program, Ford Fast Track Program, Grow Detroit's Young Talent, Pathway to Prosperity program for the justice-involved, Fidelity Bonding Program, and many others.

DESC formally procures vendors to deliver workforce services at Detroit One-Stop Service Center locations. These centers are designed to assist job seekers prepare for and obtain employment and assist employers with finding and retaining a skilled workforce. Services include eligibility determinations, orientations, assessments, case management, job search and placement assistance, work readiness training, supportive service assistance, labor market information, occupational training services, financial literacy education, barrier removal, and information regarding filing claims for unemployment compensation. In addition to a staff of workforce professionals, the centers have resource rooms complete with computers, internet access, telephones, fax machines and a job notification bulletin board, all available for customer usage. The Detroit at Work One-Stop Centers are also made available to employers for job fairs, employee recruitment events, testing, and onsite interviewing.

Workforce services are available to all customers including Detroit at Work's priority populations (residents with basic skills deficiencies, residents with criminal backgrounds, disengaged workers, single mother and families with young children, and public assistance recipients), individuals with disabilities, veterans, migrant and seasonal farmworkers, unemployed and underemployed individuals, in-school and out-of-school youth, pregnant and parenting teens, and foster youth

The Detroit at Work One-Stop Service Centers are located at the following sites:

Comprehensive Centers:

- 9301 Michigan Avenue, Detroit Michigan 48210
- 18100 Meyers, Detroit Michigan 48235
- 18017 E. Warren, Detroit, MI 48224
- 14117 E. Seven Mile Road, Detroit, Michigan 48205
- 16427 W. Warren, Detroit, Michigan 48228

Affiliate Centers:

- 2470 Collingwood, Detroit, Michigan 48206
- 24424 W. McNichols, Detroit, Michigan 48219

All of these centers provide WIOA Adult and Dislocated Worker services. The five comprehensive centers also provide Employment Services. All Centers provide PATH and Collingwood, Seven Mile and Meyers provide FAE&T services.

In addition to the physical One-Stop locations, Detroit at Work is procuring mobile vehicles which will expand access to the system's workforce services. The mobile units will be equipped with computers, workstations, internet access, and staff support to provide primarily basic career services.

Our youth workforce services include recruitment, outreach, testing and assessments, case

management, tutoring, alternative secondary school service/dropout recovery services; paid and unpaid work experiences (including summer jobs), occupational skills training, leadership development, support services, adult mentoring, follow-up services, comprehensive guidance and counseling, work readiness training, financial literacy education, entrepreneurial skills training, labor market information, career counseling, post-secondary preparation and transitional activities, and trauma-informed/healing-centered restorative engagement. These services are provided by at the following locations.

- Urban Neighborhood Initiative – 8300 Longworth, Detroit, MI 48209
 - The Youth Connection – 300 River Place Dr, Suite 1440, Detroit 48207
 - SER Metro Detroit – 5555 Conner, Detroit MI 48213 and 9301 Michigan Avenue, Detroit MI 48210
 - The Yunion – 111 E. Kirby, Detroit MI 48202
 - YMCA – 13550 Virgil Street, Detroit MI 48223
 - Chandler Park Academy - 20100 Kelly Rd, Harper Woods, MI 48225
 - Cody High School – 18445 Cathedral Detroit MI 48228
 - Pershing High School – 8875 Ryan Road Detroit, MI 48234
 - Osborn High School – 11600 E. 7 Mile Road Detroit MI 48205
 - Covenant Schools - 2959 Martin Luther King Jr Blvd, Detroit, MI 48208
- **A description of the local board’s strategy to work with entities carrying out core programs and other workforce development programs to provide service alignment (including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006).**

As mentioned in the previous section, Detroit at Work has established relationships with an extensive network of workforce development providers. Those include:

Training Providers	Address
TEK Ready Computer Learning Academy	440 Burroughs St, Detroit, MI 48202
Suburban Truck Driving Training School	28675 Northline Rd, Romulus, MI 48174
Skilltrade	85 East Big Beaver Road Troy, MI 48083
Redeem Detroit	11111 Whittier Avenue Detroit, MI 48224
NPower Michigan	116 Lothrop St, Detroit, MI 48202
N.U.R.S.E.S.	27225 West Outer Drive Ecorse, MI 48229
Michigan Technology & Trade Institute	14538 W. Grand River Detroit, MI 48227
Michigan Statewide Carpenters and Millwrights Joint Apprenticeship and Training Fund	11687 American Detroit, MI 48024

Goodwill Industries of Greater Detroit	3111 Grand River, Detroit, MI 48208
Focus: HOPE	1200 Oakman Blvd Detroit, MI 48238
Emerging Industries Training Institute	5555 Conner St Detroit, MI 48213
Detroit Training Center	5151 Loraine St Detroit, MI 48208
Detroit Home Builders LLC	24444 W 7 Mile Rd Detroit, MI 48219
Call Center for Hire, LLC	15565 Northland Dr Suite 501 Southfield, MI 48034
Great Lakes Water Authority	735 Randolph Detroit, MI 48226
Henry Ford College	5101 Evergreen Rd. Dearborn, MI 48128

Detroit at Work has collaborative relationships and strategic partnerships with key organizations such as DPSCD's Adult Education and Family Literacy program, Michigan Rehabilitation Services, Bureau of Services for Blind Persons, Detroit Economic Growth Corporation (DEGC), and Job Corps to provide service alignment.

Through a formal procurement process, DESC selects qualified vendors to provide workforce development programs at the Detroit at Work One-Stop Centers. These vendors include SERCO Inc., Goodwill Industries of Greater Detroit, Ross Innovative Employment Solutions, Downriver Community Conference, ACCESS, Development Center, , Payne Pulliam Schools, Equus Workforce Solutions, Gesher Human Services, SER Metro-Detroit, YMCA of Metropolitan Detroit, The Yunion, The Youth Connection, and Urban Neighborhood Initiative. These centers provide the following programs: WIOA Adult, Dislocated Worker, and Youth, PATH, FAE&T, Wagner-Peyser ES, and TAA.

Service alignment is also enhanced through the MWDB membership and the Board's subcommittees, opportunities to partner on government, corporation, and foundation grants, a shared referral system, and service contracts. In addition, Detroit at Work explores ways to share procedures and best practices.

Youth programs are a key effort of the Detroit One-Stop Service system's service alignment and are cooperatively supported by major foundations and corporations. Detroit at Work's WIOA In-School Youth model supports career pathways through CTEs and youth opportunities to participate in hands-on training and gain real life experience through job shadowing, work experience, summer jobs, and internships. Detroit at Work has established a formal working relationship with DPSCD which offers CTE programs at several career and technical schools. Detroit at Work coordinates services with DPSCD to ensure that WIOA youth are introduced to a variety of careers, along with the requirements for entry, such as high school diploma, professional certification, and college degrees. DPSCD's Office of College and Career Readiness provides programming for students in CTE programs, Detroit Allied Health Middle College High School and Adult Education. Through coordinated efforts with DPSCD, Detroit youth gain exposure to college and career pathways.

Detroit at Work also works with Youth Solutions to provide academic and employment services through the Jobs for Michigan Graduates (JMG) and the Learn and Earn to Achieve Potential

(LEAP) initiative. The JMG Program is committed to helping the state of Michigan and city of Detroit resolve dropout rates and transition challenges by supporting new and expanding pre-existing local programs that help opportunity youth and young adults overcome barriers to high school graduation and post-secondary education. The LEAP program is designed to help youth and young adults (14 to 26 years old) who face significant barriers achieve their educational and employment goals.

The JMG, and LEAP programs all work in coordination with Detroit at Work's in-school and out-school WIOA youth programs. Detroit at Work will collect data and evaluate these programs for continuous improvement and to ensure that they are reaching the focus populations.

A description of how the local board, working with the entities carrying out core programs, will:

- **Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.**

Detroit at Work's system aims to yield the greatest benefits for job seekers and businesses in Detroit and is dedicated to ensuring that all individuals, especially those with barriers to employment, have access to the services provided through the Detroit workforce system in order to achieve economic self-sufficiency.

Detroit at Work will provide services in a manner that is both beneficial to jobseekers and staff, leveraging technology needed to deliver services through virtual options to complement in person face to face interactions wherever possible. Supportive services have been expanded in recognition of the limited access unemployed workers have in accessing information, resources and services virtually, the availability of technology, cell phones or internet or phone service.

The MWDB defines for the workforce system "economic self-sufficiency" as total family income that exceeds \$60,000 per year. This definition is based on data obtained in the 2023 United Way of Michigan's ALICE in Michigan: A Financial Hardship Study. ALICE is a United Way acronym which stands for Asset Limited, Income Constrained, Employed. The ALICE report represents the growing number of individuals and families who are working but are not able to afford the necessities of housing, food, childcare, health care, and transportation.

In addition, the MWDB has established residency in a high poverty neighborhood as an eligibility factor for DESC's youth programs. The Board defines a high poverty neighborhood as a U.S. Census Public Use Microdata Area (PUMA) that has a poverty rate of over 15%.

Detroit at Work integrates services across core One-Stop partners to ensure that customers, including individuals with barriers to employment, have access to appropriate programs. Detroit at Work and its partners promote integration through the planning process, the coordination of activities and services, and the sharing of information and customer data (where allowable and appropriate). DESC's service providers work closely with other local entities to help resolve participants' employment barriers.

Detroit at Work has several workforce initiatives dedicated to helping individuals who may have significant barriers to employment. These individuals include justice-involved and returning citizens, opportunity youth (OY), public assistance (TANF) and food stamp recipients, individuals who have limited education and work experience, and individuals with disabilities (including mental health). Through these special initiatives, such as the Clean Slate, Business Start Up Support, Food Assistance Employment and Training Plus (FAE&T Plus) program, Pathways Home, Growth Opportunities, Jobs for Michigan Graduates Program, and LEAP, Detroit at Work ensures that the workforce system is equipped to help these individuals acquire the skills and knowledge necessary to successfully compete and thrive in the labor market. Detroit at Work has expanded WIOA priority populations to include residents with a criminal background, single mothers, households with young children and disengaged/disconnected workers.

Detroit at Work partners with organizations such as Michigan Department of Health and Human Services (MDHHS), Michigan Rehabilitation Services (MRS), Michigan Department of Corrections, DPSCD, Wayne County Community College District, alternative post-secondary technical training institutions, the Detroit College Access Network – Project ACE, Job Corps and other organizations to improve services to Detroit job seekers who have barriers to employment. These partners, and many others, are invited to provide general program information to DESC and other stakeholders at DESC’s regularly scheduled partnership meetings.

The Detroit at Work system improves access through the following features:

- The WIOA and PATH programs are integrated at one location to more effectively and efficiently service customers.
 - The vast majority of Detroit residents are generally within a three-mile radius of a Detroit One-Stop Service Center.
 - A centralized call center provides clear and consistent information on our program service
 - Access to financial literacy and planning is available to Detroiters at the Detroit One-Stop Service Centers.
 - Adult and youth services incorporate human-centered design and healing centered restorative engagement.
 - DPSCD’s adult education and high school completion or equivalent programs are offered at two (2) One-Stop Service Centers.
 - A new data system has been implemented to improve data management, case management, performance, the referral process, program service delivery, outcomes, and contract management and processing. DESC can communicate with nearly 150,000 Detroiters using this database.
 - Detroit at Work has conducted an extensive community outreach campaign. At community events, Detroit at Work provide a number of services, including a staffed information table where visitors can learn about what jobs employers are looking to fill, what recruitment events are scheduled, and what training courses can be accessed free of charge. DAW also provides information on free workshops and help with interview or computer skills.
-
- **Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs.**

Detroit at Work includes an employer engagement team that coordinates outreach and strategy in each of the following in-demand, high-growth sectors: construction and infrastructure, information

technology and professional services, healthcare, small business, and manufacturing and mobility.

Detroit at Work partners with employers and training providers to develop programs that incorporate on-ramps for those pathways, as well as programs that promote economic mobility. By involving employers at the very beginning, Detroit at Work can make sure that training efforts produce workers that meet business needs and include employer investment.

Detroit at Work's comprehensive career pathway system consists of multiple entry and exit points that provide education, training and support services needed for career advancement. Detroit at Work has and will continue to dedicate the staff and resources necessary to realize this vision. Detroit at Work also collaborates with employers, training providers, and core partners to co-enroll participants in support of developing career pathways. Detroit at Work promotes program coordination and co-enrollment across WIOA, GDYT, PATH, Wagner-Peyser ES, Michigan Rehabilitation Services, FAE&T/SNAP E&T program, and other ongoing programs and services.

- **Improve access to activities leading to a recognized post-secondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).**

Detroit at Work uses real-time labor market information to identify credentials in-demand by business and engages with employers to identify high-quality and portable credentials within key sectors. Detroit at Work obtains labor market information the United States Bureau of Labor Statistics, Michigan Bureau of Labor Market Information and Strategic Initiatives, Workforce Intelligence Network and (WIN) Michigan Works! Association and other relevant sources.

Detroit at Work is committed to expanding the number and type of effective training opportunities available to Detroit residents. For this reason, DESC selects qualified training providers for a supplemented training provider list through a competitive procurement process aligned with Michigan Training Connect (MiTC), the State of Michigan's official training directory under WIOA. Customers access high-quality training through MiTC-listed providers, which include postsecondary institutions, nonprofits, apprenticeship sponsors, and other qualified providers offering programs that lead to recognized credentials or employment outcomes. Programs must result in an industry-recognized credential, as required by WIOA, and support documented next steps into employment or advancement.

Selected programs must also meet the following requirements:

- Utilize a sector partnership model focused on DESC's priority sectors—construction and infrastructure, healthcare, and hospitality—in which employer partners actively guide program design, delivery, and hiring outcomes.
- Include signed letters of commitment from employers to interview graduates, at a minimum, and demonstrate a clear conversion point such as employment, apprenticeship, or advancement. Training providers must include these letters in their application to be considered.
- Achieve performance standards. DESC aims for 80% of trainee enrollees to successfully complete training and earn a credential, and for 80% of program completers to enter training-related employment or a documented next step along a career pathway.

Through the same competitive procurement process, DESC also selects qualified training providers to enter into contracts to deliver cohort-based training, job placement, and career advancement

opportunities in priority sectors. DESC uses WIOA and other public and private funds for these contracts. Providers must include signed employer commitments outlining interview guarantees and contributions to training or hiring outcomes, including cash or in-kind support where applicable. DESC organizes its training investments around a core operating principle: funding conversions, not disconnected training seats. Each funded program is backward-designed from a target occupation or advancement point to ensure alignment between employer demand, credential attainment, and participant outcomes. While DESC does not deliver direct services, Detroit at Work manages intake, funding, barrier removal, and placement, and Detroit Reconnect supports postsecondary access and persistence, ensuring a coordinated system that drives measurable pathway advancement for Detroit residents.

Detroit at Work utilizes the following definition of effective sector partnership training models:

- address current and emerging skills gaps,
- provide a means to engage directly with industry across traditional boundaries,
- better align state and local programs and resources serving employers and workers,
- develop equitable strategies that ensure access and support for all Detroiters in completing training programs, and
- address issues at multiple firms in ways that individual firms, which independently could not solve the issues, can benefit.

Special training initiatives include the following:

- Train eligible adults for in-demand occupations in evening and weekend programs at DPSCD's Randolph and Breithaupt Career and other Technical Centers.
- Train qualified individuals in one of the following career pathways: construction and infrastructure, information technology and STEM, professional services, healthcare, retail and hospitality and manufacturing and mobility.

As Detroit at Work's in-demand employment industries continue to develop and expand, we will work with employers to identify relevant training that leads to industry-recognized credentials based on labor market trends.

A description of the strategies and services that will be used in the local area to:

- **Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs.**

Detroit at Work relies upon our Talent Pipeline Strategy to identify in-demand industry sectors and occupations, and specifically focuses on occupations that are high-demand, high-quality, and where the public workforce system is well-positioned to support through recruiting and upskilling. The Talent Pipeline Strategy was last updated in the spring of 2025, utilizing traditional state and regional LMI sources, job posting data for both the region and Detroit specifically, and increased feedback from employers on their current and projected talent needs. We will continue to update and refine this strategy as we collect new and updated information.

Detroit at Work serves employers of all sizes as a staffing partner (from small business to Fortune 250 companies) to develop, recruit, and retain the talent necessary for productivity and competitiveness. Detroit at Work utilizes a multi-faceted approach to employer engagement, business services and job development and placement. The industry engagement team engages employers within targeted industry sectors to create innovative solutions to talent pipeline challenges including solutions that advance equity and trauma-informed workplace practices. The industry engagement team focuses on the following activities:

- Engage corporate members of the MWDB and other C-suite leaders of larger companies in order to connect them to opportunities to promote family financial stability and economic growth across the City,
- Support local efforts to mobilize employers to identify and enact equitable hiring and human resource practices that result in more employed Detroit residents, promote business growth and vitality, and support economic equity, trauma-informed workforce practices, and career advancement,
- Organize groups of employers by industry to identify common workforce challenges and jointly develop and launch solutions in partnership with training providers and/or service providers,
- Convene employer roundtables to examine and share best practices for maximizing the potential of the local labor market, and,
- Support employers in identifying career pathways within their organizations for entry level or high turnover jobs, and across organizations where skill set adjacencies are of benefit to employers and promote career growth for workers.

The Detroit at Work business services team is responsible for outreaching and engaging employers to promote hiring incentives and employer-based training programs and to identify and fill job openings. These activities are described further in the section below. Both the employer engagement and business services teams work closely with various-sized companies in in-demand industries such as construction and infrastructure, information technology and STEM, professional services, healthcare, retail and hospitality, and manufacturing and mobility. Within these industries, DAW identifies requirements for worker education, skills and experience. DAW staff work with the State of Michigan, Michigan Economic Development Corporation (MEDC), Wayne County Economic Development Corporation (WEDC), the Detroit Regional Chamber, the Detroit Economic Growth Corporation (DEGC), Detroit Regional Partnership (DRP), and other entities to provide information and support for employers (of all sizes) expanding or moving into the Detroit area.

- **Support a local workforce development system that meets the needs of businesses in the local area.**

The business services team is responsible for performing the following employer functions allowed by WIOA:

1. Develop and maintain relationships with employers. Establish and maintain relationships with local employers that need to fill jobs that pay a family-sustaining wage and/or provide an on-ramp to a career pathway.
2. Support and promote employer-based training opportunities, including apprenticeships, On-the-Job Training (OJT), and WIOA customized training opportunities, through employer engagement, apprenticeship-related initiatives, National Apprenticeship Week, youth apprenticeship activities, and other workforce development events. Support employer hiring needs by maintaining and promoting job opportunities within Michigan Talent Connect and Detroit at Work workforce information systems. Review customer skills, work experience, career interests, and potential employment barriers to support effective job matching and employer engagement efforts. Coordinate with Detroit at Work Career Centers and partners to promote employment opportunities and support successful customer employment outcomes.
3. Connect job seekers to employment opportunities through employer engagement, job referrals, hiring events, and coordination with Detroit at Work Career Centers, training providers, and community partners. Utilize Detroit at Work workforce systems and technology-enabled tools to support effective job matching and successful employment outcomes.
4. Provide candidate feedback and coaching by reinforcing job readiness skills and communicating employer expectations and hiring needs to job seekers through collaboration with Detroit at Work Career Centers, training providers, and partner organizations.
5. Collect and share information on employer hiring needs, workforce trends, and in-demand occupations with Detroit at Work Career Centers, training providers, and workforce partners to support job seeker preparation, career planning, and employer engagement strategies.

The DESC contracted service providers that manage its Detroit at Work One-Stop Service Centers supplement the activities of the business services team. They maintain existing employer relationships and engage neighborhood-based and other small-to-mid-sized businesses to identify job opportunities and promote employer incentives. They hold primary responsibility for assisting job seekers in obtaining and retaining employment. This includes providing assessment, career planning and career coaching services; providing work readiness training and access to occupational training; providing supportive services to remove barriers to employment; and identifying candidates for job leads. They use Detroit at Work's local information management system and direct communication with the job seekers on their caseloads to identify matches. They ensure the customer is aware of appropriate job opportunities through face-to-face, phone and electronic communication. Finally, they facilitate interview and resume workshops and coach the candidate through the job application process.

Additional services to employers include recruitment activities, pre-interviews and assessments, customized training, On-the-Job Training, incumbent work training, internships, work experiences, Rapid Response services, and information on tax breaks, incentives, and the Michigan Fidelity Bonding program. In addition, Detroit at Work partners with employers to explore ways that they can invest in the continuing education and training of their employees to obtain

credentials.

DESC helps support competitive grant awards to employers through the Going Pro Talent Fund. These grants are used to provide training that enhances talent, productivity, and employment retention, while increasing the quality and competitiveness of local businesses.

- **Improve coordination between workforce development programs and economic development.**

To improve coordination between workforce services and economic development efforts, Detroit at Work partners with the City of Detroit and organizations such as Michigan Economic Development Corporation (MEDC), Detroit Economic Growth Corporation (DEGC), and Detroit Regional Chamber, DRP and other stakeholders to help connect Detroit employers and job seekers with opportunities available through new economic development in the Detroit area. Through these relationships, Detroit at Work can identify in-demand employment opportunities, access local labor market information and employment trends, help new businesses attract and find talent, identify training opportunities, and support entrepreneurship. As importantly, Detroit at Work is promoting the use of artificial intelligence to better understand Detroiters' skillsets, so that workforce development insights can be of practical use in the City's economic development strategy.

Workforce development program and economic development coordination efforts include the following initiatives:

1. Detroit at Work has negotiated priority hiring agreements with new projects and local businesses.
2. Detroit at Work executive leadership is represented on the Detroit Means Business Advisory Committee, for the purpose of ensure a workforce lens on all small business initiatives managed by DEGC.
3. Detroit at Work is supporting the Choice Neighborhoods Implementation (CNI) grant which was awarded to the City of Detroit's Housing and Revitalization Department (HRD) by the US Department of Housing and Urban Development. The grant will provide supportive services, career coaching and occupational skills training to Choose Neighborhood residents in Clement Kern Gardens and Corktown.
4. Detroit at Work was awarded the Pathways Home-4 (PH4) grant to provide comprehensive workforce development services to justice-involved individuals in Wayne County. Through a strategic partnership with SEMCA, the Wayne County Sheriff's Office, and SERCO, the program delivers both pre-release and post-release services to individuals housed at the new Wayne County Criminal Justice Center. The PH4 program is designed to support individuals sentenced to probation and nearing release by addressing key barriers to successful reentry, including employment readiness, skills development, and access to supportive services. Participants receive structured job readiness training, occupational skills training aligned with high-demand industries, case management, and wraparound support services to promote stability and long-term success. Following release, participants continue to receive individualized case management, job placement assistance, and retention support to ensure a successful transition into the workforce. The program places a strong emphasis on reducing recidivism by equipping participants with the tools, credentials, and resources needed to secure and retain unsubsidized employment

in high-demand occupations, ultimately supporting long-term employment stability and successful transition back into the community.

5. Growth Opportunities (GO Network Midwest Urban Strategies) The GO Midwest Network provides young people with a comprehensive system of support designed to promote personal and professional growth. Through this initiative, participants gain access to growth-focused case management, job development services, career exploration and guidance, leadership development, and positive youth development programming. Additional opportunities include paid work experiences, mentoring, supportive services, free training, and pathways into Pre-Apprenticeships and Registered Apprenticeships. Participants are also encouraged to give back to their communities through meaningful engagement. DESC serves young adults ages 18–24 who are justice-involved or justice-impacted, offering targeted support to help them successfully transition into the workforce. Through individualized, growth-focused case management, real-world work experience, and comprehensive supportive services, participants are equipped with the skills, confidence, and resources needed to become competitive and productive members of their local labor markets.

- **Strengthen linkages between the one-stop delivery system and unemployment insurance programs.**

The Detroit at Work One-Stop Centers are the main point of participant intake and delivery for both Wagner-Peyser Employment Services (ES) and WIOA services. The system fully integrates service delivery between ES and WIOA and improves coordination with Unemployment Insurance Agency (UIA) staff. This full integration is intended to not only strengthen the linkage between the two programs, but also maximize the use and impact of limited staff resources and ensure that all job seekers have access to the same resources and employment and training opportunities. The Wagner-Peyser/ES vendor will play a role in providing basic career services to all job seekers.. DESC's Detroit One-Stop Service Center and Wagner Peyser/ES vendors will help ensure eligible participants are dually enrolled in WIOA and Wagner-Peyser to achieve a process for program and service integration between both programs. Wagner-Peyser/ES and WIOA staff will provide standardized intake, assessment procedures, and services, where applicable.

Regular staff training is utilized to ensure that WIOA and Wagner-Peyser/ES staff are cross trained on policies and procedures for benefits and services allowed and offered to dislocated workers and unemployment claimants under both the WIOA and Wagner-Peyser. DESC's Wagner-Peyser ES vendor coordinates employment services with WIOA to assist UIA claimants obtain employment and training opportunities.

To help support integration, the UIA has established a telephone hotline at the Detroit One-Stop Service Centers for claimant questions and concerns. The UIA phone number is logged into speed dial so that the claimant can press a designated button or number, and the phone directly dials to the UIA hotline. The phone calls coming from this line are a priority and are placed ahead of general calls.

A description of how the local board will coordinate local workforce investment activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services.

As a member of the Southeast Michigan Works! Agency Coalition (SEMWAC), DESC participates in strategic regional initiatives that focus on coordination efforts between workforce development program and economic development. In addition, DESC works with SEMWAC partners to coordinate labor market research, job-matching strategies, education, and training services, attract talent, and implement reemployment strategies.

In addition to DESC's SEMWAC membership, DESC is also a board member of the Workforce Intelligence Network (WIN). WIN's board is comprised of seven Michigan Works! Agencies and ten community colleges in southeast Michigan. Also included in WIN's network are economic development agencies, universities, and industry support organizations in nineteen counties in Southeast Michigan. WIN supports regional workforce and economic development activities by coordinating targeted, efficient, and cost-saving talent solutions.

DESC coordinates workforce investment activities (including entrepreneurial skills training and microenterprise services) with other Michigan Works! Agency in Prosperity Region 10. As an employment strategy, WIOA provides an opportunity for the Workforce Development Boards to focus on entrepreneurial skills training for adults and youth. In addition to the services provided through the WIOA, Detroit at Work developed partnerships with training entities and community organizations such as Wayne County Community College District, and the Detroit Economic Growth Corporation (DEGC) for referral sources for entrepreneurial skills training and microenterprise services. DESC has identified the Build Institute, Score Southeast Michigan, J, Invest Detroit, ProsperUs and as prospective resources that can be utilized to help assist Detroit residents (adults and youth) launch and grow their own businesses. These organizations help individuals identify and map the strategies necessary to establish a successful business, such as designing an effective business plan, identifying financial assistance, and developing networking and marketing strategies. DESC collaborates with these organizations to help individuals who desire to start their own business. In 2020, this approach was augmented by the addition of the Detroit at Work Entrepreneurship Training Academy, designed to be a 'bridge' into more sophisticated programs for those with nascent business ideas. In addition, WIOA Title II partners, such as DPSCD and WCCCD, offer programming in business basic and financial literacy that can help adult job seekers build effective entrepreneurial skills.

A description of the one-stop delivery system in the local area, including:

- **How the local board will ensure the continuous improvement of eligible providers of services through the system and that such providers will meet the employment needs of local employers, workers, and job seekers.**

The MWDB in collaboration with the DESC, strives to make sure that there is systemic, continuous improvement among service providers. DESC is developing performance based and incentive programs for career center and training program providers. DESC approves contracts consistent

with the DESC Board bylaws. DESC closely monitors the programmatic and fiscal performance of each subrecipient or vendor through the review of files, invoices, site visits, and customer surveys. The program team establishes key performance indicators for each contractor and tracks progress towards targets on a monthly basis. Detroit at Work, in partnership with the One-Stop Operator, surveys both employer and job seeker customers to assess satisfaction and collect feedback on a regular basis.

DESC reviews objective measures such as the number of individuals/participants recruited, trained, and placed in appropriate employment. DESC also reviews monitoring findings and provides technical assistance aimed at addressing findings. In addition, DESC issues corrective action letters to service providers who have significant fiscal and programmatic discoveries. To ensure continuous improvement and successful outcomes, DESC expects service providers to participate in regularly scheduled partnership/contractor meetings and to respond timely to requests for information related to day-to-day operations. DESC supports all service providers by conducting in-service training to maintain and advance the professional quality of services.

Detroit at Work performs evaluations and conducts site visits with potential and current training providers to support participants' access to quality training programs and employer-led training. This process is used for system enhancement and to ensure that training providers meet the requirements for the State of Michigan's federally required eligible training provider list (ETPL)Michigan Training Connect (MiTC) and DESC's supplemented ETPL.

- **How the local board will facilitate access to services provided through the one- stop delivery system, including in remote areas, through the use of technology and other means.**

The system features an expanded number of Detroit at Work One-Stop Service Centers to improve access to services. Detroit at Work will ensure that sites are easily accessible to customers by both public and private transportation. Virtual services are also expanding which allows Detroit at Work to meet with customers via several platforms. In addition to the Detroit One-Stop Centers, Detroit at Work provides customer access to one-stop services as follows:

1. The online Detroit at Work community via Launchpad/Salesforce provides job seekers with direct access to featured jobs, job readiness workshops and other services. Job seekers create their own password protected account and can upload resumes, eligibility documentation, career planning tools, register for and view virtual workshops and express interest in job opportunities managed by the business services team.
2. Once new mobile Detroit at Work's mobile One-Stop units are procured, they will bring job search assistance, computer access, and other employment and training services directly to the community. Per request, the units will travel throughout the city at various entities including faith- and community-based organizations, educational entities, homeless shelters, parks, and other locations where jobseekers are available. The mobile units will be equipped with the same amenities and services that are available to customers and partners at Detroit One-Stop Service Center locations.
3. The Detroit at Work service delivery structure ensures that a vast majority of customers are within a three-mile radius of a Detroit One-Stop Service Center.
4. Detroit at Work currently has partnered with local libraries and community organizations to provide flex locations to help service individuals in the community.
5. Grow Detroit's Young Talent Portal provides an internet-based application process for

- youth who want to participate in the City of Detroit's summer job program and also advertises through the school system.
6. DESC has established an electronic partnership referral process via Launchpad that will provide partnering organizations access to submit customer referrals directly to the One-Stops.
 7. Detroit at Work services (including enrollment procedures, recruitment events, training initiatives, and special programs information) are marketed through social media (Facebook, Twitter, Tik Tok, Snapchat and Instagram).
 8. The Detroit at Work website also provides job seekers and employers with information about mobile units. Employers, human service organizations, educational service providers, and other stakeholders can make requests for mobile services directly from the website.
 9. Detroit at Work - Low Tech Service Delivery: Ensures paper solutions and telephonic service delivery models that reach the most disconnected Detroiters.
- **How entities within the one-stop delivery system, include one-stop operators and the one-stop partners, will comply with the nondiscrimination provisions of the WIOA (Section 188), if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 United State Code [U.S.C.] 12101, et seq regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individual with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.**

On behalf of the MWDB, DESC staff is responsible for assessing the physical and programmatic accessibility of the Detroit at Work One-Stop Career Centers to comply with Section 188 and of the ADA of 1990. DESC ensures that all facilities, program and services, technology, partner services, and outreach material are compliant with the Americans with Disabilities Act (ADA) and the nondiscrimination provisions of Section 188 of WIOA. DESC includes equal opportunity nondiscrimination and civil rights compliance language in contracts with service providers. In addition, DESC staff conducts onsite-monitoring reviews of WIOA-funded subgrantees to determine the extent to which funded recipients and their subcontractors are meeting the compliance obligations set forth in Section 188, ADA, and other applicable equal opportunity and nondiscrimination statutes.

Through the Michigan Works! Association, staff, and partners have access to training, guidance, and support in ADA-related program areas. Training program areas include the following: outreach, recruitment, assessment, staff development, curriculum and materials development, career development, planning, partnership building and collaboration, employer training, and parent/family support and training. In addition, DESC has an established partnership with the Michigan Rehabilitation Services and the Michigan Bureau of Services to Blind Persons in order to improve the workforce services provided to individuals with disabilities and employers and increase staff's knowledge of disability-related issues, best practices, and services.

A description of the roles and resource contributions of the one-stop partners.

Detroit at Work collaborates and integrates services with the One-Stop partners listed below to ensure that customers have access to appropriate program services. As previously mentioned, DESC has established MOUs with the Detroit One-Stop system partners – this process is ongoing

as new partners and providers are added to the system. The MOU defines the specific roles and resource contribution of each service provider/vendor/partner. Based on an agreed-upon cost allocation plan with partners and according to existing agreements, each partner is responsible for contributing to one-stop program costs - unless otherwise noted in the MOU or other formalized agreement. Costs for services for participants who are determined in need of and eligible for a One-Stop partner's services or programs are the responsibility of the one-stop partner that is responsible for providing the services for which they are funded. If eligible, some participants may receive non-duplicated services from multiple partners.

DESC negotiates an agreement on shared cost with partners to fund the infrastructure of the One-Stop Service Centers. Joint funding for the one-stop system through infrastructure contributions is based on the following: (1) a reasonable cost allocation process in which cash or in-kind infrastructure cost is contributed by each One-Stop partner in proportion to the partner's participation; (2) any applicable Federal cost principles; and (3) any local administrative cost requirement in the Federal law authorizing the partner's program.

Listed below is the primary role for each the following One-Stop partners:

1. Title I – WIOA (Adult, Dislocated Worker and Youth Programs) – DESC selects qualified subrecipients (through a formal procurement process) to provide case management, assessments, employment, training, follow-up and related services to adults, dislocated workers, and youth. Case management services include career and training services as required under the provisions of WIOA as well as other services. Sector-based training providers are also procured to provide occupational skills training in in-demand industry sectors.
2. Title II – Adult Education and Family Literacy Act Program – Designated service providers (such as Detroit Public Schools Community District, Siena Literacy Center, Dominican Literacy Center, Detroit Hispanic Development Corporation, MISide, Wayne County Community College District, Wayne State University, or Mercy Education Center) provide customers who are either basic skill deficient, English Language Learners, and/or need assistance completing educational and training programs with the skills required to obtain diplomas or other credentials. These partners also help to ensure that customers connect to career pathways and become partners in their children's educational achievements.
3. Title III – Wagner-Peyser Employment Services/Unemployment Compensation Program/Reemployment Services and Eligibility Assessments (RESEA) - DESC's Employment Service (ES) system design consists of bringing together individuals seeking jobs and employers seeking workers as the core of the labor exchange system. In accordance with Wagner-Peyser regulations, these services are provided at no cost to employers or job seekers. The system includes the following employment-related labor exchange services: job search assistance; assessments; job referrals; job placement; re-employment services to unemployment insurance claimants; registering unemployment insurance claimants for work; delivery of the UI Work Test; and recruitment services for employers. Per federal and state regulations, DESC competitively selects a qualified subrecipient to provide these services at the Detroit One-Stop Service Centers.
4. Title IV Vocational Rehabilitation – Michigan Rehabilitation Services (MRS) works with eligible customers and employers to support employment opportunities and self-sufficiency for individuals with disabilities. In addition, MRS helps employers find and retain qualified workers who have disabilities. Eligible customers are referred to MRS for these services.
5. Trade Adjustment Assistance (TAA) Program -- The Detroit TAA Program provides case management services, job search assistance, job training services, labor market information,

relocation services, and supportive services to workers who have lost their jobs due to foreign trade. The program provides adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to re-enter the labor market. DESC's Wagner-Peyser Employment Services subrecipient provides TAA service to qualified individuals.

6. Carl D. Perkins Career and Technical Act Program – The program provides individuals with the academic and technical skills needed to succeed in a knowledge- and skill-based economy. Perkins supports career and technical education that prepares students for postsecondary education and careers.
7. YouthBuild – YouthBuild is a pre-apprenticeship program that provides alternative education programming and job training to youth ages 17 to 24 who face barriers to employment. Program participants earn construction credentials and their high school diploma or equivalency degree. Detroit Housing Commission, Southwest Economic Solutions dba MISide and SER-Metro Detroit Jobs for Progress are implementing YouthBuild programs for qualified Detroit youth residents as well.
8. Community Service Block Grant Programs – Services are designed to help communities alleviate the causes and consequences of poverty in communities. Program areas include employment, education, financial literacy training, housing, nutrition, emergency services, and healthcare.
9. Job Corps – Job Corps provides free education, training, and housing to low-income individuals, 16 to 24 years old. (An exception to the age requirement may be made for individuals with disabilities.) The program helps young adults learn a career, earn a high school diploma or GED, and find and retain employment. DESC will develop strategies to link youth experiencing homelessness with the Jobs Corps system.
10. Indian and Native American Program – This program provides employment and training services to Native Americans. Services include academic, occupational and literacy skills training, and job search and job placement assistance. The North American Indian Association of Detroit has had an established MOU with DESC.
11. HUD Disabled Veteran's Outreach Program (DVOP) – The DVOP provides intensive services with special employment and training needs to veterans (including veterans with disabilities, recently separated, and campaign badge veterans). Services include in-depth assessments, career and vocational guidance and counseling, supportive services, job readiness training, and job and training referrals. DESC works with the State of Michigan to provide DVOP staff at the Detroit One-Stop Service.
12. National Farmworkers Jobs Program (NFJP) – The NFJP provides employment and training services to migrant and seasonal farmworkers (MSFWs). Services include career services, assessments, career counseling, and related assistance services
13. Senior Community Employment Service Program (SCSEP) – The SCSEP provides community service and work-based job training services to older Americans. Eligible participants must be at least 55, unemployed, and have a family income of no more than 125 percent of the federal poverty level. Detroit Area Agency on Aging provides employment and training services to eligible program participants.
14. Temporary Assistance to Needy Families (TANF) Program – TANF provides recipients with education and training opportunities and job search/job readiness activities to increase the participant's income, therefore, reducing or eliminating the family's need for public assistance. DESC's Partnership. Accountability. Training. Hope. (PATH) program subrecipients provide TANF workforce service to Family Independence Program applicants and recipients. These services are provided at the Detroit One-Stop Service Centers.

A description and assessment of the type and availability of Adult and Dislocated Worker employment and training activities in the local area.

Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Workers Programs – The WIOA Adult and Dislocated Worker program, authorized under WIOA, is designed to assist participants obtain employment. To receive WIOA-funded services, an individual must be:

For the Adult Program:

- 18 years of age or older,
- A U.S. citizen or an eligible non-citizen, and
- Be registered with Selective Service (for males 18 or older).

For the Dislocated Worker Program:

- A U.S. citizen or an eligible non-citizen,
- Be registered with the Selective Services System (if applicable), and Fall into one of the following seven Dislocated Worker groups, following the State of Michigan's specified WIOA Dislocated Worker eligibility criteria:
 - Terminated or laid off AND eligible for or exhausted Unemployment Insurance (UI) benefits AND unlikely to return to work in previous occupation or industry.
 - Terminated or laid off AND has been employed for a duration sufficient to demonstrate attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that was not covered under a State unemployment compensation law, AND unlikely to return to work in previous occupation or industry.
 - ***Local Dislocated Worker policy:*** Detroit at Work considers a job seeker attached to the workforce as long as they have earned taxable income from a job during the past five (5) years.
 - Impacted by business closure or layoff.
 - Unemployed due to self-employment impacted by economic conditions.
 - Displaced homemaker.
 - Spouse of member of armed forces on active duty AND unemployed due to relocation.
 - Spouse of member of armed forces on active duty AND facing reduced income due to deployment AND employment status is unemployed or underemployed.

WIOA Adult and Dislocated Worker Service includes the following:

- Basic Career Services include such services such as orientation to the information and services available through the Detroit at Work One-Stop Service system; initial assessments; job search and placement assistance; labor market information and statistics; assistance in establishing eligibility for other federal, state, or local programs; and follow-up services to help individual obtain or maintain employment.
- Individualized Career Services include skills assessments, career planning, basic skills training such as GED, language, math, or computer skills; work experiences, and development of individual employment plan (IEP) to determine needs and goals for

successful employment.

- ***Local Follow-up Services policy:*** Follow-up Services are provided to adults and dislocated worker participants who are placed in unsubsidized employment, for up to 12 months after the first day of employment. Follow-up services for individuals who exit the WIOA Title I Adult and Dislocated Worker may include, but are not limited to the following:
 - Additional career planning and counseling.
 - Contact with the participant's employer, including assistance with work-related problems.
 - Contact with the participant's employer, including assistance with work-related problems that may arise.
 - Peer support groups.
 - Information about additional educational opportunities and referral to supportive services available in the community.
 - Case management administrative follow-up.

DESC requires its subrecipients to provide follow-up services at least once every 30 days during the first two quarters of employment and at least quarterly thereafter.

- Training services that include occupational skills training, on-the-job training, customized training, pre-apprenticeships, incumbent worker training, adult education and literacy activities, , subsidized employment, job readiness training (when provided in combination with other training), registered apprenticeships, entrepreneurial training, and skill upgrading and retraining.

The above-mentioned services are provided at or via the Detroit at Work One-Stop Service Centers. As required by WIOA, Detroit at Work has established a policy that prioritizes the following groups to receive individualized career and training services. The full policy is attached. These individuals must also meet the eligibility criteria outlined before they are prioritized for services.

- First, to veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient,
- Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are recipients of public assistance, other low-income individuals, and/or individuals who are basic skills deficient, ***including residents of the City of Detroit,***
- Third, to veterans and eligible spouses who are not included in WIOA's priority groups ***including residents of the City of Detroit,***
- Fourth, to remaining City of Detroit residents who are most likely to struggle to achieve self-sufficiency. According to a recent analysis of American Community Survey data and criminal justice data for Detroit, the WIOA statutory priority populations and the following adult groups are most likely to experience poverty and/or unemployment:
 - Individuals with a criminal background
 - Disengaged workers
 - Single parents
 - Members of two-parent household with young children,
 - Individuals with a disability
- Fifth, to other City of Detroit residents who are below DESC's self-sufficiency standard,
- Sixth, to all other City of Detroit residents

- Seventh, to other eligible individuals that are not in the priority groups above.

Detroit at Work currently provides WIOA Adult and Dislocated services at the following Detroit at Work One-Stop Centers sites located at the following addresses:

- 9301 Michigan Avenue, Detroit Michigan 48210
- 18100 Meyers, Detroit Michigan 48235
- 14117 E. Seven Mile Road, Detroit, Michigan 48205
- 24424 W. McNichols, Detroit, Michigan 48219
- 16427 W. Warren, Detroit, Michigan 48228
- 2470 Collingwood, Detroit, Michigan 48206
- 18017 E. Warren, Detroit, MI 48224

The Detroit at Work One-Stop Centers are generally open Monday, Tuesday, Wednesday, and Friday from 8:00 am to 5:00 pm and Thursday from 8 am to 7:00 pm.

Detroit at Work Career Centers directly provide (on-site) general and occupational assessments, career navigation services, career coaching, workshops, job placement and job matching, job readiness training, job search training, post-placement retention services, financial education services. Detroit at Work provides training to eligible individuals in in-demand sectors such as construction and infrastructure, information technology and professional services, healthcare, small business, and manufacturing and mobility. These services may be supported using WIOA, PATH funds and/or public and private resources.

All Career Centers are required to provide customers with access to foundational skills training, high school equivalency/adult basic education (ABE)/English Language Learner services, occupational skills services, work-based learning, and barrier removal services.

Career Services Delivery by DESC

In accordance with WIOA sec. 107(g)(2) and 20 CFR § 679.410, DESC will provide career services in addition to vendor provided services.

Training Services Delivery by DESC

DESC has requested a waiver from the Governor that would allow DESC to serve as a trainer for purposes of implementing an apprenticeship program designed for one-stop caseworkers who will be hired by DESC and DESC subcontractors.

In accordance with WIOA sec. 107(g)(1) and 20 CFR § 679.410, DESC attests that there is:

- (i) Satisfactory evidence that there is an insufficient number of eligible training providers of such a program of training services to meet local demand in the local area;
- (ii) Information demonstrating that the WDB meets the requirements for eligible training provider services under WIOA sec. 122; and
- (iii) Information demonstrating that the program of training services prepares participants for an in-demand industry sector or occupation in the local area

The training provided to participants by DESC will be designed to improve career services in support of the goals and objectives outlined in the proposed apprenticeship plan. As the training is in the form of an apprenticeship, DESC is the only trainer available to deliver these training services across the workforce system. DESC will submit a request to the state to be listed as an eligible training provider on the state's list of eligible training providers for purposes of this apprenticeship and will wait for approval prior to providing training services to the first apprentice.

Wagner-Peyser-Employment Services Act – Detroit at Work provides Wagner-Peyser ES services to employers and job seekers at the Detroit One-Stop Service Centers. Wagner-Peyser services are made available to citizens and nationals of the United States, lawfully admitted permanent resident alien, refugees, and other immigrants authorized to work in the United States. Detroit at Work's ES labor exchange system focuses on a variety of employment-related labor exchange services including job search assistance; assessments; job referrals; placement of job seekers; re-employment services to unemployment insurance claimants; registering unemployment insurance claimants for work; delivery of the Unemployment Insurance Work Test; and recruitment services for employers.

Trade Adjustment Assistance (TAA) Program –The TAA Program is a federal entitlement program that assists U.S. workers who have lost or may lose their job as a result of foreign trade. Eligible program participants must be covered under a certification. Eligible participants may receive the following services: employment counseling, case management services, Trade Readjustment Allowance (TRA), Health Coverage Tax Credit (HCTC), job training, Reemployment Trade Adjustment Assistance (RTAA), job search allowances, relocation allowances, and other re-employment services. The TAA Program is available at DESC's Detroit at Work One-Stop Centers to qualified individuals.

Partnership. Accountability. Training. Hope. (PATH) Program - The PATH Program (is a partnership between the Michigan Department of Health and Human Services [MDHHS]), Labor and Economic Opportunity/Workforce Development-State of Michigan (LEO/WD), and DESC. The PATH Program provides Family Independence Program (FIP) applicants and recipients with employment-related services, training, and supportive services in order to obtain and retain employment. DESC is responsible for ensuring that mandated federal participation rates for Temporary Assistance to Needy Families (TANF) recipients are being met by the majority of PATH participants who are Detroit residents. Services are provided at the Detroit at Work One-Stop Service Centers strategically located throughout the city of Detroit.

Food Assistance Employment and Training Program (also known as Supplemental Nutritional Assistance Program (SNAP) Employment and Training (E&T) Program) – The Detroit SNAP E&T Program (also known as the Food Assistance Employment and Training Program) is jointly administered by the Michigan Department of Health and Human Service – Wayne County and DESC. The Program is designed to help Able-Bodied Adults Without Dependents (ABAWDs) who receive food stamps find gainful employment. ABAWDs receive case management services, job search assistance, training, work experience, and supportive services. Services are provided at the Detroit One-Stop Service Centers.

General Educational Development (GED) and Adult Basic Education (ABE) Program – Detroit at Work partners with Detroit Public Schools Community District to provide GED training and testing and Adult Basic Education/Pre-GED (ABE) at two (2) One-Stop Service Centers in Detroit. DPSCD provides English Language Learner programming at other community sites.

Services include assessment, educational planning, individualized assistance, adult education techniques, and Learning Labs. Supportive services such as transportation assistance, clothing, and childcare are made available to program participants.

MiLEAP, led by WIN, assists job seekers transition from short- and mid-term education and training programs to high-skill, high-wage employment and career pathways, resulting in industry-recognized credential attainment and reduced educational debt. Additionally, the program creates MiLEAP Navigators who provide job seekers with assistance in assessing and overcoming barriers, identifying resources, and providing guidance and support.

Apprenticeship Building America (ABA) WIN partners collaborate with Sponsors to co-design pre-apprenticeship programs that include basic technical and soft skills and lead to enrollment in a Registered Apprenticeship Program (RAP). Pre-apprenticeship programs include hands-on experiential learning at community colleges, sponsor workshops, and other locations for providing real world exposure for participants to learn about what will be required in a Registered Apprenticeship while also providing sponsors an opportunity to interact with participants.

Global Epicenter of Mobility (GEM) The purpose of GEM is to create a smart, secure, sustainable and inclusive advanced mobility industry starting with the transition to next generation electric, autonomous and fully connected vehicles. Detroit at Work will support activities to provide mobility career awareness and exploration including efforts to attract candidates from historically excluded communities, and connecting job seekers and incumbent workers to mobility trainings

EV Academy EV Jobs Academy Employer-led collaborative strives to secure a highly skilled talent pipeline by strengthening the relationship between education and the automotive industry to support the transformative technology advancement for connected automated vehicles, increasing fuel efficiency, minimizing environmental impact and increasing safety. DAW continues to support the P3 partnership that includes Michigan Central, State of Michigan and the City of Detroit. The DAW Engagement team has assisted training partners with registering with the State of Michigan and the DAW Training department. In addition, the current EV Jobs Academy curriculum is being considered for training programs with DAW.

A description of the design framework for Youth programs in the local area, and how the 14 program elements required in 20 CFR Section 681.460 are to be made available within the framework.

Detroit at Work envisions a system where all young adults in Detroit can easily access a comprehensive and integrated set of education, training, and employment supports that increase the number of young adults productively engaged in the workforce, thereby improving financial stability and reducing poverty. Detroit at Work, together with many private, public, and philanthropic-sector partners, provides leadership for efforts to invest in young adults who are disconnected from school and/or work to obtain employment, reengage in school, prepare for post-secondary education, and/or connect to industry-focused education and training programs. The goal is to develop a sustainable system of education and career pathways that improve educational attainment and employment outcomes for both in-school and out-of-school youth, ultimately leading to higher graduation rates, increased self-

sufficiency, and improved community public safety.

To accomplish this, Detroit at Work implements programs and services for young adults supported by a diverse mix of funding and engages in collaborative projects to increase the impact of the public workforce system through strategic partnerships with other youth serving organizations. WIOA youth services are a component of this broader model.

Detroit at Work youth strategies seek to:

- Create a network of pathways to postsecondary credentials and careers by aligning and integrating the work of agencies that provide education, career navigation, academic support, and social and life support services to all youth.
- Expand year-round opportunities for all youth to attain market-valued credentials and work experience, resulting in career success.
- Integrate the work among public and private collaborative partners to provide supports needed to help all youth overcome obstacles to financial stability, including obstacles that are a result of justice involvement, aging out of foster care, or pregnancy.
- Engage the community both in understanding the importance of improving results among all youth, and in providing leadership and support for key strategies as part of a collective impact model.
- Create a shared data framework that tracks youth outcomes, supports collaborative partners in providing effective services, and informs public policy and communication efforts.

Detroit at Work's comprehensive youth program strategies which enhances services and avoid duplication includes the following:

Detroit at Work Youth Program Strategies

1. Implement the Grow Detroit's Young Talent Initiative and position it as an entry point for Career Exploration and Careers

- Detroit at Work will effectively manage GDYT to ensure youth that participants have positive experiences in summer youth employment.
- Establish a unified system for coordinating summer youth employment in the city of Detroit with public, private, non-profit organizations (including faith- and community-based organizations), corporate foundations, philanthropic organizations, and local employers.
- Provide 8,000 Detroit youth and young adults with paid, meaningful work and enrichment experiences (including work readiness and financial literacy training); connect youth to professional networks, employers, career paths and year-round programs where appropriate.
- Implement an effective system to collect, manage, and evaluate data to ensure positive youth outcomes.

2. Shift Detroit at Work's WIOA out-of-school youth service-delivery model to prioritize Opportunity Youth

- Implement program models that emphasize work-based learning, career pathways, reengagement centers and career navigators.

- Develop strategies that support GED and high school equivalency completion, post-secondary credential attainment and job placement.
- 3. Move to School-Based Strategies for WIOA In-School Program**
- Implement and support the Jobs for Michigan's Graduates (JMG) program model where it is supported by funding.
 - JMG is a nationwide dropout prevention and academic recovery program for youth.
The program helps Detroit's young people who are at risk of dropping out of high school, or who have already dropped out, graduate. It helps students to make successful transitions to postsecondary education and/or meaningful employment.
 - Expand JMG services to include WIOA youth program.
 - Expand implementation of WIOA's 14 elements for JMG participants.
- 4. Strengthen Employer Engagement with Youth**
- Expand customized training model for older youth
 - Develop work opportunities, career pathways with targeted sectors/clusters.
 - Ensure that "all" in-school youth develop strong basic skills necessary for success post-graduation.
 - Increase the capacity of intermediaries that place youth with employers to ensure a productive and successful placement.
- 5. Focus on Crime Reduction**
- Provide safe spaces for youth to work and learn.
 - Provide youth with education and employment opportunities in order to help prevent individuals from entering the juvenile justice system.
 - Target recidivism prevention for individuals with criminal records.
 - Work with partners to coordinate an expungement program and fine/penalty forgiveness programs for justice-involved youth.
- 6. Increase the Number of Youth Achieving Positive Outcomes**
- Collect outcomes data related to educational attainment and employment in order to inform continuous improvement efforts.
 - Use data to inform and shape priorities of Career Education Advisory Council (CEAC), a committee of the MWDB.
 - Develop citywide "whole population" metrics for the system (not just WIOA funding) that are "next gen" from what's now in the Plan (e.g., Increase attainment of GED credentials, high school graduation, post-secondary entrance/completion rate, and employment.)
- 7. Work with partners on an intentional Youth Workforce Development Communications Strategy**
- Demonstrate a sense of urgency – scale of need, potential impact, etc.
 - Tell the story of positive results as they occur.
 - Track and show momentum on scalable outcomes.
 - Build strong media partnerships on youth strategies.

Detroit at Work will invest in programs that employ best or promising practices and incorporate concepts and approaches of (1) youth development and trauma-informed/healing-centered

restorative engagement practices that meet the psycho/social/emotional needs of young adults; (2) education and workforce strategies that are relevant to high-growth, high-demand business sectors; and (3) wrap-around services with particular focus on employment outcomes. Specifically, Detroit at Work supports programs that:

- Employ proven recruitment strategies that are digitally enabled to effectively outreach, engage, enroll, and retain youth.
- Demonstrate meaningful partnerships with accredited higher education institutions, employers in high growth industries and other relevant organizations and service providers that support job, internships, and educational opportunities for youth.
- Provide access to long-term career development services such as occupational training leading to unsubsidized employment in high demand industries with wage progression.
- Provide alternative education programs that allow participants to obtain high school diplomas/GED and offer college/career preparation for students who are disconnected from school and/or off-track to graduate.
- Demonstrate collaboration with broader youth initiatives (e.g., Grow Detroit's Young Talent Program (GDYT) - the Mayor's summer youth employment initiative.)
- Include innovative post-secondary bridge programs designed to accelerate credentials and skill building, such as use of contextualized and integrated curriculum and instruction.
- Use structured work-based learning, such as paid work experiences, pre-apprenticeship programs, and career exploration, while providing maximum opportunities for youth to learn theoretical and practical skills relevant to their career interests.
- Provide early introduction and exposure to post-secondary education and careers (such as dual enrollment strategies) while allowing youth to establish career goals and interests, and to experience improved educational and employment outcomes.
- Provide intensive case management and support services, including financial literacy education, to help youth overcome complex barriers and to successfully complete programs, and secure and retain employment.
- Incorporate trauma-informed approaches into intensive case management models.
- Use life and socio-emotional learning skills to better equip youth with non-cognitive abilities needed for successful employment.
- Demonstrate investment in long-term follow up with participants upon program completion to ensure continued support and success in post-secondary education, training, or employment.

On behalf of the MWDB, DESC establishes contractual partnerships with well-qualified youth service providers to provide comprehensive youth services. Our youth services include individual assessments, individualized youth service strategies, career guidance, and making the following fourteen (14) WIOA Youth Program Elements available to program participants in order to support the attainment of a secondary school diploma or its recognized equivalent, entry into postsecondary education, and career readiness:

- 1) Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential;

Detroit at Work is making this element available through its WIOA youth providers. Additional partners include, Detroit Public Schools Community District (DPSCD), and other WIOA Title II providers. Youth are offered basic skills enrichment, academic remediation, homework assistance, tutoring, study skills, assistance in applying for post-secondary options and financial aid. In addition, Detroit at Work operates the Jobs for Michigan Graduates (JMG) program that provides tutoring, study skills training, incorporating problem-solving and restorative practices techniques to ensure high school completion. Detroit at Work also operates a Food Assistance Employment and Training Plus Program that provides educational services to eligible older youth.

2. Alternative secondary school services, or dropout recovery services, as appropriate.

In addition to the JMG, the program also affords participants individualized support and evidence-based dropout prevention/recovery strategies. Detroit at Work is developing a Learn to Earn (High School Equivalency) program for Detroiters without a high school diploma who are at least 3 years past expected graduation date, testing at the 7th grade level or higher. The program will include high school completion or GED program with weekly stipends for up to 6 months.. Out of school youth will be assisted in the pursuit of high school diplomas or equivalent, and will be provided with basic skills training, paid and unpaid work experiences, test preparation, and case management. The Office of Adult Education at DPSCD plays a critical role in this element. Additional support services, such as childcare, transportation, and referrals are offered by our WIOA year-round youth providers. Also, Charter schools are available to eligible youth.

3. Paid and unpaid work experiences that have as a component academic and occupational education, which may include summer employment opportunities and other employment opportunities available throughout the school year; pre-apprenticeship programs; internships and job shadowing; and on-the-job training opportunities.

Through the Grow Detroit's Young Talent Program, summer employment opportunities include aligning participants with occupational skills training, exposure to career outlooks and professional guidance. Progressive placements each summer and follow-up can culminate in unsubsidized employment or post-secondary enrollment. Summer work experiences are developed for in-school and out-of-school youth as required for unsubsidized employment. Year-round work-based learning and job shadowing experiences are also provided for WIOA youth. Incentives such as the Work Opportunity Tax Credit are promoted to employers. Detroit at Work makes this element available through its WIOA youth providers and its summer youth employment coordinator, Connect Detroit.

4. Occupational skills training, with a focus on recognized post-secondary credentials and in-demand occupations.

Detroit at Work has developed a comprehensive training strategy that includes services for out of school youth. The strategies include career on-ramps, work-based learning, Learn to Earn for high school equivalency and post-secondary education programs. Detroit at Work dedicates training funds for WIOA Out-of-School participants to cover costs associated with occupational skills training. These funds can be used for training leading to high-growth, high-demand jobs, as

competitively procured and approved by DESC. All WIOA providers are held to a certain quarterly performance measure for obtaining a certain percentage of credentials for their youth. Youth are encouraged to pursue occupational skill training through enrollment in WIOA Title I youth activities. Information on other training opportunities, including youth entrepreneurship, is also widely disseminated.

5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupation cluster.

Detroit at Work's JMG program has developed a curriculum for training youth to be ready for the workforce. Also, all youth are required a certain amount of work-readiness training hours each year before they are placed in a work experience. In addition, Detroit at Work's partnership with DPSCD's Career and Technical Education programs allow students to earn nationally recognized certifications that lead to meaningful careers. DESC also sponsors a YouthBuild program that provides high school completion and pre-apprenticeship training for no-high school completers.

6. Leadership development opportunities, which may include community services and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate.

Leadership development opportunities, which include community service and peer-centered activities, encouraging responsibility and other positive social behaviors are offered through Faith-based organizations, mentoring programs, youth volunteer organizations, and community-based organizations. WIOA program operators provide leadership and service-learning opportunities for youth. This element also includes various free-style activities such as fun and fitness activities where youth cannot be 100% monitored. This means that youth are required to display a certain level of Leadership in these settings. DESC also operates JMG program that provides leadership development opportunities. JMG graduates also participate in their Career Association, which is comprised of team who are elected to leadership positions, by chapter. These experiences offer innovative ways of training and cultivating leadership experiences that are recognized nationally.

7. Supportive Services.

Supportive Services are provided on an "as needed" basis in order to remove barriers to employment and training, ultimately leading to economic self-sufficiency. Referrals for childcare assistance, housing, transportation, work clothing/equipment and health-sustenance needs are afforded.

8. Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months.

WIOA providers hire staff that double as case managers and career coaches. Providers also secure licensed counselors to provide youth and their families with needed support. Our summer employment designs the program to pair youth with career professionals

who are employed in fields the youth have expressed interest in. Adult mentoring is provided for at least 12 months. Mentoring may occur both during and after program participation.

9. Follow-up services for at least 12 months after program completion.

DESC monitors follow-up input through the end of the 4th quarter after exit for all youth. The only youth exempt from this protocol are youth that formally remove themselves from being involved. Services are available for up to twelve months and will include adult mentoring, job ladder opportunities, vocational training, counseling, and job placement.

10. Comprehensive guidance and counseling, including drug and alcohol abuse counseling and other counseling referrals.

WIOA Providers are required to complete an Individualized Service Strategies (ISS) for each participant upon intake. The process determines the participant's long-term personal and professional goals. The ISS ensures that the participant's plan is continually monitored by incorporating small goals and barrier remediation. WIOA Providers are required to update this plan a minimum of every 3 months by way of comprehensive guidance and counseling. As needed, other essential service referrals are made available for alcohol and drug abuse, domestic violence, gang prevention, pregnancy prevention, health education (physical and mental), homelessness, and any other issues that could potentially interfere with successful transitions to employment or post-secondary education or training.

11. Financial literacy education.

Detroit at Work in partnership with the city of Detroit Department of Neighborhoods and the Center for Financial Empowerment, provides financial literacy education activities as part of our youth summer employment program. In addition to financial literacy training, students are assisted in opening a bank account and are taught budgeting and practical strategies through which they can accumulate savings. Through a partnership with Price Waterhouse Coopers, participants enrolled in our summer youth employment program have access to their Digital Fitness app. Involvement allows participants to earn rewards for meeting milestones.

12. Entrepreneurial skills training.

Detroit at Work makes this element available through WIOA providers and through Industry-led Training opportunities via year-round services and summer youth employment program. Youth are provided instruction regarding business start-up and are then charged with creating a product, service or meet a need. These works culminate in a capstone project and judged in a Shark Tank-style competition. Participants receive an incentive, with winners being recognized for their accomplishment.

13. Services that provide labor market information about in-demand industry sectors and occupations such as career awareness, career counseling, and career exploration services; and

Detroit at Work provides all its partners with a list of the 50 Hot Jobs for the State each year. WIOA Providers are encouraged to pursue training and employment opportunities that align with these industries but are not limited to only these. In addition, Detroit at Work provides a comprehensive orientation through its summer youth employment program that reviews in-demand career awareness. In addition, WIOA providers extend comprehensive services in this area. Detroit at Work also sponsors Career Talent Tours. Each WIOA Provider is encouraged to host a minimum of three Talent Tours per year, and they must be related to in-demand industries as deemed by the State.

14. Post-secondary preparation and transition activities.

Detroit at Work has established partnerships with colleges and universities to afford participants college tour experiences throughout the year. Detroit at Work partners with Detroit Public Schools Community District (DPSCD) to provide career and technical education in post-secondary and transitional settings. DPSCD Career Technical Centers afford in-school and out-of-school youth opportunities to engage in occupational skills training that leads to credential attainment. In addition, DESC works in coordination with the Detroit Regional Chamber's Detroit Promise Program to provide scholarship funding to local community colleges and post-secondary institutions.

A local definition of Part B of basic Skills Deficiency, which reads “a youth who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual’s family, or in society.”

WIOA and the MWDB defines a youth who have a “Basic Skills Deficiency” as:

- A. A youth or adult who has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test. All WIOA Youth participants are assessed for basic skills deficiency. If the youth scores at an 8th (8.9) grade level or lower in reading, writing, or computing skills, then he/she is considered Basic Skills Deficient,

OR

- B. A youth or adult who is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society. The MWDB defines an “individual who is unable to compute or solve problems, or read, write, speak English, at the level necessary to function on the job, in the individual’s family, or in society”, as an individual who:
- Has reading, writing, or computing skills at or below the 8th (8.9) grade level, or
 - An individual who does not have a high school diploma, General Education Development (GED) certificate or a High School Equivalency Diploma (HSED), or

- An individual who cannot follow basic written instructions and diagrams with little to no help, or
- An individual who cannot fill out basic medical forms and job applications, or
- An individual who, without the aid of a calculator, cannot add, subtract, multiply, and divide with whole numbers up to 3 digits, or
- An individual who cannot do basic tasks on a computer, or
- English is the individual's second language, or
- Has a social, mental, or physical impairment as documented by a physician or other qualified service provider, or
- Enrolled in remedial courses in post-secondary education, or
- Lacks the short-term pre-vocational skills (i.e., the learning skills, communication skills, or computer literacy skills) an individual need to prepare for unsubsidized employment or training, as documented by and in his/her comprehensive assessment, or
- **On-the-Job-Training ONLY:** if an individual possesses 50% or less of the skills required to do the job as indicated by the training outline.

A description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which shall include an identification of successful models of such activities. Further, local areas are to define “requires additional assistance” for In-School and Out-of-School Youth eligibility criterion in their Local Plan.

DESC's youth services providers are expected to participate in a collective impact model, where these providers are working with other organizations and service providers that target youth (including DESC, the Michigan Department of Health and Human Services, justice and law enforcement agencies, education and training providers, and faith-based and community organizations and their partners) to establish:

- Shared vision and agendas,
- Mutually reinforcing activities and communication, and
- Common progress measures.

DESC's current youth provider locations include the following organizations:

- Urban Neighborhood Initiative – 8300 Longworth, Detroit, MI 48209
- The Youth Connection – 300 River Place Dr, Suite 1440, Detroit 48207
- SER Metro Detroit – 5555 Conner, Detroit MI 48213 and 9301 Michigan Avenue, Detroit MI 48210
- The Yunion – 111 E. Kirby, Detroit MI 48202
- YMCA – 1401 Broadway, Suite 3A, Detroit 48226
- Chandler Park Academy - 20100 Kelly Rd, Harper Woods, MI 48225
- Cody High School – 18445 Cathedral Detroit MI 48228

- Covenant Schools - 2959 Martin Luther King Jr Blvd, Detroit, MI 48208
- Pershing High School – 8875 Ryan Road Detroit, MI 48234
- Osborn High School – 11600 E. 7 Mile Road Detroit MI 48205-

Detroit at Work provides youth services to in-school youth (14 to 21 years old) and out-of-school youth (16 to 24 years old). We recognize that certain sub-sections of the youth population exhibit higher barriers to employment and experience persistently higher levels of unemployment and poverty. As a result, Detroit at Work has identified the following priority youth populations:

- youth with disabilities (physical and/or cognitive),
- youth who are pregnant and parenting, and/or
- youth who have been involved with the juvenile or adult justice system.

In addition, the MWDB has also established as a barrier, residency in a high poverty neighborhood. The Board defines a high poverty neighborhood as a U.S. Census Public Use Microdata Area (PUMA) that has a poverty rate of over 15%.

Services for youth with disabilities are coordinated with organizations, such as Michigan Rehabilitation Services, the state of Michigan's Bureau of Services for Blind Persons, Autism Alliance of Michigan, and the Detroit Public Schools Community Districts' exceptional education programs, where applicable.

In-School Youth WIOA Services

Detroit at Work's In-School Youth (ISY) Program consists of the WIOA program requirements and elements, the Jobs for Michigan's Graduates (JMG) Multi-Year program model and other evidence-based youth strategies and activities.

Program participants must be age 14 to 21, attending school, low-income, and meet one or more of the following barriers provided in WIOA section 129(a)(1)(C)(iv):

- basic skills deficient,
- English language learner,
- an offender,
- experiencing homelessness, runaway, in foster care or aged out of the foster care system, eligible for assistance under section 477 of the Social Security Act, or in an out-of-home placement,
- pregnant or parenting,
- an individual with a disability, or
- an individual who requires additional assistance to enter or complete an educational program or to secure and hold employment. In-School Youth Who Requires Additional Assistance include ISY: who have an incarcerated parent(s); who lacks occupational and/or educational goals; are migrant youth; who meet one or more the following criteria: Have documented chronic behavior problems at school; are Native Americans; are at risk of court involvement; are refugees; have a documented and verifiable substance abuse or

alcohol problem; families have a history of illiteracy; or are victims or witnesses of domestic violence. These ISY must also meeting one or more of the following criteria:

- Is at risk of dropping out of high school; or has previously dropped out of an educational program but has returned to school; has below average grades; has a documented history of poor attendance in an educational program during current or previous school year; or has recently been placed in out-of-home care (i.e. foster care, group home, or kinship care) for more than six months.

Out-of-School WIOA Youth Services

Detroit at Work's Out-of-School Youth (OSY) Program serves youth, ages 16 to 24, who face significant barriers to academic and employment success, with an emphasis on serving "Opportunity Youth" (16 to 24-year-old youth who are not working and not in school). Detroit at Work's OSY Program consists of WIOA program requirements and elements that complement the JMG program which provides services specially designed to serve youth disconnected from school and work along with other programs designed to help youth achieve academic and employment success. Future efforts will seek to develop partnerships with youth homeless services providers.

OSY are Detroit residents who are not attending any school (as defined under State law), authorized to work in the United States, registered for the Selective Service (if applicable), and who meet one or more of the following additional WIOA eligibility criteria:

- a school dropout,
- a youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter,
- a recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is:
 - basic skills deficient; or
 - an English language learner,
- an individual who is subject to the juvenile or adult justice system,
- an individual experiencing homelessness (including youth and children), a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under the Social Security Act, or in an out-of-home placement,
- an individual who is pregnant or parenting,
- a youth with a disability, and/or
- an individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. This includes OSY who meet one or more of the following criteria: Have an incarcerated parent(s); lacks occupational and/or educational goals; are migrant youth; have documented chronic behavior problems at school; are Native Americans; are at risk of court involvement; are refugees; have a documented and verifiable substance abuse or alcohol problem; families have a history of illiteracy; or are victims or witnesses of domestic violence.

In coordination with the WIOA In-School and Out-of-School Youth programs, Detroit at Work youth programs and strategies include the following:

- Detroit Public Schools Community District Partnership

Detroit at Work, via DESC, has a 10-year agreement with the Detroit Public Schools Community District (DPSCD) to work on career and technical education (CTE) at DPSCD's three career and technical schools. CTE provides the opportunity for students to start preparing for college and careers. DPSCD's programs offer the opportunity to earn nationally recognized certifications that lead to meaningful careers. CTEs are currently offered at Randolph Career and Technical Center, Breithaupt Career and Technical Center, and Golightly Career and Technical Center.

- Jobs for Michigan Graduates Programs

Detroit at Work implements the award-winning JMG program in conjunction with WIOA youth program services. The JMG Program is the State of Michigan's affiliate of the nationally recognized Jobs for America's Graduates (JAG) Program. The JAG program provides proven strategies for helping youth and young adults stay in school through graduation, pursue higher education opportunities, and secure entry-level employment leading to career advancement opportunities. The JMG multi-year program model is focused on in-school youth. The Program consists of a comprehensive array of services designed to improve youth success in achieving educational and career goals by helping youth remain in school through graduation; pursue postsecondary education; and secure quality entry-level jobs leading to career advancement opportunities. The JMG Program is committed to helping the state of Michigan and city of Detroit resolve dropout rates and transition challenges by supporting new and expanding pre-existing local programs that help youth and young adults overcome barriers to graduation from high school. Detroit at Work's JMG Program is currently available at three DPSCD High Schools where JMG Specialists are assigned to each location.

In partnership with Youth Solutions, Inc., Detroit at Work also provides a JMG Program targeting out-of-school youth. The program serves youth (between the ages of 16 and 24) who have a system-involved designation. The system-involved designation includes youth who are: currently in or transitioning from foster care, experiencing homelessness, in the child welfare system, and/or involved in the juvenile justice system. The JMG LEAP services include classroom instruction, competency-based curriculum, mentoring, guidance and support, work experiences, leadership development, job and postsecondary education placement support, and follow-up services.

- Grow Detroit's Young Talent Program (GDYT)

DESC is the lead implementation agency for the City of Detroit's Grow Detroit's Young Talent (GDYT) Program. GDYT is a citywide training and employment program for youth and young adults, 14 to 24 years old. DESC is responsible for coordinating activities with multiple stakeholders to leverage funding, partner relationships, and expertise to increase the number of summer jobs and training opportunities available to Detroit's youth populations. In addition to federal, state, and local funding resources, GDYT includes partnerships with numerous private employers and other philanthropic, human services, and community-based development organizations.

GDYT provides opportunities to:

- Ensure youth and young adults have meaningful summer work experiences that create pathways to future opportunities,
- Connect youth and young adults to providers and employers that can support their career goals,
- Introduce employers to the next generation of Detroit's workforce, and
- Align Detroit's youth workforce development programs with Detroit's five high-growth, high-demand industries: construction and infrastructure, information technology and STEM, professional services, healthcare, retail and hospitality, and manufacturing and mobility.

GDYT program activities include meaningful summer employment and training opportunities, pre-occupational skills training, career awareness, work readiness skills training, financial literacy training, career planning, and performance appraisals. GDYT also provide the following specialized work development activities:

The GDYT's industry-led training (ILT) component is designed for young adults, 16 to 24 years old, who express an interest in careers in high-growth, high-demand industry sectors, such as information technology, construction, customer service, and healthcare. ILTs provide program participants with the opportunities to attain valuable workforce training and obtain stackable credentials that will help them find skilled employment that pays livable, family sustaining wages and help them make the decision to later return to school for an advance degree or apprenticeships. Program participants include college students, opportunity youth (youth who are not participating in the workforce or attending school), and in-school youth.

The GDYT is coordinated with Connect Detroit and implemented in conjunction with DESC's competitively selected Summer Youth Employment Coordinator.

According to a University of Michigan (U of M) study, GDYT is improving outcomes for Detroit's youth. Based on a multi-year analysis of GDYT conducted by U-M's Youth Policy Lab, participants (two years after participating in the program) are more likely to be enrolled in school; less likely to be chronically absent; more likely to take the SAT; and more likely to have graduated from high school.

In order to ensure that GDYT continues to meet its desired outcomes from the perspective of its participants, DESC has continued its relationship with U of M to conduct post-program surveys of successful completers at the end of each summer. The results of program year 2025 found that more than 73% of those surveyed stated they know more or much more about how to both manage their money and the importance of having a bank account. Sixty-nine (69) percent of the youth surveyed indicated that they believe they can reach higher education and have more confidence in their abilities. More than 90% of those surveyed indicated that the Work Readiness Pre-employment modules helped them with their futures, helped them understand appropriate workplace behavior, and most importantly, helped them better understand themselves.

- Summer Youth Employment Program (SYEP) for Foster Youth

Through funding support from the State of Michigan – Department of Health and Human Services, DESC provides meaningful summer employment opportunities and workforce development activities (including work readiness training) to Chafee-Eligible Foster Care Youth, ages 14 to 20. The Michigan Department of Health and Human Services (MDHHS) is responsible for determining participant eligibility and refers eligible youth to DESC for enrollment.

Requires Additional Assistance Local Policy

DESC Service Providers shall define “a youth who requires additional assistance” to enter or complete an educational program or to secure or hold employment for a low-income youth as one of the documented following:

- ***In-School Youth Who Requires Additional Assistance*** include ISY meeting one or more of the following criteria:
 - have an incarcerated parent(s);
 - lacks occupational and/or educational goals; are migrant youth; who have documented chronic behavior problems at school;
 - are at risk of court involvement;
 - are refugees;
 - have a documented and verifiable substance abuse or alcohol problem; whose families have a history of illiteracy; or who are victims or witnesses of domestic violence.

These ISY must also meet one or more of the following criteria:

- An ISY who requires additional assistance to enter or complete an educational program is a youth who is at risk of dropping out of high school;
- has previously dropped out of an educational program but has returned to school;
- has below average grades;
- has a documented history of poor attendance in an educational program during current or previous school year;
- has recently been placed in out-of-home care (i.e. foster care, group home, or kinship care) for more than six months; or
- has at least one barrier to employment, in addition to being low income eligible.
- ***Out of-School Youth Who Requires Additional Assistance*** include OSY meeting one or more of the following criteria:
 - Lack occupational and/or educational goals;
 - are migrant youth;
 - are at risk of court involvement;
 - are refugees;
 - have a documented and verifiable substance abuse or alcohol problem;
 - families have a history of illiteracy;
 - are victims or witnesses of domestic violence;
 - has not held a job for longer than three (3) consecutive months, or is currently unemployed and was terminated from a job within six (6) months of application;

- not currently attending any school (including a youth with a diploma or equivalent) who has not held a full-time job for more than three (3) consecutive months, or has a poor work history to include no work history, or has been terminated from a job within the last six (6) months, or lacks work readiness skills necessary to obtain and/or retain employment;
- has experienced a recent traumatic event (within two (2) years of application), is a victim of abuse, or resides in an abusive environment as documented by a school official or professional;
- is an emancipated youth;
- has been referred to, or is being treated by, an agency for depression or a substance abuse related problem;
- has a family history of chronic unemployment (during the two (2) years prior to application, family members were unemployed longer than employed);
- has repeated at least one secondary grade level or is one or more grade levels behind age appropriate level;
- is a current or previous dropout or is deemed at risk of dropping out of school by a school official;
- or has a parent that is incarcerated.

Information regarding any waivers being utilized by the local area, in accordance with any Michigan Labor and Economic Opportunity/Workforce Development Agency (LEO-WD) communicated guidelines or requirements regarding the use of the waiver(s).

DESC has received a waiver from the Governor that allows DESC to serve as a trainer for purposes of implementing an apprenticeship program designed for one-stop caseworkers who will be hired by DESC and DESC subcontractors.

A description of how the local board will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.

Detroit at Work has partnered with DPSCD to provide High School Completion or Equivalency programs at two (2) One-Stop Service Centers beginning in 2020.

Detroit at Work has formed a Career Education Advisory Council (CEAC) in accordance with state policy. The group fulfills the requirements of Michigan Public Act 491 of 2006 which states that Educational Advisory Groups (EAGs) are required by state law to serve in an advisory capacity to each of the local workforce development boards on educational issues.

On behalf of the MWDB, DESC has developed MOUs that detail specific referral and assessment processes, strategies to leverage resources and opportunities for co-enrollment. In addition, administrative and program staff engage in meetings and presentations with secondary and post-secondary educational providers. Through these organizations, Detroit at Work provides information on WIOA programs, arrange learning opportunities, foster relationships that support

co-enrollment and leverage services through referrals. Fostering these relationships lead to improved services, coordinated service strategies, and reduced duplication of services.

In 2024, Detroit at Work fulfilled its mandate to review WIOA Title II Adult Education Providers that were submitted to the State of Michigan for funding. Detroit at Work provided a recommendation on how the proposals aligned with the agency's strategic goals and services.

Detroit at Work coordinates program services for in-school and out-of-school youth with Detroit Public Schools Community District through the JMG Program. The JMG Program is committed to helping the state of Michigan and city of Detroit resolve dropout rates and transition challenges by supporting new and expanding pre-existing local programs that help youth and young adults overcome barriers to graduation from high school.

In addition, as mentioned in a previous section, Detroit at Work has organized a dynamic partnership with Detroit Public School Community District's Career and Technical Education programs. CTE programs give high school students (including In-School WIOA youth participants) the chance to start preparing for college and careers. Through its partnership with DPSCD, CTE facilities have been modernized at the A. Phillip Randolph CTE Center and the Breithaupt Center. Employers, union partners, and local foundations have enabled the centers to align CTE programming with five Randolph growth industries including Construction and Skilled Trades, Retail, Hospitality and Entertainment, Information Technology, Manufacturing, and Healthcare; Breithaupt's Retail and Customer Service focus including Culinary Arts/Hospitality, Cosmetology/Retail, Automotive Repair and Servicing and Welding, and exploring more.

Detroit at Work will deploy adult training in evenings and weekends at the CTE Centers in order to leverage services and equipment. Adult programs have utilized contextualized basic skills programs to deliver construction credentials and/or GEDs. Tutoring and testing and licensing fees have been included in the services provided as well as supportive services such as childcare assistance, purchase of work-related clothing, general transportation assistance, car purchase assistance and referral for mental health, disability assessment and rehabilitation.

A determination of whether the Michigan Works! Agency (MWA) has elected to provide supportive services and needs related payments. The MWAs that elect to provide supportive services to participants during program enrollment must describe the procedure to provide supportive services. The procedure will include the conditions, amounts, duration, and documentation requirements for the provision of supportive services.

Detroit at Work provides supportive services for adults, dislocated workers, and youth including transportation, training-related support such as computers and internet access, expungements, interview attire or work clothing that are necessary to help customers participate in job seeking, and employment and training activities. Detroit at Work works with various partners and community service entities such as the Michigan Department of Human Services, United Way for Southeastern Michigan, Wayne Metropolitan Community Access Agency, City of Detroit Department of Neighborhoods, Crossroads, and Jackets for Jobs to ensure the coordination of resources and services to name a few. Supportive Services payments are requested individually for specific needs and may be made on a case-by-case basis only when the need for services is determined reasonable and necessary.

Detroit at Work's Supportive Service Policy permits the use of supportive services (such as transportation and child/dependent care) and needs-related payments (NRPs)/(stipends) to eligible individuals who are receiving career and/or training services.

Detroit at Work's attached Supportive Service Policy includes the conditions, amounts, duration, and documentation requirements for the provision of supportive services and NRPs to Adult and Dislocated Worker participants. As resources permit, Detroit at Work utilizes funds in addition to WIOA to provide supportive services to a broader range of Detroit job seekers.

A description of how the local board will coordinate the WIOA Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area.

One of the most critical barriers to economic self-sufficiency for unemployed and low-income Detroit residents is the lack of reliable transportation. As a result, Detroit at Work continues to seek ways to improve transportation services to work and training for Detroit residents. Detroit at Work's current transportation support includes the following activities:

- Eligible customers can receive bus tickets for return visits for One-Stop services, job interviews, job fairs, and training activities. Through a partnership with Detroit Department of Transportation (DDOT), youth who participate in Detroit at Work's summer employment programs receive free bus tickets throughout the entire duration of their employment.
- Detroit at Work plans to reintroduce mobile unit that travels throughout neighborhoods in the city of Detroit. Many of the workforce services available at One-Stop centers are available on the mobile unit.
- Detroit at Work partners with employers and local organizations such as United Way to coordinate transportation access. Partnering employers provide van services to help employees travel to jobs where public transportation service is limited or unavailable.
- Detroit at Work won a competitive grant from Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD) to implement the Talent and Growth Barrier Removal Initiative. DESC was awarded funding based on its proposal to provide participants with automobile purchases and/or automobile repairs.

Detroit at Work will continue to coordinate and leverage additional supportive services with the Michigan Department of Health and Human Services for eligible customers. In addition, Detroit at Work works with private funders to help provide supportive service to customers in order to help them participate in workforce services and other education and training programs.

A description of the local per participant funding cap, if applicable.

Currently, Detroit at Work has a per participant funding cap for Individual Training Accounts (ITA) and contracted training set at \$6,000 per year with no lifetime limit. This limit may be exceeded if the participant is co-enrolled into another program where additional grant funds can be leveraged or if the participant is enrolled into PATH. DESC will determine if the limit can be exceeded in negotiating price per person with training providers. In addition, Detroit at Work has established funding caps for supportive services. This information may be found in the attached

Supportive Services policy.

A description of plans, assurance, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the one-stop delivery system.

Detroit at Work's One-Stop Service Centers have fully integrated WIOA, PATH, Wagner- Peyser ES, TAA, and SNAP/FAE&T programs to promote efficiency and optimize performance by leveraging resources and cost sharing.

The Detroit at Work One-Stop Service Centers promote integration and focus on organizing staff by function versus program. For example, a career coach at the Detroit at Work One-Stop Centers may work with both WIOA and PATH customers. WIOA and PATH integration includes the following:

- Physical co-location with single intake process,
- Joint job readiness and job search workshops that serve all customers,
- Joint job matching and placement services that serve all customers,
- Ability to register eligible PATH customers into WIOA,
- Access to WIOA services during PATH 10-day wait period, and
- Transition plan for customers who time out of PATH that includes WIOA services.

DESC's competitively selected Wagner-Peyser and Trade Adjustment Assistance Act service provider plays a pivotal role in providing basic career services to job seekers who may not be collecting unemployment insurance in order to create a fully integrated service delivery strategy for providing resource room, orientation and intake services at five (5) Detroit at Work One-Stop Centers. This full integration maximizes the use and impact of limited staff resources and ensures that all Detroit at Work One-Stop Center job seekers receive access to the same information and opportunities.

In addition, the business services team works with Detroit at Work Career Center providers to improve and coordinate business services to employers. These services include:

1. Developing and maintaining relationships with employers: establishing and maintaining relationships with local employers that need to fill jobs that pay a family-sustaining wage and/or provide an on-ramp to a career pathway.
2. Identifying immediate employment opportunities: Documenting open and forthcoming positions in Michigan Talent Connect and DESC's local information management system, and the accompanying wages, required skills and working conditions associated with those positions. Analyzing the skills, experience, career interests and potential barriers (e.g., criminal background) of the Detroit at Work One-Stop Service Center customer candidate pool to inform and guide job development efforts. Promoting job openings across the Detroit at Work One-Stop Service system to assist additional customers to obtain employment through self-guided job search activities.
3. Matching job seekers with identified employment opportunities: Utilizing the automated job matching function of Detroit at Work's local information management system and direct communication with customers and staff from Detroit at Work One-Stop Service Centers, occupational training providers and

other service locations to connect customers to employment. In addition to placing customers through direct interaction (in-person or via technology-enabled matching), the business services team will also share and promote job openings across the system to assist additional customers to obtain employment through self-guided job search activities.

4. Providing candidate feedback and coaching: Reinforcing the development of job search skills provided by the Detroit at Work One-Stop Service Centers, occupational training providers, and other service locations through feedback on job seeker performance and communication of employer expectations and needs.
5. Collecting and sharing data on employer needs and hiring trends: Providing Detroit at Work One-Stop Service Centers, occupational training providers, and other workforce system stakeholders with real-time, qualitative information on the current and future workforce needs of Detroit-area employers, to inform career exploration, planning and navigation services.
6. Promoting and implementing a variety of publicly funded hiring incentives including WIOA On-the-Job Training.

A description of how the local area is planning to deliver employment services in accordance with the Wagner-Peyser Act of 1933, as amended by Title III of the WIOA. This description shall include:

- **The identification of a point of contact (name, address, phone number, email)**

Darilyn Draper,
Director, Career Center System
Detroit Employment Solutions Corporation
115 Erskine, Second Floor
Detroit, Michigan 48201
Phone (313) 664-5515
TTY: 711

- **Information regarding whether the MWA is providing employment services directly in the local area or if service providers are being used. If service providers are being used, include the name of the provider, the type of entity, and whether or not the provider is a merit-based organization. For type of entity, choose from the following: state government agency, local unit of government, special purpose unit of government, school district, intermediate school district, public community college, public university, or other.**

Downriver Community Conference (DCC), a special purpose unit of government, currently provides Wagner-Peyser services at the Detroit at Work One-Stop Centers. DCC is a merit-based organization.

- **A description of how Wagner-Peyser funded services will be provided at no cost to employers and job seekers.**

Detroit at Work's Employment Service (ES) system design consists of bringing together individuals seeking jobs and employers seeking workers as the core of the labor exchange system. In accordance with Wagner-Peyser regulations, these services are provided at no cost to employers or job seekers.

Wagner-Peyser services are made available to citizens and nationals of the United States, lawfully admitted permanent resident alien, refugees, and other immigrants authorized to work in the United States.

Detroit at Work's ES labor exchange system focuses on a variety of employment-related labor exchange services including:

- job search assistance,
- assessments,
- job referrals,
- placement of job seekers,
- re-employment services to unemployment insurance claimants,
- registering unemployment insurance claimants for work,
- delivery of the UI Work Test, and
- recruitment services for employers.

Detroit at Work's ES meets the following requirements:

- Accepts applications for individuals without regard to his or her place of residence, current employment status, or occupational qualifications.
- Obtains only that information which is necessary to determine the applicant's qualifications for employment in order to facilitate job placement, or additional information needed to evaluate, plan, and improve programs.
- Gives priority in selection and referral to qualified veterans and eligible spouses of veterans and gives disabled veterans priority over other veterans.
- Extends no preference in services to any applicant or group of applicants, except in accordance with legal requirements.
- Provides no services which will aid directly or indirectly in filling a job that is vacant because the former occupant is on strike or is being locked out in the course of a labor dispute or involves an issue in a labor dispute,
- Provides no services directly or indirectly in filling a job that involves picketing an employer's establishment,
- Provides no services to an employer who is known to unlawfully discriminate, and
- Ensures that all ES locations are accessible to persons with disabilities.

Detroit at Work adheres to the Michigan Employment Security Act, which requires that information gathered about job seekers and employers be kept confidential. Information may be shared with appropriate agencies to facilitate labor exchange activities and to ensure compliance with federal and state regulations.

- **An explanation of how labor exchange services will be provided using the three tiers of services: self-services, facilitated services, and staff-assisted services.**

On behalf of DESC and MWDB, Downriver Community Center (DCC) provides the following three tiers' services to eligible customers at the Detroit One-Stop Service Centers:

- Self Service - Both job seekers and employers have access to standard/self-service use of

the Pure Michigan Talent Connect (PMTTC) as well as access to job search aids and activities located in the Detroit at Work One-Stop Service Center resource rooms. Customers can enter their resumes on the PMTC System and search for jobs on this system. Employers have access to the PMTC System to search resumes for qualified job candidates. In addition, both customers have access to printed information and other resources (such as fax machines, copying machines, and telephones).

- Facilitated Services – DCC provides Facilitated Services to customers (job seekers and employers) who benefit from assistance using the PMTC or resources rooms. These customers include individuals who have little to no computer skills; individuals who have physical and mental disabilities; and individuals who speak no or limited English. Staff assist these individuals with assessing ES program services. Services include the following: demonstrating the resume entry process; providing advice on the selection of a password of a user identification; providing assistance with internet navigation; providing assistance with key entry, data entry of the job seeker’s resume into the system for those unable to do so; printing copies of job seekers’ resume; and making copies of job seekers’ resumes.
- Staff-Assisted Services – DCC provides staff-assisted services to jobs seekers and employers who benefit from more intensive staff assistance to obtain jobs or employees. For job seekers, these services include career guidance, resume writing assistance, job search workshops, job clubs, specific labor market information, and job search planning. For employers, these services include job order entries, search of the PMTCS for qualified job seekers, screening and referral of job seekers, reference checks of selected job seekers, and proficiency and other testing.

- **A description of the manner in which career services are being delivered.**

Career services are provided to UIA claimants in coordination with the Wagner-Peyser ES/DCC and Detroit at Work One-Stop service providers at the Detroit at Work One-Stop Centers. Services include outreach, job search and placement assistance, and labor market information available. Intensive services include more comprehensive assessments, development of individual employment plans, counseling, and career planning. Customers who require individualized services or training will be referred to the appropriate WIOA programs.

- **A listing of how many staff at each site will be available to provide services.**

DESC adheres to the standards for a merit system of personnel described in 5 CFR 900.603. The following merit-based contract staff is available at each Detroit at Work Comprehensive One Stop Centers to provide services to ES customers and is based on available funding:

LOCATION	STAFF
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DESC Michigan Works! Meyers One-Stop Service Center	One (1) Program Manager One (1) Employment Services/TAA Coordinator Four (4) Career Specialists One (1) Part-Time Career Specialist One (1) Career Center Representative One (1) Data Specialist One (1) Career Center Representative One (1) Business Services/TAS Representative
DESC Michigan Works! Michigan Avenue One-Stop Service Center	One (1) Employment Service Coordinator One (1) Part-Time Career Specialist Three (3) Career Specialists One (1) Part-Time Career Specialist
DESC Michigan Works! E. Warren One- Stop Service Center	One (1) Employment Service Coordinator Two (2) Career Specialists One (1) Part-Time Career Specialist
DESC Michigan Works! E. 7 Mile One-Stop Service Center	One (1) Employment Service Coordinator Two (2) Career Specialists One (1) Part-Time Career Specialist
DESC Michigan Works! W. Warren One-Stop Service Center	One (1) Employment Service Coordinator One (1) Career Specialists One (1) Part-Time Career Specialist

- **A description of how the Unemployment Insurance (UI) Work Test will be administered. This description must include an explanation of how the registration of UIA claimants will be conducted and how reporting claimant non-compliance with the “able, available, and seeking work” requirements will be managed.**

DESC adheres to the Michigan unemployment insurance system work test requirements in compliance with the Unemployment Insurance Agency. These requirements are as follows:

ES Registration of Unemployment Insurance Claimants

When required by the State of Michigan, all unemployment insurance claimants complete an ES registration at one of the designated Detroit at Work One-Stop Service Center locations. Completion of a profile on the Pure Michigan Talent Connect System is a registration requirement. Claimants enter the registration at any location that can access the Pure Michigan Talent Connect System.

The Unemployment Insurance Agency provides claimants instructions and information on how to create a profile on PMTC system and how to register for work. The instructions has a listing the locations where they may register or verify their registration for work at least one business day before the first certification. An ES staff person will view and verify that the claimant’s profile and

resume is in the Pure Michigan Talent Connect System before certifying claimants' registration.

If the claimant(s) do not create a resume in the Detroit at Work One-Stop Service Center and/or have not yet completed the Pure Michigan Talent profile, ES staff will assist in person claimants or virtually. Once the claimant's profile is verified by staff, registration is entered into OSMIS to validate the registration in either the claimant's individual Wagner-Peyser registration or the Work Registration Wagner-Peyser Tool. Validations are entered for all claimants the same day that they report for registration. This data is downloaded each evening to the UIA, and the registration date is posted to the UI claim. The system will then generate an e-mail to the UI claimant verifying that they registered for work. A hard copy of the registration receipt can also be printed from the Wagner-Peyser registration screen and provided to the claimant as proof of registration.

To meet the basic requirements to receive UI benefits, claimants must demonstrate that they are "able, available, seeking employment, and did not refuse suitable employment". ES staff are required to report non-compliance of this requirement should they discover that a claimant is: Not able to work, not available for work, not seeking work or refusing offers of suitable employment.

Reporting Claimant Non-Compliance with the "Able, Available and Seeking Work" Requirement

- Any specific evidence of a claimant's unavailability for or lack of seeking work that comes to the attention of an individual/staff assigned to deliver ES is reported to the UIA. ES staff alert claimants of the work test requirements, offer job search assistance, and direct claimants to contact the UIA for advice regarding their claim.
- Employers contacting DAW centers to report non-compliance are directed to enter the information through the PMTC.
- **A description of how the Reemployment Service Eligibility Assessment requirements will be administered.**

On behalf of the MWDB and DESC, Downriver Community Conference provides customized Reemployment Services and Eligibility Assessment (RESEA) activities to Unemployment Insurance (UI) claimants to accelerate their return to work. It is expected that these early interventions will help unemployed individuals quickly return to the labor market. These services are provided at the Detroit at Work One-Stop Service Centers. DCC implements the following procedures:

- RESEA services are provided to individuals who are referred by the UIA in compliance with TEGL 9-20, TEGL 08-22, PI 18-27 change 2, and PI 25-16 and subsequent changes.
- Weekly lists of UI claimants referred for the RESEA program are posted in OSMIS and include those referred for a first appointment and are still receiving unemployment benefits 5-weeks after their initial RESEA appointment.
- DAW ES staff extract the weekly list each Monday and contact the referred UI claimants via email to welcome them to DAW and also, claimants will receive a courtesy call to explain the benefits and services of the RESEA program. Letters are sent to those without

an email address.

- Claimants are advised of their mandated RESEA participation by UIA and instructed to contact the MWA within a given date to schedule their RESEA appointment.
- Claimants are rescheduled according to the guidelines set forth by the LEO-WD.
- The DAW system utilizes a dedicated RESEA Hotline Number available 24/7 for customers' ease and efficiency. Calls are returned each day to ensure timely scheduling of the RESEA appointments. All claimants are scheduled within 10 business days of the letter sent date, 15 days to complete.
- DCC will not excuse UI claimants from participating in any RESEA activity or service.
- All RESEA services and activities are documented in the State of Michigan's One-Stop Management Information System (OSMIS) within 48 hours, including scheduling RESEA appointments, failure to attend or completion of an RESEA.
- And DCC reports UI claimants who may be unable to work, unavailable to work, have refused any offers of work, or are not seeking work in the OSMIS within 48 hours.

DCC provides the following RESEA activities to UI claimants:

1. Orientation to workforce development services and programs available at the Detroit at Work One-Stop centers,
2. Confirmation of an active profile on Pure Michigan Talent Connect (PMTTC),
3. Assessment of UI Eligibility Assessment performed in a confidential, personalized setting by Wagner-Peyser merit-based staff,
4. Verification of the Monthly Record of Work Search Form (Form #1583),
5. Develop an Individual Employment Plan (IEP) for each UI claimant served,
6. Identify Specific reemployment goals. barriers Identifying preventing the claimant from achieving their goal(s),
7. Provide and discuss Labor <Market Information (LMI) and career information that addresses claimant's specific needs,
8. Referral to appropriate reemployment services to be completed within 17 business days of the first RESEA appointment, and
9. Based on the Michigan TAA Certified Companies 2013-2023 list, we screen for potential TAA eligibility during the initial RESEA appts. DAW ES Staff facilitating the RESEA share the TAA Certified Companies 2013-2023 list with RESEA customers during their initial RESEA appt. to see if they were employed at any of the TAA certified companies and laid- off between the impact and the expiration date of the petition. If they have been laid off from a TAA Certified Company within the time frames, an email is sent to the TAA Program Advisor stating possible eligibility determination, TAA program information provided, and customer contact information is shared,
10. Provide at least two (2) hours of career and reemployment services, which may include the following:
 - Referrals and coordination with other workforce activities, including the WIOA Dislocated Worker Program,
 - Labor exchange, including information about in-demand industries and occupations and/or job search assistance,
 - Information about the availability of supportive services,

- Information and assistance with financial aid resources outside of those provided by the WIOA,
- Financial literacy services, and
- Career readiness activities, including assistance with resume writing and/or interviewing.

Mandatory second and voluntary subsequent appointments are scheduled according to the same process as the initial RESEA appointment and provided with the following services:

- Completion of the UI Eligibility Assessment
- Discussion and review of the monthly work search including activities offered by DAW that fulfill this requirement and scheduling of the activities as appropriate.
- Review and update of the IEP and referral to appropriate services

All activities delivered are entered into OSMIS and accompanied by case notes. DAW ES staff follow up with RESEA participants to continue supporting their job search efforts, advise them of new opportunities and job leads through the centers and provide resources for barrier removal. RESEA success stories are identified, developed, and submitted each quarter.

- **An explanation of how the MWA will participate in a system for clearing labor between the states by accepting and processing interstate and intrastate job orders as a component of the National Labor Exchange System.**

Detroit at Work participates in the Michigan component of the National Labor Exchange System by providing access to the Pure Michigan Talent Connect system and receiving and forwarding certain interstate and intrastate job orders to designated ES staff for processing.

- **An explanation of how the MWA will ensure veterans will be provided access to the same employment services received by the general population. This explanation must include a description of the screening process the MWA uses to refer eligible veterans to Veteran Career Advisors for case management services and how priority of service for veterans and eligible spouses will be applied in the delivery of Wagner-Peyser funded services.**

Detroit at Work ensures that Employment Service providers comply with the Jobs for Veterans Act Public Law 107-288 of 2002, Title 38 of the US Code and the American Recovery and Reinvestment Act of 2009. U.S. Veterans and eligible spouses receive priority in vocational guidance, training, and job placement services in accordance with the order of priority established by Public Law 107-288, Title 38 of the U.S. Code. Preference in referral to jobs and priority to labor exchange services are given, first, to disabled veterans and eligible spouses, and then, to other qualified veterans and eligible spouses. DAW-ES staff provides facilitated and mediated access to veterans and eligible spouses who have difficulty or are unable to participate on the Pure Michigan Talent Connect system due to a lack of computer familiarity, literacy, disability, lack of access to the system, or any other identified barrier(s).

The ES services provided to veterans include the following procedures:

- Ask everyone entering the office for services whether that individual has served in the military or eligible spouse. Complete intake and provided a Military Services Questioner (MSQ) to complete.

- ❑ ES Staff enter the MSQ data into the State System OSMIS
- ❑ Once Eligibility is determined the Veteran is referred.
- ❑ Refer veterans or eligible spouses to the Disabled Veterans Outreach Program (DVOP) specialist or Veteran Career Advisors on duty at that time.
- ❖ If a veteran specialist is not available, The MSQ is sent to the assigned Veterans' Career Advisor for follow-up.

All Veterans receive priority of service, and priority job listing.

After entering a resume in the Pure Michigan Talent Connect System, veterans and eligible spouses are referred to the available DVOP specialist or veteran career advisor. DVOP specialists are WD employees assigned on a full-time or part-time basis to each designated ES office by WD to provide specific workforce development services, in addition to those services available from ES providers. Also, in accordance with Section 410 of Public Act 354 of 2004, The DESC posts in a conspicuous place within each designated ES office, a notice advising veterans or eligible spouses that specialized veteran staff is available to assist him or her.

Detroit at Work will amend its ES Plan and update its services, as needed, according to any policy changes that may occur as a result of the implementation of The Jobs for Veterans Act.

- **An assurance that Migrant and Seasonal Workers (MSWs) will have equitable access to and receive the full range of employment services that are provided to non-MSW customers.**

ES staff work closely with all partners in the Detroit at Work One-Stop Service Centers to assist customers who face unique barriers, including migrant and seasonal farm workers.

- **An explanation of the services and staffing the MWA will use to ensure that MSWs will be provided access to the same employment services, benefits, protections, counseling, testing, and job and training referral services received by the general population. This explanation shall include a description of the referral process to MSWs or other appropriate MWA staff.**

ES staff at the Detroit at Work One-Stop Service Centers provides MSWs with access to the same employment services, benefits, protections, counseling, testing, and job and training referral services received by the universal population. MSWs who need more intensive assistance are referred to the state's Agricultural Employment Specialists either by direct contact (via telephone or email) or a referral form.

- **A description of any other planned services or activities for which Wagner-Peyser funds will be utilized.**

Along with services already described, Detroit at Work's ES staff also performs the following functions:

- ❖ Provide basic career services to individuals in conjunction with the Detroit at Work One-Stop Service Center service providers,
- ❖ Conducts outside recruitment activities to inform the public (job seekers and employers) about the Pure Michigan Talent Connect system and provide them with the opportunity to register in the system,
- ❖ Meets with employers at their place of business to instruct them on the use of the Pure Michigan Talent Connect system, and

- ❖ Conducts special Pure Michigan Talent Connect information and registration sessions at the local schools, community colleges, job fairs, and other sites and events as identified by the DESC.

Job seekers and/or employers with a disability are provided with universal access to all ES services. The ES offices at the Detroit at Work One-Stop Service Centers are equipped with assistive technology to help customers who have a disability access computers and other technology.

Detroit at Work also has an established relationship with LEO-WD Michigan Rehabilitation Services and Michigan's Bureau of Services for Blind Persons to provide services to individuals with disabilities. Both agencies are used to ensure that individuals with disabilities are provided with equal access to employment services.

A description of any navigators being utilized in the local area to provide targeted support and resources to specific groups of individuals with barriers to employment.

Detroit at Work One-Stop Center provider ACCESS provides refugee navigation services for the system.

A description of how the local board will coordinate the WIOA title I workforce investment activities with adult education and literacy activities under the WIOA Title II. This description shall include how the local board will carry out the review of local applications submitted under Title II consistent with the WIOA Section 107 (d)(11)(A) and (B)(i) and the WIOA Section 232.

Detroit at Work will evaluate all local applications for WIOA, Title II, Adult Education and Family Literacy Act (AEFLA) funds submitted to the Michigan Labor and Economic Opportunity/Workforce Development (LEO/WD) by eligible providers following the evaluation process prescribed by the State. Detroit at Work will determine whether each application is consistent the WIOA four-year plan and will make recommendations to the LEO to promote alignment with Detroit at Work's workforce plan.

Copies of executive cooperative agreements that define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local One-Stop delivery system. This includes cooperative agreements (as defined in the WIOA Section 107(d)(11)) between the local Workforce Development Board (WDB) or other local entities described in the WIOA Section 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 721 (a)(11)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under Title I of the Rehabilitation Act (29 U.S.C. 720 et seq)(other than Section 112 or Part C of that Title (29 U.S.C. 732, 741) and subject to Section 121(f)) in accordance with Section 101(a)(11) of such Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross-training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

On behalf of the Mayor's Workforce Development Board, DESC establishes MOUs with WIOA required partners and other partners that defines how each partner carries out the requirements for integration of and access to the entire set of services available at the Detroit at Work One-Stop Service Centers. The MOU requirements are described in the State of Michigan, LEO-WD Policy Issuance: 26-08. LISC has been convening this group monthly to establish better referral processes.

A description of the entity responsible for the disbursement of grant funds (Grant Recipient).

The MWDB is directly responsible and accountable to the State of Michigan LEO-WD for the planning and oversight of talent development programs in the city of Detroit. The MWDB is headed by Co-Chairpersons, Dr. Darienne Hudson, President and CEO of United Way for Southeastern Michigan and Jared Fleisher CEO, Bedrock. Over 50 percent of the MWDB members represent private sector employers, all of which are C-Level organizational leaders from the most prominent employment sectors in the city including construction and infrastructure, information technology and STEM, professional services, healthcare, retail and hospitality, and manufacturing and mobility.

Designated by the MWDB, DESC serves as the fiscal and administrative entity that provides workforce services to qualified job seekers (including adults, youth, and dislocated workers) and employers. DESC's program services include WIOA. Temporary Assistance to Needy Families (TANF) employment and training services, Food Assistance Employment and Training (FAE&T) programs, and other publicly and privately funded workforce programs.

DESC's mission is to cultivate local workforce talent to align with the needs of the business community through partnerships with key workforce agencies, faith-and-community-based organizations, education and training institutions, and philanthropic, economic development and government entities.

A description of the competitive process that will be used to award the sub-grants and contracts for the WIOA Title I activities.

DESC and the MWDB ensure that all procurements are conducted in a manner that provides full and open competition. DESC establishes, maintains, and follows written procurement policies, standards, and procedures in compliance with all applicable local, state, and federal laws and regulations. Procurement activities funded in whole or in part with funds administered by the State of Michigan, LEO-WD are conducted in compliance with LEO-WD Procurement Policy Issuance 24-36 and Property Management Policy Issuance 22-04, Change 1 – Property Management and revisions. DESC and MWDB will follow procurement policies and provisions for all grants and funding sources in alignment with applicable local, state, and federal laws and regulations.

DESC employs a written method for conducting technical evaluations of proposals received and for making selections. Contract awards are made to the most responsible offeror whose proposal is most advantageous to the program based on price and other evaluation factors. DESC's objective is to solicit proposals from the public and evaluate proposals received and award contracts demonstrating the best value to carry out services requested.

Procurement Methods

DESC may utilize the following approved procurement methods: micro, simplified acquisition, sealed bids, competitive proposal, and non-competitive proposal, as appropriate. The need identified and total value of the procurement is considered prior to determining which procurement method is appropriate.

Micro Purchase Method

This method is an informal method used and appropriate for the acquisition of supplies or services when the aggregate dollar amount does not exceed \$25,000. Micro-purchases may be awarded without soliciting competitive quotes if the price is considered reasonable and documented accordingly. [2 CFR Part 200.320(a)(1)].

Small Purchase Method

This method is an informal method used primarily to procure standardized goods and services of which the aggregate dollar amount is higher than the micro-purchase threshold but does not exceed the WD simplified acquisition threshold. When small purchase procedures are used, price or rate quotations from a minimum of three qualified sources must be obtained. **Quotes must be current, viable, and documented for the purchase being made.** [2 CFR Part 200.320(a)(2)]

Sealed Bids

This is a **formal** method and preferred for procuring construction. Bids are publicly solicited, and a firm fixed price contract (either lump sum or unit price) is awarded to the responsible bidder whose bid, conforming to all the material terms and conditions of the invitation for bids, is the lowest price. [2 CFR Part 200.320(b)(1)]

Competitive Proposals

This method is a formal method and used when there is more than one prospective bidder, the lowest price is not necessarily the determining factor for the award, and either a fixed price or cost reimbursement agreement will be awarded. The competitive proposal is appropriate when evaluation factors focus on approach, program design and outcomes; innovation; coordination and experience, in addition to price. [2 CFR Part 200.320(b)(2)]

Non-Competitive Proposals

Procurement by noncompetitive proposals is the solicitation of a proposal from only a single source, or the solicitation of a proposal from more than one source and competition is determined to be inadequate to fulfill the requirements of the funding agency. Noncompetitive procurements are considered a last resort option and must be supported by documented justification.

This method may only be used when procurement is not practical using one of the four other methods discussed above, and one of the following conditions apply: [2 CFR Part 200.320(c)]:

- The acquisition of property or services which the aggregate dollar amount does not exceed the micro-purchase threshold (\$25,000).
- The item is available only from a single source.
- A public emergency for the requirement will not permit a delay resulting from publicizing a competitive solicitation.
- The federal awarding agency or WD expressly authorizes noncompetitive procurement in response to a written request from the Entity.
- After solicitation of a number of sources, competition is determined inadequate. This usually occurs after a competitive process has been used and there are insufficient respondents.

Prior approval is required for all sole-source awards in excess of the WD simplified acquisition threshold when Sealed Bids or Competitive Proposals are not used. A cost analysis is also required for noncompetitive procurement actions exceeding the WD simplified acquisition threshold. [2 CFR Part 200.325(b)(2)]

DESC uses various methods to advertise public notices of award opportunities including: DESC's website, bidders list, print and online media outlets. DESC may use the following print and online media outlets: Crain's Detroit Business, The Legal News, BidNet Direct. DESC also maintains procurement documentation sufficient to detail the history of procurement actions, including rationale for procurement method, contractor selection, and basis for contract price in accordance with 2 CFR 200.318(i).

The local levels of performance negotiated with the Governor and CEOs to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under the WIOA Title 1 Subtitle B, and the One-Stop delivery system in the local area. Local boards are not required to provide or negotiate performance levels for those measures designated by the U.S. Department of Labor (USDOL) as baseline measures as described in Section II.

DESC's negotiated performance goals for Title I - WIOA Adult, Dislocated Worker, Youth and Wagner-Peyser for Program Year (PYs) 2024 and 2025 are as follows:

Detroit Employment Solutions Corporation		
Performance Measures	PY2024 Negotiated Performance Levels	PY2025 Negotiated Performance Levels
WIOA Title I – Adults		
Employment Rate – 2 nd Quarter After Exit	82.0%	82.0%
Employment Rate – 4 th Quarter After Exit	82.0%	82.0%
Median Earnings – 2 nd Quarter After Exit	\$8,500	\$8,500
Credential Attainment Rate – 4 th Quarter After Exit	82.0%	82.0%
Measurable Skill Gains	60.0%	60.0%
WIOA Title I – Dislocated Worker		
Employment Rate – 2 nd Quarter After Exit	84.0%	84.0%
Employment Rate – 4 th Quarter After Exit	84.0%	84.0%
Median Earnings – 2 nd Quarter After Exit	\$9,000	\$9,000
Credential Attainment Rate – 4 th Quarter After Exit	80.0%	80.0%
Measurable Skill Gains	64.0%	64.0%
WIOA Title I - Youth		
Employment Rate – 2 nd Quarter After Exit	74.0%	74.0%
Employment Rate – 4 th Quarter After Exit	76.0%	76.0%
Median Earnings - 2 nd Quarter After Exit	\$4,200	\$4,200
Credential Attainment Rate – 4 th Quarter After Exit	62.0%	62.0%
Measurable Skill Gains	55.0%	55.0%
WIOA Title III – Wagner-Peyser		
Employment Rate – 2 nd Quarter After Exit	76.6%	76.6%
Employment Rate – 4 th Quarter After Exit	73.7%	73.7%
Median Earning – 2 nd Quarter After Exit	\$8,000	\$8,000

A description of the actions the local board will take toward becoming or remaining a high-performing board, consistent with the factors developed by the State Board. For this section local board shall include:

- **Effectiveness and continuous improvement criteria the local board will implement to assess their One-Stop centers.**
- **A description of how the local board will allocate One-Stop center infrastructure funds.**
- **A description of the roles and contribution of One-Stop partners, including cost allocation.**

The MWDB implements the following strategies in order to significantly and positively influence the needs of job seekers and local businesses:

- Develops a strong and engaging committee structure,
- Ensures that board members are well informed on key issues and activities involving the Detroit workforce system and economic activities in the Detroit region,
- Researches best practices that will help the city of Detroit achieve its mission for workforce services,
- Utilizes high quality information to inform decision-making,
- Performs the duties designated by the WIOA, the State of Michigan, and the local Chief Elected Official, and
- Develops policies for the designated administrative and fiscal agency.

The Board uses clearly defined Memorandums of Understanding to assist DESC's partners with effective coordination and collaboration of programs, services, and governance structures. Each One-Stop partner shares responsibility in its development, incorporating all the required information in accordance with WIOA Section 121(c)(2).

In the development of the section of the MOU and One-Stop infrastructure funding and as prescribed by WIOA legislation, the DESC and Mayor Michael Duggan, the local Chief Elected Official, are responsible for the following:

- Ensuring that the One-Stop partners adhere to all One-Stop infrastructure funding guidance.
- Working with One-Stop partners to achieve consensus and informally mediate any possible conflicts or disagreements among One-Stop partners.
- Providing technical assistance to new One-Stop partners and local grant recipients to ensure that those entities are informed and knowledgeable of the elements contained in the MOU and the One-Stop infrastructure cost arrangement.

In the DESC's One-Stop infrastructure funding mechanism, One-Stop partner programs can determine which funds they will use to fund infrastructure costs. The use of these funds is in accordance with all applicable requirements, with the relevant partner's authorizing statutes and regulations, including, for example, prohibitions against supplanting non-federal resources, statutory limitations on administrative costs, and all other applicable legal requirements. In addition to infrastructure costs, the MOU includes other shared operational costs relating to the operating of the One-Stop, which includes applicable career services. The shared costs are allocated according to the proportion of benefit received by each of the partners consistent with applicable federal law and cost principles.

Additional specifications regarding infrastructure funding, shared costs, and MOUs are adhere to the State of Michigan, LEO-WD requirements.

The MWDB and DESC collaborate to discuss ways to optimize current services and to leverage effective collaborations with service providers, public and private funders, community organizations and other stakeholders. In order to support and improve the Detroit One-Stop Service delivery system, DESC utilizes Michigan Works! Service Center (MWSC) Operations funds. These funds are used to support activities to improve customer service, inform and educate the public about Detroit at Work's service centers, and upgrade facilities.

A description of how training services outlined in the WIOA Section 134 (Adult and Dislocated Worker) will be provided through the use of individual training accounts, including:

- **If contracts for training services will be used.**
- **Coordination between training service contract and individual training accounts.**
- **How the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.**

DESC will fund training in two primary ways:

1. **Through Individual Training Accounts** where customers that meet eligibility requirements select the program of their choice after researching several options. DESC will enter into Master Training Agreements with training providers it selects for its supplemented Eligible Training Providers List (ETPL). Customers can choose from training programs listed on the Detroit supplemented ETPL.
2. **Through contracts with training providers** where DESC allocates a number of potential slots, with an associated per trainee fee, to the selected provider. The contracts will be intended to facilitate the training of multiple individuals in in-demand industry sector or occupations while also supporting customer choice. The ultimate number of trainees referred by the Detroit at Work One-Stop Service Centers to each provider will depend on customer interest and choice, as well as their eligibility for various funding sources. Programs that result in an industry-recognized credential must be listed on the state ETPL.

Adults and dislocated workers interested in pursuing training opportunities can access them through WIOA, TAA, and TANF/PATH, and other programs, if they meet program eligibility requirements. Individuals eligible for training through WIOA receive occupational training through WIOA Individual Training Accounts (ITAs) or through a referral to a DESC contracted provider. The selection of eligible training providers is completed in a manner that maximizes informed customer choice.

All training for WIOA ITAs must be provided through eligible training programs and by providers listed on both the Pure Michigan Talent Connect (PMTCC) portal and DESC's supplemented ETPL. Eligible customers meet with WIOA staff and together they select a training provider that has demonstrated the ability to provide quality training and services. Selection is generally based on

occupation demand, training objectives, past provider performance, scheduling, accessibility, and cost efficiency. ITA cash values vary according to the type of training involved.

In order to provide high-quality sector training partnerships, DESC selects qualified education and training entities through an application process. Sector-based training is provided in the following high-demand, high growth sectors for the Detroit area: construction and infrastructure, information technology and professional services, healthcare, small business and manufacturing and mobility.

DESC conducts a review of the program on the state's PMTC on a minimum annual basis and produces a training provider scorecard to assess whether the entity has met local performance standards before entering a new MTA. Further, DESC conducts annual monitoring site visits with each provider.

A description of the process used by the local board, consistent with Section III, to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into development of the Local Plan, particularly for representative of businesses, labor organizations, and education.

On behalf of the MWDB, DESC publishes the WIOA Four-Year Regional and Local Plan for the Detroit Michigan Works! Agency in accordance with Section 108(c) of the WIOA. In lieu of submitting documentation, DESC maintains documentation on file for monitoring by the LEO-WD. The Plan is published and made available for review and commentary to the MWDB members, business representatives, labor organizations, educational entities, and the public. The Plan and progress on its implementation are discussed (as necessary) at MWDB's meetings. As required, DESC forwards all comments that express opposition and disagreement with the Plan to the LEO-WD along with the Plan.

A copy of the Plan is available at DESC's headquarters located at the following address:

**Detroit Employment Solutions Corporation
c/o Robert Shimkoski, Jr., Director
Planning and Resource Development Unit
115 Erskine, Second Floor
Detroit, Michigan 48201**

Requests for digital copies can be made in writing to the above-mentioned address or by email at rshimkoski@detempsol.org. In accordance with the Americans with Disabilities Act (ADA), the final version of the Plan will be made available in alternative formats, including large print, audio tape or other format, if the request is submitted in writing or by email at the above-mentioned address or email address.

A description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under the WIOA and by one-stop partners.

The One-Stop Management Information System (OSMIS) is the electronic reporting database in Michigan. DESC uses OSMIS for its WIOA, TANF, and FAE&T programs. DESC's service providers are required to use this system for compiling participant data, case management, and reporting. The OSMIS system captures the following information: participants' goals, case notes, individual service strategies, employment rates, average earnings, credential/certificate rates, skill attainment rates, diploma or equivalent attainment rate, and retention rates. DESC tracks participants throughout their program involvement from registration through training, job placement, and follow-up.

In the Spring of 2019, DESC implemented LaunchPad which is on a Salesforce platform and is a comprehensive data management system. LaunchPad will provide an integrated-multi-program platform that will help DESC's service providers track job seeker services and outcomes, employer engagement, job orders (if applicable), facilitate job matches, view pre-recorded workshops and orientation, manage workflow, caseloads, performance, facilitate electronic referrals between partners, interface directly with job seekers and employers to enable web-based pre-registration and service delivery. LaunchPad has a common intake that automatically screens customers for all Detroit at Work programs.

A description of the local priority of service requirements.

Detroit at Work fully expects to experience excess demand for WIOA services and may find that it cannot meet all demands for WIOA individual career and/or training services. This expectation is based upon historical experience, under which limited funding prevented the provision of training services to applicants each year. It is also guided by the continuing high unemployment rate in the city, suggesting that many potential workforce participants need career services or training in order to become successfully employed. Because of this expected limitation in WIOA funds, priority for individualized career and training services is given to individuals in the following order:

- First, to veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
- Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are recipients of public assistance, other low-income individuals, and/or individuals who are basic skills deficient, ***including residents of the City of Detroit;***
- Third, to veterans and eligible spouses who are not included in WIOA's priority groups ***including residents of the City of Detroit.***
- Fourth, to remaining City of Detroit residents who face the highest barriers to achieving self-sufficiency. According to a recent analysis of American Community Survey data and criminal justice data for Detroit, the WIOA statutory priority populations and the following adult groups are most likely to experience poverty and/or unemployment:
 - Individuals with a criminal background
 - Disengaged workers
 - Single parents
 - Members of two-parent household with young children
 - Individuals with a disability

- Fifth, to other City of Detroit residents who are below DESC's economic self-sufficiency standard.
- Sixth, to all other City of Detroit residents
- Seventh, to other eligible individuals that are not in the priority groups above.

Detroit at Work's priority of service includes individuals eligible for services under the Jobs for Veterans Act of 2002 a priority of service for Veterans and eligible spouses sufficient to meet the requirements of USDOL TEGL 10-09 dated November 10, 2009, and changes and all relevant regulations. Veterans and eligible spouses who receive services are be informed of the following: their entitlement to priority services, the full array of employment training and placement services available under priority of service, and any applicable eligibility requirements for the programs and or services.

As resources permit and where appropriate, Detroit at Work will use non-WIOA funds in the provision of career and training services and Wagner-Peyser funds for basic career services, in order to maximize availability of WIOA funds. The attached Priority of Service policy defines each priority population and outlines how the prioritization should be operationalized.

A description of how the local board will coordinate workforce investment activities carried out in the local area with statewide Rapid Response (RR) activities.

Detroit at Work coordinates workforce investment activities with the State of Michigan's LEO-WD. The LEO-WD is responsible for providing Rapid Response services and serves as the recipient of plant closing/mass layoff notices required under the Worker Adjustment and Retraining Notification (WARN). Detroit at Work follows the LEO-WD's comprehensive procedures to serve customers using the WIOA Rapid Response, the WIOA Dislocated Worker, and Trade Adjustment Assistance (TAA) Program. Information regarding WIOA Dislocated Worker and TAA is provided to the affected company, and if applicable, union officials in the early stages. Detroit at Work enrolls and co-enrolls qualified individuals impacted by plant closing and layoffs in the TAA and WIOA Dislocated Workers programs.

A description of Rapid Response (RR) activities.

The RR activities encompass activities necessary to plan and deliver services to dislocated workers to facilitate a relatively quick and unencumbered transition to employment or training, following either a permanent closure or mass layoff or a natural (or other) disaster resulting in a mass job dislocation. The State of Michigan is responsible for providing RR activities. The following activities are the procedures the LEO-WD agency follows:

The state staff is assigned a geographic territory with the responsibility for the coordination of RR activities between the state and the local area. A Worker Adjustment Retraining Notification (WARN) Act notice typically activates the RR intervention in plant closings and mass layoffs. The WARN Act requires employers with more than 100 employees to provide at least 60 days

advance notice of a covered plant closing or mass layoff at a site where the plant closing/mass layoff will affect at least one-third of the workforce and a minimum of 50 employees.

The state monitors media reports and uses a network of local contacts, such as the MWAs, state and local economic development officials, the Michigan Economic Development Corporation, union officials, United Way of Southeastern Michigan, and other partners to identify plant closings or layoffs.

- Services included as part of the RR process include:
 - a. Initial RR meeting with the company and union officers (if applicable).
 - b. Worker orientation meetings for employees. These meetings include presentations by MWA service providers and provide information on employment services; WIOA-funded career services (basic and individualized) and training services; Trade Adjustment Assistance, if applicable; special population services (Michigan Rehabilitation Services, Veterans' services), and local/community services (United Way, local community colleges, credit union counseling, etc.). Collaboration with other state agencies (e.g., Office of Retirement Services, Friend of the Court) are planned as needed. Michigan Unemployment Insurance Agency representatives may also participate in worker orientation meetings and provide information on how to file/claim unemployment insurance benefits.

Establishment and organization of a Joint Adjustment Committee (JAC). A JAC is an ad hoc group of workers and managers who organize to provide adjustment services on behalf of the employees who are about to lose their jobs due to a plant closure or a mass layoff. The purpose of a JAC is to help displaced workers make a successful transition to a satisfactory job or training in the shortest possible. (WIOA Manual)

- c. Layoff Aversion IWT, which includes an assessment of the potential for averting layoffs in consultation with the state or local economic development agencies, including private sector economic development entities and other key partners, up to a year in advance of an actual or potential dislocation event. Special attention and reference should be given to the timeframes and activities charted in the USDOL Training Employment Notice (TEN) 9-12. An IWT is the actual employment and training instrument to upgrade and alter skills to maintain employment or transition to similar employment, a preventative measure, to save jobs, increase economic productivity, and decrease the negative impacts of unemployment. Reference the USDOL Training and Employment Guidance Letter (TEGL) 30-09, the USDOL TEN 9-12, and the (WIOA Manual).
 - d. State Adjustment Grants (SAGs) are additional increments to a local area's Dislocated Worker formula funding award to meet documented funding deficits. The MWAs may request additional funding for a single or multiple dislocation event(s) via a SAG, following the application process outlined in the (WIOA Manual). The process includes review of the application and supporting documents and negotiation with the MWA to finalize the award. The LEO-WD reserves the right to award SAGs with specific terms and conditions, including demonstration that the SAG aligns with the Michigan Industry Cluster Approach, an obligation to spend all or part of the SAG by the end of the Program Year (PY) in which it was granted, or other time period as determined by the LEO-WD.

- e. National Dislocated Worker Grants (NDWGs) are another form of assistance provided to dislocated workers. The NDWGs are discretionary grants awarded by the Secretary of Labor to provide employment-related services for dislocated workers in specific circumstances. The LEO-WD and local MWAs work together to develop the application and project design for an NDWG, in response to a specific dislocation event.
- f. The DESC Rapid Response policy describes how DESC and the MWDB will coordinate workforce investment activities carried out in the Detroit MWA area with the aforementioned statewide RR activities provided by the LEO-WD to address actual or potential dislocation events, in accordance with the WIOA, Section 134(a)(2)(A) and 20 CFR 682.300 to 682.370. In addition to the general RR elements listed under the subsections above, the policy includes, but will not be limited to the following actions:
 - i. A listing of the name of the person, title, mailing address, email address, and telephone number primarily responsible for (1) JACs, (2) SAGs, and (3) NDWGs.
 - ii. The steps taken to include layoff aversion as a component of RR, whether realized as a policy or a set of procedures in conformity with the USDOL TEGL 30-09, the USDOL TEN 9-12, and the (WIOA Manual).
 - iii. A description of the coordination of layoff aversion with IWT.
 - iv. A description of the MWA's role in the function of JACs.
 - v. A description of the local circumstances which would activate a request for a SAG (for example, specific level or percent of local dislocated worker formula funding expended, obligated and/or unobligated; specific level or percent of local and/or regional unemployment; the size of an actual or potential dislocation event; the time period between local dislocation events, etc.).

Upon DESC's notification by the Rapid Response WIOA Title I Section state coordinator located within the LEO-WD, DESC will alert ES and WIOA staff of the need to initiate Rapid Response activities on behalf of the affected workforce. Activities and services included as part of the Rapid Response process includes the following procedure:

- DESC or State coordinator will initiate a Rapid Response meeting with the company and union officers (if applicable) to outline the reemployment, retraining services, support service, and unemployment compensation available for the affected workers.
- With approval from the employer, DESC will schedule a worker's orientation meeting for employees. These meetings may include presentations by DESC's service providers that will provide information on employment services; WIOA-funded career and training services; special population services (Michigan Rehabilitation Services, Veterans' Services); and local/community services (United Way, local community colleges, bank and credit union financial counseling, etc.). These meetings can be conducted in-person or virtually. Collaboration with other state agencies (e.g., Michigan Department of Health and Human Service, Office of Retirement Services, Friend of the Court) will be planned as needed. Michigan Unemployment Insurance Agency (UIA) representatives will also participate in worker orientation meetings and provide

information on the procedures required to file/claim unemployment insurance benefits.

- DESC will establish and organize a Joint Adjustment Committee (JAC). DESC's JAC will consist of an ad hoc group of workers and managers who organize to provide adjustment services on behalf of the employees who are about to lose their jobs due to a plant closure or a mass layoff. The purpose of DESC's JAC will be to help displaced workers make a successful transition to a satisfactory job or training in the shortest possible time keeping in compliance with the (WIOA Manual).
- DESC will use Layoff Aversion Incumbent Worker Training (IWT), which includes an assessment of the potential for averting layoffs in consultation with State or local economic development agencies, including private sector economic development entities and other key partner, up to a year in advance of an actual or potential dislocation event. Special attention and reference will be given to the timeframes and activities charted in the USDOL TEN 9-12. (Note: IWT is the actual employment and training instrument to upgrade and alter preventative measure, to save jobs, increase economic productivity, and decrease the negative impacts of unemployment – See USDOL Training and Employment Guidance Letter (TEGL) 30-09, the USDOL TEN 9-12, and the(WIOA Manual).
- DESC will use State Adjustment Grants (SAGs) as additional increments to DESC's Dislocated Workers (DW) formula funding award to meet documented funding deficits as needed. DESC will request additional funding for a single or multiple dislocation events via a SAG, following the application process outlined in(WIOA Manual). The process will include review of the application and supporting documents (obligation and wait list reports) by both the WIOA Section and the RRS, and negotiation with the DESC to finalize the award. The WD reserves the right to award SAGs with specific terms and conditions, including an obligation to spend all or part of the SAG by the end of the Program Year in which it was granted, or other time periods as determined by the WD.
- DESC will use National Dislocated Worker Grants (NDWGs) as another form of assistance provided through the RRS. DESC will use NDWGs, a discretionary grant awarded by the Secretary of Labor to provide employment-related services for DW in specific circumstances. DESC and WD will work together to develop the application and project design for a NDWG, in response to a specific dislocation event.

DESC's attached Rapid Respond Policy describes how the MWDB will coordinate workforce investment activities carried out in the Detroit area with the aforementioned statewide Rapid Response activities provided by the WD to address actual or potential dislocation events, in accordance with the WIOA, Section 134(2)(A) and 20 Code of Federal Regulation (CFR) 682.300 to 682.370. In addition to the general Rapid Response elements listed under the subsections above, the policy includes the following:

- i. A listing of the name of the person, title, mailing address, email address, and telephone number primarily responsible for JACs, SAGs, and NDWGs.
- ii. The steps taken to include layoff aversion as a component of Rapid Response, whether realized as a policy or as a set of procedures in conformity with the USDOL TEGL 30- 09, the USDOL TEN 9-12, and the(WIOA Manual).
- iii. A description of the coordination of layoff aversion with IWT.

- iv. A description of DESC's role in the function of JACs.
- v. A description of the circumstances which would activate a request for a SAG (e.g., specific levels of percent of DW formula funding expended, obligated and/or unobligated; specific level or percent of local and/or regional unemployment; the size of an actual or potential dislocated event; the period between local dislocation events, etc.).



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Policy: PROG-019_Selective Service Registration_01.01 (2022)

Name: Selective Service Registration Requirements	Policy Category: Program
Related Federal or State Policy: WIOA Manual; TEGL 11-11 and subsequent changes; 20 CFR 683.225	Effective Date: May 6, 2022 Expiration Date: N/A Reviewed Date: May 6, 2022
Subject: Compliance with federal law for Selective Service Registration Requirements	Unit Responsible for Review: Strategic Operations
Procedures: Documenting Selective Service Registration Procedure	Related DESC Policies:

SCOPE

This policy provides guidance for all Detroit at Work contractors funded or authorized by Title I of WIOA.

BACKGROUND

With few exceptions, in order to participate in a program established by or receiving assistance under Title I of WIOA, participants born on or after January 1, 1960 must present documentation showing compliance with the Selective Service registration requirement.

POLICY

To be eligible to participate in the WIOA Title I programs, the individual must be registered with Selective Service (if applicable).

Selective Service Registration Requirements

The following individuals must register with the Selective Service:

- Male U.S. citizens born after Dec. 31, 1959 who are 18 but not yet 26 years old.
- Cadets at the Merchant Marine Academy.
- ROTC Students.
- National Guardsmen and Reservists not on active duty/Civil Air Patrol members.
- Delayed Entry Program enlistees.
- Separates from Active Military Service, separated for any reason before age 26.*
- Men rejected for enlistment for any reason before age 26.
- U.S. citizens or immigrants who are born male and have changed their gender to female.
- Permanent resident immigrants.



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- Refugee, parolee, and asylee immigrants.
- Undocumented immigrants.
- Dual national citizens.
- Persons with disabilities who are able to function in public with or without assistance.

The following individuals are not required to register with the selective service

- Members of the Armed Forces on active duty (active duty for training does not constitute active duty for registration purposes).*
- Cadets and Midshipmen at Service Academies or Coast Guard Academy.*
- Students in Officer Procurement Programs at the Citadel, North Georgia College and State University, Norwich University, Virginia Military Institute, Texas A&M University, Virginia Polytechnic Institute and State University.*
- Lawful non-immigrants on visas (e.g., diplomatic and consular personnel and families, foreign students, tourists with unexpired Form 1-94, or Border Crossing Document DSP-150)
- Seasonal agricultural workers (H-2A Visa).
- Incarcerated or hospitalized, or institutionalized for medical reasons.*
- Individuals who are born female and have changed their gender to male.
- Persons with disabilities who are continually confined to a residence, hospital, or institution

*Must register within 30 days of release unless already age 26.

NOTE: To be fully exempt you must have been on active duty or confined continuously from age 18 to 26.

**Residents of Puerto Rico, Guam, Virgin Islands, and Northern Mariana Islands are U.S. citizens. Citizens of American Samoa are nationals and must register when they are habitual residents in the United States or reside in the U.S. for at least one year. Habitual residence is presumed and registration is required whenever a national or a citizen of the Republic of the Marshall Islands, the Federated States of Micronesia, or Palau, resides in the U.S. for more than one year in any status, except when the individual resides in the U.S. as an employee of the government of his homeland; or as a student who entered the U.S. for the purpose of full-time studies, as long as such person maintains that status.

NOTE: Immigrants who did not enter the United States or maintained their lawful non-immigrant status by continually remaining on a valid visa until after they were 26 years old, were never required to register. Also, immigrants born before 1960, who did not enter the United States or maintained their lawful non-immigrant status by continually remaining on a valid visa until after March 29, 1975, were never required to register

Registration Requirements for Males Under 26 Years of Age:

Male clients who enter the WIOA program at age 17 or younger and attain age 18 while participating in the program must be registered for Selective Service within 30 days of their 18th birthday (i.e., within 30 - 40 days before or 30 days after) to remain eligible for WIOA services. Funds expended on male clients not registered for Selective Service within 30 days of their 18th birthday will be considered disallowed costs. Any male youth client who attains age 18 while enrolled in WIOA and refuses to comply with Selective Service Registration requirements will be exited from the WIOA



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youth program. Youth would not be placed in follow up and there should be case notes in OSMIS that describe, in detail, the circumstances as to why services were not continued.

Documentation Requirements

Before enrolling in WIOA Title I funded services, individuals who were required to register for Selective Service must provide one of the following:

- 1) documentation of compliance with the Selective Service registration requirement; OR
- 2) documentation verifying that they were not required to register; OR
- 3) documentation establishing that their failure to register was not knowing and willful.

1) *Documentation of compliance with the selective service registration requirement must include one of the following:*

- Selective Service Acknowledgement letter
- Form DD-214 "Report of Separation"
- Screen printout of the Selective Service Verification on the Selective Service website. Males who have already registered can be verified using this website
- Selective Service Registration Card.
- Selective Service Verification Form 3A
- Stamped Post Office Receipt of Registration

2) *Documentation verifying that they were not required to register*

Individuals who do not believe they were required to register for the Selective Service and cannot provide any of the documentation listed above can obtain a Status Information Letter from Selective Service ("SIL") indicating whether he was required to register. The "Request for Status Information Letter" can be accessed at <http://www.sss.gov/PDFs/infoform.pdf> and the instructions can be accessed at <http://www.sss.gov/PDFs/instructions.pdf>.

To complete the SIL, the individual will need to describe, in detail, the circumstances preventing him from registering (e.g., hospitalization, institutionalization, incarceration, military service) and provide documentation of those circumstances. The documentation should be specific as to the dates of the circumstances. The SIL is good for life and the individual should be encouraged to keep their original letter in a safe place for future reference. If the Status Information Letter indicates an individual was not required to register for the Selective Service, then he is eligible to enroll in WIOA-funded services.

If the Status Information Letter indicates the individual was required to register and now cannot because he is 26 or older, he is presumed to be disqualified from participation in WIOA-funded activities and services until it can be determined his failure to register was not knowing and willful. All costs associated with WIOA-funded services provided to non-eligible individuals may be disallowed.

3) *Documentation establishing that their failure to register was not knowing and willful*

If an individual was required to register with Selective Service but failed to do so as determined by the Status Information Letter or their own acknowledgement, the individual may only receive



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services if they provide evidence to establish that the failure to register was not knowing and willful through a Participant Statement. DESC Career Center Managers are responsible for evaluating the evidence presented by the individual and determining whether the failure to register was a knowing and willful failure.

The individual should be encouraged to offer as much evidence and in as much detail as possible to support his case. Evidence may include an applicant's written explanation and supporting documentation of his circumstances at the time of the required registration and the reasons for failure to register. Examples of documentation that may help in making a determination in these cases include:

- Service in Armed Forces. Documentation verifying that a man served honorably in the U.S. Armed Forces such as the DD-214 form or his Honorable Discharge Certificate may be considered sufficient evidence that his failure to register was not willful or knowing.
- Third Party Affidavits. Affidavits from parents, teachers, employers, doctors, etc. concerning reasons for not registering are also acceptable documentation that may be helpful to service providers determining whether the failure to register was willful and knowing.

If it is determined that it was not a knowing and willful failure and the individual is otherwise eligible, services may be provided. All supporting documentation must be placed in the participant file to support the determination.

If it is determined that evidence shows that the individual's failure to register was knowing and willful, WIOA service must be denied. Individuals denied services must be advised of available WIOA grievance procedures. Service providers must keep documentation related to all evidence presented in determination related to Selective Service.

DEFINITIONS

1. **Status Information Letter:** A letter issued by the Selective Service System stating the facts regarding an individual's registration status with the Selective Service System. It states whether or not the individual is registered with Selective Service and whether or not the individual was required to register with Selective Service or if they were exempt from the registration requirement.

EFFECTIVE DATE(S)

This policy was effective: May 6, 2022 Last Reviewed: May 6, 2022

FREQUENCY OF REVIEW AND UPDATE

Biannually.



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SIGNATURE, TITLE AND DATE OF APPROVAL

This policy, Selective Service Registration Requirements Policy, was reviewed and authorized by the appropriate C-level staff or Board (listed below) before it was recommended for approval.

Recommended by: Madelyne Bernard-Diab, Chief Operating Officer

Date Recommended: May 6, 2022

Approved by:

Name: Terri Weems

Title: President

Date Approved: August 1, 2022

INTERNAL POLICY DOCUMENT

Subject: RAPID RESPONSE POLICY	Policy No: CA 2012-002
Federal or State Policy: • Workforce Innovation and Opportunity Act (WIOA) of 2014: • WIOA Final Rule, 20 CFR Part 603, 651, 652, et al; • WARN Act of 1998 WDA PI 12-23	Effective Date: December 14, 2016 Expiration: Continuing

SCOPE OR PURPOSE

To establish Detroit Employment Solutions Corporation's (DESC's) policy and procedures for the implementation of Rapid Response Services to help laid-off workers quickly transition to new employment. Rapid Response acts as both a provider of direct re-employment services and as a facilitator of additional services and resources. Rapid Response is a primary gateway to the workforce system for both dislocated workers and employers and is a component of a ***demand driven system***.

BACKGROUND

The WIOA holds States responsible for the provision of Rapid Response services. The Michigan Talent Investment Agency (TIA) maintains responsibility for ensuring compliance with federal and state requirements, as such, the TIA WIOA Section will remain the State's designated recipient of WARNs to fulfill its statutory requirements. However, it is the expectation that the TIA and MWA's, along with other key partners, will act in rapid response coordination during all layoffs in a particular region regardless of the size of the event.

POLICY

When rapid response services are required, DESC will work and coordinate with the TIA WIOA section to ensure that the implementation of program initiatives, support guidance, technical services and financial resources are provided to our local service delivery area.

DESC is taking a comprehensive approach to planning, identifying, and responding to layoffs, and preventing or minimizing their impacts whenever possible. To ensure high quality and maximum effectiveness, DESC with its One-Stop staff take appropriate steps to ensure that all rapid response stakeholders are included in each step of the rapid response process. A rapid response

process is most effective when the partners that administer and deliver services are guided by procedures that are clearly defined. As a result of the uniqueness of each event and the necessity of DESC to sustain established relationships, we recognize that flexibility is the key.

PROCEDURE

1. Notification of Lay Off Aversion WARN Assistance (Rapid Response):

If the **TIA WIOA staff** is in receipt of a WARN and/or receives a notice of a massive layoff or plant closing via the Unemployment Insurance Agency (UIA), Union Official, Company, the Michigan Economic Development Corporation, or employee TIA WIOA staff shall contact the designated DESC/DCC Rapid Response staff, making them aware of the notification and what information has been obtained thus far, including, but not limited to the following information:

- A. Company Name (including address and telephone number)
- B. Company Contact Name and Title
 - Description of the business, including the North American Industry Classification System (NAICS) code
- C. Type of dislocation (Mass Layoff or Plant Closure)
- D. Notification type (WARN, News Article, Letter, Phone Call, or Other)
- E. Number of impacted workers and total workers at the facility
 - Brief description of impacted employee skill sets and corresponding occupations that can be linked to a Standardized Occupational Classification code.
- F. Identification of potential days and times for a Rapid Response Meeting and/or Worker Orientation.

If **DESC** is in receipt of a WARN regarding a dislocation via Union Official, Company, the Local Economic Development Corporation, local newspaper, or employee; they shall contact the designated **TIA WIOA staff** and make them aware of the notification and what information has been obtained thus far, including, but not limited to, above items A through F.

2. **Upon exchange of the aforementioned information**, DESC Rapid Response staff and TIA Rapid Response staff will mutually decide who will take the lead in contacting the employer. The lead agency will be responsible for timely dissemination of information to the other partners and key stakeholders to ensure accurate and up-to-date information is available and communicated.
3. **DESC's One-Stop staff** will make initial contact with a company official obtaining the additional information about the dislocation event, as well as two preferable dates for a Rapid Response meeting and/or a Worker Orientation. Within 24 to 48 hours, DESC will contact the **TIA WIOA Rapid Response staff** and other key

A Michigan Works! Agency

stakeholders to confirm the Rapid Response Meeting date and to share information about the event. If employees are covered by a collective bargaining agreement, the local union officials will also be contacted by DESC's One-Stop staff regarding the labor unions' participation in the Rapid Response Meeting and/or Worker Orientation. The **TIA WIOA Rapid Response staff** will remain responsible for arranging UIA representation at the Rapid Response Meeting and Worker Orientation. If UIA staff are not physically able to participate, the TIA will try to make arrangements for their participation via a webinar, conference call or other technological means. If UIA staff is unable to participate, DESC's One-Stop staff should direct Rapid Response and Worker Orientation participants to UIA's website, including the online claim filing kit (UIA Form 1251) and the online service Claimant Web Account Manager.

4. **TIA as Lead Staff.** With the designated TIA Rapid Response staff as the lead contact, they will make initial contact with a company official, obtain additional information about the dislocation event, as well as two preferable dates for a Rapid Response meeting and/or a Worker Orientation. Within 24 to 48 hours, **TIA WIOA Rapid Response staff** will contact **DESC** and other key stakeholder to confirm the Rapid Response Meeting date and to share information about the event. If employees are covered by a collective bargaining agreement, the local union officials will also be contacted by TIA regarding the labor unions participation in the Rapid Response Meeting and/or Worker Orientation. TIA WIOA staff will contact UIA to arrange for representation at the Rapid Response Meeting and/or Worker Orientation as described in step number three above.

5. Rapid Response and Worker Orientation Meetings

Rapid Response Meeting

During a Rapid Response Meeting, if possible, priority should be placed on averting or lessening the impact of the layoff. DESC's One-Stop staff will provide information regarding services available to the company such as tax abatement and incentives, bonding programs, on-the-job training, TAA and incumbent worker training programs as applicable. DESC's One-Stop staff will ask key questions such as:

- What is the reason for closing or downsizing?
- Are there any specific resources that can be provided to prevent or lessen the closing or downsizing?
- What other departments or divisions within the business may be impacted by the closing or downsizing?
- What other companies may be impacted by the closing or the downsizing?
- Are layoffs occurring in other locations or states?
- When will the information be made public? - Confidentiality is key.
- When will impacted employees be notified?

In addition to the questions above, additional questions that may be asked as part of the Rapid Response Meeting are included in Attachment A, the WIOA Rapid Response Employer Survey.

The initial Rapid Response (Company and Union, if applicable, Leadership) Meeting shall include DESC's One-Stop staff and TIA WIOA Rapid Response staff and other local stakeholders as necessary, such as the UIA, United Way, the Department of Health and Human Service. The TIA WIOA Rapid Response staff will provide overall information from a state perspective, as well as gathering demographic information about the impacted workforce. DESC with its One-Stop staff will discuss employment services (including Michigan Talent Connect), dislocated worker services and other services available at the One Stop Service Center(s). DESC and its representatives will provide copies of labor market information, brochures, and additional literature specific to its services and programs.

UIA presentations at Rapid Response meetings will include information on filing for unemployment benefits, the MARVIN on-line system, eligibility requirements, and training waivers. The UIA representative will provide appropriate fact sheets and unemployment benefit booklets.

Industry-sector research data will be gathered from the State of Michigan's website, based on the needs of a dislocated worker and its associated employers. This data can be in the form of charts, reports, or brochures, produced by the State. Additional research as appropriate can be facilitated according to stakeholder's needs and/or interests.

Worker Orientation Meeting

At the conclusion of a Rapid Response meeting and upon agreement by the company, a Worker Orientation meeting(s) will be scheduled to provide information on the available services for impacted employees. DESC's One-Stop staff will have responsibility for the following activities:

- Confirming the date(s) and time(s) of the Worker Orientation meeting(s);
- Arranging for the participation of partners from the local One Stop Service Centers and other community agencies to present information; and
- Providing informational materials on available services at the One Stop Service Centers;
- If the company does not agree to an on-site Worker Orientation meeting(s), DESC's One Stop staff should attempt to arrange for an alternative date and location to meet with the impacted workers as a group or individually as

necessary and/or provide informational packets that can be distributed to the impacted workers.

If the parties agree to schedule a Worker Orientation meeting(s) at a later date, DECS's One-Stop staff will serve as the contact for the parties involved and organize the meeting(s) as specified above. The TIA WIOA staff will transmit the request to UIA with the meeting date, time, and location. Upon receipt of confirmation that a UIA representative will attend, the TIA WIOA staff will notify DESC and its One-Stop staff. When a UIA cannot support a worker orientation with a speaker, either in person, via a webinar, or conference call, DESC's One-Stop staff should direct impacted workers to the UIA's website, including the online claim filing kit (UIA Form 1251) and the online service Claimant Web Account Manager. DESC/DCC staff should not answer UI related questions; rather those are to be referred to the UIA Employee Hotline at (800) 500-0017 or the Claimant Web Account Manager on-line services page at www.michigan.gov/uia.

In addition, the MWA Rapid Response staff will distribute the Dislocated Workers Survey to impacted workers as detailed in the Dislocated Worker Survey Policy Issuance.

DESC's One-Stop staff will organize **Job Fairs and Community Assistance** events in response to layoffs in declining sectors, mass layoffs, or high unemployment. The Rapid Response staff will include soliciting employer and agency participation in the event, as well as continued communication with the employer and or event stakeholders. DESC/DCC will hold these events as needed and accommodations will be honored according to the needs of the stakeholders.

6. Non-WARN Events and Lack of Notification:

If DESC/DCC and TIA staff mutually agree that Rapid Response staff participation is necessary for meetings involving non-Warn events, Rapid Response and Worker Orientation meetings may be held in situations involving fewer than 50 employees at the discretion of DESC and the employer. In cases where DESC learns that a business has closed and no prior notification was given, a "Non-WARN Data Sheet" (Attachment B) should be completed to the extent possible and submitted to the following TIA staff person:

Ms. Teresa Keyton, Talent Investment Agency, State of Michigan
Victor Office Center
201 North Washington Square, 5th Floor
Lansing, Michigan 48913
Phone Number: 517-373-7794
KeytonT@michigan.gov

The information from the Data Sheets, along with survey data will be used to:

- Keep the Governor fully informed of dislocation events and their potential impact on the local communities;
- Respond to Legislative and other inquiries;
- Enable TIA to make informed budgetary decisions with respect to allocation of State Adjustment Grants (SAG's) and WIOA discretionary funding; and
- Comply with federal reporting requirements to include the maintenance of layoff information in the TIA WARN database.

7. Additional Rapid Response Activities and Services:

- A. **Joint Adjustment Committees (JACs):** By mutual consent of the company and union (if applicable) in situations where at least 50 workers are being laid off and there is at least 60 days subsequent to the Rapid Response meeting before layoffs are completed, DESC will establish and organize a Joint Adjustment Committee (JAC) with support from the TIA.

DESC's JAC will consist of an ad hoc group of workers and managers who organize to provide adjustment services on behalf of the employees who are about to lose their jobs due to a plant closure or a mass layoff. The purpose of DESC's JAC will be to help displaced workers make a successful transition to a satisfactory job or training in the shortest possible time keeping while keeping compliance with the Talent Investment Agency (Bureau of Workforce Programs) Policy Issuance 06-12, "Establishment of Labor Management Committees also known as Joint Adjustment Committees (JACs) at Sites of Facility Closures and Mass Layoffs," issued September 26, 2006.

DESC will request designated funding from the TIA to support a neutral chair, if desired by the labor/management committee. In the event of an established JAC, DESC will follow the guidelines set forth by the Michigan Talent Investment Agency in Policy Issuance 06-12 or other related PIs.

- B. **State Adjustment Grants (SAGs):** DESC may request additional funding for single or multiple dislocation events via a SAG, following the application process outlined in Talent Investment Agency's Policy Issuance 12-32, "Rapid Response State Adjustment Grant (SAG) Application Instructions," issued March 26, 2013. The process will include submitting applications and supporting documents (obligation and wait list reports) and negotiations with the TIA to finalize an award. DESC's SAGs process will follow the specific terms and conditions, including demonstrating that the SAG aligns with MICA and an obligation to spend all or part of the SAG by the end

of the Program Year in which it was granted (or other time period as determined by the Talent Investment Agency).

Layoff Aversion: DESC will use Layoff Aversion as part of the Rapid Response system. The process will include an assessment of the potential for averting layoffs in consultation with State or local economic development agencies, including private sector economic development entities and other key partner, up to a year in advance of an actual or potential dislocation event. Incumbent Worker Training (IWT) will also be a part of this strategy and the additional steps outlined in the Talent Investment Agency's PI 12-02 to determine whether the IWT is averting a layoff and whether the training is appropriate. Special attention and reference will be given to the timeframes and activities charted in the USDOL TEN 9-12.

DESC will demonstrate that employers are "at risk" of downsizing or closing, or workers are "at risk" of dislocation prior to providing IWT. DESC will use the "at-risk" criteria set forth by the TIA's PI 12-02.

C. **National Dislocated Worker Grants (NDWs):** DESC will use National Dislocated Worker Grants (NDWs) as another form of assistance provided through the Rapid Response System. NDWs is a discretionary grant awarded by the U.S. Secretary of Labor to provide employment-related services for dislocated workers in specific circumstances. In the event of a natural disaster, DESC will work with the Talent Investment Agency to determine if a National Dislocated Worker Grant is the appropriate action to secure additional funding to service affected workers and to develop the application and project design for a NDW, in response to a specific dislocation event. This process will include coordinated Federal Emergency Management Agency (FEMA) services in partnerships with the Michigan State Police, Emergency Management and Homeland Security Division, Federal FEMA agencies, the U.S. Small Business Administration, and related Detroit agencies.

D. **Trade Adjustment Assistance (TAA):** DESC will work with the TIA to provide TAA information and resources to the affected company and employees, and if applicable, union officials. DESC will co-enroll eligible Trade Adjustment Assistance customers into the WIOA Dislocated Worker programs. DESC will provide a full range of reemployment services, including mandated services, to eligible workers. In coordination with the DESC's Rapid Response process, TAA services will following the policy and procedures established in the TIA's TAA Comprehensive Manual found at http://www.michigan.gov/documents/wda/TAA_Comprehensive_Manual_547102_7.pdf.

DESC's contact person for JACs, SAGs, NDWs, and TAA is as follows:

Madelyne Bernard-Diab
Director, Career Center System
mbernard@detempsol.org
Phone: 313.788.7128

8. Monitoring

DESC's Rapid Response activities will be monitored to ensure that the highest quality of outreach and resource information is provided to customers. Survey data and technical assistance will be provided to ensure continuous quality management services.

State Form Attachments A and B are included in the TIA's Rapid Response PI: 12-23 which can be found at http://www.michigan.gov/documents/wda/12-23_Rapid-Response-Process_456842_7.pdf.



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Policy No. PROG-029 ITA & Other Training 01.01 (2022)

Name: ITA & Other Training Guidance for provision of training services to customers through Individual Training Accounts (ITAs) and other contracted training	Policy Category: Program
Related Federal or State Policy: WIOA Section 134 (c) (G); WIOA Section 129 (c) (2) (D); 20 CFR 680.200 through .230, CFR 680.300 through .350 680.420, 680.550; 20 CFR 681.550; Official WIOA Manual; Training and Employment Guidance Letter (TEGL) WIOA No. 19-16	Effective Date: July 2022 Reviewed Date: July 2022
Subject: ITA and Other Contracted Training	Unit Responsible for Review: Strategic Operations
Procedures: N/A	Related DESC Policies: Priority of Service and Self-Sufficiency Definition; Supplemental Eligible Training Provider List (ETPL) & Contract Training Policy, Work Based Learning Policy, Grievance and Complaint Policy and Procedure (Non-Discrimination); Discrimination Policy and Complaint Procedure

SCOPE

The purpose of this policy is to establish guidelines for the provision of Individual Training Accounts (ITAs) and other contracted training to Michigan Works! One-Stop Service Centers customers. The Michigan Works! One-Stop Service Centers are branded locally as Detroit at Work Career Centers and braid together a variety of funding streams to provide career and training services. These funding streams include the following: Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, or Youth, PATH (Partnership. Accountability. Training. Hope), Food Assistance Employment and Training (FAE&T), Trade Adjustment Assistance (TAA), and other state, local and philanthropic sources.

This policy outlines the process by which the Career Centers screen for suitability for training and assist WIOA, PATH, FAE&T, TAA and other Career Center customers in exploring career and training opportunities. This approach promotes a high quality experience. PATH and FAE&T customers will have access to the same DESC-selected training programs that are available to WIOA customers. TAA customers are required to have access to a different set of training programs. This policy does not outline the eligibility criteria and participation requirements for



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TAA, PATH and FAE&T participants seeking occupational skills training. Please refer to the State of Michigan's applicable program manuals and policy issuances for that information.

BACKGROUND

Under WIOA, training services are available to qualified employed and unemployed adults and dislocated workers. The selection of training services should be conducted in a manner that maximizes customer choice, is linked to in-demand occupations, is informed by the performance of relevant training providers, and is coordinated to the extent possible with other sources of assistance, including Pell Grants (WIOA sec. 134(c)(3)). Various WIOA rules are referenced throughout this policy to document DESC's alignment with US Department of Labor and State of Michigan Labor and Economic Opportunity – Workforce Development (LEO-WD) agency. DESC uses WIOA guidelines to provide a basic framework for the selection and provision of training services for all of its Career Center programs unless otherwise noted, in order to create a streamlined and integrated system for customers and service providers. WIOA training services are governed by sections 20 CFR 680.200 through .230 and 20 CFR 680.300 through .350 of the WIOA Final Rule.

POLICY

The Mayor's Workforce Development Board and DESC have determined that funding occupational skills training through a combination of Individual Training Accounts (ITAs) and contracts is the most suitable strategy for building the skills of customers while meeting the talent needs of employers.

According to WIOA, ITAs are the primary method to be used for procuring training services. An ITA is a payment agreement established on behalf of a participant with a training provider (20 CFR 680.300.) WIOA also allows for the provision of a training contracts instead of an ITA, provided that the MWDB and DESC have fulfilled the customer choice requirements (20 CFR 680.340) and meet one of five exceptions (section 134(c)(3)(G)(ii) of WIOA). In Detroit, the MWDB and DESC have determined that the following allowable exception applies:

- *To use a training services program of **demonstrated effectiveness** offered in a local area by a community-based organization or other private organization to serve **individuals with barriers to employment** (emphasis added).*

DESC selects providers for both the supplemental Eligible Training Provider List (ETPL) and training contracts through a competitive procurement process that requires training providers to document that they meet a variety of criteria, including their past success in serving individuals with barriers to employment. A separate DESC policy, [the Supplemental Eligible Training Provider List \(ETPL\) & Contract Training Policy](#), outlines the criteria used to determine a school's initial and



continued eligibility for the ETPL.

DESC provides customers with access to training opportunities in high-demand, high-growth sectors, through a combination of ITAs through its supplemental ETPL and contracts for training services. DESC's current high-demand, high-growth sectors are referenced in the Four-Year Plan.

1. Types of Training Opportunities

DESC is committed to expanding the number and type of effective training opportunities available to customers. DESC recognizes that training efforts must be driven by employer demand and local economic trends. While occupational training leading to an industry-recognized credential will continue to be an important component of the training strategy of the MWDB and DESC, we will also develop and fund programs that may not result in a formal credential including: customized training, short-term occupational skills training, adult education and literacy (foundational skills) training, On the Job Training (OJT) and work experience opportunities. Please see DESC's Work Based Learning Policy for information on requirements and guidelines for the development of those opportunities.

Programs on the supplemental ETPL will always result in an industry-recognized credential, as required by WIOA. DESC will support those types of programs and others through contracts with training providers. Detroit at Work Career Center staff will educate customers on all types of opportunities and will help the customer select the program that is most aligned with their interests, aptitude and eligibility. DESC will provide the Career Centers with guidance on how to record the various training activities in OSMIS and DESC's local data system, LaunchPad.

2. Customer Choice

Detroit at Work Career Centers will provide all training services in a manner that maximizes informed customer choice. At a minimum the customer will have the following services and/or documents made available:

- Access to DESC's supplemental ETPL and list of other Contracted Training Services providers;
- Access to training program descriptions for the purpose of research and comparison of training programs. Training program descriptions will include training program information such as requirements for entry, completion rates, placement rates, average wages, duration of program, credentials to be received and other pertinent training-related information; and
- Access to the Career Center resource room including computer and telephone to conduct research of DESC's approved training programs.



The Detroit at Work Career Centers will also provide customers with information on training programs that may be covered by federal financial aid and/or other non-DESC funding sources, in order to comply with WIOA requirements and further promote customer choice and satisfaction with services. DESC will assist in establishing relationships with local educational institutions that offer programs eligible for federal financial aid as well as other training providers that may receive private or public funds for programs. The Detroit at Work Career Centers will be responsible for assisting customers in accessing resources that help them navigate the application process for federal financial aid. These resources may include facilitation of workshops and/or guest speakers from local educational institutions and other organizations. The Detroit at Work Career Centers may provide career and job placement services to customers that pursue training programs outside of those approved and designated by DESC.

3. Eligibility Requirements

In order to qualify and participate in training programs covered through DESC funds, customers must meet WIOA, PATH, FAE&T and/or other funding source eligibility requirements.

WIOA Requirements. Under WIOA, Detroit at Work Career Center staff may determine training services are appropriate, regardless of whether the individual has received basic or individualized career services first, and there is no sequence of service requirement (TEGL 19-16). For training services using WIOA Adult or Dislocated Worker funding, a Michigan Works! One-Stop Service Center staff person must determine that the individual meets all of the following requirements:

- Is unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher wages than wages from previous employment through career services. This must be documented through labor market research on available job openings and wage growth and/or the customer's previous job search efforts;
- Is in need of training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment. This must be documented through labor market research on available job openings and wage growth;
- Has the skills and qualifications to participate successfully in training services. This must be documented through the participant's resume, case notes, interview/discussion, a CASAS assessment (if applicable), and/or an interest assessment to ensure the participant can meet the objectives of the training program;
- Is unable to obtain grant assistance from other sources to pay the cost of such training, including such sources as state-funded training funds, TAA, and Federal Pell Grants established under title IV of the Higher Education Act of 1965, or required WIOA



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assistance in addition to other sources of grant assistance. This can be documented by including the FAFSA approval or denial letter and case notes explaining why the customer is not eligible for FAFSA or any other grant assistance sources.

Is determined eligible in accordance with DESC's local priority groups in effect for adults. (See DESC's Priority of Service Policy for additional information.)

- Selected a program of training services that is directly linked to employment opportunities in DESC's high-demand, high-growth industry sectors.

PATH, FAE&T and TAA Requirements. See State of Michigan applicable program manuals and policy issuances.

Other Requirements. In addition to meeting program and funding specific eligibility requirements, customers must meet all of the following criteria (even when WIOA funds are not used):

- Be determined by the Detroit at Work Career Centers to be unable to obtain employment leading to self-sufficiency through career services.
- Has the skills and qualifications necessary to successfully participate in the selected training program, including the minimum math and/or reading grade equivalent required for the identified training program. The minimum math and/or reading grade equivalent can be determined through CASAS testing. If a customer has completed a CASAS or TABE test within 12 months of the anticipated class start date, those scores can be used and the customer does not have to retest. If a customer has 60 college credits or more (this is about equivalent to an Associate's Degree or higher), they do not need to take the CASAS test and are assumed to have the math and reading scores necessary to enroll in any DESC training program. An exception being the Foundational Skills training programs, all customers interested in these programs must take a CASAS test, regardless of the number of college credits they have.
- Demonstrate they are unable to obtain grant assistance from other sources to pay the cost of such training, including such sources as state-funded training funds, TAA, and Federal Pell Grants established under title IV of the Higher Education Act of 1965, or required WIOA assistance in addition to other sources of grant assistance. This can be documented by including the FAFSA approval or denial letter and through case notes explaining why the customer is not eligible.
- Meet any additional requirements defined by the training provider and/or employer including placement/entrance exams, drug screens, background checks, licenses, prerequisite courses and other requirements.



DESC may approve exceptions to these eligibility requirements, provided the exception is documented and is accompanied by a written justification and approved by the training provider and/or employer.

4. Approval of Training

Designated Detroit at Work Career Center staff will determine the customer's initial eligibility for training and ensure that all supporting documentation has been received, documented and filed. Center staff will submit eligible customers to authorized DESC staff for final review, final assignment of funding source, and approval of the training request prior to the customer beginning any training program.

DESC will only approve funding for training programs on its supplemental ETPL and list of other contracted training programs. DESC will directly provide approved training providers with required documents for invoicing and will directly pay training providers on behalf of the approved participant.

DESC will only approve training participants if all the below criteria are met:

- A. OSMIS Pre-registration.** Center staff will create a pre-registration for WIOA in OSMIS before submitting eligible customers to DESC staff for final review and approval of training.
- B. Demand Occupation.** Participants will be trained in high-demand, high-growth occupations or sectors as outlined in this policy.
- C. Eligibility Requirements.** Customer has met all required program, funding and training provider eligibility requirements as described in the "Eligibility" section of this policy.
- D. Customer Agreement.** Customer has read and signed the DESC customer training agreement. The customer training agreement outlines the general terms of the agreement and the policy for registration, attendance and cancellation.
- E. Training Research.** Customer must complete comprehensive research and planning for training. The research and plan is designed to assist customer with making an informed choice regarding a training program of interest by comparing other training program(s), which need not be limited to those funded directly by DESC.
- F. Fit for Training.** Customer has demonstrated they would be a good fit for this training occupation or sector. This can be documented through an interest assessment and/or a conversation of their interests, skills, and aptitude as documented in case notes.



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G. Prior Training. If the customer has previously and successfully completed a training program, the individual may be eligible to obtain support for an additional DESC-funded training program if resources are available and the customer meets all of the following requirements:

1. They completed the previous DESC-funded training program within the last twelve (12) months, are unable to find related employment and the training provider has a training-related placement rate below fifty (50) percent; and without additional training, the customer is unable to obtain employment leading to self-sufficiency, or is not making a self-sufficient wage. This must be documented through previous job search efforts in the occupation they received training for -- including at least three (3) job applications or declined job offers; and/or labor market information which shows a decline in the industry since they completed the previous DESC-funded training program OR
2. They completed the previous DESC-funded training program prior to the last twelve (12) months and the Detroit at Work Career Center determines the customer has exhausted all training-related employment options and is in need of training that is better aligned to their interests and/or aptitude; and without additional training, the customer is unable to obtain employment leading to self-sufficiency, or is not making a self-sufficient wage. This should be documented through previous job search efforts in the occupation they received training for -- including at least three (3) job applications or declined job offers; and/or labor market information which shows a decline in the industry since they completed the previous DESC-funded training program AND
3. The customer meets program and funding specific eligibility requirements, described above.

**The customer must meet #1 & #3 or #2 & #3, listed above.

DESC will not approve a second training program if the customer withdrew from or failed to complete the initial training program, unless the customer previously requested and was granted additional time to complete the training program due to life circumstances. The Detroit at Work Career Center must have this extension documented. If funds are limited, DESC reserves the right to prioritize funds for customers receiving assistance with training for the first time.



The time limit for a customer to enroll into an approved training program is within thirty (30) days of their initial approval notice.

5. Limitations

The US Department of Labor does not identify training services, including Individual Training Accounts, as an entitlement program. Customers must meet eligibility and suitability criteria.

Training funds including ITAs are subject to limitations and may not be used for any of the following:

- Payment of late fees, fines or penalties cause by customer error or that predate the customer's approval of a training program. In exceptional cases, DESC may approve these expenses if the customer demonstrates good cause and DESC has flexible funds that are allowed to be used for these costs;
- Cost of an associate's or bachelor's degree unless:
 - o The program of study is approved by DESC; and
 - o The customer has no more than two (2) semesters left to complete the training program; and
 - o The customer is making satisfactory progress as determined by the institution; and
 - o The customer can provide a transcript and signed plan of study from the institution documenting the customer will complete the degree requirements; and-
 - o The customer does not owe on any previous balances for tuition, fees, fines or penalties; and
 - o The customer will complete the degree requirements within two semesters

Training funds including ITAs are limited to six-thousand dollars (\$6,000.00) per 12-month period. This limit may be exceeded if the participant is co-enrolled into another program where additional grant funds can be leveraged or if the participant is enrolled into PATH. DESC will determine if the limit can be exceeded in negotiating price per person with training providers.

DESC will only approve training programs that can be completed within twelve (12) months and expects that the majority of approved training programs will be able to be completed in less than six (6) months. If a customer needs additional time to complete an approved training program, the customer must contact the authorized DESC staff to submit a written request for a training extension and must include the reason for the request and support from the training provider.



Requests for extensions are subject to approval and may be granted no later than 90 days from the initial authorized and approved end date.

6. Training Modifications

The Detroit at Work Career Center may modify the customer's training plan to ensure they meet educational goals and obtain training-related employment. The Detroit at Work Career Center may modify the training plan and assist the customer in finding another training program if any of the circumstances below exists:

- The training provider and/or training program has been removed from the MiTC; and/or
- The training provider imposes extraordinary and previously undefined program expenses such as the cost of tools, supplies, tuition, books or any other training-related cost determined required for the completion of the training program; and/or
- The training provider is unable to comply with the terms and conditions outlined in the Master Training Agreement or contract.

The Detroit at Work Career Center may not modify the customer's training plan without good cause. See "Satisfactory Progress" for acceptable good causes.

7. Satisfactory Progress

Customers enrolled in an approved training program must demonstrate satisfactory progress in the training program as defined by the training provider. Satisfactory progress is demonstrated by participants completing the approved training program by the anticipated training program end date. In some circumstances, with DESC approval, participants may be granted an additional forty-five (45) calendar days to complete the training program. Participants failing to complete the program by the anticipated end date or by the 45-day extension will be considered incomplete and may not be eligible to resume the training program at another date and may not be eligible to obtain future training approval without a documented reason which is accepted by DESC.

In some instances, a customer may experience a good cause factor that prevents them from making satisfactory progress. Good cause factors may include, but are not limited to:

- Illness, injury or disability of the customer or a member of the customer's immediate family;
- Severe weather conditions or natural disaster precluding safe travel;
- Destruction of the training provider's records or property due to a natural disaster or other catastrophe not caused by the customer;



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- Acting on misguided or incorrect advice received from an authority, such as the training provider, instructor or career coach;
- Training is delayed or cancelled; or
- Obtaining and accepting training-related employment prior to completion of training.

The Detroit at Work Career Center must document any and all of these good cause factors in the customer's file. In these cases, the Detroit at Work Career Center and DESC may grant these customers an extension to complete the program or they may deem them eligible for and approve a second training program.

8. Denial of Training

If the Detroit at Work Career Center and/or DESC determines the customer is not eligible for training during the approval review, the Detroit at Work Career Center will offer the customer the opportunity to participate in other basic or individualized career services.

DESC will not approve training unless there is a Master Training Agreement or other contract in place, and the vendor appears on the DESC approved list of programs via the supplemental ETPL or other contracted training services list.

If a customer is interested in a program that is not currently approved by DESC, the Detroit at Work Career Center should inform the customer that:

- The program is not currently eligible for DESC funds.
- The customer will be responsible for all costs of the program if they decide to enroll into the program without authorization and prior approval, even if the program is on the state's ETPL.

The Detroit at Work Career Center should inform DESC of the customer's desired training program so that DESC may invite the training provider to submit the program for consideration through DESC's Funding Opportunity Announcement for Sector Partnerships.

9. File Documentation

Justification and documentation for all requested training must be in the participant's physical file, DESC's data information system, LaunchPad, and documented (including case notes) in OSMIS (if applicable). The following items must be documented:

- Assessment results supporting the minimum requirements have been met for the selected program of study. Assessments should support the need for training including a determination by a career coach that the selected training is the best option to lead to self-



sufficiency;

- Completed IEP/ISS documenting the selected program of study
- Documentation of eligibility requirements, listed above in Section 3.
- Eligibility for grant funding; such as documentation of FAFSA application and award status
- Most recent CASAS scores, if applicable
- Case note and/or comments in LaunchPad, the DESC data management system and, if applicable, OSMIS; and
- Job Seeker Training Agreements
- Comprehensive Plan for Training and Education
- Documentation of the participant's progress and/or grades.
- Certificate of Completion of Training Program
- Credentials obtained from training, if applicable
- Timesheets/logs, if required

10. Ongoing Customer Support

The Detroit at Work Career Center must engage with the customer no less than once a month through the lifetime of the training plan, to monitor attendance and ensure that the customer is successfully participating. The Detroit at Work Career Center should also address any barriers to success that may arise and must document these contacts in the case file, DESC's local database, LaunchPad and OSMIS, if applicable.

The Detroit at Work Career Center must obtain and include documentation of the credential earned, job placement, job retention, wage, occupation, and other pertinent information in the physical file, DESC's data management system, LaunchPad, and OSMIS (if applicable) in at least, each of the four (4) quarters following the exit quarter.

11. Grievance and Appeals

If training request is denied, the customer may request a review by DESC. If DESC upholds the decision of the service provider, the customer has the right to appeal the decision and file a grievance in accordance with the published policies (DESC's Grievance and Complaint Policy



and Procedure (Non-Discrimination) and DESC's Discrimination Policy and Complaint Procedure)

DEFINITIONS

Occupational Training, with Industry Recognized Credential: Classroom training that results in industry-recognized and portable credential and equips participants with technical skills needed for specific jobs. These training programs will be on DESC's Supplemental ETPL (Eligible Training Provider List).

Occupational Training, Short-Term: Shorter-term classroom training (less than 4 weeks) that builds technical and/or foundational skills and increases a participant's chance of obtaining and retaining employment. This training does not necessarily result in a credential.

Customized Training: Customized Training is industry and occupation specific skills training delivered through a curriculum designed collaboratively by a training provider, an identified employer(s) and other partners. Customized Training is intended to provide customers with specific skill sets identified as necessary for an industry, occupation or particular position within a company.

Adult Education and Literacy /Foundational Skills Training: Contextualized integrated education and training programs; Career pathway on-ramp programs (also known as foundational skills bridge programs); Employment-based programs; and/or accelerated high school diploma and equivalency programs. See 2018 "Detroit Adult Foundational Skill Development" report for more detail.¹

Work Experience: Work experience is a planned, structured learning experience that takes place in a work environment for a limited period of time. Work experience may be paid or unpaid, as appropriate. A work experience may take place in the private for-profit sector, the non-profit sector, or the public sector and is designed to help customers build relevant work experience and skills. Fair labor standards apply in any work experience where an employee/employer relationship exists, as defined by the Fair Labor Standards Act or applicable state and local law.

¹ Corporation for a Skilled Workforce, http://skilledwork.org/wp-content/uploads/2018/07/Detroit-Adult-Found-Skill-Development-6_18_18-1.pdf



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SIGNATURE, TITLE AND DATE OF APPROVAL

This policy, [Click or tap here to enter text.](#), was reviewed and authorized by the appropriate C-level staff or Board (listed below) before it was recommended for approval.

Recommended by: [Click or tap here to enter text.](#)

Date Recommended: [Click or tap here to enter text.](#)

Approved by:

Name: Terri Weems

Title: President

Date Approved: July 26, 2022



INTERNAL POLICY DOCUMENT

Policy No. PROG-012_Priority of Service & Self-Sufficiency Definition for WIOA Adult_01.01 (2022)	
Name: Priority of Service & Self-Sufficiency Definition for WIOA Adult	Policy Category: Program
Related Federal or State Policy: Section 134(c)(3)(E) of WIOA; TEGL 19-16, 20 CFR 680.600; 20 CFR 680.650; TEGL 7-20, TEGL 10-09	Effective Date: May 2022 Reviewed Date: May 2022
Subject: Priority of Service & Self-Sufficiency Definition for WIOA Adult	Unit Responsible for Review: Strategic Operations
Procedures: N/A	Related DESC Policies: N/A

SCOPE

The purpose of this policy is two-fold: 1) establish a policy and practice for prioritizing federally and locally identified populations for the receipt of Workforce Innovation and Opportunity Act (WIOA) Adult individualized career and training services; and 2) establish Detroit's self-sufficiency definition.

BACKGROUND

Section 134(c)(3)(E) of WIOA establishes a priority requirement with respect to funds allocated to a local area for adult employment and training activities. Under this section, American Job Center staff when using WIOA Adult funds to provide individualized career services, as described in Section 4 of TEGL 19-16, training services, or both, as described in Section 7 of TEGL 19-16, must give priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient. Under WIOA, priority must be implemented regardless of the amount of funds available to provide services in the local area.

The Local WDB and the Governor may establish a process that also gives priority to other individuals eligible to receive such services, provided that it is consistent with priority of service for veterans (see 20 CFR 680.650) and the priority provisions of WIOA sec. 134(c)(3)(E) and §680.600. There are no restrictions to providing basic career services; they may be provided to any eligible adult.

Veterans and eligible spouses continue to receive priority of service for all US Department of Labor funded job training programs, which include WIOA programs. However, as described in TEGL 10-09, when programs are statutorily required to provide priority for a particular group of individuals, such as the WIOA priority for Adult funds described above, priority must be provided in the order



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described below. A veteran must meet each program's eligibility criteria to receive services under the respective employment and training program.

POLICY

Given the Mayor's Workforce Development Board and DESC are responsible for meeting the needs of Detroit job seekers and its WIOA allocations are partially based on the unemployment rate in Detroit, DESC is keenly focused on outreaching to Detroit residents to provide them with career, training and employment services. The MWDB and DESC aims to support local economic growth and vitality by equipping job seekers with the skills they need to be productive workers and sustain themselves and their families. DESC's One-Stop Service Centers are also committed to providing basic career services to all job seekers regardless of where they reside. In some instances, non-residents may also be provided with individualized career and training services.

When working with WIOA eligible individuals¹, staff of the Michigan Works! One-Stop Service Centers (branded locally as Detroit at Work Career Centers) must give priority for receipt of WIOA individualized career and training services to participants in the following order:

- First, to veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient;
- Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are recipients of public assistance, other low-income individuals, and/or individuals who are basic skills deficient;
- Third, to veterans and eligible spouses who are not included in WIOA's priority groups;
- Fourth, to City of Detroit residents who are most likely to struggle to achieve self-sufficiency. According to a recent analysis of American Community Survey data and criminal justice data for Detroit, the WIOA statutory priority populations and the following adult groups are most likely to experience poverty and/or unemployment:
 - o Individuals with a criminal background
 - o Disengaged workers
 - o Single parents
 - o Members of two-parent household with young children
 - o Individuals with a disability
- Fifth, to other City of Detroit residents who are below DESC's self-sufficiency standard.
- Sixth, to all other City of Detroit residents
- Seventh, to other eligible individuals that are not in the priority groups above.



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At all times, regardless of available resources, the Detroit Michigan Works! One-Stop Service Centers will give customers within the priority populations stated above first consideration for receipt of individualized career and training services at the time of program enrollment over a person who does not fall into any of the previously listed priority groups. If the services or resources are limited or at capacity, Detroit Michigan Works! One-Stop Service Centers staff will enroll and serve priority populations in the order listed above.

At least 50.1 percent of a subrecipient's participants receiving individualized career and training services in the WIOA Adult program must be a recipient of public assistance, low-income, or an individual who is basic skills deficient.

DESC and its contractors will take the following steps to proactively prioritize services for the priority populations:

- Actively recruit these populations through a variety of targeted outreach and marketing methods; and
- Ensure that the vast majority of individualized career and training services are provided to priority populations. DESC and its partners will achieve this by identifying whether the job seeker meets priority criteria during intake for individualized services and categorizing job seekers by group. DESC will add eligible individuals outside of the priority populations to a waiting list to receive individualized/training services and will also provide them with information regarding the Michigan Works! Agency assigned to serving their community. DESC will only consider non-priority individuals for enrollment when there is insufficient demand for services from priority individuals. DESC will determine when there is insufficient demand on a minimum quarterly basis. If there is available capacity, DESC or its contractors will contact individuals on the non-priority waitlist to initiate the enrollment process.
- Individuals who fall into a priority group will be considered for WIOA and other individualized programs. They will be enrolled in an individualized program if there is an added benefit to the participant and if permitted by the funding source.

Individuals who are not in a priority of service category but are actively enrolled in a career or training service will be allowed to complete the activity. It is not expected that non-priority service participants must give up their place to an individual who is in a priority of service category and may be just starting a career and/or training service.

DEFINITIONS



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DESC defines the following terms as follows:

1. **Self-Sufficiency** - DESC utilizes \$50,000 for self-sufficiency income. DESC considers an individual to be below the self-sufficiency standard if they have an income of \$50,000 or less, regardless of family size.
2. **Veteran**- an individual who has served at least one day in the active military, naval, or air service, and who was discharged or released from service under any condition other than a condition classified as dishonorable. This definition includes Reserve units and National Guard units activated for Federal Service. For further clarification refer to WIOA Section 3(63)(A) and 38 U.S. Code 101.
3. **Spouse of Veteran**- a spouse of a veteran: who died of a service connected disability; who has a total disability resulting from a service connected disability; who died while a disability so evaluated was in existence; or, any member of the armed forces serving on active duty who, at the time of application for assistance, has been listed for a total of ninety (90) or more days as either missing in action, captured in the line of duty by a hostile force or forcibly detained or interned in the line of duty by a foreign government or power.
4. **Basic Skills Deficient**- WIOA defines Basic Skills Deficient as an individual:
 - a) Who is a youth that has English reading, writing, or computing skills at or below the 8th (8.9) grade level on a generally accepted standardized test; OR
 - b) Who is a youth or adult that is unable to compute or solve problems, or read, write, speak English, at the level necessary to function on the job, in the individual's family, or in society. DESC defines an individual who is unable to compute or solve problems, or read, write or speak English at the level necessary to function on the job, in the individual's family, or in society as an individual who meets one or more of the following:
 - An individual that has English reading, writing, or computing skills at or below the 8th grade (8.9 or lower) level
 - An individual who does not have a high school diploma, General Education Development (GED) certificate or a High School Equivalency Diploma (HSED)
 - An individual who cannot follow basic written instructions and diagrams with little to no help
 - An individual who cannot fill out basic medical forms and job applications
 - An individual who, without the aid of a calculator, cannot add, subtract, multiply, and divide with whole numbers up to 3 digits
 - An individual who cannot do basic tasks on a computer
 - An individual who has a social, mental or physical impairment as documented by a physician or other qualified service provider



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- English is the individual's second language
- An individual enrolled in remedial courses in post-secondary education
- An individual who lacks the short-term pre-vocational skills (i.e. the learning skills, communication skills, or computer literacy skills) an individual needs to prepare for unsubsidized employment or training, as documented by and in his/her comprehensive assessment, or
- **On-the-Job-Training ONLY:** if an individual possesses 50% or less of the skills required to do the job as indicated by the training outline.

Basic skills deficiency will be determined using an objective, valid and reliable assessment for participants interested in WIOA training services, this will be measured through a CASAS assessment and individuals who score at or below an 8th grade level (8.9 or lower) will be considered basic skills deficient. For participants interested in WIOA career services, this will be determined through a CASAS assessment or documentation of another criteria above.

Participants who completed the CASAS or TABE assessment one year ago or less do not have to retest, contractors can accept the scores from their previous test to determine basic skills deficiency.

5. **Public Assistance-** Federal, State, or local government cash payments for which eligibility is determined by a needs or income test.

6. **Low Income-** An individual who meets any one of the following criteria satisfies the low-income standard for priority for WIOA adult individualized career services and training services Receives, or in the past six months has received, or is a member of a family that is receiving or in the past six months has received, assistance through the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), or the Supplemental Security Income (SSI) program or state or local income based public assistance; Receives an income or is a member of a family receiving an income that, in relation to family size, is not in excess of the higher of the current U.S. Department of Labor 70 percent Lower Living Standard (LLS) Income Level or the U.S. Department of Health and Human Services (HHS) Poverty Guidelines; Is a homeless individual as defined in §41403(6) of the Violence Against Women Act of 1994, or a homeless child or youth as defined in §725(2) of the McKinney-Vento Homeless Assistance Act; Receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act; Is a foster youth on behalf of whom state or local government payments are made; or Is an individual with a disability whose own income meets: WIOA's income requirements, even if the individual's family income does not meet the income requirements; or The income eligibility criteria for payments under any federal, state, or local public assistance program. *Note: For income-based eligibility determinations and for determining priority of service, military pay or allowances paid while on active duty or paid by the Department of Veterans Affairs (VA) for vocational rehabilitation, disability payments, or related VA-funded programs are not*



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to be considered as income, in accordance with 38 U.S.C. 4213 and 20 CFR 683.230.

7. Residents with a Criminal Background.

An individual who either:

- a. Has been subject to any stage of the criminal justice process for committing a status offense or delinquent act, or
- b. Requires assistance in overcoming barriers to employment resulting from a record of arrest or conviction.

8. Disengaged Workers. A working age adult who is unemployed and has not been actively seeking employment, including those who have been out of work for 27 or more weeks (about 6 months).

9. Single Parents. Single, custodial parent with children under the age of 18.

10. Member of a two-parent household with young children. Adult member of a household who is a caregiver to one or more children under the age of 5 who also live in the household.

11. Individual with a Disability. The term “individual with a disability” means an individual with any disability as defined in Section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102). Under that definition, a “disability” is a physical or mental impairment that substantially limits one or more of the person’s major life activities.



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SIGNATURE, TITLE AND DATE OF APPROVAL

This policy, Priority of Service & Self-Sufficiency Definition for WIOA Adult, was reviewed and authorized by the appropriate C-level staff or Board (listed below) before it was recommended for approval.

Recommended by: Madelyne Bernard-Diab, Chief Operating Officer

Date Recommended: May 6, 2022

Approved by:

A handwritten signature in dark ink, appearing to read "Terri Weems", is written over a horizontal line.

Name: Terri Weems

Title: President

Date Approved: August 1, 2022



INTERNAL POLICY DOCUMENT

PROG-022_DFF-Specific Supportive Services_01.01 (2022)

Name: Supplemental Detroit Future Fund Supportive Services & Needs-Related Payments	Policy Category: Detroit Future Fund
Related Federal or State Policy:	Effective Date: February 1, 2022 Expiration Date: December 31, 2024 Reviewed Date: February 15, 2022
Subject: Supportive Services and Needs-Related Payments (NRP) for Detroit Future Fund Programs	Unit Responsible for Review: Executive
Procedures: Exit Procedure	Related DESC Policies: Needs Related and Supportive Services Policy

SCOPE

This policy will expire on December 31, 2024, and is solely intended to provide specific guidance to individuals from DESC on dollars solely flowing from the Detroit Future Fund since rules differ from WIOA Title I funding. This policy is intended to provide specific guidance for Detroit Future Fund dollars and simply expand on the existing rules outlined in the Supportive Services and Needs-Related Payments Policy. In the case of substantive conflict between the two policies, outside of allowable and disallowed costs, the Supportive Services and Needs-Related Payments Policy shall control. Due to the fluid-nature of clarification around the guidance and compliance, this policy will be reviewed at least quarterly to ensure compliance. DESC will make every effort to provide the document to subrecipients, however, subrecipients should proactively request updates each quarter in October, January, April, and July.

BACKGROUND

In March 2021, the 117th United States Congress enacted The American Rescue Plan Act of 2021, a \$1.9T economic stimulus package. The City of Detroit was awarded approximately \$826M in funds (the Detroit Future Fund) from the bill to cover eligible costs to support households, nonprofits, and small businesses temporarily during the period of March 3, 2021, to December 31, 2024. These funds have different regulations and must be spent in accordance with the rules provided by the US Treasury. After a series of public meetings, survey responses, and conversations with various stakeholders, the City of Detroit has appropriated approximately \$105M to assist in efforts to fight poverty, secure employment and job creation for Detroiters. Because Detroit Employment Solutions Corporation (DESC) already leads workforce development efforts for the City of Detroit under the direction of the Mayor's Workforce Development Board, it is anticipated that DESC will receive a significant portion of the dollars designated to fight poverty. DESC, through its WIOA Title I Funding, already has policies in place that govern Supportive Services and Needs-Related Payments. Due to the Treasury Rules and Regulations specifically attached to this funding, DESC has a need to promulgate policy that directly govern funds directly received from this funding stream. This policy is intended to provide



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specific clarification and guidance as it relates to funding for Needs Related Payments and Supportive Services provided through the Detroit Future Fund.

POLICY

1. Documentation & Eligibility

DESC subrecipients may provide supportive services when necessary to eliminate barriers faced by job seekers to accessing and participating in training or employment opportunities. All DESC subrecipients shall adhere to DESC's and the Michigan Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) limitations and guidelines established for the provision of supportive services, where applicable. DESC subrecipients shall document supportive service provisions in the DESC's case management system, LaunchPad, in the applicable Supportive Service areas and in One-Stop Management Information System (OSMIS), where applicable.

A participant must be actively enrolled in the ARPA funded Skills for Life program and receiving individualized and/or training services to be eligible for ARPA-funded supportive services. After a participant is exited in LaunchPad, or if they are receiving *only* follow-up services, they are not eligible to receive ARPA-funded supportive services.

2. Availability & Limitation

Subrecipients do **not** have to consider equipment, tools, and supplies that are specific to the training program and that are provided by the training provider when managing the cap per customer. A twelve (12) month period is defined as twelve (12) months from the date of eligibility determination and enrollment into a Detroit Future Fund Program.

- For Detroit Future Fund participants enrolled in occupational skills training or adult education during the 12-month period: cumulative total is limited to \$1000.00.
- If a participant is co-enrolled in WIOA and another individualized program that provides additional funds, these limits may be exceeded if subrecipient receives prior written approval from DESC.
- If the subrecipient believes an individual Detroit Future Fund participant needs additional supportive services beyond the annual cap to achieve the goals in their IEP, they may request written approval from DESC to exceed the caps.
- Employed participants enrolled in Detroit Future Fund Programs may receive most supportive services for a maximum of 90 consecutive calendar days after the first date of employment. **Subrecipient shall not use Detroit Future Fund funds after the participant is exited from the Detroit Future Fund program.** Some one-time supportive services (e.g. automobile repair, temporary transportation assistance) may be provided for up to twelve months after first date of employment if the participant is at risk of losing job; *non WIOA funds must be used in these instances if the participant has been exited.*

3. Allowable Costs



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Training Related Expenses <i>Common allowable training-related expenses include but are not limited to:</i> • Internet service • Background check • Physical exam • Training-related licenses & training smartphones • Test/exam fee • Drug screen • Uniforms, boots • Laptops, tablets, smartphones	Transportation Assistance <i>Common allowable transportation purchases include but are not limited to:</i> • Gas allowance • Auto repairs • Bus passes • Auto/Auto Purchase Services • Shared Rides
Interview/Work Clothing & Personal Items <i>Common allowable clothing & personal item purchases include but are not limited to: shirts, pants, shoes, ties, dresses, blouses, suits, jackets, personal hygiene items and supplies.</i>	Tools/Job Related Expenses <i>Common allowable job expenses include but are not limited to:</i> • Drug Screens • Background Checks • Physical Examinations • Boots/Shoes Protective Equipment • Corrective • Work Tools
Child Care Assistance <i>Common allowable childcare assistance purchases include but are not limited to: subsidies, scholarships, stipends to cover or offset cost of childcare.</i>	Housing Assistance <i>Common allowable housing assistance purchases include but are not limited to: rent assistance for new apartment or to prevent eviction, utility assistance, mortgage payment assistance to avoid foreclosure, critical home repairs (furnace, plumbing, hot water tank), mold removal and remediation, essential furnishings for new housing, time-limited assistance with emergency housing re-location needs (i.e., motel or hotel payment).</i>
Other Basic Needs Assistance <i>Common allowable basic needs assistance purchases include but are not limited to: food, basic medical care for physical and behavioral health issues, emergency cash assistance for allowable basic needs expenses.</i>	

4. Disallowed Costs

Supportive services may not be utilized to pay for expenses incurred prior to the participant's enrollment. For specific questions around particular expenses that are outside of the normal



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policy, subrecipients are encouraged to obtain written permission from their DESC Program Staff Representative. This includes:

- Fines and penalties such as traffic violations, parking tickets, late finance charges and interest payments
- Driver's license reinstatement or driver's responsibility fees
- Defaulted loans

DEFINITIONS

1. **Subrecipients** – Any individual or entity that provides services utilizing funding from the Detroit Future Fund.

EFFECTIVE DATE(S)

This policy was effective: February 1, 2022 Last Reviewed: February 15, 2022

FREQUENCY OF REVIEW AND UPDATE

Quarterly



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SIGNATURE, TITLE AND DATE OF APPROVAL

This policy, Click or tap here to enter text., was reviewed and authorized by the appropriate C-level staff or Board (listed below) before it was recommended for approval.

Recommended by: Click or tap here to enter text.

Date Recommended: Click or tap here to enter text.

Approved by:

Name: Terri Weems

Title: President

Date Approved: May 9, 2022



INTERNAL POLICY DOCUMENT

Policy: PROG-021 Supportive Services and Needs-Related Payments_01.01 (2021)

Name: Supportive Service and Needs-Related Payments	Policy Category: Program
Related Federal or State Policy: TEGL 19-16, WIOA Manual, 20 CFR 680.900- 20 CFR 680.970, PI 21-35	Effective Date: December 2021 Reviewed Date: May 2022
Subject: Supportive Services and Needs-Related Payments (NRP)	Unit Responsible for Review: Program
Procedures: Supportive Services Procedure(s)	Related DESC Policies: Detroit Future Fund Supportive Services Policy

SCOPE

To establish a policy for Detroit Employment Solutions Corporation's (DESC's) staff, service providers and/or subrecipients regarding supportive services and needs-related payments provided to participants who are serviced in programs supported with Workforce Innovation and Opportunity Act (WIOA) Youth, Adult or Dislocated Worker funds, Partnership. Accountability. Training. Hope. (PATH) funds, Barrier Removal Employment Success (BRES) and other state, local, and philanthropic funding through Michigan Works! One-Stop Service Centers (branded locally as Detroit at Work Career Centers.) The Michigan Works! Agencies (MWAs) are charged with managing payment of supportive services and needs-related payments and are responsible for ensuring they are appropriate and properly documented. This policy also applies to workforce programs funded by DESC and managed by One-Stop Service Center subrecipients when a specific policy is not already in place. *DESC staff, service providers and/or subrecipients should additionally refer to the State of Michigan's manuals or policy issuances for guidance on allowable supportive services.*

If an associated program manual, policy issuance, or funder's agreement does not explicitly describe any limitations, restrictions, or whether a supportive service is allowed or disallowed, personnel should refer to DESC Supportive Services Procedure(s) in conjunction with this policy to determine whether a supportive service can be provided to an individual.

BACKGROUND

See TEGL 19-16 for background on WIOA Adult and Dislocated Worker and Wagner-Peyser Act Employment Service (ES) requirements and guidelines for the provision of supportive services and Needs-Related Payments.



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POLICY

DESC subrecipients may provide supportive services when necessary to eliminate barriers faced by job seekers to accessing and participating in training or employment opportunities. All DESC subrecipients shall adhere to DESC's and the Michigan Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) limitations and guidelines established for the provision of supportive services as outlined in this policy. DESC subrecipients shall document supportive service provisions in the One-Stop Management Information System (OSMIS) **and** the local DESC case management system, LaunchPad, in the applicable Supportive Service areas.

Through the intake and assessment process, the subrecipients should determine if the participant is enrolled in other programs that provide related supportive services. Subrecipients should maintain relationships with community and social organizations that provide supportive services in-kind. Subrecipients should ensure these alternative sources for expenses are explored by customer or subrecipient prior to authorizing any supportive service. Under no circumstance may a subrecipient provide a supportive service if the supportive service is readily available in a timely manner from another source. Subrecipient and participant must identify supportive services needs during the intake/assessment process and include them in the Individual Employment Plan (IEP) or Individual Service Strategy (ISS). The subrecipient must update the IEP or ISS to add additional supportive services needs as they become identified. Subrecipient shall use acceptable accounting procedures and follow LEO-WD, DESC and their own procurement requirements in the provision of supportive services. Subrecipient shall document that the supportive service is not readily available through other sources and/or document referral of the customer to other partners and resources.

Supportive services are not intended to meet every need of the participant and are not a participant entitlement. Supportive services are to provide temporary assistance to eligible participants. Staff should assist the participant with developing a plan to cover supportive service assistance once they have exhausted their supportive service limit or once WIOA or other special program funds are no longer appropriate for the individual.

A. FORMULAIC SUPPORTIVE SERVICES

1. Eligibility & Documentation

A participant is eligible to receive a supportive service if: 1) they have been enrolled into WIOA or another individualized program funded by DESC; 2) the supportive service is required to enable the participant to successfully complete the WIOA or other individualized program and achieve their training and employment goals; and 3) the need for the service is documented in their IEP or ISS. At a minimum, subrecipients must document that the participant has a specific identified employment or training-related barrier(s), which can be addressed and removed through supportive service(s) provision. Subrecipient must document proper justification for a participant's receipt of supportive services in the case notes and reflect subrecipient's attempts to find funding for the participant's needs through other sources.



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For the WIOA Adult & Dislocated Worker programs, a participant must be actively enrolled in WIOA and receiving individualized and/or training services to be eligible for WIOA-funded supportive services. Once an adult or dislocated worker participant is exited in OSMIS or if they are receiving *only* follow-up services, they cannot receive WIOA-funded supportive services. In addition, customers who receive only basic career services (known in OSMIS as a “reportable individual”) cannot receive WIOA funded supportive services. Subrecipient must use other non-WIOA funds to provide supportive services to basic career services customers or to WIOA Adult or Dislocated Worker participants who have been exited.

Supportive services may be delivered while a WIOA Youth participant is enrolled in one or more of the 14 required program elements, including while an exited participant is eligible for follow-up services.

PATH Transitional Supportive Services can be provided to participants while their FIP case is open, including during the Application Eligibility Period, and through the first 180 days of a recipient’s employment.

2. Timing

The contracted service providers shall respond in a timely manner when supportive services are requested by participants. In cases where the request is an emergency (i.e. participant is at risk of losing employment without immediate action), DESC’s subrecipients must respond within 24 hours to the request. Subrecipients should provide other non-emergency supportive services on an “as needed” basis in accordance with the limitations set forth in this policy.

3. Availability & Limitations

Subrecipients should consider the availability of funds and the individual’s demonstrated need when evaluating requests for supportive services. Subrecipients must enforce the following twelve (12) month caps on supportive service provision, unless they are provided with written approval from DESC to exceed the cap. Because funds are limited each year, DESC and its subrecipients cannot guarantee that participants will receive supports equal to the allowable cap. Supportive services through a DESC contracted training provider and defined as such in the training provider’s contract must be counted towards the cap. Subrecipients do **not** have to consider equipment, tools, and supplies that are specific to the training program and that are provided by the training provider when managing the cap per customer. A twelve (12) month period is defined as twelve (12) months from the date of eligibility determination and enrollment into WIOA or another individualized One-Stop program.

- For WIOA Adult and Dislocated Worker participants **not** enrolled in occupational skills training: cumulative total is limited to \$500.00 per 12-month period.
- For WIOA Adult and Dislocated Worker participants enrolled in occupational skills training during the 12-month period: cumulative total is limited to \$750.00. Occupational Skills Training includes Occupational Training, with Industry Recognized Credential and Occupational Training, Short Term.



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- For WIOA Youth, there are no specific caps for supportive services. They may be provided based on the needs of the participant as identified in the youth's Individual Service Strategy (ISS).
- Subrecipients must also follow the DESC Supportive Service Procedure limits for each type of supportive services. The limits listed on the DESC Supportive Service Procedure does not apply to WIOA Youth.
- If a participant is co-enrolled in WIOA and another individualized program that provides additional funds, these limits may be exceeded if subrecipient receives prior written approval from DESC.
- If the subrecipient believes an individual WIOA participant needs additional supportive services beyond the annual cap to achieve the goals in their IEP or ISS, they may request written approval from DESC to exceed the caps.
- Employed WIOA Adult and Dislocated Worker participants may receive most supportive services for a maximum of 90 consecutive calendar days after the first date of employment. **Subrecipient shall not use WIOA funds after the participant is exited from the WIOA Adult or Dislocated Worker programs.** Some one-time supportive services (e.g. automobile repair, temporary transportation assistance) may be provided for up to twelve months after first date of employment if the WIOA Adult or Dislocated Worker participant is at risk of losing job; *non WIOA funds must be used in these instances if the participant has been exited.*
- PATH participants receiving Transitional Supportive Service payments may receive up to \$125 in Transitional Supportive Services per month during a 12-month period, up to \$300 in Transitional Supportive Services per quarter, and \$575 in Transitional Supportive Services total.

4. Allowable Supportive Services

Allowable supportive services are outlined in the DESC Supportive Service Procedure, along with the prescribed cap and required documentation for each type.

5. Disallowed Supportive Services

WIOA funds may not be utilized to pay for expenses incurred prior to the participant's enrollment into a WIOA. Additionally, DESC strictly prohibits use of WIOA funds for the following items:

- Fines and penalties such as traffic violations parking tickets, late finance charges, and interest payments
- Defaulted loans
- Contributions or donations
- Pet food
- Refundable deposits
- Out-of-state job search and relocation expenses
- Driver's license reinstatement or driver's license responsibility fees
- Entertainment, including tips
- Business startup costs
- Vehicle or mortgage payments
- Alcohol or tobacco products
- Items for family members or friends

6. Needs-Related Payments (NRP)

Needs-related payments are a stipend-form of assistance for adults or dislocated workers who:



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- 1) Are unemployed,
- 2) Do not qualify for, or have ceased to qualify for, unemployment compensation, and
- 3) Are enrolled in training

With prior written approval from DESC, subrecipients may provide needs-related payments to qualifying low-income participants who are enrolled in a training activity that meets conditions and priorities established by DESC and the Mayor's Workforce Development Board. Needs-related payments may not exceed \$200 per week for a period that is expected not to exceed six (6) months in most cases. Participants must be engaged in at least 20 hours of training and/or related homework activities per week to be eligible for a full weekly stipend of \$200. DESC must provide written approval in instances where the participant requires more than six (6) months to complete the training and/or earn a credential.

Subrecipients must follow other restrictions listed in the State of Michigan WIOA Manual, such as, verifying that the participant is not collecting or has exhausted unemployment insurance benefits. In addition, subrecipients must document the following for participants receiving needs-related payments: determination of need; amount of each payment received; and the period covered by each payment. The needs-related payment document must be recorded in the participant's IEP and cannot extend beyond the training period.

DESC encourages subrecipients to connect participants to any available non-DESC resources to supplement income while in training. Subrecipients should only provide support with needs-related payments under limited circumstances such that the participant cannot participate in and/or complete the program without such assistance. Under all circumstances, the subrecipient must seek prior written approval from DESC.

If DESC is able to secure other non-WIOA resources for stipends for participants in training, they will follow the same payment structure: no more than \$200 per week for a period expected not to exceed six (6) months in most cases. Participants who are underemployed and/or collecting unemployment compensation may qualify for non-WIOA stipends. Please refer to other guidance shared by DESC.

7. Vouchers and Vendor Checks

All vouchers issued to participants must include the participant's and vendor's name. This requires a participant signature and presentation of ID when voucher(s) are redeemed.

8. Approval

All requests for supportive services will be approved in writing by a supervisor responsible for managing Subrecipient's staff. Any item other than those listed in the DESC Supportive Service Procedure must have prior written approval by DESC to ensure grant fiscal and programmatic compliance.

B. BARRIER REMOVAL EMPLOYMENT SUCCESS (BRES)



1. Eligibility

A participant is eligible to receive a supportive service if they are at least 16 years of age with no maximum age limit. There are no income restriction levels or employment requirements for participation in this program. Participants are not subject to Common Measures performance.

The BRES funding allocated to DESC should be utilized to support activities that are not eligible or feasible under another funding source or if there is insufficient funding to support those activities.

2. Allowed Supportive Services

Barrier Removal Employment Success funds can be used to support the employment and reemployment of at-risk individuals and the removal of barriers to employment. Examples of populations BRES will serve include, but are not limited to: Healthy Michigan Plan, the LEO-WD's Clean Slate Pilot (CSP) program, the Michigan Reconnect scholarship program, and the Asset Limited Income Constrained Employed (ALICE) population.

- For BRES participants: cumulative totals are limited to the totals outlined in the corresponding DESC Supportive Service Procedure.

They can be used for the following services:

- Public Transportation
- Auto Insurance
- Auto Purchase
- Drug Tests
- Fees (Union Dues, Test Fees, Licensing, Bonding, and Background Checks)
- Housing Rental
- Fingerprinting
- Private Vehicle Mileage Reimbursement
- Legal Services (Expungement of Criminal Record)
- Personal Grooming Supplies/Services
- Rent/Utility Assistance
- Training Materials, Textbooks, Tools, Supplies
- Work Tools & Equipment
- Clothing
- Birth Certificate
- Tests/Permits
- Drivers License
- Auto repair
- Pre-Employment Exam and Screening
- Family Support Services
- Childcare
- Family Care
- Other



3. Availability & Limitations

Subrecipients should consider the availability of funds and the individual's demonstrated need when evaluating requests for supportive services. Subrecipients must enforce the corresponding twelve (12) month caps on supportive service provision outlined in the Procedure, unless they are provided with written approval from DESC to exceed the cap. Because funds are limited each year, DESC and its subrecipients cannot guarantee that participants will receive supports equal to the allowable cap. Supportive services through a DESC contracted training provider and defined as such in the training provider's contract must be counted towards the cap. Subrecipients do **not** have to consider equipment, tools, and supplies that are specific to the training program and that are provided by the training provider when managing the cap per customer. A twelve (12) month period is defined as twelve (12) months from the date of eligibility determination.

DEFINITIONS

Occupational Training, with Industry Recognized Credential: Classroom training that results in industry-recognized and portable credential and equips participants with technical skills needed for specific jobs. These training programs will be on DESC's Supplemented ETPL (Eligible Training Provider List).

Occupational Training, Short-Term: Shorter-term classroom training (less than 4 weeks) that builds technical and/or foundational skills and increases a participant's chance of obtaining and retaining employment. This training does not necessary result in a credential.



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SIGNATURE, TITLE AND DATE OF APPROVAL

This policy, Supportive Service and Needs-Related Payments Policy, was reviewed and authorized by the appropriate C-level staff or Board (listed below) before it was recommended for approval.

Recommended by: Madelyne Bernard-Diab, Chief Operating Officer

Date Recommended: May 6, 2022

Approved by:

Name: Terri Weems

Title: President

Date Approved: August 1, 2022