

TALENT TALK

September 2022 | Volume 6, Issue 1



GST MICHIGAN
GENESEE
SHIAWASSEE
THUMB **WORKS!**™

Advancing Employers | Enhancing Talent



REGIONAL SNAPSHOT

849

Entered
Training

81%

Exited to
Employment

589

Occupations

1.5K

Employer
Locations

3.8K

Employers
Posting

Real Time Intelligence - Job Postings 3/1/2022 - 6/1/2022 # Active Job Ads

Registered Nurses	1,272
Retail Salespersons	1,123
First-Line Supervisors of Retail Sales Workers	1,042
Stockers and Order Fillers	684
Heavy and Tractor-Trailer Truck Drivers	670
Fast Food and Counter Workers	548
First-Line Supervisors of Food Preparation and Serving Workers	503
Maintenance and Repair Workers, General	448
Nursing Assistants	427
Driver/Sales Workers	399
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	325
Medical and Health Services Managers	310
Speech-Language Pathologists	296
Production Workers, All Other	287
Customer Service Representatives	285
Social and Human Service Assistants	271
Laborers and Freight, Stock, and Material Movers, Hand	260
Medical Secretaries and Administrative Assistants	246
Licensed Practical and Licensed Vocational Nurses	245
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	228
Radiologic Technologists and Technicians	205
Cashiers	198
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	197
Food Preparation Workers	176
Teaching Assistants, Special Education	170
Secondary School Teachers, Except Special and Career/Technical Education	168
Elementary School Teachers, Except Special Education	166
Middle School Teachers, Except Special and Career/Technical Education	164
Maids and Housekeeping Cleaners	162
Pharmacy Technicians	153
First-Line Supervisors of Housekeeping and Janitorial Workers	153
Personal Care Aides	150
First-Line Supervisors of Production and Operating Workers	149
Computer User Support Specialists	146
Food Service Managers	143
Medical Assistants	139
Home Health Aides	134
Securities, Commodities, and Financial Services Sales Agents	131



8,911
Page Likes



695
Followers

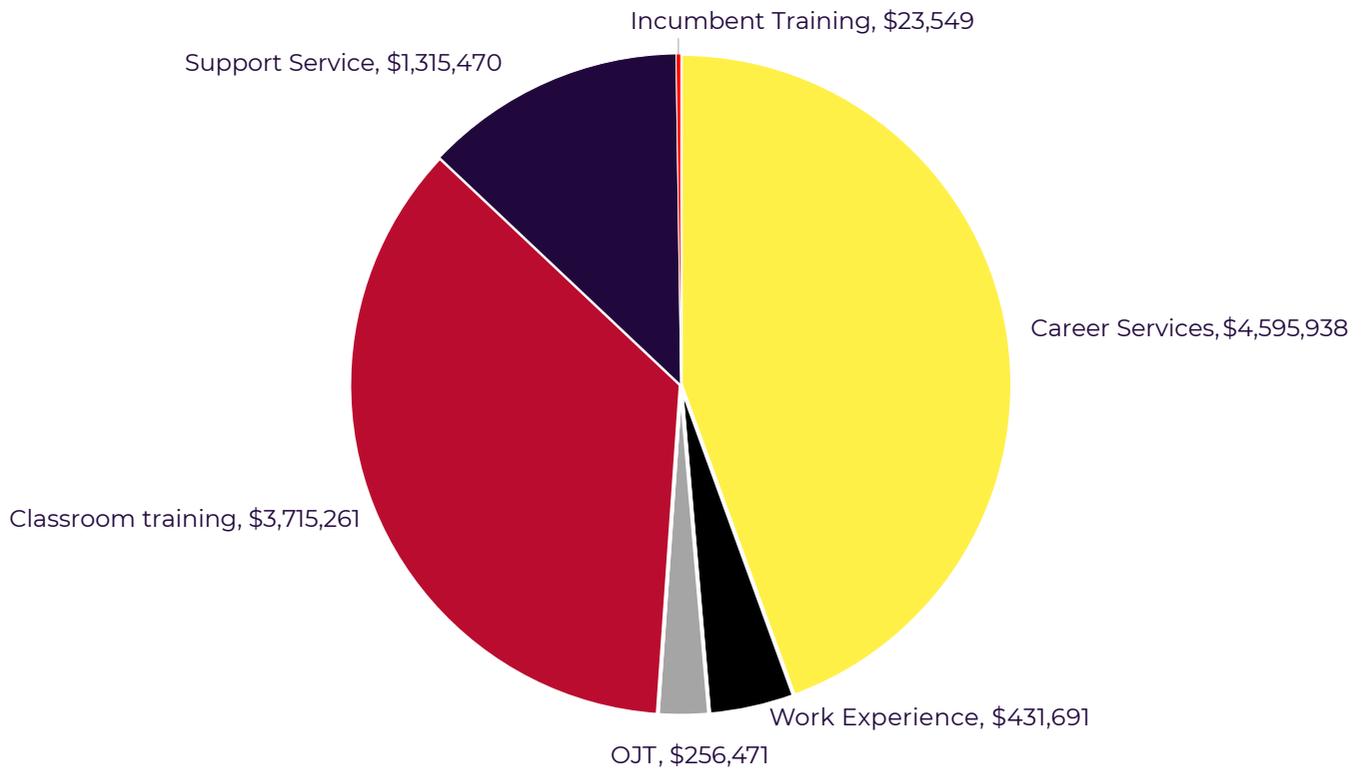


408
Followers

DATA ANALYSIS

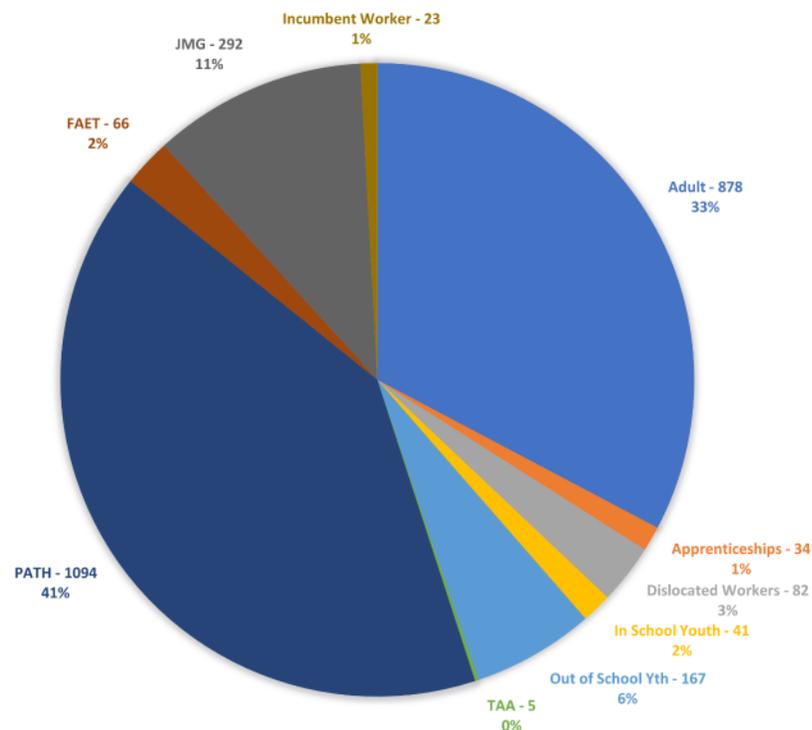
Career Services & Participant Payments

July 1, 2021 - March 31, 2022



New Enrollments

July 1, 2021 - March 31, 2022



EMPLOYEE SUCCESS STORIES

FROM UNDECIDED TO FULLY EMPLOYED



Fenton - 20-year-old Bradley Aldridge reached out to GST Michigan Works! in Fenton office looking for assistance in finding stable, long-term employment. Bradley had previously worked at Speedway as a Cashier making \$9.45/hr. He had also obtained training as an Ariel

Lift and Skytrack Operator while he worked at Silverline Contracting as a Laborer.

Now, he found himself unemployed and actively seeking a position with better wages than his past but was undecided on which line of work to choose. Bradley said that his biggest challenge to gaining employment was he first needed to figure out what type of employment he wanted to do and learn what was available to him.

After speaking with GSTMW Business Services Professional, he learned about local employment

opportunities and how he could connect with an employer. Bradley's employment information was shared with an employer and shortly after intake in the WIOA Adult program, Bradley was given the opportunity to connect with Scills Tower Services LLC. With his previous climbing experience and the company's willingness to train him on the job, Bradley decided that this would be a great fit! He interviewed, was offered the job, and accepted the position of Tower Technician on 7/11/2022 which earned him a wage of \$18/hr.

Bradley told his Career Coach, Veronica, that he was amazed to learn about the ways GST Michigan Works! could assist him in obtaining employment. He found the Fenton office to be very helpful in streamlining the whole process for him from discovering a field of interest to assisting him in obtaining this awesome employment opportunity.

Bradley was so excited to take on this new adventure he began working as a Tower Tech and had 50 hours under his belt the first week!

Huron Co. - Jacob Adam came into the GST Michigan Works! Service Center and learned that he qualified for the Young Professionals Grant as an Out-of-School Youth. He had previous experience as a welder on the family farm and after a year of training at Delta College, he was ready to get out into the workforce and use the skills he had obtained.

He started working at d/s Services, Inc. on April 22, 2022. Jacob was a great candidate for d/s Services and he was always punctual. His mom even

commented, "I've never seen him jump out of bed in the morning for a job before!"

His employer gave him good evaluations and wrote that he had "Excellent" interpersonal relations! "He is a good candidate for hire."

Jacob completed his 90-day work experience through the Young Professionals program and was brought on as a full-time employee on July 22nd earning \$14/hr.

FROM "YOUNG PROFESSIONAL" TO FULL-TIME WELDER

GST AIDES IN THE CAREER JUMP FROM PT TO PD

Fenton - From a hard-working, part-time Waitress/ Bartender to a Police Officer protecting her community, Trystain's success road to success was a challenging, but worthwhile.

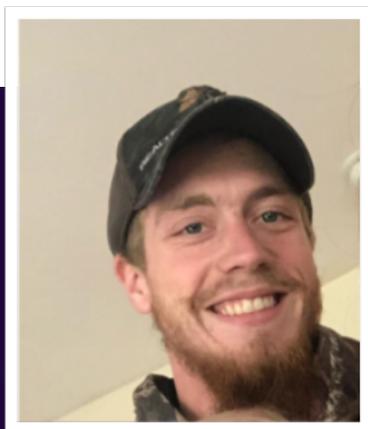
Going to school and working was tough, but Trystain wanted more. With the help of the Fenton GST Michigan Works! Service Center and her Career Coaches, Tricia and Sue, she was able to get the boost she needed to make it through. Being away from her family to go through LERTA training was a struggle, but having the training paid for, mileage reimbursed and assistance purchasing her uniform and tools took that financial stress from her.

Trystain started LERTA training to become a Police Officer in January 2022. While at the Academy she had met a recruiter, Lt. Murphy from the Metro Police



Authority. He was kind and professional and she felt what his department was offering would be a perfect fit for her. Another selling point was she had taken a class from Chief Bade years ago and remembered him as a great teacher and someone she would be proud to work for. By the beginning of May 2022, she had landed her dream career with Metro Police Authority.

Trystain expressed her gratitude for the financial help, support and coaching given by the amazing GST Michigan Works! team at the Fenton office.



CERTIFIED, EXPERIENCED, EMPLOYED.

Sanilac - Being a young parent in today's world is a difficult task. Add losing your job due to a plant closure following a global pandemic to that and you will begin to know how Beau Cournaya was feeling. Beau worked his way up to a welder at Champion Bus right out of high school. He was a loyal employee there for 4 years. After the plant closed in 2021, he found himself unemployed and unsure of what the future would hold.

He contacted GST Michigan Works! to see if we could be of any help to him. Beau qualified for WIOA as an Out-of-School Youth due to being a parent. Soon he was

signed up for the Welding class at the Sanilac Career Center. His previous experience in welding helped him successfully complete the class.

At the time, Cotterman Company needed welders. Eldon Preston (BSP) was able to get Beau in through the Youth Work Experience program. He began shortly after completing his certification. After 90 days, he was hired in full-time with benefits!

Beau started his journey with us as a young man who found himself in a difficult situation. He left as a certified welder, with a full-time job, making \$6.00 more per hour than his previous job. He is grateful for the opportunities that GST Michigan Works! was able to provide him.

SECOND CHANCES ARE FEASIBLE

Genesee Co. - Freddie Martin entered GST Michigan Works! on 5/20/2022 seeking to resolve questions regarding his unemployment. Employment Services promptly assisted his original inquiry and advised him of additional services that GST Michigan Works! can provide. Freddie took advantage of the self-service, and employee services assistance. Freddie also, created a resume and started to seek employment.

Mr. Martin was then directed to Business Services for employment options. After sharing his skills, and desires, an interview was set up with an employer. Mr. Martin and the original employer did not match; however, Freddie was not discouraged and returned to GST Michigan Works! to explore additional opportunities.

Freddie's willingness and desire to work lead him to complete an application on May 27th and obtain employment with United Plastics on May 31st. Mr. Martin was overjoyed, not only about the quick turnaround process, but the ease of placement for a returning citizen.

In mid-June Mr. Martin returned to the office to thank GST Michigan Works! for all their assistance. He reported that not only is he gainfully employed with United Plastics, but he was able to purchase a vehicle and is no longer having transportation issues! Mr. Martin shared that he had previously only been paid directly with cash. Being paid with cash only, means

he does not have enough social security credits to apply for social security benefits when needed. Now with gainful employment, Freddie is in pursuit of earning those much-needed social security work credits.

Freddie is joyfully employed with an employer that participates in the GST Michigan Works! Business Resource Network. This will allow for continued support and barrier removal for Freddie. Creating a stability not only within his professional endeavors but building sustained structure within his personal life as well. With drive and dedication second chances are feasible!



MONIQUE ALSTON

Flint - Ms. Alston volunteered for the FAE&T program on 10/4/21 in hopes of a career change from her previous retail jobs to a career as a CNA. Her previous jobs in the retail sector made it difficult for her to maintain self-sufficiency due to low pay and inconsistent hours. Although she was motivated to begin the steps towards a career change that would lead to self-sufficiency, she faced several barriers which made the transition very difficult. These barriers included not having enough money to afford the CNA training and required clothing for the training program.

During the initial meeting with Ms. Alston, the Career Coach explained to her that the FAE&T program would be able to cover the expenses related to her training and the required clothing needed for the training along with continuous support from her Career Coach. She was very excited and encouraged

to learn of all the support available from the FAE&T program and immediately began her preparation to enroll at Soaring CNA Training Center along with obtaining the necessary clothing for training. She began her CNA training on 10/11/21.

Ms. Alston excelled in her CNA training course and completed the program on 10/22/21. Not long after completing the course, she was able to gain employment with Assist 1 Medical Staffing at \$22.00 per hour. She was also excited to learn that the FAE&T program was able to assist her with the funding to take her CNA State Board Exam which she had to pass within 90 days of her accepting employment with Assist 1.

Ms. Alston is a success due to a combination of her hard work to complete her CNA training in combination with the services provided by the FAE&T program. She is now self-sufficient with a well paying and satisfying career as a CNA.



Tuscola Co.- Lauren came into GST MI Works! on 3/24/21 interested in pursuing training in the Business Management field. She had been working for the City of Caro since February of 2021 as the Farmers' Market Manager, but the position was only part-time without benefits. Her goal was to further her education in hopes of "climbing the ladder" and working for the City of Caro.

Lauren decided to attend an online course through the American Academy of International Education – funded fully by GSTMW! This was a year program in which she would obtain a Business Administrative

certificate upon completion. Although work, school, and home life were a struggle to balance at times, Lauren completed the course in May of 2022 and received straight A's every trimester! While attending the Business Administrative program, Lauren also earned a certificate for Zoning Administration through the MSU Extension and Market Management through the Michigan Farmers' Market Association.

Lauren stated that she was writing her thesis paper for the program on how teams play a significant role in business. It is evident that Lauren not only recognizes but practices effective teamwork in making a positive impact for the City of Caro! On Monday, 6/13, The Caro City Council members approved a budget changing Lauren's position from part-time to full-time with a \$10/hr. pay increase and benefits! Her new position began on 7/11/22 as the Director of Development and Strategic Initiative for the City of Caro. Lauren accomplished what she set out to do by "Climbing the Ladder" for the City of Caro!

"I am so glad I heard about this opportunity. It has changed my life completely! I am happy, successful, and confident. I look forward to earning a degree in public administration, which I will be able to afford now with my new job. Also, I have two teens that now want to go to college!" – Lauren

CLIMBING THE LADDER IN CARO

FEARLESS SINGLE MOM ACHIEVES PARAMEDIC LICENSE DURING PANDEMIC



Huron Co. - Samantha came to GST Michigan Works! in Bad Axe during August of 2019, a single mother of 5 children working 3 part-time jobs as an EMT-B, earning between \$10.50 and \$14.25/hr. She decided it was a good time to move her career forward and enroll in Paramedic Training at STAT EMS in Flint. Samantha started in August 2019 with an estimated finish date of August 2020.

When Covid-19 overtook Michigan and the state shut down, Samantha's class went virtual. Handling classes over video conferencing was challenging. Class dates were extended, and August 2020 came and went without Samantha being able to finish the course. Now, she was not only a single mom working in healthcare during a pandemic, but she was also trying to complete her training online while her kids were completing their schooling virtually.

GST Michigan Works! was able to ease some of the financial burden by helping Samantha with tuition and mileage reimbursement. She overcame all the challenges and was finally able to complete in February of

2021. Samantha passed all the tests required to become a licensed Paramedic and is now working full-time earning \$18/hr. at Central Huron Ambulance.

Tuscola Co. - Devine was referred to GST MI Works! from Tom McTaggart, Dealer Development, at Retrofoam in Montrose. Devine was a high school dropout that lived nearby and had lost his job due to a business closure. In addition to not completing his high school education, Devine was challenged with succeeding over familiar hardships and personal struggles.

Tom had heard about the Youth Work Experience Program from a fellow Vassar Chamber member that had utilized the program and wondered if Devine could get involved. The Step into Work agreement was signed, and Devine started work. After Devine completed his 90-day work experience, he had proved to be a valuable employee and was hired on full-time!

"Having the opportunity to bring Devine in through this program has created a new sense of energy within the company. We watched him grow from a young kid with no experience to someone who only needs to be told something once, understands and comprehends how to do the job. We are grateful for this program and plan on using it again!" Tom McTaggart

Devine is continuing his employment with Retrofoam and is interested in completing his GED in the future.

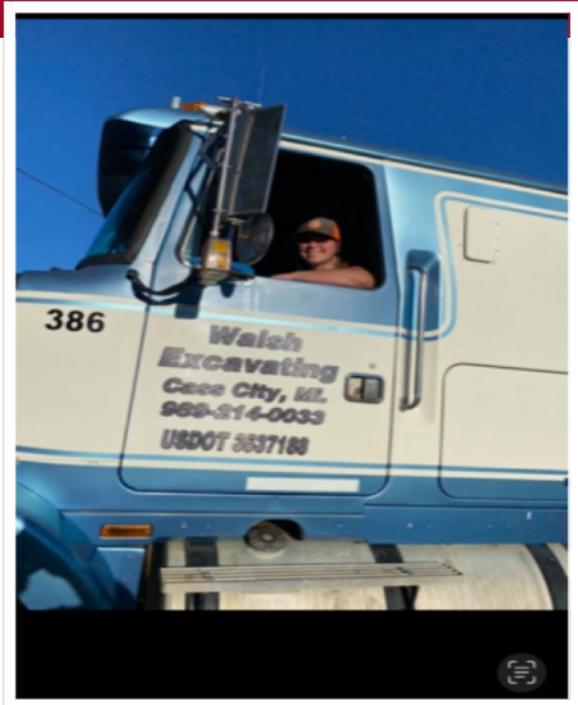


**"DEVINE" WORK EXPERIENCE
LEADS TO FULL-TIME EMPLOYMENT FOR YOUTH**

NON-TRADITIONAL DOUBLING OF INCOME

Huron Co. - When Olivia visited the GST Michigan Works! Service Center in Bad Axe, she was working as a Cashier, earning \$10.50/hr. She had always desired to be a truck driver and inquired about services GST could offer to help her attain that goal!

GSTMW was able to provide Olivia with funding to obtain her CDL certificate through Maier Driver Education. She completed the program in March and began her employment as a driver, as well as learning in the shop by assisting with maintenance on semi-trucks, in May! She was initially offered a position at \$17/hr. but was bumped up to \$20/hr.!



Olivia almost doubled her income thanks to the help of GST Michigan Works! funding and guidance along her path to certification. She is now on a non-traditional career path as an 18-year-old female making a positive impact on her community daily. "I would have never been able to get where I am today with GST Michigan Works!", says Olivia. The GSTMW Employees are a great, positive team."

TIMING IS EVERYTHING

Huron Co. - Eric came to GST Michigan Works! after leaving a local factory job where he was earning \$16.80/hr. [He felt it was time to make a change. COVID-19 was making things challenging, but Eric thought this would be a great time to become a truck driver – out on his own in a pandemic.

Eric qualified for funding and got in touch with 160 Driving Academy in Flint. Eric was currently focused on the care of a family member who was suffering from medical issues and chose to put his career advancement on hold temporarily. GST Michigan Works! Career Coach reached out to him again when the funding was becoming scarce. He made the quick decision to get back on the training path. Thankfully, Eric's parents lived in Flint, so he was able to stay with them and they could take over the care of his loved one while he attended training.

He took the time he needed to learn to drive a semi-truck and passed all classes and driving tests on his first try. Eric completed on 5/3 and found a job by 6/1/22. He will be driving over the road, earning \$30/hr. and credits his new skills to 160 Driving Academy and GST Michigan Works!. "Very thankful to GST Michigan Works!" says Eric.



JOB SEEKER FINANCIAL ASSISTANCE

Lapeer Co. - Areli was three semesters away from finishing her Civil Engineering program when she contacted GST Michigan Works! in Lapeer. She met more than one of the barriers in Local Defined Barriers to employment. She is a minority group with more than \$5,000.00 in student loans, her education was less than an associate degree, and a first-generation student.

Her parents immigrated to this country with the hope of having a better future and a family. They did not have the opportunity to go to school in México; the highest level of education they had was 6th grade. When they moved to the USA, the only occupations they could perform were in the construction and agriculture industries which earned them minimum wages.

Areli was born and is the oldest of three daughters. Her parents always worked hard to provide for their children the best they could. As soon as Areli started school, she became fascinated with numbers and Math was her strongest subject.

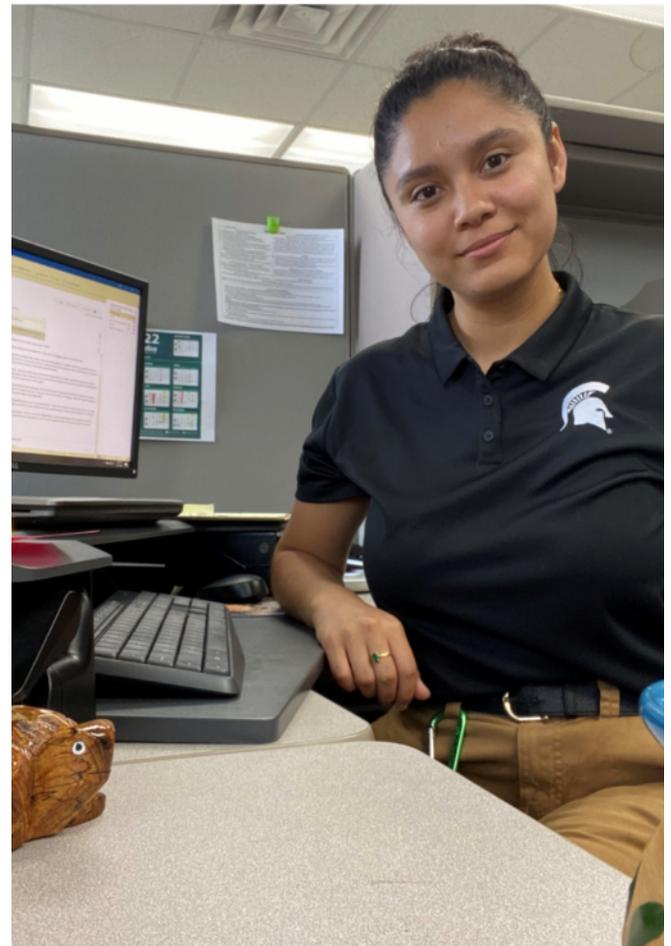
As time passed Areli always tried to help her parents. She looked for a part-time job so she could help her family and save some money to one day attend college.

Areli always had the dream of going to college and learning to build bridges. Upon finishing high school, her dream started to come true when she was notified that she had been accepted through Michigan State University in the Civil Engineering program.

She always knew that the Civil Engineering program was one that would require a lot of studying and dedication. In addition to that, the cost of the program was an extra challenge that she had to face, but she looked for a way to work and pay for part of her studies.

As soon as she could, she focused on finishing her internships at companies where she could gain skills and earn a salary. One of them was with the Department of Transportation starting in 2017. Her goal was to get into the Engineering Development program.

She was fulfilling her goal of working and studying at the same time while being independent of her parents, but unfortunately, her dreams collapsed when the pandemic arrived in 2019. Her hours of work were drastically reduced, and it seemed that this would complicate all her plans.



Fortunately, her mother was on layoff for the winter season and was selected by UIA to attend the RESEA orientation where she was given information about GSTMW WIOA program. In turn, she passed this information to Areli who didn't hesitate to contact the Lapeer Service Center.

GST Michigan Works! was unable to assist her with tuition as her program is not ITA, but they were able to provide financial relief by covering her mileage, books, work uniforms, and laptop. She is infinitely grateful, for GST MI Works! assistance, so that she could start to save her wages and be able to pay for her tuition once again.

At the end of her program, Areli's dream was fulfilled when the Michigan Department of Transportation (MDOT) offered her a formal position as an Engineering Development Programmer.

She will always thank her parents for all their support, who never doubted that she would accomplish her goal. Now she wants to be an inspiration to her two sisters and continue to make her parents proud of her.

She stated that, "I will help Michigan ensure the welfare of our people through the bettering of our infrastructure."

Areli, was a great participant who met all the requirements of our program, maintained constant communication, kept us up to date on academic performance, and provided us with employment information as soon as she was hired. Her Program is a Non-Traditional Program.



I will help Michigan ensure the welfare of our people through the bettering of our infrastructure."

– Areli

GST MICHIGAN WORKS!

is proud to help members of the Hispanic community utilize this program which was created to provide opportunities for success

THROUGH OUR JOB SEEKERS' NATURAL TALENTS!



SUCCESS STORIES



Flint- Desmeanna Rivers is an Out of School Youth participant from the Greater Flint Health Coalition's Flint Healthcare Employment Opportunities (FHEO) Program, a GST Michigan Works! service provider. Desmeanna first heard about the FHEO Program when she saw an advertisement on Facebook. She was working in a factory at the time but had the desire to pursue a career in healthcare so she could provide care to elderly residents.

While in the Program, Desmeanna completed 120 hours of Life Skills and Healthcare Career Exploration training hosted by Flint Strive. Desmeanna shared that the most important lesson she learned during this training was to always be punctual and how to present herself professionally. Desmeanna began Certified Nurse Assistant

training at Charter Healthcare Training Center in January 2022. The FHEO Program covered the cost of tuition and required classroom materials such as textbooks and scrubs for Desmeanna. She stated that, "the staff at Charter Healthcare Training Center was amazing. I learned many new skills that prepared me for the workplace. Ms. Roby is best instructor you can have!"

Once completed with her training, the FHEO Program placed Desmeanna in a subsidized employment opportunity with McLaren Flint. During this work experience, Desmeanna was able to apply her newly acquired skills while learning more about dementia and preventative care. In June 2022, Desmeanna was offered a full-time position with McLaren Flint as a Certified Nurse Assistant earning \$14.00 per hour. Desmeanna shared, "I am excited about my new position and am looking forward to learning more about my patients. I also enjoying working with the great nursing staff." Desmeanna offer this advice for anyone looking to change their career path, "Always remember your worth and don't let anyone tell you can't do it. Yes, it will be hard but remember why you are doing it. It will all be worth it!"

Flint - Kara Gearhart is a Dislocated Worker participant from the Greater Flint Health Coalition's Flint Healthcare Employment Opportunities (FHEO) Program, a GST Michigan Works! service provider. Before joining the FHEO Program, Kara was a waitress but was interested in a career that would allow her to give back to others and would also provide job security.

During her time with the FHEO Program, Kara completed 120 hours of Life Skills and Healthcare Career Exploration training at Flint Strive. Kara shared that her experience at Flint Strive was, "a real eye opener. You think you know everything when it comes to applications, job seeking, and being a professional until you go to Flint Strive." She added that the instructors are dedicated to helping people and that the diverse classroom setting gave her the opportunity to learn from others. After this pre-employment training, Kara worked with her FHEO Program Career Advisor to register for Medical Insurance Billing and Office Administration training at Ross Medical Education Center. The FHEO Program paid for Kara's tuition and in March 2022 Kara successfully graduated with her Medical Billing and Coding certificate. Kara shared that her experience at Ross Medical Education Center was challenging, but very informative and she felt supported by her instructors and classmates. She also shared that after completing training she felt prepared for any situation she may encounter in the workplace.

Before completing training, Kara was offered a position with her externship site, Hart Medical Equipment. Kara accepted the position and is currently employed as a Billing Specialist earning \$13.50 per hour. Kara stated, "I am so thankful to be in the healthcare field like I have always dreamed of and proud of myself for making a difference every single day."



CONGRATULATIONS, DESMEANNA & KARA, AS YOU REACH YOUR HEALTHCARE GOALS!

SUPPORTING GROWTH IN OUR REGION

We are excited that businesses are seeing the attraction of the Genesee, Shiawassee & Thumb regions both from a talent perspective as well as an economic growth opportunity and to help support this growth, we have several on-site job fairs planned to recruit the talent that these organizations will need.



Check Out Our EVENTS PAGE:

GSTMIIWORKS.ORG/EVENTS

THE YOUNG PROFESSIONALS TALENT TOUR

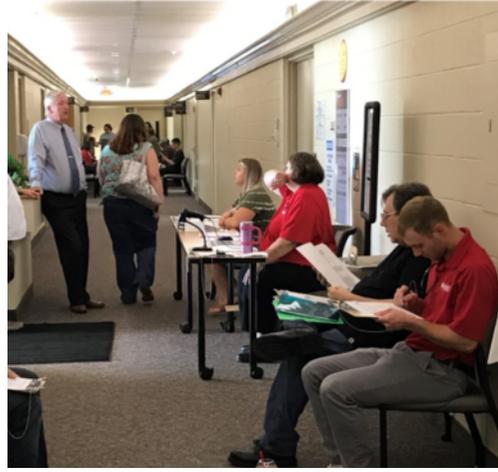


TALENT TOURS! - 16 Youth from the Young Professionals cohort had the opportunity to tour WGS Global Services. Student participated in hands-on experiences at different workstations, observed the casting process, and the inspection, containment, and sorting operations. The Young Professionals also visited Domico Medical Device, where they toured the Carbon Fiber construction area and learned about how Domico designs, develops and manufactures healthcare products that make lives easier for patients and caregivers.



SHIAWASSEE CO. MULTI-EMPLOYER JOB FAIR

 **32** Attendees



TUSCOLA COUNTY RESOURCE FAIR

 **14** Participating Partners

 **53** Attendees



SHIAWASSEE CO. MEJF &
TUSCOLA COUNTY RESOURCE FAIR

EMPLOYER SUCCESS STORIES

GOING PRO - ON THE JOB TRAINING



Huron Co. - Gemini Plastics applied for and was awarded a Going PRO Training Grant for 2022. Part of the grant was On-the-Job Training for 5 new Operators. Gemini was able to hire and retain at least 5 new Operators and was reimbursed \$2,710 for On-the-Job Training.

The Going Pro Grant has been very helpful to cover the cost of On-the-Job Training. It has helped offset the

cost of training new employees, which has been great in these competitive times.

It has been a challenging time to hire and retain employees
AND THE GOING PRO FUNDING HELPED SO MUCH!



JOSH'S FROGS - OJT TESTIMONIAL AWARDED \$19,200 IN 21-22

Partnering with GST Michigan Works! has been a game changer for our business. Not only have our new hires had the privilege of being supported

In addition to feeling better supported at the time of hire, our business has experienced better retention and employee satisfaction in the early stages of the employee lifecycle. The OJT program has allowed our business to build on our onboarding program and it has allowed our business to exercise our Core Values right after the job offer."

-Alyssa Rahmann, VP of Human Resources and Facilities Management

A WELL-OILED MACHINE PROVIDING SERVICES AS A TEAM



Lapeer Co. - Ken Demiglio from Creative Asphalt reached out to GST Michigan Works! in Lapeer through one of his employees to ask if they could assist him in filling an open position. The employee was working in the resource area with Scott Beattie and explained his employer needed a truck driver for his asphalt business. Scott took his information and relayed it to business services.



GST Michigan Works! BSP, Treva Rambow, contacted Ken and told him she would utilize the Pure Michigan Talent Connect to locate potential candidates. Initially, Ken expressed concern that the resumes PMTC would be supplying him would only be individuals applying for unemployment benefits and not really wanting to “go to work”.

Over 60 PMTC registrants were found with the proper licensing requirements and then narrowed down to less than a dozen that had resumes which appeared to be appropriate. One resume stood out that was clearly an individual that was ready to work and had taken the time to submit a well written resume. The resume was submitted on 04/25/22 and on 04/26/22, William Cardew was hired by Creative Asphalt of Lapeer. It was then discovered that William’s resume had been created with the help of Career Coach, Tara Tiedeman! William had also received his funding for truck driving through the Lapeer GST Michigan Works! office.

This is an excellent example of the myriad of services GSTMW offers Employers and Job Seekers to come full circle and create a seamless, employment match!

GOING PRO TALENT FUND HELPS TRAIN EMPLOYEES



Shiawassee Co. - Great Lakes Fusion and Great Lakes Excavating are primarily focused on landfill construction and installation of HDPE Methane collection systems. They also have a contract for mining shale and can be found doing demolition jobs. The companies saw a need for additional training and certification for their employees to be competitive and current in the various industries they serve. They applied for the Going Pro Talent Fund 2022 award to help with the training and were able to use \$20,700. All training provided gave employees the credentials to complete work that they might not have been able to do otherwise. Those that attended the training and use the acquired knowledge to perform their job duties better are more likely to become leaders in the

field and will position themselves for promotions and raises in the future. Great Lakes Fusion's HAZWOPER, Mine Safety and Asbestos Supervisor training are recognized not only on the State level but also on the Federal level. Any contractor will accept them as being certified in their field.

Having employees cross trained in different fields is a benefit to Great Lakes Fusion/Excavating when it comes to scheduling and bidding on jobs. They can now bid on bigger and better jobs knowing they have the trained staff to complete them safely, on time and on budget. Having employees trained in supervisory roles allows them to send out multiple crews on different jobs when needed, which will lead to more jobs being completed and boosting profits.



TI AUTOMOTIVE - OJT

Tuscola Co. - TI Automotive is an Employer that has had great success with GST Michigan Works! On-the-Job Training program. GSTMW has assisted TI with three job fair/hiring events over the past year where they have found qualified candidates to fill their job openings. Throughout these events, GST has assisted TI Automotive with OJT funding.

For the program year of 2021/22, TI had 10 WIOA eligible employees who completed training as Production Operators and obtained a 30-day retention. GST Michigan Works! was able to award TI with a grand total of \$24,160.80 in wage reimbursement!

"GST Michigan Works! has been instrumental in our ability to recruit, train and retain the best employees in our rural communities. Their [GST] application drives and support during on-site job fairs helped us reach our hiring needs more quickly and efficiently. The funding made available through the On-the-Job Training program is a great incentive to encourage employers to consider employees who may not have the manufacturing background, but they do have the willingness to learn."

- Mary Brinkman, Human Resources





COLLABORATION GETS THE JOB DONE!

Shiawassee Co. - GST Michigan Works! in Shiawassee County received a phone call from McCarthy Building Companies asking for assistance in speaking with an MWA in another region. GST was asked to give information about how we worked with McCarthy and the services provided to them. McCarthy is an out of state company and was the general contractor for building the largest solar farm in the state of Michigan. The company will be involved in working with another solar project in the Kalamazoo area and wanted to make sure that this project would run as smoothly as the first.

GSTMW had provided many services to McCarthy which included a facility for job fairs, Facebook Live Employer Spotlights, collecting and vetting applications, and On-the-Job-Training funds through WIOA. We also worked with many of the new employees through supportive services. All of this was new to the company due to being headquartered out of state. GST contacted the MWA, discussed the various programs that were involved, and found that they were prepared to offer the same.

Several days later GST received another call! This time from Ranger Power, a Chicago based company, who was working on a solar project in the Hillsdale area. The request was like the one made by McCarthy Building

Companies. Ranger Power is the company that will run the Shiawassee County solar facility. The Hillsdale project is looking for 250 workers and Ranger Power wanted to know how we worked the first project to make it flow seamlessly. Again, we set a time for the company and the other MWA to be in a Zoom call explaining our process, time frame, and available services. The call was successful with all questions being answered and parties feeling satisfied with the opportunities that Michigan Works! has to offer.

The success to this story is that companies who have never worked with a Michigan Works! Agency see the value in a partnership after just one interaction. GSTMW was able to help assist McCarthy with many employees; as well as, awarding \$20,700 in OJT funds. The other MWAs will benefit from the initial project by continuing the level of service initially offered. Both companies were impressed with how quickly and closely the various MWAs worked to assist with their upcoming needs. Questions were addressed before being asked.

Collaboration is the key to making our workforce and agencies stand out. These employers have seen it action and love it!



FRUITFUL YOUTH WORK EXPERIENCE



short- and long-term goals not only for her own business, but also for the regional farming economy. The long-term per acre profit potential with hops is far greater than other crops grown in the area. Growing and processing hops is very complex and technical, which opens a new agricultural career opportunity in Specialty Crop Management for the region. Through several meetings and introductions to other partners, it was determined that pursuing the Young Professionals work experience program was the most appropriate for now with a new registered apprenticeship program and development of regional infrastructure as long-term objectives.

Through participation in the GSTMW Sanilac Spring Job Fair and continued networking with the Sanilac Career Center, Ellen met several interested agricultural students. One of the students was eligible for the Young Professionals program and started her work experience on June 13th. She will continue to work through September. One student was eligible for our program and Ellen also hired a small group of young people from the community who have all been very successful.

“Elk River Hops is a specialty crop business growing and processing hops in Sanilac County. At the end of last season, it was clear we needed a source of employees interested in learning about specialty crops if we were going to make a mark on the county's economy. A networking session at the Sanilac County Career Center introduced us to Eldon Preston, our Business Solutions Professional at GST Michigan Works! We owe so much to the GSTMW Team that emboldened and equipped us to move forward!

That introduction opened doors and more networking that ultimately helped us attract a team of young people that would impress any employer looking for

Sanilac Co. - As the Elk River Hop Farm continues to grow, they need to develop a reliable and sustainable talent pipeline; not only to supply their seasonal staffing needs, but also supply a few dedicated full-time employees who have the desire to learn the complex process of hop growing and processing. The Thumb Region has the ideal soil and climate to profitably grow hops, and Ellen would like to develop this into a regional industry.

After an introductory meeting, the Sanilac Career Center referred Ellen to the GST Michigan Works! Service Center in Sandusky. GSTMW BSP, Eldon, quickly followed up with Ellen and learned of her

smart and motivated workers. As we know, kids invite kids into something they enjoy and makes them feel special. What a marvelous and sobering experience this has been! Each of these people has navigated different life hurdles and yet comes to us ready to work hard, learn new things, and take responsibility.

here are so many inspiring things that have happened in just a couple months to share. This group has miraculously formed their own team, capable of pivoting on a moment's notice and taking each minor crisis in stride. A harvest machine broke down leading to dragging out an old machine requiring a whole different skill set. They collectively dug in and made it happen even though the day stretched long. A cutting bar burned out and they grabbed pruning shears and started cutting by hand... WITHOUT complaining!



CALLOUTS FROM THE TEAM RANGING FROM AGES 17 TO 25

- From one of youngest workers, ***"This is the first time I've ever worked 8 hours in a day."***
- From one young 20-something who had previously not held a regular job, ***"I had to come to support Michael who works so hard."***
- There's a recent high school graduate who didn't take college seriously and ***now has a plan after being encouraged by a coworker***
- From the dad of a couple of our workers, ***"Thank you for adding my stars to your team. I'm sure they will shine."***



"I honestly do not think any of this would have happened without the partnership of GST Michigan Works! I look forward to exploring more programs together in the years ahead."

***-Ellen Batkie,
Co-Owner, Elk River Hops, LLC.***

Since March 1, 2022,
OVER 170
YOUNG ADULTS
were placed on
work experience at
113 UNIQUE
EMPLOYERS
across our GSTMIW! region!

A LITTLE COUNTRY STORE OFFERS OPPORTUNITY FOR DISPLACED WORKER

Tuscola Co. - Deford Country Grocery, a little store in a tiny town, was in the process of expanding after it was passed down a generation to Ryan Abasso, who purchased the store from his parents after they retired. At the time, Deford Grocery offered a small variety of groceries, beer, wine, liquor, and a single pump for gasoline. Ryan wanted to offer more to the community with take-out style food and additional fuel options.

Dawn moved to Michigan from South Carolina to settle her parent's estate. She had been waitressing 32 years at Duke's Barbeque – earning \$14/hr., but cooking had always been her real interest.

It took over a year for Ryan's plan to come together, but in March 2022, with Dawn at the grill and several new employees, a wide variety of foods were made available along with several new gas pumps bring diesel and recreational fuel to the area!

Ryan has had an overwhelming response from the community, always receiving shout outs through social media about how great the food is! He also states that Dawn is an amazing employee, and you can tell she loves her job just by her performance. He is



so happy he gave her the opportunity to try out her cooking skills!

Obtaining new employment was Dawn's top priority after her move and who would have thought that the opportunity would be right down the road from her new residence. She is now living out her passion daily while earning a paycheck!

June through August 2022,
**GSTMW AMERICAN
JOB CENTERS**
hosted **UNIQUE JOB
SEEKER &
EMPLOYER
EVENTS**

JOBS *for* MICHIGAN'S GRADUATES

JMG AWARDS

Jobs for America's Graduates "5 of 5 Regional Award" recognizes high achievement in five performance metrics for the Jobs for Michigan's Graduates program: Graduation Rate, Employment Rate, Full time Employment Rate, Total Full time Positive Outcome (includes employment, further education, military, and apprenticeships), and Further Education Rate. While individual GST JMG Specialists and programs have achieved the 5 of 5 in the past, the entire GST Michigan Works! Jobs for Michigan's Graduates region met this standard of excellence!

Additionally, JMG Specialists from across the region received special awards and recognition for their transformational work in JMG programs across the region. Dominique Clay - Flint, Ashley Fanson - Lapeer, Thomas Goforth at Vassar Schools received awesome awards and recognition at the Youth Solutions Summer Summit this week.



LatinX CPR CERTIFICATION



7/8/22 - GST Michigan Works! Representative, Ray Barry, certified the staff of LatinX, one of GSTMW community partners, in CPR/AED/First Aid.

June through August 2022,

OUR GSTMW BUSINESS SERVICE TEAM
 provided services to **663**
EMPLOYERS.

CONGRATULATIONS AND GREAT JOB TO ALL!



LEARN & EARN

JULY 2022 | VOL. 21 ISSUE 1

Summer Work Experience

The WIOA summer program started off with a training at the SRES D on July 7th. Students participated in hands-on activities to prepare them for their summer work experiences. Students learned how to be successful on the job through good attendance, a strong work ethic, a positive attitude, and good communication skills. Other topics included worksite safety, completing job applications and filling out time sheets.

A guest speaker from Michigan Rehabilitation Services, Amy Smith, discussed their employment services and how they can assist students.



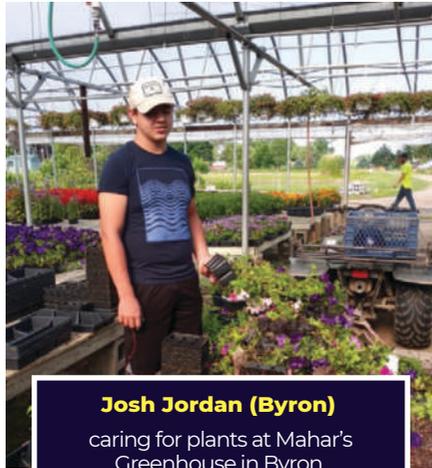
Students then participated in Reality Store, a real-life simulation game where they learned how life choices, such as education, work, family and finances impact your future.

The students finished training ready and excited to start their work experiences and various businesses throughout Shiawassee County.

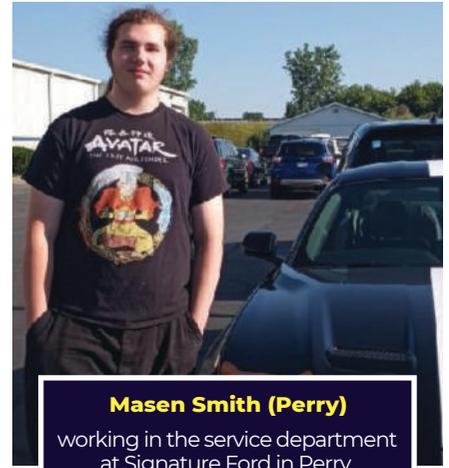




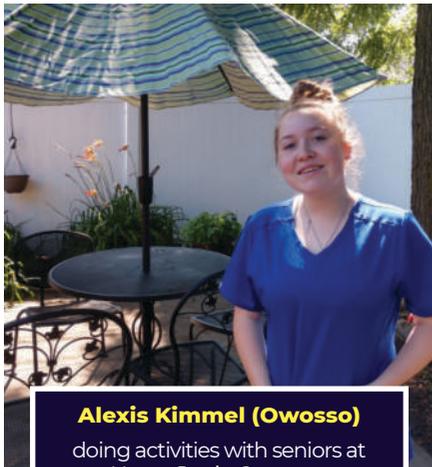
Joslin Jacobs (New Lothrop)
assisting with craft time at Noah's Ark in Owosso.



Josh Jordan (Byron)
caring for plants at Mahar's Greenhouse in Byron.



Masen Smith (Perry)
working in the service department at Signature Ford in Perry.



Alexis Kimmel (Owosso)
doing activities with seniors at HomeJoy in Corunna.

STUDENTS
at
WORK



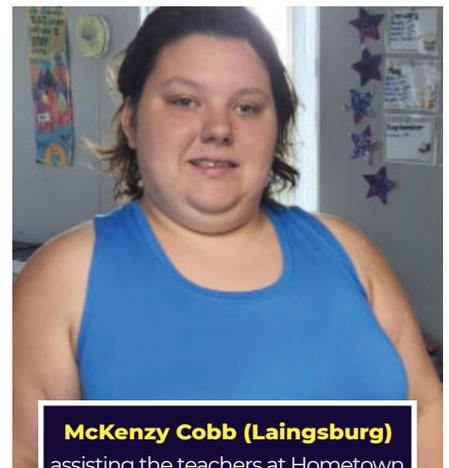
Rusty Trim (Morrice)
working on computers at 10 Computer Repair in Owosso.



Ethan Hildebrant (Owosso)
stocking shelves at Save-A-Lot in Corunna.



Jalen Tew (Corunna)
keeping everything looking great at Noah's Ark.



McKenzy Cobb (Laingsburg)
assisting the teachers at Hometown Childcare in Laingsburg.



Shiawassee
Regional Education Service District

SHIAWASSEE RESD | 1025 N. SHIAWASSEE STREET | CORUNNA, MI 48817
t 989.743.3471 | f 989.743. 9601 | www.sread.org



LEARN & EARN

AUGUST 2022 | VOL. 21 ISSUE 2

CONGRATULATIONS **RENEE!**

Renee Dotson, WIOA case manager, recently began a new job at Great Lakes Virtual Academy where she assists high school students in career and technical education programs. Renee had an incredible impact on students throughout her career at the SRESD and we know she will continue to have a positive influence in her new role. We wish her all the best!



THANK YOU, EMPLOYERS

The WIOA summer program is proud to partner with great businesses throughout the county. Student's are placed at local businesses to enhance their employability skills and gain work experience. These employers have been extremely supportive of the WIOA program and are a critically important to the success of these students. Many thanks to the following employers for their time and willingness to support our students. This program would not be possible without you!

- | | |
|------------------------------|--------------------------|
| 10 Computer Repair | Mahar's Greenhouse |
| Cupcakes and Kisses | Save-A-Lot |
| Elite Early Learning Center | Signature Ford, Perry |
| Hometown Childcare | Chip's Place |
| Noah's Ark Children's Center | Durand Council on Aging |
| Shiawassee Family YMCA | Home Joy |
| Big Rock Latchey | Morrice Hardware |
| Dedics Auto Body | Shiawassee Human Society |
| Family Farm and Home | Volunteers of America |

STUDENTS AT WORK



Lilliana Palmer (Corunna)
making sweet treats at Cupcakes and Kisses in Owosso.



Ryan Dahl (Owosso)
helping with activities at the YMCA in Owosso.



Paige Brown (New Lothrop)
supervising on the playground at Big Rock Latchkey in Chesaning.



Braylon Davis (Corunna)
working at Dedics Body Shop in Owosso.



Parker Noonan (New Lothrop)
stocking at Family Farm and Home in Corunna.



Lilly Masak (Corunna)
caring for animals at the Shiawassee County Humane Society in Owosso.



Aaron Thompson (Perry)
organizing shelves at Volunteers of America in Corunna.



Ethan Slomkowski (Owosso)
prepping food at Chips Place in Owosso.



Angel Caverly (Morrice)
helping children at Elite Early Learning Center in Corunna.



Preston Worman (Perry)
stocking at Morrice Hardware.



Alexis Leonard (Durand)
assisting with activities at the Durand Senior Center.



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