

TALENT TALK

September 2023 | Volume 7, Issue 1



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

Advancing Employers | Enhancing Talent



REGIONAL SNAPSHOT

651
Occupations

4.8K
Employers

1.6K
Locations

76%
Employed at
Exit of Training

Real Time Intelligence - Job Postings 01/01/2023 - 08/01/2023

Active Job Ads

Retail Salespersons	1,280
First-Line Supervisors of Retail Sales Workers	1,244
Stockers and Order Fillers	1,030
Fast Food and Counter Workers	707
First-Line Supervisors of Food Preparation and Serving Workers	673
Maintenance and Repair Workers, General	555
Medical and Health Services Managers	476
Nursing Assistants	472
Social and Human Service Assistants	468
Speech-Language Pathologists	465
Heavy and Tractor-Trailer Truck Drivers	455
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	419
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	378
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	373
Medical Secretaries and Administrative Assistants	373
Driver/Sales Workers	369
Production Workers, All Other	366
Laborers and Freight, Stock, and Material Movers, Hand	361
Customer Service Representatives	344
Radiologic Technologists and Technicians	339
Child, Family, and School Social Workers	302
Cashiers	296
Medical Assistants	287
Licensed Practical and Licensed Vocational Nurses	270
Food Preparation Workers	267
Teaching Assistants, Special Education	249
Personal Care Aides	245
Surgical Technologists	232
Maids and Housekeeping Cleaners	226
Elementary School Teachers, Except Special Education	222

 **9.7K**
Page Likes

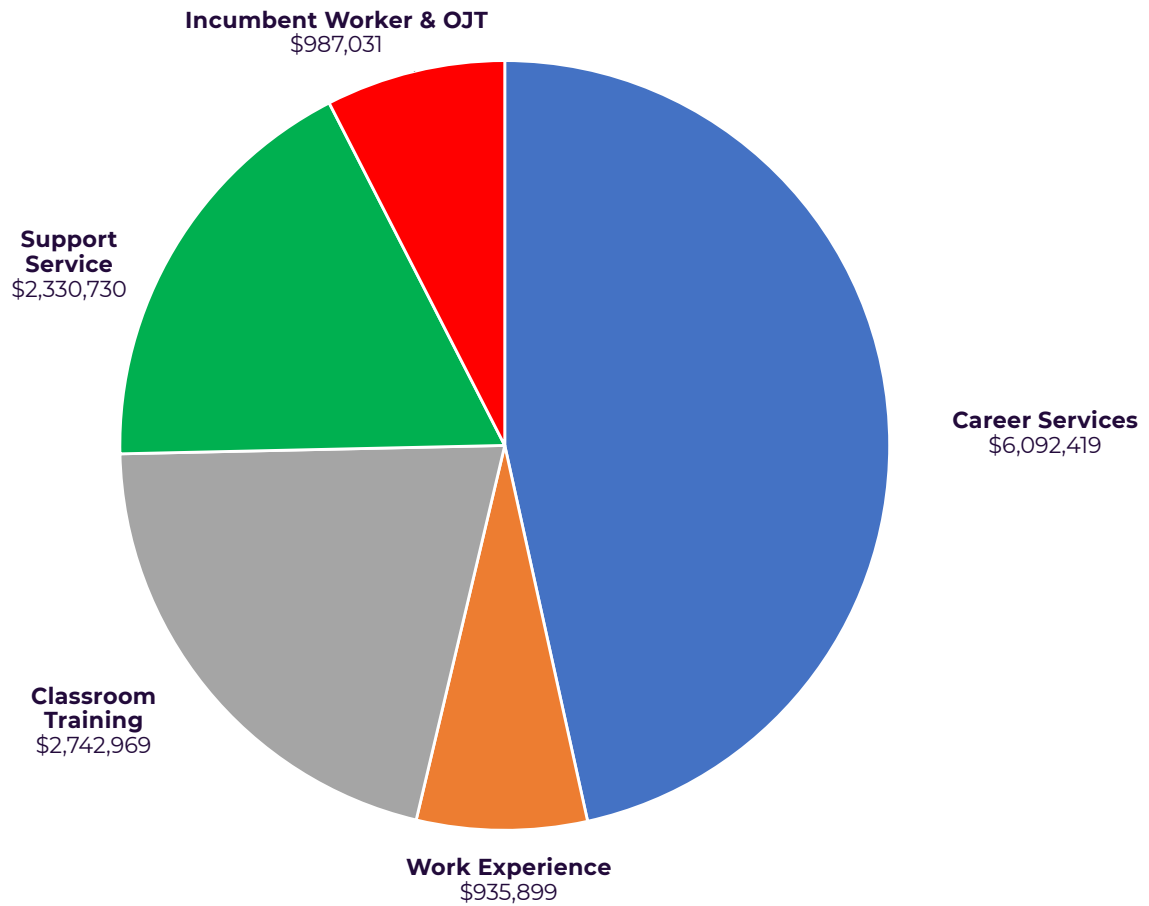
 **703**
Followers

 **493**
Followers

DATA ANALYSIS

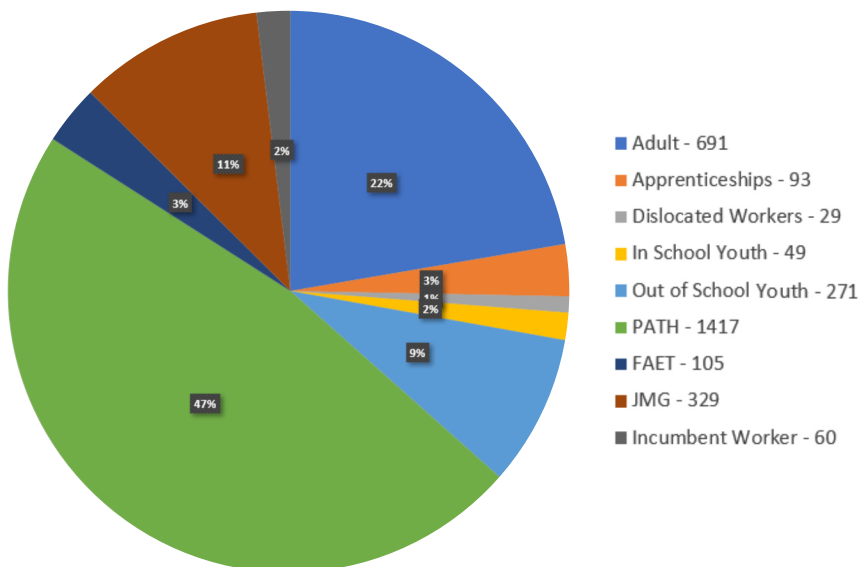
Career Services & Participant Payments

July 1, 2022 – June 30, 2023



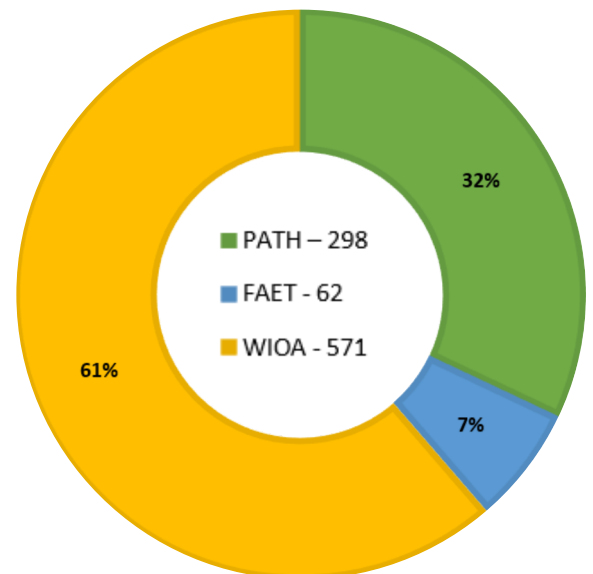
New Enrollments

July 1, 2022 – June 30, 2023



Entered Training

July 1, 2022 – June 30, 2023



EMPLOYEE SUCCESS STORIES

INEXPERIENCED YOUTH **FINDS SUCCESS**



Sanilac - Brandon came into GST Michigan Works! looking for information on obtaining a CDL. Despite having no work experience, he was eager to get started with training and find employment. Brandon was eligible for the WIOA Out of School Youth program.

Brandon began training at Thumb CDL in January. GSTMW! Sandusky Service Center was able to assist him with tuition and mileage reimbursement. Within a few months he had successfully completed the course. On the day of completion, Brandon began employment at Donley Excavating.

GSTMW! was able to provide Brandon with complete tuition payment, mileage reimbursement, and youth incentive payments. He is now working full-time as a truck driver earning a competitive wage!

Lapeer - Tisha came to the Lapeer GST Michigan Works! Service Center as a single parent seeking assistance with LPN courses. She had been working as a CNA since 2007 and knew that completing her LPN program would increase her overall wage potential and employability.

Tisha had some struggles during her courses at Dorsey which extended her date of completion, but with the assistance she received from GST Michigan Works!, financing her schooling was not one of them. GST was able to help her with tuition payments, scrubs, a stethoscope, and mileage reimbursement to and from class.

Tisha passed her NCLEX test on the first try! She is now employed full-time with benefits at Medilodge. Since achieving additional skills and certifications, Tisha has experienced a 75% increase in her hourly wage!



RISING BEYOND CHALLENGES

WELDING SPARKS SUCCESS



Lapeer - James came to GST Michigan Works! in search of assistance in completing welding courses offered through the Lapeer ISD. While screening James for eligibility, the GSTMW! team discovered that he

had dropped out of high school. At the time of application, James was not quite ready to start his GED journey, but he was made aware of the services offered at GSTMW! in partnership with the Family Literacy Center in case he changed his mind.

James started welding class with the Lapeer ISD in April of 2022 and was also offered a full-time position with

Aristo-Cast in Almont. In August, James was ready to start working towards his GED. A referral was made to the Family Literacy Center and James was connected with an in-house tutor. James continued with his training through the Lapeer ISD all while working towards his GED completion.

James completed his GED in less than two months! He also completed the welding training and ended up at the top of his class. He is still employed by Aristo-Cast, earning an excellent wage with benefits.



Congratulations on your great accomplishments, James!
Thank you for allowing GST Michigan Works!, and the Family Literacy Center to be an integral part of your journey to success.

CAREER BLOSSOMS WITH ON-THE-JOB-TRAINING

Genesee - Donavin applied at Curbcoco Inc, a local employer, to work as a Horticulturist. While Donavin was motivated to work hard and willing to learn, he did not have any previous experience as a Horticulturist. He needed assistance to start his career off on the right foot.

GST Michigan Works! Business Services team worked with Curbcoco to develop a detailed training plan that offered an On-the-Job Training opportunity for Donavin. On-The-Job Training (OJT) agreements and wage reimbursement are made possible through WIOA funding. Employers like Curbcoco have the opportunity to hire and train the talent they need while offsetting the cost of training new hires. Donavin's training plan consisted of 200 hours of hands-on training to assist him in getting the necessary skills. He learned how to cultivate lawns and gardens, decorate gardens, operate and/or drive powered equipment, and more.

This has been a rewarding experience for Donavin and he is thriving in his new environment. Curbcoco is also very happy with his performance thus far.

RENEWED CAREER *IN RECYCLING*

Shiawassee - Patrick came to the GST Michigan Works! Owosso Service Center at a difficult time. While he was currently employed, his hours and wages had been severely reduced. Prior to that, Patrick worked for a local employer, working 60 hours per week, earning twice the hourly wage he was currently being paid. His goal was to find an occupation with better pay and benefits so he could afford to support himself and his wife.

While taking advantage of Job Search Assistance with a Career Coach, Patrick was introduced to career opportunities with American Recycling. The main challenge he faced was not having experience in the manufacturing field. Patrick was an excellent candidate for On-The-Job Training (OJT). After completing an orientation and intake process for WIOA funding, Patrick was approved for an OJT opportunity, which began in May and turned into full-time employment in July. Once he got started at American Recycling, Patrick needed assistance with purchasing proper boots that were required for work, and those were provided through WIOA funding.

Patrick is earning almost \$5/hr. more now with a consistent 40-hour week and benefits.



GST Michigan Works! was great to work with. They went through and helped me update my resume which eventually gained me an interview. I was hired by American Recycling. GST Michigan Works! was there to make sure I had everything I needed to start my job. American Recycling is a great place to work for and they treat you like family."

- Patrick

FROM ROADBLOCKS **TO HIGHWAYS**



Huron - Xander came to GST Michigan Works! in Bad Axe as a referral from the Huron Area Technical Center. He was being assisted by Carrie, a Transition Supports Provider. Xander was not able to take CDL A training at the Tech Center, so his alternative was sponsorship from GST Michigan Works!

Xander qualified for our services as an Out-of-School Youth. He started training through Thumb CDL, LLC, formerly known as Maier Driver Ed School. After some slight delays, Xander completed his training, drive time and obtained his CDL A License. He started working as a Semi-Driver for Robert Krug Farms. He works over 40 hours per week and is enjoying a permanent job with a great wage.

Thanks to GST Michigan Works! services and financial mileage assistance, Xander is now making over \$10 more per hour than before and has a certification that spans many industries!

POWERED BY SUPPORT



Lapeer - Emily graduated from Davison High School in 2020. She initially enrolled at Mott Community College after graduation. Unfortunately, the pandemic contributed to several challenges, making it difficult for Emily to continue her education at MCC. Once things settled down and in-person learning became available again, Emily decided to pursue a degree in Psychology

at Wayne State University. Emily came to GST Michigan Works! to inquire about what funding might be available to assist her. Though Psychology is not an approved training, Emily was eligible for supportive services. GSTMW! was able to assist with books and clothing to help Emily offset the cost of tuition.

Emily stated that,

The biggest challenge in my schooling and career was paying for essential needs and schooling costs. [GST] Michigan Works! helped me a lot along the way and **took a huge financial burden off me.**

Emily graduated from Wayne State with honors in May and is working towards her master's degree. She started paid clinical training at Caliber Autism in June and now earns a paycheck while she continues to learn in a "real life" setting.

WELDING A BRIGHTER PATH

Huron - Michael is a father of three making his way back into the workforce as a returning citizen. He had some experience with welding and was interested in filling out a WIOA application to take Rapid Welding training. Michael successfully completed the Mid-Michigan training with the help of GST Michigan Works! financial support towards tuition costs.



He is currently working full-time, utilizing his certificate, at Thumb Billie's Auto Care. Michael stated, "[I'm] very thankful for the program. I liked the training and instructor through Mid-Michigan! I am now working more hours and received a \$2/hr. raise!"

THANKS TO THE ASSISTANCE FROM GST MICHIGAN WORKS! MICHAEL IS ARMED WITH EVEN MORE CAPABILITIES TO PROVIDE FOR HIMSELF AND HIS FAMILY!

NURSING A NEW FUTURE



Lapeer - Keiaira learned about GST Michigan Works! and the support offered through WIOA in 2015 after she lost her job and applied for unemployment benefits. At that time, life circumstances took her in another direction, and she

could not take advantage of training. Keiaira started her own business; however, once the pandemic hit, she could not maintain her clientele and support her family. Keiaira decided this was the time to go back to school.

She had always wanted to be a nurse and registered with the Professional Skills Institute. Keiaira remembered that GST Michigan Works! offered supportive services through the WIOA grant. She contacted an out of area MWA Service Center, but unfortunately, no funds were available. She contacted the Lapeer Service Center, and they were able to assist with funding. As a single, unemployed mother, she qualified!

Keiaira completed her associate degree with the Professional Skills Institute and received her LPN License. She accepted a full-time position at Optails Rehabilitation, earning a competitive wage with benefits. Keiaira plans to continue her education and complete her bachelor's degree in nursing.

FROM STRANDED TO SUCCESS

Genesee- Lorenzo decided to visit Michigan for friends and local attractions. However, after a few unfortunate events, he found himself stranded and far away from home. Lorenzo's only solution was to find shelter and start earning an income. Lorenzo discovered refuge, resources, and rest at My Brothers Keeper. My Brothers Keeper is a valued community partner with GST Michigan Works! Tierel, Veteran Case Manager, had recommended individuals start their barrier removal journey at GST Michigan Works! Tierel understands gainful employment is important but is only a piece of the sustainability strategy. GST Michigan Works! has a goal to ensure you not only obtain employment but retain it as well. In June 2023, Lorenzo experienced the value of this continued partnership.

At the advice of Tierel, Lorenzo reached out to Business Solutions Professional, Mike via telephone, sharing that he is currently residing at My Brothers Keeper and needs employment very quickly. Mike advised him to visit the GST Michigan Works! Flint Service Center and speak with a Career Coach, so they can fully assess his situation. Also, it is through

the Career Coaches that eligibility for training programs and resources is determined. Mike next advised him that once he had visited with a Career Coach and had completed any enrollment and/or program eligibility determination, they could then meet to take the next step.

Mike began by asking Lorenzo fact finding information to better assess his situation. Questions that helped Mike assess his skills, transportation needs, and desire to match with an employer who is urgently hiring. After this one-on-one fact-finding session, he was able to quickly recognize Lorenzo's talents to meet his demand for work. Mike suggested Lorenzo complete an application for United Plastics. Just four days later, Lorenzo returned to GST Michigan Works! thanking the entire Employment Services team for helping him secure gainful employment. GST Michigan Works! provided him with additional pre-employment resources, such as work boots, and bus passes. Lorenzo shared this appreciation and excitement for his new role, and a new beginning!

RISING TO NEW HEIGHTS

Genesee - Ashley came into the Fenton GST Michigan Works! Service Center to register for work as part of her unemployment requirement. She was laid off from her position as a well-compensated, full-time Project Consultant at Kingsway Group.

As a requirement to continue receiving unemployment benefits, Ashley attended a mandatory Reemployment Services and Eligibility Assessment (RESEA) appointment. At the RESEA meeting, Ashley learned how GST Michigan Works! could assist her with her employment needs. Shortly after, she was scheduled for a Workforce Innovation and Opportunity Act (WIOA) intake and application appointment at the GSTMW! Fenton Service Center.

During the intake process, Ashley was very adamant that her number one need was to become gainfully employed. As a single parent, she needed a consistent income to care for her three children. Her career coach asked how her job search was going and learned that she had applied for several positions, and she was currently waiting to hear back from the employers. They discussed what type of work she was looking for and her specific needs.

Ashley was concerned about her resume being adequate for an employer to contact her. Her GST Career Coach went over ways and resources that Ashley could successfully update her resume for the individual position she was applying for to avoid being screened out.

While resume assistance and career coaching are available to all who visit a GST Michigan Works! office, Ashley was also eligible for WIOA Dislocated Worker funding that assisted with work clothing, which helped her keep her focus on the outcome she was looking for - full-time employment!

During this process of applying for different positions, Ashley began hearing back from employers and quickly received an offer of employment. Ashley gladly started a position at Turner Construction on 5/1/2023 as a Logistics Engineer, at a wage 33% higher than her previous position. Ashley is grateful for the assistance she received from GST Michigan Works! Fenton office.



SMILING THROUGH CHALLENGES

Lapeer - Marisol lost her job with Lapeer Dental Center in April of 2021. She had been working as a Dental Assistant for many years and learned of the opportunities GST provides when she filed her claim for unemployment. Marisol was having trouble paying for the remaining balance of her tuition after her Pell Grant and was concerned about going into debt to finish her degree. Fortunately, she remembered the overview of services GSTMW! Career Coaches explained when she visited our Service Center earlier in the year to Register for Work. Marisol decided that enrolling at Delta College to

complete their Dental Hygiene program was the next best step in her career. She reached out to GSTMW to enroll in the WIOA program and receive financial assistance for her tuition and Dental Kit.

Marisol graduated with Honors from Delta College as a Dental Hygienist at the end of April. She secured employment with Hilltop Dentists in Otisville, earning an excellent wage and benefits.

When asked about the support she received from GST Michigan Works! Marisol said, "Thank you for consistently being on top of things. I sincerely appreciate all the help and assistance you have given me."



CDL-A AT WARP SPEED

Genesee - Arthur was released from incarceration and trying to navigate what the next few months would look like. That plan involved intense coaching and preparation for a career in an industry that would recognize his talents, not just his past.

He had already tried other approaches and attempted the expungement route unsuccessfully, so a seemingly insurmountable barrier remained. Fortunately, the combined efforts of the Offender Success program through Catholic Charities and GSTMW! Arthur was able to receive the resources and tools that would help him secure a career in his chosen industry. He could earn a great wage and continue to grow.

Arthur continued through the coaching process until he had fortified his chances at success with various assessments and workshops. Then, he entered CDL-A training at Suburban Truck Driver Training School. He completed training in just 25 days! Next step, employment. But who would consider hiring him?

It took just a little over two months for one lucky employer to recognize Arthur's potential. Action Traffic Maintenance hired him as a driver right after his first interview. He is earning a great wage with steady hours and benefits. When asked about his accomplishments, he replied, "I think it was part of my path. Now I'm where I need to be." We think he's right!



ON THE ROAD TO PROSPERITY

Huron - Drew was a 31-year-old Huron County resident who just wanted to support his family. GST Michigan Works! was able to give him the boost he needed to make that happen!

Drew was interested in obtaining his CDL Class A and reached out to GSTMW in March for assistance with that certification. He successfully completed his training through Thumb CDL LLC! GST Michigan Works! was able to support his efforts with tuition, mileage, the cost of a DOT physical, and permit reimbursements.

Upon completion, Drew was employed with D&T Manure Hauling LLC, working 55 hours a week and making almost double the minimum wage. Drew can now support his family on a sustainable income thanks to the help of GSTMW and partners.

Drew shared,

I am very thankful for the program and funding you provided so I could get my CDL Class A. I'm hoping for a raise soon and taking on more hours as additional equipment is purchased [by my employer].

WEIGHT OFF MY SHOULDERS

Tuscola - Konnar was enrolled in the Radiography program at Delta College with 2 semesters remaining to complete her associate degree. She was struggling to find the finances to complete her degree as the demands of the program did not allow time for her to work. In August of 2022, she came to the GST Michigan Works! Caro Service Center to start the process of approval for WIOA funding. When asked about what challenges she was facing in her current job search, she stated "College students are facing large amounts of debt and little to no time to hold a full-time job." This is a common challenge for full-time college students and luckily on August 29th, Konnar was approved for funds to assist her in completing her last 2 semesters at Delta College.

In April of 2023, Konnar graduated with honors. Not only did she obtain a degree in Radiography, but also in General Management. She took her state registry exam on May 2nd to become a state-certified Radiologic Technologist!

Completing her clinical rotation at St. Mary's paid off as she was offered a position as a Registered Radiologic Technologist. She began working at Ascension St. Mary's in early May, working full time at a competitive starting wage!



My clinical rotation was 40 hours a week for an entire year, leaving time for a full-time or even part-time job very difficult. **[GST] MI Works! provided me with funds to cover my tuition for multiple semesters, taking that weight off my shoulders.**

- Konnar

GST MI Works! helped provide funds for my state registry exam as well, making the stress leading up to the exam much less. I also had an amazing case worker that checked in with me monthly during my clinical year and took time out of her schedule to have conversations about my well-being. Having that one-on-one connection was very helpful.

- Konnar

During her studies, Konnar was commuting back and forth from Cass City to Saginaw, Monday through Friday. In December, she was excited to be offered an externship at St. Mary's Hospital in Saginaw where she states that the technologists there provided her with an amazing learning experience that will carry her into her career.

CARE BEYOND BOUNDARIES

Genesee - Deandre was struggling to find work after being let go from his Auto Zone position. He wanted to forge a new career path. He stopped at GST Michigan Works! in Flint for assistance on this journey to make a career change. Deandre received resume assistance from the Talent Development Center as well as support from Career Services for transportation barriers.

The Business Services team had a close relationship with Soteria Home Health Care and knew they were looking to expand their team, so they shared Deandre's resume with their contact at the company. Deandre interviewed and was hired as a Home Health Aide. He now has a career helping others!

ASSISTANCE TO ASSISTANT MANAGER

Shiawassee - Billy came to GST Michigan Works! Owosso Service Center unemployed and facing many challenges, including being a justice-involved citizen. Before coming to the Service Center, he experienced a divorce, moved out of state to follow a job, and recently moved back to Michigan after leaving that employment. He was struggling to find both housing and employment and had not earned an income in over four months.

Billy enrolled in the WIOA program and was assisted with Job Search and Career Planning. He found employment at Martha's Quick Stop in Corunna right away and was promoted to Assistant Manager, working at several locations. GST Michigan Works! was able to help Billy by providing mileage reimbursement for the several locations he worked at and purchasing his work attire.

Billy is happily employed at Martha's Quick Stop and is grateful for the opportunities working there has provided. He has successfully climbed the career ladder from a promotion to Assistant Manager earning a \$2 per hour raise, to Site Manager, a salaried position. Along the way, he also successfully found a place to rent.

Billy stated,

If it wasn't for Martha's Quick Stop and GST Michigan Works! I wouldn't be where I am today! If you really want to change your situation you got to get up and go after it. No life worth living is going to chase you! *Chase your dreams no matter how big.*

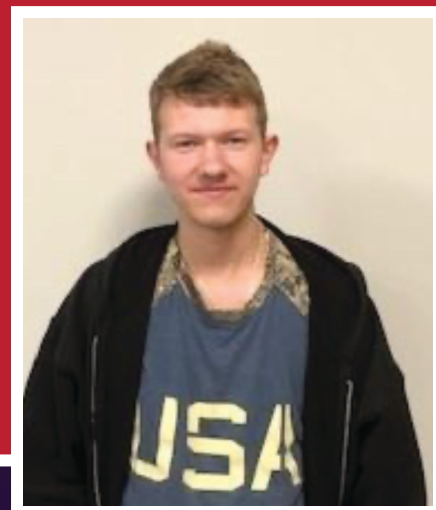
Huron - Chris was referred to GST Michigan Works! by Carrie, Transition Specialist at the Huron Area Technical Center. Carrie felt that Chris was a good candidate for the Young Professionals – Summer Youth Employment Program, and didn't hesitate to refer him to the Bad Axe Service Center.

Carrie had previously taken Chris out to Valley Enterprises, a large manufacturing facility in the area, so he could get a feel for manufacturing. It was a positive experience for Chris, and he thought this might be the place for him after graduation.

Paperwork was completed and Chris was approved for the program. Next, Chris went to Valley Enterprises for an interview. Upon completion of the interview, Chris was hired! There was one small problem left to address, transportation. Because Chris doesn't drive, he was able to receive bus passes through the Young Professionals program to get back and forth to

work for the full 60 days of his work experience. Upon completion of the program, Valley Enterprises decided to hire Chris as a full-time employee, and he can now afford to pay for his own bus passes!

The Young Professionals program allowed Chris to try out a full-time job after High School and in turn, Valley Enterprises gained an excellent employee!



SUMMER JOB TRIUMPH

PATH TO PROGRESS

Lapeer - McKenzie was referred to GST Michigan Works! through DHHS for the PATH program in December of 2022. Her previous employment experience was in retail and while it was hard work, it often didn't offer a stable schedule, hours, or income. Being a single parent to her young son added to the complexity of her situation. She felt overwhelmed and at times was unable to meet the program requirements to move forward.

McKenzie caught a break when a family member shared a job lead that would provide steady hours, thus a reliable income that would help with her budgeting. Once she was hired, she was able to easily meet her program requirements and felt relieved to be moving forward. Once she started meeting those requirements, both mileage support and incentive payments provided the assistance she needed in this chapter of her life.

While it offered steady hours, it was still not a full-time job, so she knew she would need to make an employment change down the road. After six months on the job, she gained enough experience and a steady work history that would help her obtain another job, close to home with higher wages. She now has no trouble paying the rent and earns more than she ever has before!

Little by little, McKenzie was able to see one good thing in her life lead to another and then another. She felt encouraged by the support to keep moving forward, even on the days when it was hard because she knew she wasn't alone in the process.

In a heartfelt message to her Career Coach, McKenzie said, "I want to thank you for absolutely everything. **You've been one of my biggest supporters when I was at my lowest and [even] now that I'm thriving! If it wasn't for you & the [GST] Michigan Works! team, I don't know what I would've done.** My son & I are very grateful to you Wendy! You're a wonderful person & I hope you can help more people just as much as you did me. You have had such a big impact on my life & I'll always remember you."



FROM STRUGGLE TO SERVICE

Genesee - Ushiena was a high school graduate looking to advance from working dead-end jobs and barely scraping by when she came to GST Michigan Works! for assistance with training. Ushiena was adamant about going into CDL A training. She felt that this occupation would allow her the opportunity to have a career that didn't require advanced education. She knew that she could feasibly make a long-term commitment to this profession because she didn't have children dependent on her.

Ushiena set out on her course and began her training in CDL A. She was focused and determined to complete this training and begin making a living wage. Unfortunately, during her 4-week program, she experienced the great loss of her sister who passed away unexpectedly. This caused her to have a delay in training to get past the initial shock and prepare for her beloved sister's funeral proceedings. A request for a brief amount of excused time from training was granted.

After this great upset, Ushiena came back stronger than ever and was able to complete her training! She applied to several driving positions, one in particular with the Department of Corrections, for prisoner transportation. She went through several interviews that even required a reference from her Career Coach, Danita.

She was hired on April 3, 2023, though not in prisoner transportation. They were so impressed with her, they offered her a job as a Corrections Officer! Her unblemished background in conjunction with her academic aptitude and unwavering perseverance toward her goals allowed her to enter a career that is only obtained by individuals with stellar character!

DRIVING DREAMS

Genesee - Christopher's journey in the trucking industry is a testament to his determination and passion for his chosen career. With the support of his specialist, Rosie Teodosio, and the opportunities provided by programs like JMG (Jobs for Michigan's Graduates) and WIOA (Workforce Innovation and Opportunity Act), Christopher was able to turn his love for trucking into a reality.

After graduating from Academy West with a scholarship, Christopher pursued his dreams by acquiring the necessary trucking skills and knowledge. Through his dedication and hard work, he successfully completed training at the 160 Driving Academy, earning a truck driving certificate. This achievement highlights the incredible power of combining passion, mentorship, and program support.

However, Christopher faced practical obstacles along the way, particularly transportation barriers. To overcome these challenges, he obtained a driver's license and auto insurance. With the support of WIOA funding, these hurdles were effectively addressed, enabling Christopher to pursue his career goals without limitations.

The collaboration between Christopher and Rosie went beyond addressing transportation barriers. They also continued to work together to explore employment opportunities that were aligned with Christopher's career goals which set the stage for his future success.

Christopher demonstrates the power of determination, support, and programs like JMG and WIOA. By overcoming challenges, exploring opportunities, and achieving success, he shows that dreams can become a reality with the right assistance and a strong drive to succeed.

Christopher's journey serves as an inspiring example, highlighting the transformative impact of services through programs like WIOA. With their combined efforts, individuals can overcome challenges, explore relevant employment opportunities, and ultimately achieve remarkable success in their chosen fields.



DESTINED FOR SUCCESS

Lapeer - Destiny came to GST Michigan Works! in December 2022. She was employed as a Direct Care Giver, a position she obtained through experience and opportunities. She always had a passion for healthcare occupations, knowing there are few professions where she can touch the lives of others and make a difference.

Destiny had tried to start the nursing program ten years ago, but circumstances prevented completion. She always had the intention of going back to school, but her current financial situation was a big barrier she had to address. She also faced criticism; even her teenage daughters initially wondered if she was making the right decision, saying, "You are too old for that mom!" But that only fueled Destiny's determination.

With the help of the MiReach H-1B funding, Destiny qualified for Phlebotomy training. After some delays due to funding and low enrollments with the training provider, Destiny and her Career Coach discussed other programs related to her medical occupation interest.

Ultimately, the Clinical Medical Assistant training through the Sanilac Career Center was the perfect match, and phlebotomy was included in the curriculum.

Destiny was excited from the first day that she started her program! She was a dedicated student, even though the program was hard and demanding. She spent many nights and days studying to successfully complete her program and get her credentials.

Before the end of her program, she contacted her Lapeer GSTMW team. She shared that she had a job interview with Lapeer Regional Hospital, which offered a position as a Laboratory Technician Assistant, and that she could start as soon as she completes her program!

While working at Lapeer Regional Hospital, Destiny has decided to return to school for even more training to continue to grow in her career.



WE ALWAYS BELIEVED IN DESTINY!
HER STORY ILLUSTRATES HOW A CAREER CHANGE OVER 40 IS POSSIBLE. THIS WAS THE PERFECT TIME FOR YOU, DESTINY - IT'S NEVER TOO LATE!

HEAVY EQUIPMENT TRAINING THROUGH WIOA DISLOCATED WORKER



Genesee - Garvin worked as a Facilities Manager overseeing all projects and tasks in a mobile home community. He trained staff, managed home portfolios, did preventative maintenance, and scheduled all projects with the company for

years until it closed.

Garvin said after years of hard work turning the community into a clean, safe place to live the owner decided it was time to sell due to their own health concerns. Garvin was politely asked to stay until the completion of the sale. He was able to help the new company get the answers they required to understand the scope of homes and how the park operated.

In November, Garvin came to the GST Michigan Works! in Fenton to register for work. Finding himself with his own challenges being unemployed and with changes to his own limitations, finding new employment became a challenge until he heard about how GSTMW was able to assist him with career resources including training for a new occupation.

After being unemployed for 3 months without receiving any offers of employment from his job search, Garvin contacted the Fenton Service Center and was scheduled for WIOA Intake.

Through the intake process, he found that he was interested in training as a heavy equipment operator. He found North Country Heavy Equipment School on the Pure Michigan Training Connect. After successfully completing his heavy equipment training, he was approved to complete CDL-A training to complement his skill set.

On June 6th, 2023, Garvin became employed at P.I. & I. Motor Express where he would load and transport various types of heavy equipment. Garvin was very grateful for the assistance he received from GST Michigan Works! – Fenton, the training opportunities, and his new career.



JOBS *for* MICHIGAN'S GRADUATES

EDUCATION TO ACCOMPLISHMENT

When Terra entered the Jobs for Michigan's Graduates program in February of 2022, she was dealing with a variety of challenges that needed to be overcome. Terra had received very little formal education when she entered the program and had basic skills in reading and math. She needed transportation to both school and work, and did not even have a state ID card. She had no work experience or marketable employment skills.

Since entering the Jobs for Michigan's Graduates program, Terra has made fantastic progress on her goals. She has also obtained her state ID card and is preparing to take the written test to get her learner's permit. Terra has earned her GED and is preparing for college. She increased her reading scores from a 4th-grade to nearly a 9th-grade level and has increased her math scores from a 7th to a 10th-grade level. She gained and maintained part-time employment for over six months, and then was promoted to full-time! Terra is working full-time, has received a raise, and plans to enroll at Mott Community College for the Winter 2024 semester to pursue an associate degree in engineering.

When I first walked in to get my GED, I felt pure fear! I didn't know what to expect or how long the process would take. **Over a year later, I feel proud of myself and accomplished.** I know I can complete something when I put my mind to it. It might take a while, but I can. I feel nervous and excited about my journey's next steps."

- Terra





Student SUCCESS STORIES



Angel - Angel is an Out-of-School Youth participant from the FHEO Program. Angel was working as a waitress when she heard about the FHEO Program from a friend in healthcare. She decided the FHEO Program would give her the opportunity to pursue her lifelong dream of working in healthcare. She completed Certified Nurse Assistant training with Charter Healthcare Training Center in January 2023. After training, she quickly gained employment at McLaren Flint. Angel shared, **"I love my job and the staff surrounding me."** Angel said she plans to further her education as a Registered Nurse in the future.

Yvette - Yvette is an Adult participant from the FHEO Program. Yvette was working in the veterinary field but had to pause her employment due to the pandemic. During this employment gap, Yvette was able to explore other career options and visited a local career fair where she learned about the FHEO Program. Yvette completed Pharmacy Technician training at Charter Healthcare Training Center in December 2022 and shortly after secured employment with Advanced Specialty RX. Yvette says she feels this job will help her move towards her overall goal of working in nuclear pharmacy and she has had a very positive experience working as a Pharmacy Technician so far.



FHEO Quarterly

EMPLOYER & COMMUNITY PARTNERS



**Cohort 53 at Life Skills & Healthcare
Career Exploration Training Graduation**

June 2023



**CONGRATULATIONS,
COHORT 53!**



SUMMER YOUTH WORK EXPERIENCE PROGRAM

The FHEO Program has placed seven Out-of-School Youth participants in paid work experience with local healthcare employers and training providers. Before beginning employment participants completed seven days of Life Skills and Healthcare Career Exploration training hosted by the FHEO Program. This training included workplace readiness skills, professional development activities, entrepreneurial and career exploration, financial fitness, mental health, and public service.

Thank you to our partners for sharing their time and resources with the Summer Youth Work Experience participants!

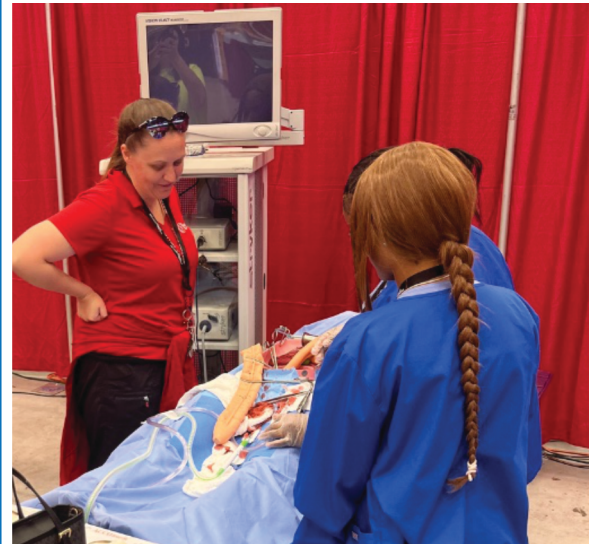
MICAREER QUEST EAST 2023

Thank you to our exhibitors and sponsors for their participation in the 2023 MiCareer Quest East event. Over 1,000 students and teachers were in attendance and visited 60 different employer exhibits highlighting in-demand career opportunities that are available locally. The FHEO Program would like to give a special thank you to our Health Science Quadrant exhibitors and sponsors:

- **Medstar Ambulance**
- **Genesee Health System**
- **McFarlan Villages**
- **Michigan Rehabilitation Services**
- **Michigan Veterinary Medical Association**
- **Michigan Health and Hospital Association**
- **Flatrock Manor**
- **Mott Community College**
- **University of Michigan-Flint**
- **Baker College**
- **Charter Healthcare Training Center**
- **McLaren Flint**
- **Hurley Medical Center**
- **Memorial Healthcare**
- **Hamilton Community Health Network**

MiCareer **Quest**[™]
EAST MICHIGAN

FHEO *Quarterly*
EMPLOYER &
COMMUNITY PARTNERS



GST Michigan Works! hosted hiring events for Michigan Sugar in Huron, Sanilac and Tuscola. *Twenty job seekers attended and nineteen were made offers of employment!*



GSTMW hosted a Summer Jobs Fair for *six local employers and thirty-eight job seekers attended!*



GST Michigan Works! in Caro hosted multiple hiring event days for a new employer coming to town – Ollie's Bargain Outlet. *Fifty job seekers were hired to assist with the preparation for their grand opening!* GSTMW provided space for Ollie's to complete the interview process and conduct their orientation.



Check Out Our EVENTS PAGE:

GSTMWORKS.ORG/EVENTS

SUPPORTING GROWTH IN OUR REGION

2023 TALENT FUND

GST MICHIGAN WORKS!
FACILITATED 118 FY23 GOING PRO
TALENT FUND APPLICATIONS

TOTAL OF **76 EMPLOYERS**
AWARDED **\$4,388,060**

GENESEEE - \$2,769,924

ACI Plastics	\$252,460
Adaptive Mfg Solutions	\$20,000
Barrette Outdoor Living	\$60,098
Century Tool & Gage	\$99,500
Charter Senior Living (Bay City)	\$35,000
Communities First	\$28,996
Curbco	\$7,281
Die Cad Group	\$47,500
Domico Med Device	\$42,877
Fenton Winery	\$28,091
Fernco	\$69,879
Fessler & Bowman	\$175,840
Flint Odyssey House	\$100,190
Freedom Village	\$87,500
Goyette	\$348,039
Halligan Electric	\$189,262
Johnson & Wood LLC	\$120,105
Majestic Industries	\$121,500
Niles Industrial Coating	\$32,385
Niles Plant Services	\$48,475
Niles Shared Services	\$24,165
NorthGate	\$148,000
Premier Security	\$244,364
TGI Direct	\$33,048
TTG Automation	\$73,500
VetCon	\$39,500
Vinyl Sash	\$28,000
Wolverine	\$14,420
WT Stevens	\$81,949
Third Man Pressing (Detroit)	\$168,000

HURON
\$212,839

Autokinton (Tower)	\$80,500
Harbor Beach Hospital	\$10,500
Pepro Enterprise; Gemini Regency	\$17,910
Plastics	\$44,000
S&SFamily	\$11,072
Thumb Plastics	\$30,890
Valley Enterprises	\$11,267
Valley Gear	\$6,700

LAPEER
\$138,010

Delta Faucet	\$39,485
Gestamp	\$29,065
Lapeer Plating & Plastics	\$36,210
LOC Performance	\$1,875
Urgent Design & MFG	\$31,375

SANILAC
\$353,294

Advanced Auto Trends	\$29,211
Asco (Emerson)	\$25,502
Debora Smith	\$2,000
Grupo Antolin	\$32,786
Huron Inc	\$136,828
Jensen Bridge	\$20,555
Kendra IT	\$6,000
Llink Technologies	\$84,181
Midwest Rubber	\$16,231

SHIAWASSEE - \$288,343

Allied Motion	\$9,830
Bourne Industries	\$13,800
Crest Marine LLC	\$22,425
DayStarr	\$9,700
Great Lakes Composite LLC	\$21,607
Great Lakes Excavating	\$3,000
Great Lakes Fabricating	\$2,295
Great Lakes Fusion	\$13,320
Great Lakes Rentals	\$3,365
Josh's Frogs	\$48,000
LJ Inc	\$77,500
Memorial Healthcare	\$22,296
Midwest Bus	\$41,205

TUSCOLA - \$625,650

Bader & Co (Tri-County)	\$52,500
D/S Services	\$13,653
Dyna Sales	\$64,500
Greater Thumb Eyecare	\$650
Hills & Dales Hospital	\$7,000
Kappen Tree	\$402,500
Laser Marking	\$6,435
Mi-Tech Tooling	\$25,622
Stemco	\$8,955
TCA Management	\$20,697
Walbro	\$23,138

EMPLOYER SUCCESS STORIES

MI GRAVEL



Tuscola - MI Gravel is a family-owned business located in the Thumb Area. The work there is not a sit-down, clean, non-physical type of job, it's quite the opposite and certainly not for everyone. Because of the unique environment, it can be an added challenge to attract and retain employees in this field of employment.

A Career Coach who was working with the Youth Work Experience Program introduced one of the eligible participants to a GST Michigan Works! Business Services Professional and suggested that he would be a good fit for MI Gravel. After a discussion with the potential participant, the BSP reached out to MI Gravel to inquire if they had an interest in being a work experience site and mentoring this youth. Without hesitation, Bob said "YES!". Shortly after he interviewed Steven, he introduced him to the work

work environment and gave him the opportunity to join the crew as a work experience participant, which Steven gladly accepted.

GST Michigan Works! was able to provide steel-toed work boots, ear protection and heavy-duty gloves, all necessary to get him started.

Bob stated,
He [Steven] fits nicely with the rest of the crew, too, which is really *important!*"

During his 60-day work experience, Steven was able to gain enough skill to be offered a full-time, permanent position at the end! Steven is now a Site Operator and plans to participate in specialized training in the fall to expand upon his skill set. Mentoring youth in work experience programs is not always easy, but it can lead to some wonderful outcomes for all involved!

GREAT LAKES FUSION A GROWING FAMILY

Shiawassee - Great Lakes Fusion is a "family" of companies consisting of five different divisions. These are Great Lakes Fusion, Great Lakes Excavating, Great Lakes Rental, Great Lakes Fabrication, and Great Lakes Concrete. The company has been growing and diversifying over the last number of years which leads to the need for more staff and training.

Great Lakes Fusion is no stranger to the Talent Fund and has been awarded in the past. They know the value of the funds and how it can help offset the cost of necessary training. As such, they applied for Cycle 1 of the 2023 GPTF and were awarded for four of the companies. Upon completion of the training, the Great Lakes Fusion "family" was able to use \$19,965 of the awarded funds to advance the skills and knowledge of their staff.



DOMICO MED-DEVICE



Genesee - Located in Fenton, Domico Med-Device has over 75,000 square feet of manufacturing space and nearly 100 employees. They provide quality medical device products, focusing on serving the markets of diagnostic imaging, interventional medicine, and the operating room. Their product offerings include patient positioning aids made from both foam and carbon fiber, MRI coil foam enclosures, hardware assemblies, and non-sterile disposable covers for positioning aides. Domico's primary customers are OEMs who sell their products around the world. They are currently working towards having more Domico Med-Device branded products, of their own creation, to increase profits and put business back into Michigan's economy.

Domico Med-Device was awarded \$42,977.82 through the Going PRO Talent Fund which allowed their business to grow its employees' skillsets and the company's continuous improvement. They specifically chose to participate in the LEAN training because it would help them streamline their business processes and allow for more efficiency, which would help their bottom line.

With an aging workforce, it is critical that Domico train its workforce to prepare for upcoming retirements. With this training, employees have proven they are ready to step up and fill in where needed to allow for Domico's continued growth and success.

LP+P

Summer Work Experience Through Young Professionals Lead to Full-Time Employment at LP+P in Lapeer

Lapeer - Local manufacturer, Lapeer Plating + Plastics, works with the GST Michigan Works! Lapeer Service Center to locate employees through hiring events and referrals from collected resumes. The need to fill openings is ongoing and when the opportunity to provide a chance for a recent graduate to test manufacturing as a paid employee through the Young Professionals program became available, Human Resource Manager Joe was more than willing to give the program a try.

LP+P had open positions for third shift that ran from 3:30am – 1:30pm. Jeremiah, a participant in the Young Professionals program, was seeking employment that could teach him the basics of manufacturing for full-time employment. The Young Professionals program offers an 8-week work experience with the opportunity for permanent employment at the end if both parties feel it is a good fit. As fate would have it, Jeremiah had a consistent ride to LP+P for the hard-to-fill 3:30am shift. Jeremiah completed the paid work



experience and was offered a full-time, permanent position!

GST Michigan Works! was able to partner with LP+P to find a perfect fit for the more challenging third shift need. LP+P was able to give a youth a first-ever work experience that impacted his ability to learn manufacturing processes in an environment that contributed to a good employee and filled a need of the employer. The willingness of Lapeer Plating + Plastics to work with the “Young Professionals” program had lasting benefits for everyone involved.

It is challenging to hire new employees, so having properly trained employees and promoting from within improves employee retention and provides the skills they need to be confident in their performance and build quality parts consistently.

J&S TIRE AND SERVICE

BUILDING A FUTURE

Shiawassee - J & S Tire and Service is a small automotive repair shop in Owosso employing five people. The owner, Steve Gill, would like to employ more because the business is always booked with repairs. The problem is there are not enough available technicians to fill the need. Knowing this, Steve took a different approach by hiring young adults from outside the industry and training them from the ground up.

He started with two individuals. One was enrolled in the On-The-Job Training (OJT) program, and the other started with Paid Work Experience, funded by WIOA. Both will have the opportunity to participate in the NAPA Automotive USDOL apprenticeship program which will lead to certifications and free tools. As they progress, J & S Tires will be able to bring on more people to work in similar programs thus growing their workforce and business.

Due to the labor shortage, it is increasingly more difficult to find people who have the required skills to fill the employment needs of businesses. Employers are forced to start thinking outside the normal box, looking at the emerging young population as one of those avenues. J & S Tire and Service is both excited and surprised by the number of services available through GST Michigan Works! to help with their employment needs.



URGENT DESIGN

Growing Lapeer Business Trains 59 Employees With “Going Pro” Funds

Lapeer - Urgent Design and Manufacturing needed skilled employees who could read part prints correctly to reduce the need and cost of retooling. The need also arose for maintenance training for employees in that department to reduce downtime of lasers, allow employees to be more effective, and increase part output.

GST Michigan Works! in Lapeer encouraged Urgent Design to apply for the 2023 Going Pro Talent Fund award to assist with the costs of upskilling employees. They were granted \$31,375, which provided training in Fundamentals of Geometric Dimensioning and Tolerancing to 55 employees and Mechanical Maintenance TruLaser Cell 7000 to an additional 4 employees.

TRUMPF Inc. Laser Technology Center provided Maintenance Training and Dimensional Management Systems provided Fundamentals of Geometric Dimensioning and Tolerancing. Both providers taught in a customized classroom setting. All participating employees received certificates of completion!

It is worth all the time and effort spent applying for training funds so that employers can retain their current teams. They gain upskilled employees who will strengthen their workforce and allow the company to grow their already strong presence in the prototype industry.



SHIAWASSEE

JOSH'S FROGS HIRING EVENT

20 ATTENDEES



ADVANCED AUTO TRENDS

Sanilac - GST Michigan Works! is very pleased to have partnered with Advanced Auto Trends (AAT) for many years, including STTF and Going Pro Talent Fund applications. We have assisted them with On-the-Job Training contracts, Incumbent Worker Training projects, and Youth Work Experience. AAT has consistently supported our Manufacturing Forums, Advisory Councils, and more. It has been an extreme pleasure to watch them transform with new technology and grow their customer base by leaps and bounds. Their phenomenal growth has been a direct result of their focus on continued, purposeful, and intensive training. The incorporation of new internal sensor technology and automation would not have been remotely possible without their corresponding increase in knowledge and skill.

Advanced Auto Trends is on a continuous journey of improvement and transformation with GSTMW and the Going PRO Talent Fund (GPTF) playing a massive role from the beginning. In the process of growing their company, they are also growing people and careers.

As the company has grown, many of AAT's staff have advanced their careers or supervisory positions so the pressing need for Fiscal Year 2023 was to ensure their success as they grow into their new roles. As companies

expand and grow in multiple ways, they will always need to go back to the basics to reinforce effective maintenance, and good management practices at some point. The training coursework included: team excellence, training the trainer, conducting performance reviews, continuous improvement, value stream mapping, and 5S. Advanced Auto Trends also needs to improve the effectiveness of its Maintenance and Repair department. Their team members completed training in hydraulic blueprint reading, calibration of the Van Dorn injection molding machines, and sewing machine maintenance.

The monetary value of their FY23 GPTF grant was \$29,211. As they put these skills into practice, they are already seeing improved effectiveness and performance. Advanced Auto Trends is already putting its training into practice in very specific and practical means, and the enhanced management and supervisory skills will be felt in both tangible and intangible ways long into the future.

Ken, Engineering Manager, shared,

The class that has been used the most is the maintenance hydraulic print reading class or the calibration class. We decided to focus the class on reading the Van Dorn prints since there are 17 Van Dorn Machines in both molding facilities, Oxford and Snover. The Oxford facility has used the training to dive into a couple of their Van Dorn machines that have inconsistent hydraulic pressures. By using the print, they identified the two valves that might be the problem and replaced them one at a time, and corrected the problem on the first valve. In the Snover facility we had a Van Dorn press go down on the third shift and when the first shift came in our third shift maintenance tech had pulled out the print and identified what parts were necessary to get the press back up and running."





Huron - Many Huron County employers have successfully adjusted their staffing levels based on the challenging hiring market employers are experiencing today. While that is indeed a positive thing for employers, it makes it more difficult to find placement for youth interested in short-term work experiences through available programming. GST Michigan Works! in Huron County overcame this challenge and was able to place several youth in employment through the Young Professionals program.

Two young adults were placed in production positions at Valley Enterprises, and were hired as full-time, permanent employees after their two-month experience was complete! In addition, three youth were placed at Green Acre Landscaping in seasonal positions that allowed them to gain valuable work skills. Green Acre was pleased with the work ethic of the placements and said they were excellent to have on their team!

All the Young Professionals participants were able to gain strong work ethics and new skills through this program. Young adults are sometimes overlooked for opportunities because of a lack of skills and experience. This program is a wonderful opportunity for these participants to learn more and for employers to take notice of the up-and-coming workforce.



JORDAN



COLE



KEMPER



CHRISTOPHER





HELPING THE FLINT POLICE DEPARTMENT FIND RECRUITS

Genesee- On March 23rd, Lt. Ronald Dixon of the Flint Police Department reached out to Business Solutions Professional Roy Reynolds at GST Michigan Works! of Fenton. Lt. Dixon was looking to see if GST and the Flint Police Department could team up to help get the word out that the Flint PD is looking for new recruits to be police officers in the City of Flint. He wanted to learn more about what resources GST Michigan Works! could provide that may be able to assist the Flint PD in their recruitment process for new candidates.

We have a good team of officers in our department, but we need more to join the team. Can GST Michigan WORKS! assist us in letting the community know we're looking for new recruits for the Flint Police Department?"

- Lt. Ronald Dixon

BSP Roy responded, "Absolutely, we'd love to help in any way we can!" Through more discussions and fact-finding, Lt. Dixon learned about some of the resources GST Michigan Works! has to offer like posting, promoting, and distributing jobs for employers. He learned more about different career events that GST had coming up, and how the Flint PD could participate or even have their own career event at the Service Center. Through collaboration, Lt. Dixon

Roy were able to come up with a strategic plan for a recruiting campaign for the Flint Police Department.

The first part of the plan was to get the Flint PD signed up for a career fair event that was taking place the next month at the Genesee Career Institute "GCI". This event would not only be available to the students of "GCI" who would be graduating in May but would be open to the public for a portion of the day too. This was also a way for the Flint PD to get better acquainted with "GCI", an institute that offers Public Safety, Homeland Security, ROTC, Forensic Science, and Emergency Medical programs for their students. On April 27th, Flint PD attended the 2023 GST Michigan Works! IN-DEMAND Career Fair at the "GCI". The Flint PD was able to speak with several students of GCI and provide them with more information about the process of going through the police academy and becoming an officer.

Second, Lt. Dixon provided several different career/recruitment flyers that his team had generated. GST Michigan Works! began sharing and promoting these recruitment flyers in our offices and through our social media outlets. These efforts helped provide potential candidates coming into GST Michigan Works! offices or online with more information on the Flint Police Department, their positions available, the police academy, and directing the job seekers to where they can apply.



At the very beginning, Lt. Dixon liked the idea of having Career Fairs for the Flint Police Department. Lt Dixon and Roy decided to have an event at the GST Michigan Works! Service Center in Fenton but also wanted to try and do something different to draw additional attention from the public. Lt. Dixon said, "We're going to bring everything and everyone out to Fenton!". His idea was to bring several tactical vehicles with the lights on and fellow officers on the day of the event. The department brought out 5 different tactical vehicles to the event, including the Bomb Squad Truck, MRAP, and an old-school Flint PD cruiser.

The Flint Police Department had 15 candidates come out to the event interested in applying. Several onlookers and families from the surrounding neighborhood came by to see what the event was at our office. Three TV stations (ABC 12, WNEM 5, WEYI 25) stopped by and interviewed Lt. Dixon, running the story on their news programs Friday and Saturday. Lt. Dixon said the Monday following the event that he had 8 applications come through their website over the weekend.

GST Michigan Works! is looking forward to continuing to build the partnership it has with the Flint Police Department for years to come!

Lt. Ronald Dixon stated, ***"We really value the partnership we have with GST Michigan Works! All the resources and strategies that they have provided in our recruitment campaign have been outstanding!"***



The City of Flint Police Department is committed to protecting and serving all the people of our community with respect, fairness, and compassion. Acting in partnership with our community to protect life and property, we strive to prevent crime and preserve peace, order, and safety. We will seek just solutions with honesty and integrity. We encourage, need, and expect community involvement to work toward a mutual goal of enhancing the quality of life within our city.



LEARN & EARN

JULY/AUGUST 2023 | VOL. 22 ISSUE 1

WIOA OPENING DAY TRAINING

The WIOA summer program started with a training at the SRESO on July 10th. Students participated in hands-on activities to help 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 workplace safety, good hygiene, and completing timesheets.

The students also practiced filling out a job application. They were instructed on the importance of knowing their contact information, along with how to properly record their education, skills, employment, volunteer experiences, and references.

The final activity reviewed what to expect on the first day, how to introduce themselves, and employer expectations. The students finished the training day ready and excited to start their work experiences.

WIOA OPENING DAY TRAINING REALITY STORE

Students also participated in Reality Store, a real-life simulation game where they were given a future career and the corresponding monthly income. The students moved through stations making choices about housing, utilities, groceries, transportation, and insurance, while using paper money to pay their monthly bills. The students also had choices regarding extras, such as entertainment, clothing, and eating out, with the goal of having money left over at the end of the month for savings. The students learned about needs vs. wants and how their education, career, and life choices impact their future.

Many thanks to the Shiawassee RESD staff and WIOA friends who made the event possible by staffing the store.



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

STUDENTS AT WORK



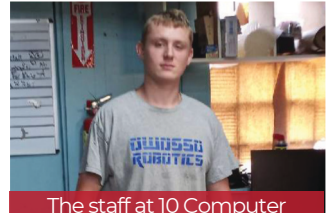
Albri Lerner (Perry) has experienced salon and boutique business at Studio Hue in Owosso.



Ciera Bruff (Corunna) has been shining at Cupcakes and Kisses



Dakota Turner (Owosso) shows why he is employable at the Shiawassee County Humane Society.



The staff at 10 Computer Repair and More have been showing Domanick Huff (Owosso) how to repair computers.



The Maintenance Department has been showing Dominic Ariss (Owosso) the ropes at Durand High School.



Emily Wolfe (Corunna) has been learning the florist trade at Time For Flowers in Corunna



Emma Hempstead (Durand) working at Durand Senior Care and Rehab Center in the activities department.



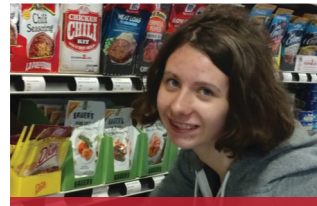
Ian Smithingell (Durand) has been learning about inventory at the Ace Hardware in Durand.



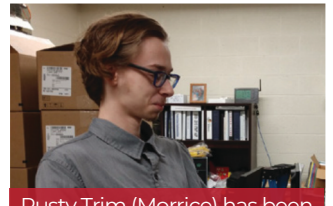
Joshua Jordan (Byron) assisting the Technology Department at Durand Area Schools.



The Perry Carquest has been teaching Logan Bigelow (Perry) about shelf layout plans and store appearance.



Marissa Jacobs (New Lothrop) has been keeping the Tip'n Point Grocery and Meat Market straightened.



Rusty Trim (Morrice) has been fine tuning his computer skills with the Tip'n Department at Corunna Public Schools.

THANK YOU, EMPLOYERS

10 Computer Repair and More
Ace Hardware of Durand
Carquest of Perry
Cupcakes and Kisses
Durand Area Schools
Durand Senior Care and Rehab Center
Junction of Hope Restaurant
Noah's Ark Children's Center

Owosso High School
Shiawassee County Humane Society
Shiawassee RESD
Studio Hue
Time For Flowers
Tip'n Point Grocery and Meat Market
Young Owosso



Shahana Mann (Perry) has been working in Jessica Bender's classroom at the SRESD's SLC East.



Shailen Douglas (Owosso) in front of the train mural at Noah's Ark Children's Center.



Victoria Johnson (New Lothrop) preparing for 'burger night' at Junction of Hope Restaurant in Chesaning.



Warren Regoni (Owosso) has been gaining experience working at Young Owosso in their auto service department.

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