

TALENT TALK

March 2024 | Volume 7, Issue 3



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

Advancing Employers | Enhancing Talent



REGIONAL SNAPSHOT

13.7K
Job Postings

534
Occupations

3.1K
Employers

1.6K
Locations

77%
Employed at
Exit of Training

Real-Time Intelligence Report - Online Job Ads 12/01/2023 - 02/01/2024

Active Job Ads

Registered Nurses	709
Retail Salespersons	695
First-Line Supervisors of Retail Sales Workers	635
Stockers and Order Fillers	384
First-Line Supervisors of Food Preparation and Serving Workers	359
Fast Food and Counter Workers	355
Nursing Assistants	238
Maintenance and Repair Workers, General	237
Driver/Sales Workers	235
Social and Human Service Assistants	213
Radiologic Technologists and Technicians	196
Medical and Health Services Managers	185
Heavy and Tractor-Trailer Truck Drivers	177
Licensed Practical and Licensed Vocational Nurses	172
Customer Service Representatives	167
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	163
Medical Secretaries and Administrative Assistants	160
Cardiovascular Technologists and Technicians	157
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	154
Food Preparation Workers	139
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	139
Production Workers, All Other	139
Food Service Managers	121
Speech-Language Pathologists	118
Surgical Technologists	115
Medical Assistants	115
Cashiers	115
Personal Care Aides	112

10K
Page Likes

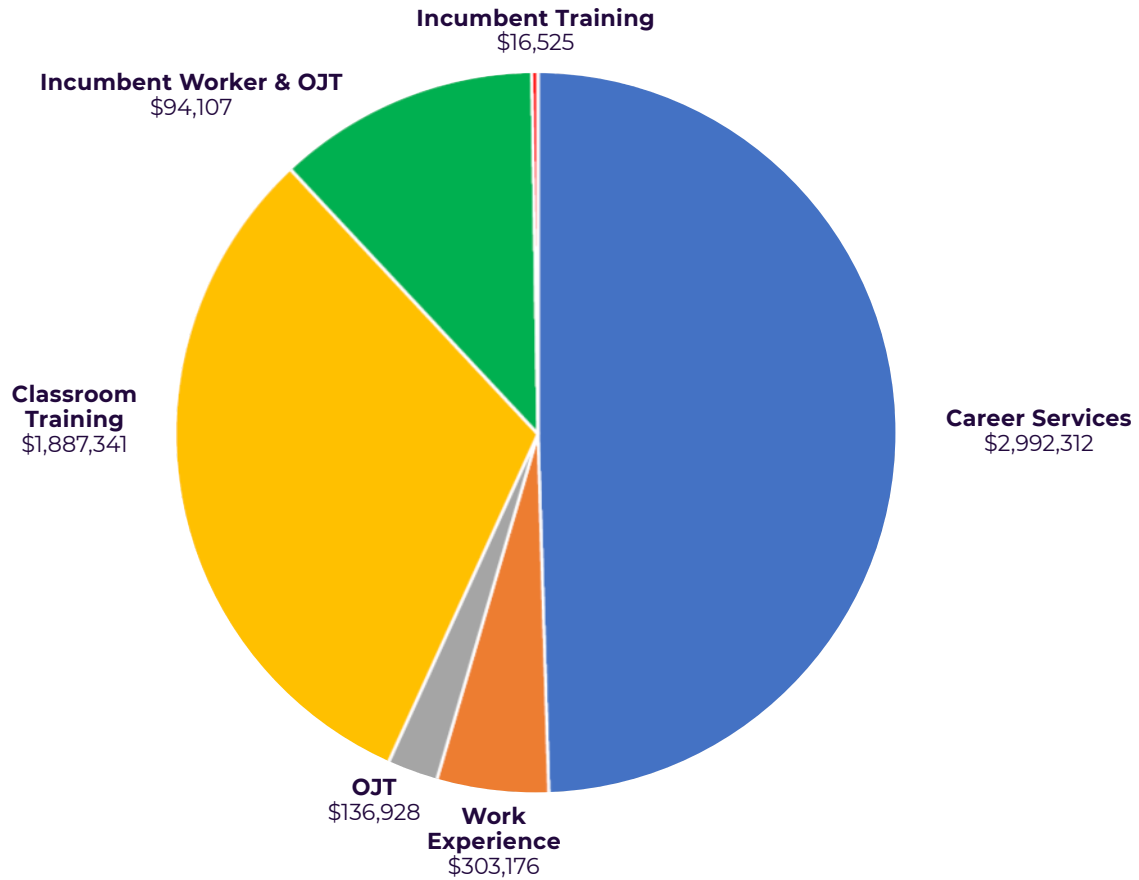
705
Followers

498
Followers

DATA ANALYSIS

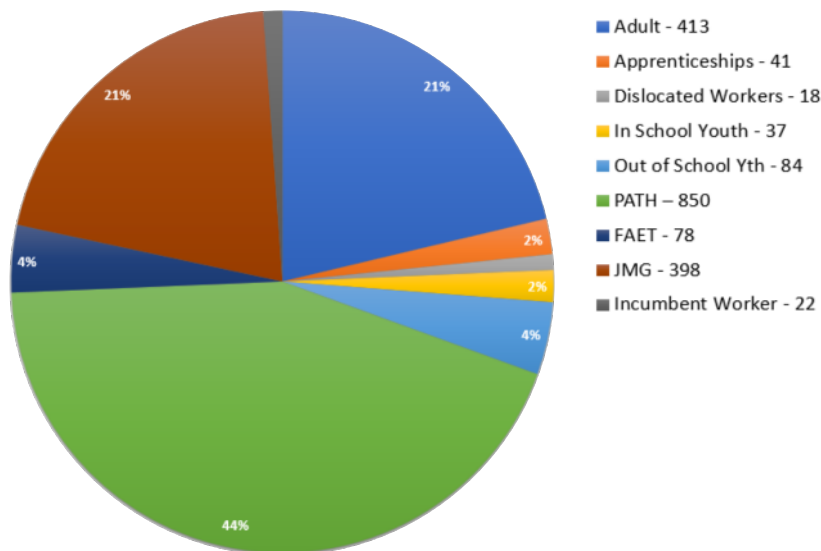
Career Services & Participant Payments

July 1, 2023 – December 31, 2023



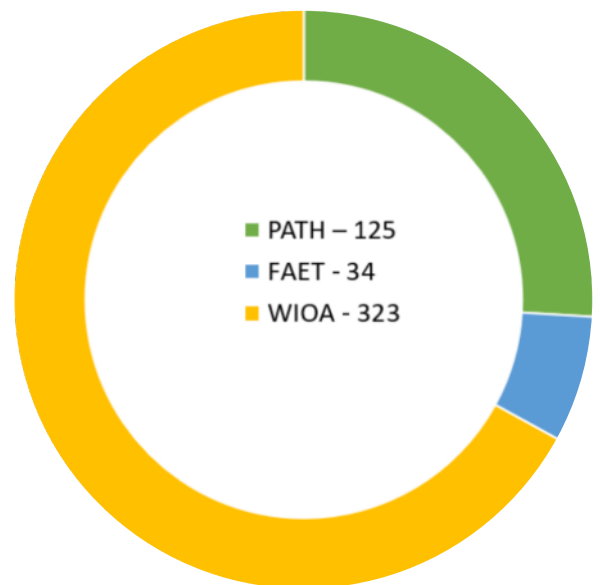
New Enrollments

July 1, 2023 – December 31, 2023



Entered Training

July 1, 2023 – December 31, 2023



EMPLOYEE SUCCESS STORIES

TEMPORARY STRUGGLES; LONG TERM BENEFITS



Tuscola Co. - Michael came to GST Michigan Works! in Caro interested in sponsorship to obtain a CDL-A license. His goal was to improve his quality of living by getting a better paying job by acquiring his CDL-A. Unfortunately, he did not have the funding to do so.

At the time of the initial meeting, Michael was working for Great Lakes Wine & Spirits as a Laborer. After being approved for funding, Michael decided to pursue his training. While putting his full concentration on school, he decided to take some time off work to further his career. Michael began the CDL-A program through 160 Driving Academy in Saginaw on September 4th, 2023. Being able to

complete schooling was important to him as his parents did not attend college, or further training after high school. After approximately 5 weeks, Michael completed the CDL-A program.

Michael returned to his previous employer of Great Lakes Wine & Spirits and was offered a full-time position as a driver. He now makes \$6.00 more per hour and receives insurance benefits.

Although Michael was faced with the temporary challenge of being unemployed to complete CDL-A training, this temporary struggle produced long-term benefits.

Lapeer Co. - Anastasia initially came to GST Michigan Works! for tuition assistance with the University of Michigan Flint Nursing program. An accident rendered her unable to complete that program. After a six-month recovery, Anastasia shifted her focus to Radiologic Technology. She worked with her Career Coach to build a new training plan. She felt that Radiologic Technology was the best fit for her and began looking into different training centers. She felt that Baker College had the best program and was accepted into their program in July of 2022. GST Michigan Works! supported Anastasia with funding to purchase books, cover tuition, mileage, clothing, and her state exams.

Anastasia graduated from Baker with her associate degree in Radiologic Technology on 12/17/23. She quickly found employment with Michigan Medicine as a Radiology Technician, working 40 hours per week, earning nearly twice the median wage for our region!





Tuscola Co. - Nathan connected with a GST Michigan Works! Career Coach in April of 2022 at the Tuscola County Technical Center during his senior year. Nathan, like many other young people, didn't know what he wanted to do after high school. He only knew he didn't want to go into debt attending college

without having a clear career path. He was equipped with information about GST's programs and alternatives to college, like skilled trades. That day, a seed was planted!

After high school graduation Nathan continued working at Kroger part-time while he contemplated his next steps. It wasn't until August of 2022, when his dad saw an advertisement for GST Michigan Works!, that he remembered that brief conversation back in high school. Nathan reached out to the Caro Service Center for help with a CDL certification. He still wasn't sure what he wanted to do specifically, but knew a CDL would open different opportunities for him in skilled trades. Nathan started CDL Certification training at Thumb CDL on October 17, 2022 and completed it on December 30, 2022.

Unsure of what to do next, Nathan met with his Career Coach to update his resume and search for jobs. They investigated different skilled trades, and he seemed very interested in the Linemen Trade. Nathan contacted IBEW Local 17 and went to their training center in St. Clair County

to sign up for an apprenticeship program. Unfortunately, they have a lengthy waitlist, and only a limited number of students are selected yearly. That's when Nathan learned about the Young Professionals program. He had only worked at Kroger for a short time as a clerk. He did not have any experience in skilled trades and was hoping to gain some. He was then referred to the Business Services Representative to connect with a local employer.

Nathan started his paid work experience at SIR Heating and Air Conditioning on July 24, 2023 and completed it on October 18, 2023. He was hired full-time after his work experience and continues his employment there. He has learned so much and is thankful for all the support he has received. Nathan has enrolled into a Linemen Pre-apprenticeship training program at Columbia State Community College and is starting in March of this year.

WE WISH HIM THE BEST OF LUCK IN THE FUTURE
and he knows where to come for any of his employment needs!

Lapeer Co. - Mike came to GST Michigan Works! for assistance with completing his CDL to be eligible for a promotion at work.

He had been working as a General Laborer with IDF Clean Up in Imlay City since 2018. He enjoyed his job and his employers. IDF shared with Mike that they were looking for more drivers and would love to consider him for the position if he was willing to complete CDL training. Mike was very excited about this opportunity because it could lead to an increase in wages!

Mike was unable to afford the training costs on his own, so he began to investigate assistance options and found GST Michigan Works! GST was able to assist him with his training, drug screening, permit, driving test, and CDL license. He completed his CDL training with Thumb CDL on November 3rd and was able to move into the Driver position with IDF Clean Up.

NEW NURSE, NEW CAREER, ENDLESS OPPORTUNITIES

Lapeer Co. - Vashawna has always had a genuine desire to help people and, more importantly, to work in healthcare. She had worked for several years in a clerical support position in a laboratory but always with a longing in her heart to do more. She had often considered nursing throughout her work life but was held back because of the time between pre-requisite courses and clinical rotation and her need to continue working.

She connected with Dorsey College and found that they offered a 1-year program that allowed her to work within a fixed time frame. For a full year, she worked part-time and picked up extra shifts where available while she studied full-time and worked towards her goal. It was not easy, she recalls, but she appreciated the encouragement and tuition assistance from GST Michigan Works!

At the end of her program, she passed her state examination and obtained her LPN license. She always thought of herself as self-motivated and determined to succeed, and her hard work has paid off in the way of endless opportunities as a new nurse in Michigan.



My son was very encouraging. This year, we are both starting our new careers. I will now be a nurse fulfilling a personal goal and dream, and he has joined the Navy. I appreciated the tuition assistance from GST Michigan Works! and the encouraging calls and support to keep me on track."

-Vashawna

DRIVING TOWARDS SUCCESS



Huron Co. - During a seasonal layoff, Eric decided it was time for a change. He came to GST Michigan Works! to get assistance with unemployment. During that time, he shared an interest in obtaining his CDL. After a quick assessment of Eric's situation, he was determined eligible for WIOA funding.

Eric was quick to get the ball rolling. He came back the next day to complete testing and paperwork. A few weeks later, he completed all the training requirements. While he worked hard to complete the CDL course at Thumb CDL, he also made every effort to secure employment. He made a connection with Sanilac Transportation and was able to begin employment with them before completing training.

He now has his CDL and year-round employment, not to mention earning \$4.50 more an hour than at his previous job.

FIX YOUR FACE, CHANGE YOUR DAY

Genesee Co. - Howard was a native of Flint and he knew his way around. He had just returned home and was ready to make a difference. A lot had changed since he had last seen his hometown. Then again, a lot can happen during six years of incarceration. Where would he start first? Fortunately, there were already community partners in place that were ready to assist him.

Howard was involved with the Offender Success program and GST Michigan Works! partnership. As part of the program, he took the CASAS assessment and completed the necessary employment preparation workshops to receive his certificate of completion. This certificate was designed to prepare justice involved customers for the workplace. Throughout this process, he was already showing signs of being a great student for training. However, it was obvious it wasn't easy for him. When asked how he was holding up, he said,



It seems hard sometimes, but I just fix my face and keep going."

He did just that. He had a plan. He wanted to complete CDL-A training and work as a commercial truck driver.

CDL-A was a natural fit for Howard. His instructors at 160 Driving Academy said he seemed to be able to do most of the maneuvers effortlessly. He passed quickly and immediately began searching for employment. He didn't need to look far.

Howard had been working a few odd jobs at Richfield Rentals. The manager was paying attention to his work ethic. They asked Howard if he would be interested in working for the company driving their commercial and non-commercial trucks as needed. He accepted the position and is making a great wage working forty hours per week, while getting tons of experience. He is a truck driver now, and there's no need to fix a face that's smiling.

GREAT JOB, HOWARD!



Tuscola Co. - Erin first came to visit GST Michigan Works! at the office in Caro in August of 2023 when she was facing the struggles of unemployment. She decided she needed more. She wanted to pursue a career that would allow her to earn more money to support her children, and spend time exercising her passion, caring for people. As a United States Navy Veteran and a single parent, Erin was definitely eligible for assistance and chose a career as a Certified Nursing Assistant.

She enrolled in the CNA program at Soaring CNA Training Center and met with her career coach on several occasions. Assistance with mileage for her commute to and from training as well as tuition, scrubs and shoes for training was provided by GST Michigan Works! With

support from GSTMW and a great deal of determination, she maintained excellent standing in her academics and crushed every obstacle that stood in her way, all while managing her duties as a single mother.

GST Michigan Works! paid for Erin's state board testing and she completed her program in September of 2023. Erin is now a Certified Nurse Assistant! She earns a great wage working full-time at Tuscola County Medical Care Facility. Erin's story is a testament to how important the supportive resources at GST Michigan Works! are and how life changing they can be.



Genesee Co. - Christopher came to GST Michigan Works! for a career change. He had been unemployed for several months and lacked any education beyond high school. He was very discouraged with the job market, low paying jobs and wanted to complete training that would allow him to have a career - not just a job. Christopher was determined to provide for his family and especially the new addition he was expecting in the next few months.

Christopher had a history of manufacturing jobs and customer service and was nervous to attend the training for CDL-A. However, once he started at 160 Driving Academy, he excelled in the training and completed the program in four weeks! He completed the program in October and by November he was driving on his own for TransAm Trucking as an over the road (OTR) driver, where he is making twice the average wage for our region, with benefits.

Christopher set his mind to take the steps to better his situation and follow through with his goals. GST Michigan Works! was there to assist him with the cost of training, DOT physical, mileage reimbursement, and his new Driver's License.

Christopher has a new lease on life and feels great about making ends meet. He now can not only support his family, but also save money for the future.

DREAMING OF A CAREER IN MEDICINE

Huron Co. - Madison dreamed of a career in the medical field. She knew she had the skills for it; with a compassionate heart, she began to plan her career and future. She started working as an aide, then a CNA, and next a phlebotomist, but her dream was to become an RN. Marriage and motherhood led Madison to stay home to care for her family and raise her son. She still dreamed of caring for people and making them comfortable in their time of need.

When we met Madison, she was a wife and the mother of an amazing 2-year-old who filled her entire heart. She had already begun her education at Delta College in the RN program, but she needed assistance to help her pay for her last semester of college and her

licensure. GST Michigan Works! in Bad Axe sponsored her through the MiREACH (HIB) grant. That helped pay for her gas and mileage to and from class, a portion of her tuition, clothing, and tools she needed for clinicals and employment.

Madison worked hard, both at school and at home, and her hard work paid off. As soon as she completed her education, she was offered a large monetary sign-on bonus and a full-time job as an entry-level Registered Nurse at McLaren Thumb Region Hospital in Bad Axe. She began as an RN student at the entry level until she passed the NCLEX exam for her RN Nursing License. Within 3 months, she passed her exam and obtained her license, with a wage increase and full benefits package.

Today, Madison is living her dream, helping others, and caring for people in need, and she continues to balance it all while being an amazing mother!

Sanilac Co. - Heather first heard about GST Michigan Works! services through GST Michigan Works! outreach at her high school. She went on to complete the summer youth program, gaining experience and employment. At the end of her participation, she and her Career Coach discussed the possibility of training and when she might want to get started. She left the discussion with the intention of looking into her training options.

About a year later, she returned to GST Michigan Works! with the desire to become a Certified Nurse Aid. Heather was adamant that she wanted to complete the program quickly. Together, she and her Career Coach searched for a Certified Nursing aid training program that fit Heather's needs and desire to be finished quickly. They discovered Davis Training Institute in Saginaw, which offered a 2-week CNA course.

Heather stated that the training site was "phenomenal" and was grateful for the recommendation. She was also thankful

for the gas mileage support as the school was a considerable commute. Heather applied and was hired at Covenant Emergency Care Center within a month of completing her classes. She loves working there and is happy with her decision to become a Certified Nurse Aid to help people in their time of need.



KEEPING YOUR AREA SANITARY

Genesee Co. - Richard joined us on March 29th, 2023, for our Coffee with a Career Coach Event, eagerly seeking guidance on how to navigate his career path. During the event, Richard had the opportunity to explore various training opportunities. During this time, he discovered that GST Michigan Works! could provide a scholarship for CDL-A training. He had attempted this training in the past but was unsuccessful. Richard was determined to pursue his dream and work towards obtaining his CDL-A license. This time, he expressed his unwavering commitment to achieving his goal.

After completing a workshop in the Workplace Excellence series, Richard wasted no time and enrolled in training at 160 Driving Academy on May 15, 2023. With dedication and hard work, he successfully completed his CDL-A training on June 22nd. However, despite his newfound skills, Richard initially faced some difficulty in finding employment due to his lack of driving experience.

Undeterred, Richard continued to persevere, and his determination paid off when he secured his first driving job at Community Disposal as a CDL-A truck driver. In this role,

Richard is responsible for servicing Grand Blanc, Fenton, Holly, and other surrounding areas. Richard is proud to be not only fulfilling his dream but also earning a respectable income.

Richard was very appreciative of the WIOA program, acknowledging that he wouldn't have achieved this significant milestone without the support and guidance of GST Michigan Works! The assistance and resources provided to him have played a crucial role in his success, and he is now in a fulfilling and rewarding career as a CDL-A truck driver.





SHIFTING GEARS FROM OFFICE DESK TO TRUCK CAB

Genesee Co. - Sheneitha previously worked as an Office Manager for a cleaning company and became unemployed. Unable to find employment she contacted GST Michigan Works! in Fenton in search of a career that was steady and in demand. After meeting with a career coach and discussing different in demand careers, she determined that she would like to obtain training for CDL A Truck Driver, which is in very high demand and has many opportunities for full-time employment.

She completed WIOA paperwork and was enrolled. Her training began September 5th. She successfully completed September 29th, and went on to pass her state exam.

Nancy from U.S. Truck Driving School said Sheneitha surprised them and was a rockstar in her training. She was focused, excelled in her training, and was very motivated to gain these new skills so she could start working immediately.

US Truck Driving School hosted employers to meet their graduates. Werner Enterprises, INC was impressed with Sheneitha. She was hired and started working for Werner Logistics on October 30th as an Over the Road CDL A Truck Driver, working 40+ hours per week earning an excellent wage.

Sheneitha is loving her new position as a professional truck driver. She said it is not easy but with the school she attended and the training she received, she feels very well equipped to do her job. She has already visited 10 different states, as far away as Iowa and Nebraska! Sheneitha said she is very grateful to GST Michigan Works! for providing her with this opportunity to fund her training!

Genesee Co. - Antonio was referred to GST Michigan Works! in March of 2023 by his son who had recently received WIOA funding for CDL-A Training. Antonio was inspired by how his son had become more confident with a new career and decided it was time to take his own career to the next level. Antonio met with his Career Coach, Angel, and explained that he was currently laid off as a delivery driver and wanted more consistent employment. He knew that by obtaining his CDL-A license he wouldn't experience layoffs and inconsistency. Antonio eagerly completed the enrollment process and started CDL- A training at 160 Driving Academy on April 24th. Six weeks later Antonio completed training and received his CDL- A license!

Antonio had some struggles obtaining immediate employment as a CDL-A Driver; however, his Career Coach helped him update his resume and consistently sent him job leads. Antonio was hired at DA Trucking as a CDL-A Driver in September. However, before he could start, it was a company requirement that employees have work boots. Since he was enrolled in the WIOA program, the program was able to purchase those work boots and proper work attire for Antonio.



Antonio stated, **"GST MI Works! is the best. The work they do is important and appreciated in our community. I always tell people to go see them!"**

FROM HOMEMAKER TO CAREGIVER

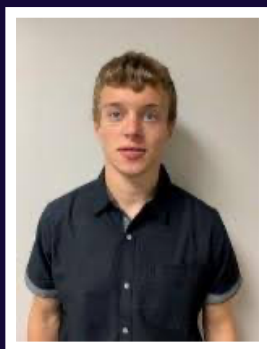
Sanilac Co. - Upon meeting Katherine, you can tell she has a kind soul. With eight children under the age of 14, Katherine was a stay-at-home mom for many years. She also has been homeschooling her children since the COVID-19 pandemic. However, when Katherine came to GST Michigan Works! her home life needed a change.

One day, after a long day of working on their small hobby farm, the whole family loaded up into their passenger van and decided to treat themselves to ice cream. Little did Katherine know that loading up her family that day would change her life. Katherine and her family were involved in a rollover vehicle accident. It was then that their family breadwinner, Katherine's husband, was seriously injured with a hip dislocation that required surgery. Thankfully, all the children were ok, but Katherine also had an injury to her eye that would require surgery and had longer-term effects.

When she was able to come home from the hospital, she started figuring out what her next move would be. She visited the GST Michigan Works! office in Sandusky on July 13th and enrolled in the WIOA program to pursue a career as a Certified Nurse Aide with training at the Sanilac Career Center. Katherine also found a job at the Sanilac Medical Care Facility as a Dietary Aide. In a month,

Katherine went from a stay-at-home mom and teacher to a full-time working student. Katherine fought hard to take care of her children, work all the hours she could, and attend every class while assisting her husband in his recovery. Katherine utilized GST Michigan Works! services to help with tuition and support while she attended class. Luckily, she was able to alleviate the financial burden of her schooling and remove that from her already overflowing list of demands.

Katherine's determination paid off. She has now switched positions from Dietary Aide to Certified Nurse Aide at the Sanilac Medical Care Facility and received over a \$6.00 per hour raise. Katherine's pure resilience in taking on and overcoming barriers in her life should be recognized. She works hard in her job but works even harder to care for, love, and provide for her family.



Huron Co. - Caleb was a Junior at Bad Axe High School and was eligible for our summer youth employment program – Young Professionals, due to his visual impairment. Caleb is considered legally blind but doesn't let that hold him back. With assistance from Carrie Prill, Transition Specialist at

the Huron Area Technical Center, he interviewed for a summer job at the Gemini Group, Inc. Gemini was interested in partnering with us and hired Caleb through the Young Professional Program – Paid Work Experience.

Caleb worked up to 40 hours per week as an Intern. He spent time in the IT Department, Accounting Department, Human Resources, and on the Plant Floor. Because of his impairment, Gemini paired him with another intern to help

him learn his way around the facility. Within a few days, Caleb already memorized the facility and could get from each department on his own. It was important to the employer that Caleb got to experience every aspect of the company.

Caleb did a great job. Deanna Wruble at Gemini said,



Caleb was a wonderful addition to our intern program this summer. He exemplifies all the traits an employer seeks in an employee. Caleb is hardworking, takes initiative, and has a desire to learn."

They hope to find a position for him upon graduating High School. Caleb has returned to High School and is completing his Senior Year.

FROM WHEELS TO WELLNESS

Shiawassee Co. - Tabitha initially approached GST Michigan Works! for assistance in advancing her career in 2019. Tabitha worked part-time as a Bus Driver for the local community schools. Motivated to make a change and find full-time employment, Tabitha wanted to work in the medical industry. She sought assistance to earn her Nurse Assistant Certificate, allowing her to start her career.

She completed the CNA program at Baker College in August of 2019 and quickly found full-time employment the following week with Pleasant View Nursing Home in Owosso. There, Tabitha was able to not only work as a Nurse Aide but also gain skills in Medical Billing and Coding. This allowed her to advance into an opportunity with Sparrow Health Systems as a Billing Professional in September of 2022.

Quickly moving up the ranks, Tabitha found that she could further advance in her role if she obtained her Medical Billing & Coding certification. She approached GST Michigan Works! again in February of 2023 seeking assistance to gain her Medical Billing & Coding certification through the American Academy of Professional Coders. Since she had already received assistance for training in the past, she enrolled in an incumbent worker program that provides training funds to people who are already working but wish to advance in their careers with their employer. GST Michigan Works! was able to assist Tabitha with the cost of the program to help her reach her career goals. Working with a career coach along the way, Tabitha has worked through the career development process within the medical industry, moving from a CNA to a Medical Billing & Coder.

The Medical Billing & Coding program through Central Michigan University was a 12-month self-paced program. Tabitha completed the entire program in just 8 weeks with a 98.6%. She was promoted twice from Billing Professional to Educator and then Educator to Billing Supervisor with her current employer, Sparrow Health Systems, within only 2 months. Tabitha received a pay increase of over \$7.00 per hour.



"The whole process was easy, and I feel prepared for my **FUTURE.**"

- Tabitha



DREAMS TO BECOME REALITY

Sanilac Co. - Day received her associate's degree from Baker College back in 1986. After that, she spent years doing bookkeeping, administrative work, and accounting. As her youngest child completed college, he had her wear his cap and gown at graduation, standing outside Walsh College. It was then that she decided she would finish her dream.

Day enrolled with GST Michigan Works! on August 23rd, 2022. She started a 14-month journey attending Northwood University to complete her bachelor's degree. At the same time, she was attending Macomb Community College to complete classes needed for her CPA license. Day completed 70 credits in 14 months!

Day is a loving, hardworking mother and wife who raised three children. She has worked even harder in the last 14 months to make her dreams a reality.

Day took an accountant position at Marlette Regional Hospital in August of 2023. She is working full-time and earning a great wage. She is adored at work, and has recently received a promotion to Financial Analyst.



GST Michigan Works! helped make a path for me to get back into school and helped me with the financial burden," shared Day.



With the devotion she had during her training, she will be successful at anything she puts her mind to.

DAY IS AN AWESOME EXAMPLE OF WHY WE DO THE JOB WE DO!



CARSON ACHIEVES HIS DREAM

Carson's journey towards becoming a certified Heavy Equipment Operator was strongly shaped by his determination and the essential support he received from the Workforce Innovation and Opportunity Act (WIOA) program at GST Michigan Works!

His Jobs for Michigan's Graduates Specialist (JMG), Dominique, recognized Carson's potential, dreams, and played a crucial role in helping him acquire the specialized training needed for a promising career. To ensure that financial obstacles didn't hinder Carson, the WIOA program provided him with the necessary funds for his training to help him attain success.

By May 2023, Carson was ready to commence his studies at the AIS Heavy Equipment Technical Institute, thanks to the support he received. This assistance granted him the ability to concentrate on his studies without the stress of financial concerns.

Carson's success story demonstrates how programs like WIOA can help others pursue their career goals, especially in skilled trades and postsecondary training. With the help of his JMG Specialist and financial assistance from WIOA, Carson not only obtained his Heavy Equipment Operator Certificate but also gained more confidence in himself and his abilities.

Carson now works full-time at Rogers Excavating as an Operator, making well over the average wage for our region. When asked what advice he'd give to future program participants, Carson simply urged them to, "Go for it!" His success story speaks volumes about persistence and seizing opportunities, motivating others to chase their dreams with unyielding resolve and teaches us how support programs can assist people in reaching their goals and establishing successful careers.





FORGING A FUTURE, WELDING DREAMS

Ethan has been a great student who is motivated to succeed. He has worked hard in tutoring to improve his skills. He has managed to balance his employment, education, and family responsibilities. His determination will serve him well in the future!

Ethan had dropped out of high school after being suspended. He had a record of excessive absences and lacked marketable occupational skills. Luckily, he was eligible for the WIOA program in order to obtain those skills!

Ethan has earned his GED through the Jobs for Michigan's Graduates program. He has taken the time to set goals for his future and higher education. He has landed a full-time job and plans to continue working two jobs until he enters welding training to become a full-time welder and mechanic.



When I first came to the program, I felt unprepared for my GED, but I was eager to start the process. ***As a graduate, I feel relieved and confident that I am on track for my future.*** My JMG Specialist helped me a lot. She took the time to teach me and refresh me before my tests, and I appreciate the support."

JOBS *for* MICHIGAN'S
GRADUATES

FEBRUARY
SPECIALIST OF THE MONTH



NICOLE MEDELLIN

"The Family Literacy Center is delighted to congratulate **Nicole Medellin** as the Jobs for Michigan Graduates Specialist of the Month, through our valued partnership with GST Michigan Works!

Nicole's unwavering dedication, consistent performance, and commitment have made her stand out within our team. Her ability to go above and beyond to positively impact the lives of youth has earned her the respect of colleagues locally and across the broader statewide network. Nicole's positive influence serves as an inspiration, contributing significantly to meaningful change.

As an integral member of our team, we take immense pride in congratulating Nicole on this well-deserved recognition. **Her achievements exemplify the high standards held at the Family Literacy Center and also highlight the positive outcomes generated through the collaboration with GST Michigan Works! in the Jobs for Michigan Graduates program.** We appreciate Nicole's ongoing efforts in making a lasting difference in the lives of the youth we serve. Congratulations, Nicole, on being named Specialist of the Month!"

-Meredith Donahue, Assistant Executive Director, Family Literacy Center



MEET GST'S MARCH **EMPLOYER SHOWCASE:**

KAPPEN



TREE SERVICE

KAPPENTREE.COM



SCAN OR VISIT [GSTMIWORKS.ORG/SHOWCASE](https://gstmiworks.org/showcase)
TO WATCH ALL EMPLOYER SHOWCASE VIDEOS



Student SUCCESS STORIES

LAILA SUCCESS STORY

Laila 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. Laila has been interested in a healthcare career since she was a child and she has a passion for helping others. After graduating high school Laila was working as a retail associate at a local shoe store when her mother was told about the FHEO program by a Phlebotomist who had been a previous participant.

Before beginning healthcare training, Laila completed 120 hours of Life Skills and Healthcare Career Exploration training hosted by Flint Strive. Laila shared that she learned more about herself, how to be professional, and how to balance work and life.

Laila shared,

FHEO changed my life by putting me in the position that I'm in now. They helped build me as a person. I'm thankful for the FHEO program, Flint Strive, and Charter Health Care Training Center."

Laila also said that she created a family like bond with her classmates.

Laila pursued Certified Nurse Assistant (CNA) training with Charter Healthcare Training Center. The FHEO program covered the cost of Laila's tuition, including textbooks, uniforms, and certification exams. Laila said, "I was thinking about joining the healthcare field from a love of science and math approach. But after doing my research and talking with my classmates I realized that I wanted to be more hands-on, and I wanted to see what nursing would be like, so I chose CNA and I love it." Laila also shared that her experience at Charter Healthcare Training Center

was amazing. "Everyone there is so nice and caring. They encouraged us to not be afraid to ask questions. We learned so much from the hands-on approach at clinicals."

Shortly after completing training and passing her certification exam, Laila partnered with the FHEO program for job placement assistance. The FHEO program connected Laila to McLaren Flint, and she was offered a job as a CNA. Laila greatly enjoys her job and loves working in the rehabilitation department. Her long-term goal is to pursue a Nursing degree. Laila shares, "FHEO changed my life by putting me in the position that I'm in now. They helped build me as a person. I'm thankful for the FHEO program, Flint Strive, and Charter Health Care Training Center."





Student SUCCESS STORIES

ROBERT SUCCESS STORY



Robert is an Adult participant from the Greater Flint Health Coalition's Flint Healthcare Employment Opportunities (FHEO) program, a GST Michigan Works! service provider. A year ago, Robert was working as an Activity Aid at a residential

nursing facility. Robert has always had a caring nature and wanted to make a difference in the lives of others. It was while working at the nursing facility that Robert knew healthcare was the field he was intended to work in. Robert didn't know how he was going to achieve this goal, so he started calling around and reached GST Michigan Works! who then referred him to the FHEO program.

Upon reaching out to FHEO and going through a screening and onboarding process, Robert was paired with a Career Advisor from the FHEO program. Robert said his Career Advisor has been amazing and there every step of the way to answer any questions and ensure success. Robert completed Life Skills and Healthcare Career Exploration Training hosted by Flint Strive. Robert shared that Flint Strive gave him the opportunity to complete an exhaustive job exploration and enhanced information sessions on a variety of healthcare fields and the certification requirements for each. Robert stated, "After careful consideration, I choose to be a Certified Nurse Assistant (CNA). The confidence I gained through being able to attend and graduate Flint Strive is priceless. Not only was I able to gain the knowledge I needed to make an

informed decision, but I gained so much more." He shared that his biggest takeaways from the experience were to always remain professional and do your research.

Once graduated from the Flint Strive program, Robert began the CNA training at Charter Healthcare Training Center. The FHEO program covered the cost of this training including textbooks, uniform, and certification exam. Robert shared that his instructor was knowledgeable and helpful and that the entire staff at Charter Healthcare Training prepared the classroom to pass the certification exam.

While completing clinical rotations Robert had the opportunity to see firsthand what the day and life is like as a CNA. He had the opportunity to see firsthand what a day in the life is like and ask questions while observing and practicing what he had been taught. This experience led Robert to his first job as a CNA. Robert is currently employed with Willowbrook Manor. Robert said, "The residents are the reason I do this job. It's at times challenging and can be very stressful, the rewards outweigh it all."

Robert shared,

The FHEO program has been a game changer for me. Through my initial contact with them my life has taken on a whole new meaning. I have a completely different skill set and hopeful outlook on my professional career. With the help of FHEO and the partnership with Flint Strive I know that my future looks bright. Thank you.

EMPLOYER SUCCESS STORIES

ADAPTIVE MANUFACTURING SOLUTIONS



Genesee Co. - Adaptive Manufacturing Solutions is a small business located in Burton. What began in 1944 as Schamld Tool & Die, now sits a third-generation family run business now known as Adaptive Manufacturing Solutions. Initial operations were focused on General Motors tooling needs in Flint. Today, Adaptive Manufacturing Solutions' focus is the production of dies, molds, and other precision tools utilized to produce parts, as well as machinery. AMS serves the tooling and machining needs for such vital industry sectors as automotive, medical, electronics, and home products.

Adaptive Manufacturing Solutions was able to utilize \$16,000 of the 2023 Going PRO Talent Funds to upskill eight employees, using 2023 Going PRO Talent Funds. AMS partnered with Tooling U-SME a workforce development division of SME. Employees took Introduction to CAD, Welding -141, and CNC Training courses. These courses not only enabled employees to learn new skills at their current job but allowed them to take classes for cross training and introduction to new machinery. Training has improved business operations by upskilling the current workforce, reducing downtime, and increasing productivity.

GST Michigan Works! looks forward to working with AMS for their Cycle 1 FY2024 Going PRO Award in the amount of \$28,000.

GREATER THUMB EYECARE

Tuscola Co. - Dr. Jean Barden, owner of Greater Thumb Eyecare, had expressed the need for training for her Opticians in order to perform better and assist in the company's growth.



Dr. Barden stated,

My staff felt the training made them **more excited** about their careers by learning new information and reinforcing other things they learned in the past but didn't utilize!"

Dr. Barden hopes to apply for GPTF 2024, in order to expand upon the training her employees received and in hopes of training new employees to continue the company's growth well into the future!

MAKAYLA BEGINS NEW CAREER AT MINDEN CITY HERALD

Sanilac Co. - Makayla graduated from high school in the spring of 2022, completing the two-year Graphic Design program at the Sanilac Career Center. She was very interested in gaining some additional work experience, and GST Michigan Works! was able to place her with Stoliker's Custom Designs that summer. Through them, she gained practical experience in screen printing and embroidery machines. That fall, Makayla began the Associate Degree in Graphic Design program through Delta College. The next summer, she returned to GST Michigan Works! hoping to build on her experience.

Meanwhile, The Minden City Herald, a small family-owned newspaper and printer operating since 1889, had discussed starting an apprentice but are still deciding whether to take that step. They decided to hire Makayla to test the waters.

She began working as a Printers Assistant with The Minden City Herald on October 16, 2023. She added valuable experience in taking advertising/printing orders, setting up and designing various forms of media, designing holiday advertising, editing photographs, and proofreading. Makayla exceeded all expectations of The Minden City Herald!

She is now continuing her program at Delta College and will graduate with a greater range of experience and ability than her classmates. Makayla will be very well-positioned to begin a successful career in graphic design. She has a very bright future ahead of her. Through Youth Work Experience, Makayla has gained practical and valuable work experience, from operating industrial embroidery

machines to editing and proofreading. She knows how to determine the direction she wants in her career and will be better positioned to make her goals a reality.

The Minden City Herald was so pleased with the experience, they have offered her a job upon graduation if she chooses! Either way, they have seen first-hand the value in bringing in an apprentice and teaching them the skills they need them to have on the job.

THE MINDEN CITY HERALD
ENGEL PRINTING COMPANY

FESSLER & BOWMAN

Genesee Co. - In November 2022, Fessler & Bowman began working on their FY23 Cycle 1 Going PRO application. Fessler & Bowman anticipated they would have current employees train in the following courses: Project Management, Blueprint and Estimating, Procore Field Applications, Utility Locating/Damage Prevention, and Construction Supervision. They applied in the total amount of \$175,840.00.

Fessler & Bowman was very excited to learn that their application had been awarded and they could start the training they had anticipated. After completing two of the training courses, Fessler & Bowman's Director of Workforce Development, Andrea Alvarez, and GST Michigan Works! Business Service Manager, Cindy Thornthwaite, discussed the possibility of completing a modification of their award to include apprenticeships. Fessler & Bowman has many apprentices on staff, and they are also placing new hires into apprenticeship programs.

A modification was completed to include training 46 apprentices, both current and new incoming apprentices on staff. Fessler & Bowman work directly with the following unions to train apprentices – Flint Laborers Local 1075, LiUNA, Michigan Statewide Carpenters & Millwrights; Flint Cement Masons Local, Flint Carpenters Local 706, Road Operators 324, and Operator Building Flint 324. Since safety is a number one priority for Fessler & Bowman, many of the apprentices were trained in Asbestos awareness, Hazard communication, Construction math, Forklift and Aerial lifts, Scaffolding, and OSHA 30 training. This helps to ensure the safety of all employees at Fessler & Bowman.

Upon completing the FY23 Cycle 1 Going PRO award, Fessler & Bowman trained 46 apprentices (15 current and 31 new) with a total reimbursement of \$175,400.



Per Andrea Alvarez, Director of Workforce Development at Fessler & Bowman,

Thank you, again, for all your help. ***I can't say enough about how this experience has positively impacted our team members.*** We appreciate you!"

Since Fessler & Bowman had such a great experience with Going PRO in 2023, they completed an application for the FY24 Cycle 1 period. This time, they were extremely excited to be awarded \$498,000.00. Per Andrea, "You made my day (my week, my month)!"

GST Michigan Works! looks forward to our continued partnership with Fessler & Bowman and assisting them with their Going PRO Talent Fund Award.



HISPANIC SERVICE CENTER

WORK EXPERIENCE: SEEDS OF SUCCESS ARE PLANTED FOR THE FUTURE

Lapeer Co. - According to our local High Demand Career Clusters, the areas of Accounting, Administrative Assistant, and Bookkeeping are the top three areas in “Education and Business” for employment opportunities and needs by local employers. The ability to place Youth participant Mirna came with some specific requests. Mirna had three requests for a work placement: the ability to serve her local community, utilize her bilingual talents in Spanish, and gain experience in an office setting that would expose her to the use of numbers and data.

Mirna was placed as a “Work Experience” youth at the Hispanic Service Center in Imlay City under the direction of agency Director Lourdes Emke. This site was chosen based on the ability to align with the desired skills and experience Mirna felt would enhance her ability to find future employment as an administrative assistant/bookkeeper. The center provided the experience of dealing with a diverse population and allowed Mirna to utilize her fluent Spanish skills.

Work Experience provided by the center catalyzed Mirna to enroll in the accounting program at Mott Community College. Though Mirna did not have immediate employment after her Work Experience ended, the seeds were planted and her career path aligns with the high demand needs in our local community and her personal goals.



STEMCO

Tuscola Co. - STEMCO (Millington) is committed to creating exceptional customer experiences through its world-class manufacturing and engineering of innovative wheel end products for the commercial vehicle industry. They stated, "We believe this is what you get when you're driven by safety."

They believe the challenge to build capability within work colleagues is just as important as financial outcomes. To achieve their ISO performance goals, ISO 9001:2015 Internal Auditor training was selected for nine colleagues to participate in through MMTC.

Implementing the BSP Fact Finding process netted a clearer prioritized picture of immediate training needs versus those further out. The Going PRO Talent Fund grant award was deemed a fit, and assistance was provided to complete the application process.



STEMCO stated,

This ISO training has allowed us to be more agile and flexible in work assignments. Their training lays the groundwork for future sales opportunities with a more sophisticated customer base who require more than we've been asked to deliver. This approach gives us a strong succession bench, which sets our business up for future success!"

VALLEY GEAR AND MACHINE



Huron Co. - Valley Gear & Machine is a family-owned business in the Thumb of Michigan that has been in operation since 1989. They were running into challenges when trying to hire and train employees to run the CNC Lathe and Mill Machines.

Valley Gear & Machine applied for and was awarded Going Pro Grant Funding of \$4,550 to assist them

with training. They sent four employees to Axsys, Inc. to complete Lathe, Lathe Live Tool, and Mill Essentials training. These employees could then return to the facility and share what they learned with their fellow employees. They said the training helped them to be more knowledgeable about what they were doing and increased their efficiency and productivity. Employees are more confident working with the Lathes and Mills now.

Valley Gear & Machine would like to send employees for additional training so they can continue to grow and advance their careers. With increased knowledge, Valley Gear & Machine hopes to increase their business and provide additional jobs to workers in the area.



CURBCO INC.

Genesee Co. - T.O. applied to CurbcCo, Inc. in early August 2023 to work as a Parking Lot Sweeper. The hiring managers at CurbcCo, Inc. believed that even though T.O. did not have the required skills he did have enough transferable skills. By utilizing the On-the-Job Training program through GST Michigan Works!, T.O. would be able to learn those lacking skills. They believed the On-the-Job Training would make the difference in transitioning T.O. into his new career.

CurbcCo, Inc. has created a strong business partnership with GST Michigan Works! and with Certified Business Solutions Professional, Erich Latham. GST was able to get T.O. eligible for the On-the-Job Training Program.



T.O. began his On-the-Job Training on August 24, 2023. T.O. was afforded 200 hours of On-the-Job Training. After completing the 200 hours of training, T.O. and CurbcCo, Inc. are confident that he can fulfill all the duties of his job efficiently and successfully.

Without the On-the-Job Training Program through GST Michigan Works!, T.O. would not have been given the opportunity to shine in his new career choice at CurbcCo, Inc.



GEMINI PLASTICS

Huron Co. - Gemini Plastics is a custom plastic extrusion facility in the rural town of Ubley, Michigan. Like many other businesses, they are facing retirement in some of their key positions, so they need to train employees to step into those positions.

Gemini Plastics applied for and received Going Pro Funding of \$17,910 to train five current employees and five new hire operators. This funding assisted them in the continued training of two new Tool and Die Apprentices to replace two who are retiring. They were also able to send an employee for Robot Electrical Maintenance training, which will assist them in utilizing robotics to ease the lack of available new employees and continue to keep up with changing technologies in manufacturing.

Training will increase outputs and decrease downtime caused by tools that don't operate properly. With the increased use of robotics in manufacturing, they will need employees who will be able to repair and maintain the robots. This funding assistance will help the apprentices continue their education without the financial burden training can include.

Gemini Plastics plans to continue its succession planning in all departments and ensure that new employees are properly trained to continue the company's growth.

ATLAS OUTDOOR TRAINING FOR THE FUTURE



Genesee Co. - Atlas Outdoor, a thriving lawn and landscape company in Genesee County, Michigan, boasts a workforce of over 100 employees and a well-earned reputation for delivering top-notch services across multiple counties. Sam and Brandi Gembel, the proud owners, prioritize a unique company culture that emphasizes the significance of work-life-growth balance.

They view a job as more than a mere routine; it's an opportunity for personal and professional development. The company's dynamic culture encourages continuous growth, collaboration, and adaptability in the ever-evolving landscape industry. Sam and Brandi invest in their team's education, fostering a continuous learning environment and paving the way for career progression within the company.

As Atlas Outdoor expands to become one of Michigan's largest landscaping companies, the challenge arises to find innovative ways to recruit talent. In the summer of 2023, Business Solutions Professional Roy Reynolds collaborated with Brandi Gembel to address their hiring needs. While Atlas Outdoor always seeks outstanding

individuals for various teams, the impending retirement of an Office Administrative Assistant presented a unique hiring requirement.

Brandi was on the lookout for someone with an excellent personality and customer service skills to fill the role. Roy introduced Jazmin, a single mother seeking a career change from physically demanding jobs. Despite lacking direct office experience, Jazmin's background as an auto detailer and in construction showcased her potential. Brandi expressed interest, leading to an interview on the same day.

Impressed by Jazmin's personality and skills, Brandi and her team decided to hire her as the new Office Administrative Assistant. Recognizing the need for training, Roy proposed the On-The-Job Training (OJT) program, offering a partial reimbursement for training expenses. Jazmin's OJT commenced on October 2nd, 2023, and during the following months she underwent extensive training on Atlas Outdoor's systems, client interactions, and other office duties.

The successful completion of Jazmin's OJT on December 26th, 2023, marked a milestone for both Atlas Outdoor and Jazmin. On January 16, 2024, Roy Reynolds delivered a wage reimbursement check of \$2,040 to Brandi Gembel, signifying the successful conclusion of Jazmin's OJT. Brandi expressed her gratitude for Roy's assistance and the effective collaboration with GST Michigan Works!

Jazmin's seamless integration into the Office Administrative Assistant role at Atlas Outdoor is a testament to the positive partnership between Atlas Outdoor and GST Michigan Works!, showcasing the efficacy of such collaborations in meeting staffing needs and fostering success for both employers and employees.

HILLS & DALES HEALTHCARE - SURGICAL TECHNICIAN APPRENTICESHIP

Tuscola Co. - Starting a surgical technologist apprentice career means having a solid work ethic, a strong desire to learn, and a commitment to quality. An illustration of this is Sarah from Hills and Dales General Hospital, who completed her registered apprenticeship program on November 29, 2023. Sarah demonstrated success in the constantly changing healthcare field by dedicating time to the surgical field and being sensitive to patient care. Sarah strongly desired to contribute to the medical field when she started her career as a surgical technologist apprentice.

Hills and Dales created an apprenticeship program sponsored by GST Michigan Works! on November 18, 2022, and Sarah entered the program. She took advantage of every chance to learn, whether it was through reading, talking with seasoned experts, or asking her mentor for advice. Sarah's commitment to honing her abilities helped her assist in several operations, earning the respect and confidence of her peers.

Sarah witnessed firsthand the fast-paced nature of the surgical technology profession throughout her

apprenticeship. She quickly learned new skills through on-the-job and classroom training funded by GST Michigan Works! Sarah gained a competitive advantage and the ability to work efficiently in an ever-changing surgical environment because of the assistance provided.

The key to Sarah's success as a surgical technician is her exceptional capacity to cultivate a mutually beneficial partnership with surgeons. Achieving this synergy required good communication, anticipating their needs, and displaying the highest level of professionalism. Sarah ensured that surgical procedures went well and contributed to successful surgical results by taking the initiative and prioritizing patient safety.

Sarah's success as a surgical technologist was heavily influenced by her unwavering enthusiasm for providing excellent patient care. She understood that people were most vulnerable during surgical procedures, and her assurance and presence brought them comfort and confidence. Sarah displayed genuine concern for each patient's well-being by maintaining a clean and safe environment.



NORTHGATE

BE READY FOR NEW OPPORTUNITIES, BETTER IDEAS, IMPROVED PROCESSES, SHARED SUCCESSES, WHEN UTILIZING THE GOING PRO TALENT FUND

Genesee Co. - At work or at leisure, the fundamental advice echoed by Jack Goggins, the Founder of NorthGate, is to always 'Be Ready!' This guiding principle is ingrained in the company's ethos, urging its members to be prepared for new opportunities, innovative ideas, enhanced processes, and collective success. Upon entering NorthGate's premises, it becomes evident that the organization places a strong emphasis on its people and operational procedures, a philosophy instilled by its founder, which continues to thrive amidst the evolving landscape of today's world.

In the aftermath of the Covid-19 lockdown, recruitment avenues nearly disappeared, presenting additional challenges for individuals willing to re-enter the workforce. However, NorthGate demonstrated foresight by implementing its 'Be Ready Enrichment' programs. While training programs incur costs, a strategic alliance between GST Michigan Works! and NorthGate was forged. GST Michigan Works! introduced NorthGate to various training and barrier solution initiatives, including the Going Pro Talent Fund.

The Going Pro Talent Fund program extends awards to employers, aiding in the training, development, and retention of both existing and newly hired staff. This presents a valuable investment opportunity for Michigan-based employers, supporting the growth of current essential employees or offsetting production and training costs for new hires. Eligible training formats include classroom/customized training, on-the-job training, and apprenticeship-based training, with reimbursements of up to \$2,000 per person trained.

Capitalizing on its partnership with GST Michigan Works!, NorthGate applied for and secured the Going Pro Talent Fund, receiving an award for training activities slated for completion in 2023. This empowered the company to continue investing in internal and external growth, leveraging reimbursement funds to enhance the skills and onboarding processes for employees. With an award totaling \$85,036 and a more proficient workforce, NorthGate is poised to adeptly meet the current and future needs of all its customers.



2024 TALENT FUND AWARDS

TOTAL OF **72 EMPLOYERS**
AWARDED **\$3,835,102**

GENESEE	Company	Amount
	Adaptive Manufacturing Solutions LLC	\$ 28,000
	Allied Industrial Group	\$ 39,334
	Automation Intelligence LLC	\$ 59,400
	Automation Movers International, Inc.	\$ 12,726
	Century Automation	\$ 64,000
	Century Tool & Gage LLC	\$ 107,500
	Curbcoc Inc	\$ 53,098
	Die Cad Group Offices	\$ 26,000
	Domico Med-Device	\$ 41,615
	Fessler & Bowman	\$ 498,000
	Goyette Mechanical Co.	\$ 437,400
	Jetstream Irrigation	\$ 2,000
	LaFontaine Automotive Group (24 Locations)	\$552,000
	Magna Electronics Technology, Inc.	\$ 36,305
	Niles Industrial Coatings	\$ 53,514
	Niles Plant Services	\$ 61,465
	Niles Shared Services	\$ 26,816
	NorthGate	\$ 157,995
	Rassini Brakes	\$ 70,215
	Rolls Mechanical	\$ 60,000
	Stonebridge Technical Enterprises, Ltd.	\$ 42,067
	Wolverine Fire Protection Co.	\$ 157,902
TUSCOLA	ADS US, Inc.	\$ 3,900
	DYNA Sales and Service LLC	\$ 54,903
	Hills & Dales General Hospital	\$ 9,000
	Kappen Tree Service, LLC	\$ 427,000
	Laser Marking Technologies	\$ 5,595

SANILAC	Company	Amount
	Advanced Auto Trends-Snover	\$ 32,290
	Bader and Co/Tri-County Equipment	\$ 57,000
	Debora Smith Energy Partners, Inc.	\$ 2,000
	Huron Inc.	\$ 169,661
	Kendra IT	\$ 12,000
	Material Control Inc.	\$ 25,400
LAPEER	Advanced Drainage Systems	\$ 22,797
	Aristo-Cast, Inc.	\$ 12,183
	H & H Tool, Inc.	\$ 12,070
	Lapeer Plating & Plastics, Inc.	\$ 39,010
	Vidon Plastics, Inc.	\$ 101,295
SHIawassee	Allied Motion Technologies	\$ 14,475
	DayStarr LLC	\$ 13,690
	Great Lakes Fusion LLC	\$ 12,125
	Great Lakes Rental and Supply	\$ 2,685
	Sunoco	\$ 18,597
HURON	Gemini Group	\$ 885
	Gemini Plastics Inc	\$ 23,800
	Harbor Beach Community Hospital	\$ 7,000
	Scheurer Health	\$ 29,890
	Thumb Plastics	\$ 21,500
	Tower International/Autokinon	\$ 117,000

*From 2016 onwards, GST Michigan Works! Regional Business Services Team has actively supported the of employers Genesee, Huron, Lapeer, Sanilac, Shiawassee, and Tuscola Counties in the submission of **over 500 Going PRO Talent Fund applications**. This dedicated effort has led to the successful approval of **338 awards**, amounting to a remarkable*

\$14,190,335
in funding devoted to upskilling our local talent.

LEARN & EARN

DECEMBER 2023 | VOL. 22 ISSUE 11

SUCCESS STORY: REBECCA SCOTT

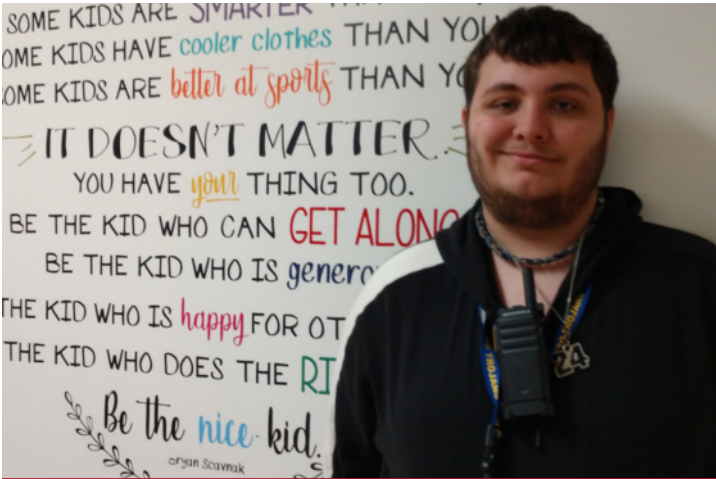
Shiawassee Co. - Rebecca was referred to the WIOA employment program with an interest in the healthcare field. She participated in our program during her senior year of high school. She was placed at Pleasant View in the activities department and learned about other positions throughout the nursing home while she was there. She expressed an interest in becoming a certified nursing assistant (CNA) after graduation, so the WIOA staff connected her with Michigan Rehabilitation Services, as they offer CNA training through the Michigan Career and Technical Institute. Rebecca took advantage of the opportunity and obtained her CNA. After becoming certified, she reconnected with her previous WIOA employer and was hired directly at Pleasant View as a CNA. Rebecca works there full time and has been successfully employed for one year.

Rebecca had this to say about the WIOA Program, "It helped me see that there were many opportunities. I saw a need and wanted to help, so I decided to try something different and step out of my comfort zone." Rebecca also went on to say, "I am very happy I did the WIOA program. It helps you grow as a person, you can learn a lot from it, and students should give it a try!"



"I am very happy I did the WIOA program. It helps you grow as a person, you can learn a lot from it, and students should give it a try!"

STUDENTS AT WORK



Devin Adamski (Owosso) assists monitors at Emerson Elementary. He helps on the playground, in the lunchroom and provides support to students.



Kaleb Purvis (Corunna) is a shop assistant at Young's Owosso. He assists technicians in the body shop.



Andrea Rann (Owosso) is a dietary aide at Memorial Healthcare. She cleans and assists in the hospital kitchen.



Hunter Adams (Owosso) stocks at Gilbert's Hardware. He cleans, helps process shipments and moves products.

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