

TALENT TALK

June 2024 | Volume 7, Issue 4



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

Advancing Employers | Enhancing Talent



REGIONAL SNAPSHOT

35.4K
Job Postings

657
Occupations

2.4K
Employers

5.4K
Locations

78%
Employed at
Exit of Training

Real-Time Intelligence Report - Online Job Ads 07/01/2023 - 03/31/2024

Active Job Ads

	# Active Job Ads
Registered Nurses	1,804
Retail Salespersons	1,521
First-Line Supervisors of Retail Sales Workers	1,333
Stockers and Order Fillers	1,232
Fast Food and Counter Workers	769
First-Line Supervisors of Food Preparation and Serving Workers	658
Nursing Assistants	629
Maintenance and Repair Workers, General	614
Social and Human Service Assistants	577
Heavy and Tractor-Trailer Truck Drivers	548
Speech-Language Pathologists	542
Medical and Health Services Managers	489
Driver/Sales Workers	479
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	473
Radiologic Technologists and Technicians	446
Medical Secretaries and Administrative Assistants	435
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	431
Production Workers, All Other	398
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	393
Customer Service Representatives	368
Teaching Assistants, Special Education	349
Laborers and Freight, Stock, and Material Movers, Hand	348
Child, Family, and School Social Workers	347
Medical Assistants	341
Cashiers	333
Licensed Practical and Licensed Vocational Nurses	313
Food Preparation Workers	313
Personal Care Aides	303

10K
Page Likes

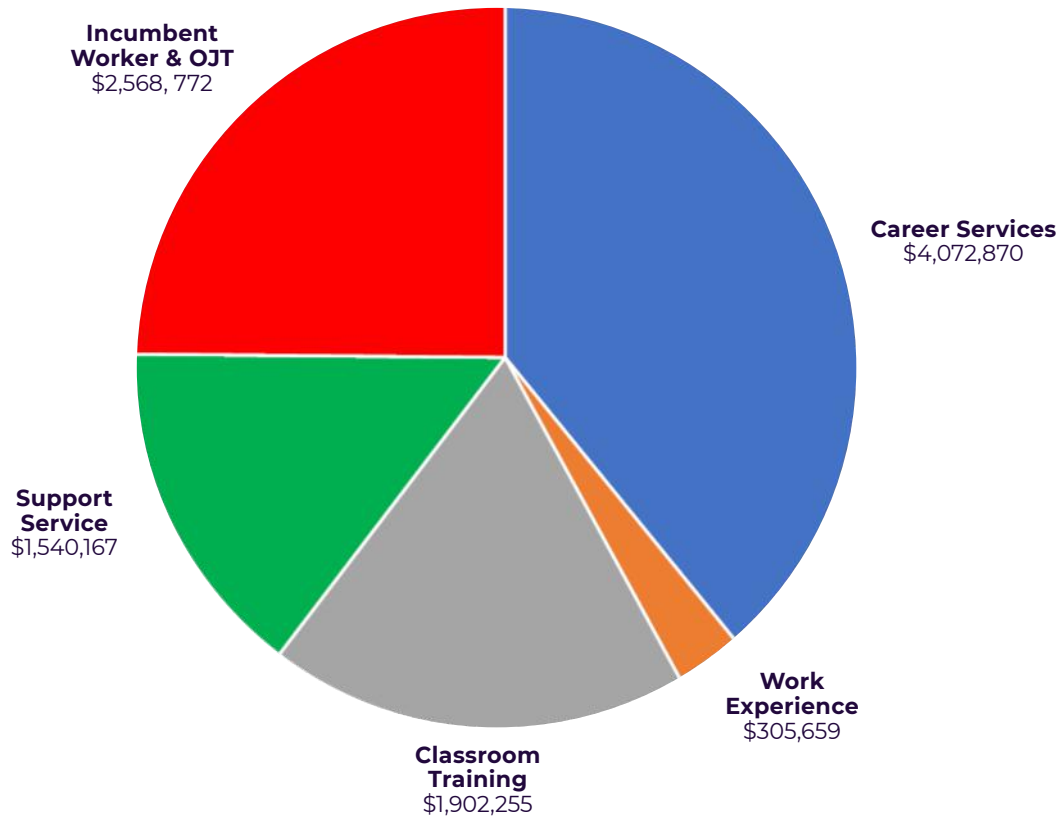
709
Followers

517
Followers

DATA ANALYSIS

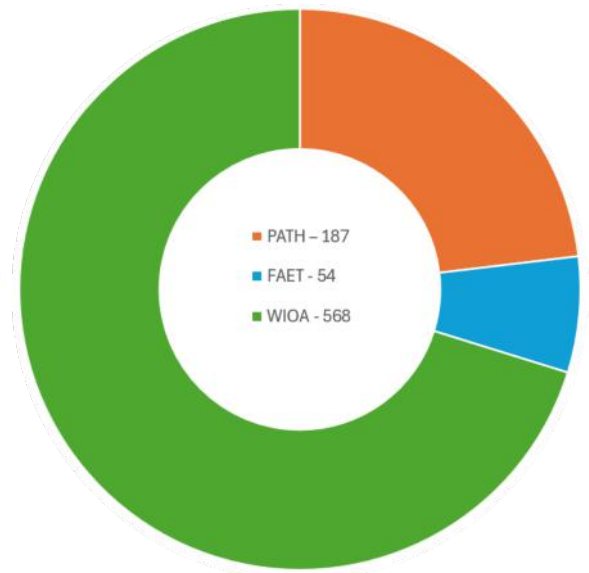
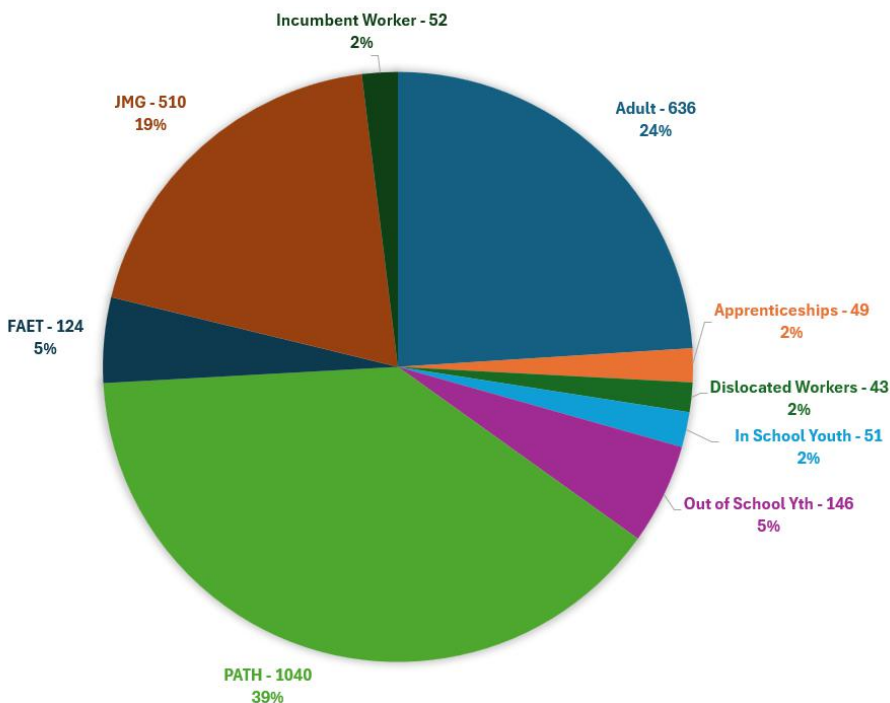
Career Services & Participant Payments

July 1, 2023 – March 31, 2024



Entered Training

July 1, 2023 – March 31, 2024



EMPLOYEE SUCCESS STORIES

FROM FACTORY FLOORS TO **PURSuing PASSION**



Lapeer Co. - Katelyn has a long work history in manufacturing. While she enjoyed the work, her heart was in helping people. As a working adult, taking time off to attend school felt daunting. Still, after some career setbacks, Katelyn decided to follow her heart. At the time of application, she worked as an unlicensed caregiver. However, that environment inspired her to take the next step and follow through on her plans.

She carefully arranged her work schedule, enrolled in the most efficient, fast-track program, and immediately applied for certification. It was only a short time before she became a full-time Certified Nurse Assistant. Deciding to invest in your future can be challenging. Still, her hard work has paid off, and her dreams of working in healthcare and helping people are now her reality. By becoming a licensed CNA, she gained over \$7 per hour more than she had previously earned. This increased income made a big difference for her and her family.

Katelyn expressed,

I had wanted to get certified for a while but couldn't save enough to make the change. This program allowed me to reach my goal. I am grateful for the help, support, and opportunity GST Michigan Works! has provided.

STEERING TOWARD **SUCCESS**

Sanilac Co. - Ryan came into the GST Michigan Works! in Sanilac County in November seeking help with his unemployment. While applying for unemployment in the office, we discussed the circumstances of his layoff. Ryan mentioned that his boss could have kept him working if he had a CDL license. He was concerned about the layoff because he was the primary breadwinner for his family. It was his lucky day because we determined he was eligible for WIOA services as a dislocated worker. He started training with Thumb CDL on December 12,

2023. He breezed through the online portion of the training in just three short weeks! By the end of January, Ryan had finished the program and had obtained his CDL-A license.

GST Michigan Works! was able to use Support Services to reimburse Ryan for the cost of his drug test, DOT Physical, and skills test. Two and a half weeks later, Ryan secured a full-time position with a new company as a truck driver at Lee Haener & Sons Trucking!

BARRIERS AND BREAKTHROUGHS



Shiawassee Co. - Trisha, a single parent, came to GST Michigan Works! Owosso service center via referral to the PATH program during a challenging time in her life. She was facing several barriers to success, including transportation, childcare, and a need for training to obtain full-time employment that would get her on her chosen career path in the medical field. After a turbulent start,

Trisha was committed and ready to get back on her feet and support her family.

Trisha completed work readiness workshops offered by GST Michigan Works! including Workplace Excellence, Job Search Workshops, Resume/Application Workshops, and Financial Wellness Workshops. She utilized the computer lab to do job searches weekly. Trisha also completed weekly community service hours with Catholic Charities. There, she met a girl she now calls her best friend. The two supported

each other, and the friend assisted with transportation until the PATH program was able to help Trisha obtain her driver's training, vehicle repairs, and vehicle insurance.

Near the end of August, transportation became a barrier once again. Trisha's vehicle was unrepairable, but fortunately, GSTMW! could provide support via Shiawassee Area Transportation (SATA). By September 2023, GSTMW! was able to utilize PATH funding to assist Trisha with purchasing a vehicle and insurance. She was fortunate to have the support of family and friends to help her navigate the barrier of childcare. Trisha was determined to achieve her career goal of working in healthcare. After researching her options, Trisha settled on becoming a Certified Nurse Aid through the CNA program at Baker College of Owosso. Career Coaches Torrie and Heather teamed up to braid funding with the WIOA program, capturing every opportunity to help Trisha move successfully on to employment.

Upon completing CNA training, she passed the certification and successfully began full-time employment with Durand Senior Care & Rehab in January of 2024. When asked if she had any advice for others on a similar path, Tricia stated,

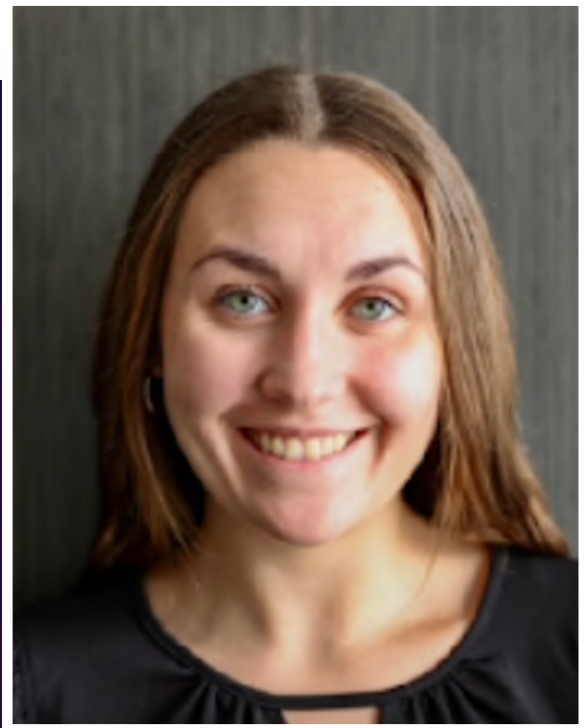


"[Take] the steps, and they'll help you achieve."

Sanilac Co. - Megan came to GST Michigan Works! in Sandusky seeking assistance with an associate degree in applied science to pursue a career as a surgical technician. She was determined eligible and was able to receive funding for training through WIOA and MiREACH. In January 2022, she began classes at Delta College.

After completing her first semester with all A's, she was accepted into the Surgical Tech program at Northwestern Michigan College. Keeping pace, she graduated with highest honors and received her associate degree in applied science in December of 2023.

Megan immediately found full-time employment at Hills and Dales General Hospital!



COLLEGE GRADUATE FINDS SUCCESS

PAVING A NEW PATH

Genesee Co. - Eric's employment history was predominantly in the construction field, which was seasonal or led him to work odd jobs. He began looking for an occupation where he could work full-time and maintain year-round employment.

Eric contacted GST Michigan Works! in Fenton and learned that he might be able to obtain CDL A training to work in a high-demand job as a Truck Driver. He knew he would still have to work, so Eric searched the Michigan Training Connect for a truck driving school that he could attend around his work schedule. He found the US Truck Driving School in Sterling Heights, which offered weekend training. Eric felt that the weekend training enabled him to obtain the training he needed to make a career move, guaranteeing full-time, year-round employment. Eric could work weekdays in his field and complete his CDL A training on the weekends in only ten weeks.

With GST Michigan Works! resources, Eric successfully enrolled, completed his training, and became employed at Matrix Expedited Service, where he received paid onboarding training.

Eric was amazed that he could complete his CDL A training and find consistent employment so quickly.



FORGING AHEAD

Sanilac Co. - Jonathan stopped by the Sanilac County office of GST Michigan Works! to learn about available training opportunities. Like many families, theirs had come upon some hard times financially. Jonathan had just graduated from high school and needed career planning assistance after unsuccessfully attempting to work for a dairy farm, factory, and fabrication shop. He was very interested in fabrication and thought he would like to work as a welder. Jonathan was thrilled to learn that GST Michigan Works! could assist with funding his training and provide some help with mileage to get to class.

With the help of his GST Career Coach, he registered for welding classes at the Sanilac Career Center and started taking classes in September of 2023. He completed his course successfully in December and began searching for employment. Unfortunately, December is typically a tough month to secure employment, but that didn't discourage him.

While it took a couple of months, Jonathan secured employment at Nelson Manufacturing in Sandusky. He is enjoying his new career as a fabricator! He doesn't mind the overtime and is happy with his paycheck and the benefits he receives from his employer!

BREAKING GENERATIONAL LIMITS



Tuscola Co. - Kelly came into the Tuscola service center looking for assistance in paying for her education in November of 2021. Kelly heard that GST Michigan Works! assists college students and was interested in seeing if she could qualify for the grant. After screening and testing, Kelly's career

coach was happy to inform her that she qualified for the program and GST was excited to assist her.

Kelly, a first-generation college student, was attending Saginaw Valley State University, pursuing her bachelor's degree in nursing. In her last two years of education, she found it increasingly more challenging to work full-time and juggle her rigorous school schedule and studies. She worked as a driver for Grubhub when she could, making just over minimum wage. GSTMW! was happy to help relieve the financial burdens that plagued Kelly's mind and allowed her to focus more on what matters, her education.

In December of 2023, Kelly graduated with honors from Saginaw Valley State University with her bachelor's in nursing. Not long after graduation, Kelly found the job she had been working hard for. "I knew what position I wanted to apply for, and having the confidence to apply to any hospital at any location to chase the job I've been working so hard for was how I accepted the position," Kelly said. She accepted a full-time nursing position in the Neuro Trauma ICU unit at Ascension Genisys Grand Blanc. "The relief I feel now that I'm finished and can say I have a financially stable job is something I'm still processing as I've never quite felt that security before. It's overwhelming in the most joyful way possible."

"I am so thankful for this program; it is incredibly helpful. It truly allowed me an opportunity to break generational limits by being the first in my family to graduate from university and complete a nursing degree. I am so truly blessed for this program."



I had a huge financial burden, being that I had to work to support myself and pay for myself to go through school. GST Michigan Works! helped relieve that burden with the scholarship I received and was able to help me support myself during this time."

PART-TIME EMPLOYEE TO FULL-TIME TRUCK DRIVER

Tuscola Co. - Gabriel came into the GST Michigan Works! office in November of 2023, facing the struggles of being underemployed at a job he wasn't passionate about. He was making an average wage, working part-time hours as a crew member for a local flooring company. Gabe wanted to obtain his CDL certification and change his career path altogether. He worked closely with his career coach to set goals towards achieving that. He was eligible for the WIOA program and completed orientation with the Tuscola County GST Michigan Works! office. Shortly after, he was on the way to receiving his CDL certification!

Gabe's career coach supplied him with the services he needed to complete his CDL program efficiently. These supports included full tuition for the program and mileage reimbursement to assist with the commute to the training location every week. This support allowed Gabe to focus on completing the program successfully, ultimately obtaining his goal of becoming a certified truck driver!

With encouragement and guidance from his career coach, Gabe stayed committed, and his hard work paid off. He obtained his CDL certification in January of 2024, and not long after, Gabe also found full-time employment as a truck driver. He is now successfully employed as a truck driver working full-time with benefits, earning 75% more than when he came to GSTMW! underemployed.

PASSION FOR TRUCKS

Sanilac Co. - Devin had just graduated high school in May 2023. He found summer employment as a production craftsman at Taylor Entrance Systems. Since the opportunity was seasonal, Devin wanted to find another position to provide a stable income and a career path.

At 18 years old, Devin wanted to pursue a career in driving heavy wrecking trucks. He landed a part-time job at D&N Towing, working only 20 hours weekly and making \$14.00 an hour.

He couldn't drive the trucks until he obtained a CDL-A License. Devin came to the GST Michigan Works! Service Center in Sandusky to see if he could qualify for assistance paying for his training. He said, **"Driving those trucks is my passion!"** Devin qualified for assistance and started training

with Thumb CDL in Deckerville. Along the way, GST Michigan Works! was also able to help Devin with some supportive services and reimbursed him for the cost of his drug screening and skills test.

Devin passed the training requirements and his skills test and received his CDL-A License on December 30, 2023. As a result, his part-time job at D&N Towing turned into a full-time position with a great raise!



RESILIENCE AND RETRAINING

Huron Co. - When Shannon came into GST Michigan Works!, she had been out of work since October 2022 due to health issues. She had previously worked as a Production Worker, but her current health state would not allow her to continue that career path. She researched different training courses and decided that she would not only enjoy being a phlebotomist, but this would be a career that she could do with her medical condition.

Shannon attended Phlebotomy training through Mid-Michigan College at the Huron Area Technical Center. During training, GST assisted with tuition funding, mileage, and scrubs for clinicals with the help of WIOA and MiREACH funding. She found the training challenging "in a good way" and completed it with a great understanding of the field.



After training, she immediately started a casual Phlebotomy job at Scheurer Hospital in Pigeon in August. She really enjoyed working there and worked many hours in a casual position; however, she was keeping an eye out for a full-time job with benefits.

In early February, she started a full-time phlebotomy position at Hills & Dales Hospital, with benefits beginning in March. She is very excited to work full-time and have the benefits she needs for herself and her family!

LAYING THE FOUNDATION FOR SUCCESS



Genesee Co. - The story of Lorenzo, an apprentice in Michigan's Bricklayers & Allied Craftworkers Union, Local 2, is incredibly motivating. Lorenzo had no employment history before beginning his apprenticeship in January 2023. He demonstrated unwavering commitment and diligence to his first

trade, leading to notable accomplishments and advancement in his career.

Throughout his apprenticeship, Lorenzo received invaluable support from GST Michigan Works!, ensuring he had access to essential resources such as tools, training funds, work clothes, and transportation support. GSTMW could also pay for his coursework for the Related Technical Instruction (RTI)

portion of the apprenticeship. This support was crucial in enabling Lorenzo to successfully complete his program and transition into a full-time apprentice with Baker Construction in March 2023. His involvement with the Bricklayers Local 2 apprenticeship provided him with stability and professional growth and allowed him to develop meaningful relationships with fellow employees.

As a first-year Brick Apprentice at BAC Local 2 of Michigan, his dedication and hard work have paid off, leading him to secure 1st Place in the Mason Contractors Association of America (MCAA) Masonry Skills Challenge. This competition recognizes the top masonry apprentice at each level. Howard Hipes, the Michigan Trowel Trades Apprenticeship and Training Director, stated, **"Lorenzo's skills and abilities, combined with his determination and skills honed at the training facility, distinguished him and reflected positively upon the union."** His achievement is a testament to the quality of training, showcasing the potential and excellence of apprenticeship programs. Congratulations to Lorenzo on this well-deserved recognition of his talent and commitment!

Lorenzo's success shows how perseverance, community support, and hard effort can lead to recognition and success in the workplace!

CHARTING A NEW COURSE

Huron Co. - Eva first came to GST Michigan Works! as a first-year college student looking for summer employment in 2022. She qualified for the Young Professionals Program and worked at Pointe Aux Barques Lighthouse Society for the summer. Eva worked part-time through that program, helping at the Lighthouse. She completed the summer program in August and returned to college in the fall to pursue her bachelor's degree.

During the following school year, Eva contacted GST Michigan Works! and asked for help with short-term training. She was undecided about her career path and becoming increasingly nervous about the amount of debt she would assume if she continued on this path. After discussing it with her career coach, she decided to pursue a Certified Medical Assistant (CMA) training at Tuscola Technology Center. She excelled in training while working full-time at a local manufacturer. GST Michigan Works! assisted Eva with funding for her tuition, mileage, scrubs, and a stethoscope.

Eva enjoyed her training through the Tuscola Technology Center and felt very prepared to enter the workforce with the skills she obtained.



I had a lot of financial and emotional worries. GST helped me with all my doubts along the way! **I'm very appreciative of the training program that I was granted!"**

After completing the course, unfortunately, life took her outside the region. However, she was ready with the skills she needed wherever life would take her! Eva applied for a job at MEDI Occupational Health. She walked into the office, sat for the interview, and was offered a CMA job on the spot! She accepted the position and is enjoying her new career. Eva will be eligible for medical benefits in 3 months and couldn't be happier!



BREAKING BARRIERS: A PATH TO AN AMAZING CAREER

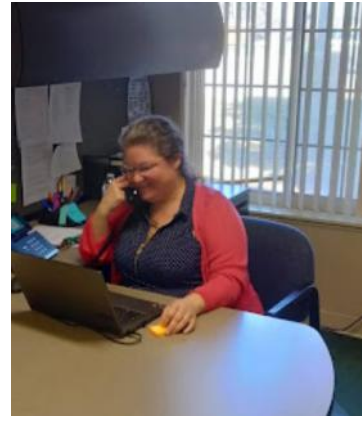
Shiawassee Co. - Holly came into the PATH program as a referral from MDHHS on 11/14/2022 and was assigned to a career coach. She sought help getting on a new career path to provide for her and her family. Barrier removal assistance was needed for job search instruction and techniques, improving employability skills, overcoming a lack of experience in her chosen field, proper work attire, mileage, self-esteem, and self-awareness.

Through PATH and WIOA services, her career coach discussed the available workshops and how they would improve her confidence, soft skills, and self-esteem. Holly attended these workshops and others available to her. Supportive services were offered to assist with removing her transportation barrier, allowing her to submit weekly mileage, complete PATH requirements, and maintain her employment after she started her new job. She was also assisted with appropriate work attire for her new job and vehicle repairs to help her get to and from work.

Holly informed her Career Coach that the Kingdom Business Virtual Works "Breaking Barriers" Workshop was exceptional. She displayed her certificate of completion on her vision board, which is now displayed in her office at work. She also completed the PATH Community Service Program (CSP) requirements at the GST MI Works! office. This allowed her to gain office experience while helping her to stay in compliance with PATH. During her weeks of CSP, Holly also completed weekly job searches so she could find permanent employment to provide for her family. She consistently focused on working hard to improve her ability to obtain and maintain jobs successfully. Her goal was accomplished through all of this, applying everything she learned from her experience while with GST Michigan Works!

After Holly received an offer letter from Rite at Home, In-Home Care & Assistance, the Career Coach continued to discuss employment-related learning opportunities within her current company. Holly began her role as a full-time Administrative Assistant/Recruiter on 01/05/23. Her employment started primarily as an Administrative Assistant. Still eager to learn more, she was also trained as a recruiter as the days and weeks passed. She completed

her PATH Retention period and has achieved a self-sustainable income, no longer relying on DHHS support. Holly loves her employment and enjoys working with Rite at Home. On 09/20/23, she informed her Career Coach that she received a dollar-per-hour raise! She qualifies for an additional \$300 when on call for the weekends.



"GST Michigan Works! treated me like a person. They supported my career goals & offered fabulous classes & resources to help me reach them." Hard work, determination, and having a support team make all the difference.

Huron Co. - Dezera came to GST Michigan Works! looking for a career change. She worked in childcare, but was currently unemployed because she gave birth to her son, who arrived a few weeks early. She wanted to enter the healthcare industry to pursue a career that would provide a more stable future.

Tuscola Technology Center offered a Certified Medical Assistant program that Dezera thought would work with her schedule and get her back to work as soon as possible. With the help of the MiREACH program, GST Michigan Works! was able to help Dezera with tuition and mileage reimbursement, which she found extremely helpful.

Dezera excelled in the class and completed it on January 17th. She then took and passed the National Healthcareer Association (NHA) exam to become certified on January 31, 2024.

Dezera is now a full-time Certified Medical Assistant at Scheurer Hospital – Bad Axe clinic! She makes \$6 more per hour than at her previous job.

"I'm very thankful for this program! It has allowed me to create a better financial future for me and my son," shared Dezera.



TOOLS OF TRANSFORMATION

Genesee Co. - Mr. Valderas came to GST Michigan Works! to register for unemployment in January 2024. He needed clarification about the process and help navigating through MiWAM. His lack of computer skills made finding work on the internet difficult. However, his fears were relieved when he partnered with the GSTMW! Employment Services team. He was able to apply for his benefits successfully.

He was offered the assistance of a Career Coach to help him with his employment search. The assistance included preparing for interviews, resume writing, and application assistance. They discussed his goals, experience, and barriers.

Mr. Valderas had been a Commercial Building Maintenance Supervisor for many years and wanted to stay in that field. However, he had difficulty properly explaining the reason for his termination from his previous employment. To his surprise, GST Michigan Works! had that covered, too. He attended our 3-day Reemployment Workshop and learned the best interviewing techniques, proper resume writing to showcase his expertise and qualifications, and video interviewing, which is becoming mainstream when applying for work.

With assistance from his Career Coach, they created several accounts on the major job sites, updated his resume to showcase his talents and expertise, submitted his resume to GSTMW! Business Service Professionals, and maintained a positive and confident attitude. Mr. Valderas worked diligently to find and apply for maintenance positions. He maintained confidence and didn't settle for subpar employment. During this time, he didn't wait around; he pursued his GED through GST's Talent Development Center. He completed his practice GED test and is studying to sit for his official GED test one day soon.

Mr. Valderas has repeatedly stated how happy he is with our excellent services, respect, and the attentiveness of every member of the GST Michigan Works! team.

In March, Mr. Valderas accepted employment with Independent Square Apartments. He is making more than his previous employment with health insurance and a more respectful atmosphere. However, he was required to have steel-toe work boots, various tools, and mileage support to help him get on his feet again. GST Michigan

Works! was there again to support him in this transition. He was provided with work boots and various tools mandated by his new company. He was also eligible for help with mileage until he received his first paycheck. This success story shares how this client took advantage of the excellent services GSTMW! offers to benefit him for the moment and a lifetime of success and self-confidence.



NURSING: A CAREER OF CONTINUOUS LEARNING



Tuscola Co. - In October 2021, Alyssa came to GST Michigan Works! Tuscola Service Center with five semesters remaining in the Nursing program through Saginaw Valley State University. She worked at Wellspring Lutheran Services as a CNA and worked 12-24 hours a week. As nursing school occupied most of her time, she could not work enough hours to cover the expenses of obtaining her degree. As a first-generation college student, having the opportunity to get a degree was important to Alyssa.

Approval for funding granted her assistance with tuition for her 2022 Winter, Spring, and Fall semesters, the 2023 Winter semester, and paying for her NCLEX, Professional Licensing, and background check.

Upon one of the check-ins with her Career Coach, she excitedly reported, **“Last Friday I was at the MyMichigan hospital for a vaccine clinic where I had the opportunity to administer 20+ flu shots and a few**

Covid boosters. I really enjoyed doing that. On Halloween, I was at the Covenant Wound Clinic, and I also saw some pretty interesting things there. I have been doing my home healthcare clinical through Residential Home Health, and I have had some great nurses teaching me a lot. I have an exam in my NURS 371 class next Wednesday, and I have been keeping busy with all the home health assignments (there is a lot). I also applied for a nurse intern position at Covenant, and I have an interview via Zoom in a few weeks, so I'm really hoping I get the job! Thanks for checking in with me!”

Alyssa also shared, **“I had an interview recently for a progressive cardiovascular unit at Covenant HealthCare, the unit in which I'm currently a nurse intern. This semester has flown by, and I can't believe graduation is right around the corner!”**

After completing clinical rotations and hands-on experience at Huron Woods, Health Source, Residential Home Health, St. Mary's, and Covenant Hospital, and completing all the required Nursing program classes, Alyssa obtained her BSN degree with honors on December 16, 2023.

On December 19th, Alyssa was offered and accepted a 3rd shift graduate nurse position at Covenant HealthCare on the progressive cardiovascular unit. After passing the NCLEX in January, Alyssa became a full-time Registered Nurse!

I graduated nursing school from Saginaw Valley State University in December 2023. Upon graduation, I went straight to work as a graduate nurse until I completed my state exam (NCLEX). I am now a Registered Nurse employed in a progressive cardiovascular unit and look forward to a career of continuous learning!”

Alyssa expressed.

ROADMAP TO A PROFESSION

Javonte began working with GST Michigan Works!/Jobs for Michigan's Graduates following the advice and recommendation of a close friend who shared his own experience of successfully obtaining his CDL-A and the assistance that he received. Javonte was very passionate about becoming a CDL-A driver. He knew that this was something he was going to achieve but lacked the resources necessary to do it on his own. He was excited to begin this new venture of obtaining his goal at 160 Driving Academy.

Javonte was a young professional who always found ways to improve and learn from his previous employment. He knew that he wanted to drive because he found peace on the open road, and he wanted to travel to see more of the country. Getting paid to do both was a bonus! Javonte kept a positive attitude and mindset. When his JMG Specialist mentioned how special it is to see that, he said, "Negative thoughts and behaviors lead to negative outcomes and if you want to be successful and have good things come to you, then you need to present that same energy."

Javonte was very eager to get started, but one main barrier stood in his way: his work schedule. Because of his work schedule, he was finding difficulty coming in to start the process. However, with our philosophy of meeting folks where they are, we were happy to offer him the flexibility he needed to be successful.

With the help of WIOA Youth funding, Javonte received assistance with his CDL-A training and clothing. He successfully completed his CDL-A Training and was very thankful to have had consistent support and encouragement from his Specialist while working on accomplishing his goal. He is employed at Central Transport, with a starting pay of \$23.50/hr. When asked what his thoughts were on the process, he said, ***"I feel lucky to have been a part of these programs, they are truly life-changing!"***

Through Javonte's dedication and hard work, he was able to accomplish his dream. He was motivated and never lost sight of his goal! He is a very polite, respectful, and bright young man and will be an inspiration to those who come after him!





Student SUCCESS STORIES

AMAYA SUCCESS STORY

Amaya is an Adult participant from the Flint Healthcare Employment Opportunities (FHEO) Program, a GST Michigan Works! service provider. Amaya worked as a direct care worker before applying for the FHEO Program. She shared that she has always been interested in healthcare because she enjoys leaving a positive impact on patients and aiding others.

Before healthcare training, Amaya completed 120 hours of Life Skills and Healthcare Career Exploration training hosted by Flint Strive. Amaya shared that her time with Flint Strive was very eye opening. She stated, "I didn't realize how much I had forgotten when it came to my professionalism, I had gotten comfortable when working jobs for a long period of time. Flint Strive got me back in check."

Amaya researched her training options and pursued phlebotomy training at Mott Community College. The FHEO Program paid for Amaya's tuition, textbooks, uniform, and laptop device required to complete classroom training. Amaya shared that her instructor was "the sweetest teacher ever and she set her classroom up for everyone to succeed". Once she completed her classroom training, Amaya was placed at Hurley Medical Center to complete her externship. Amaya said, "I learned a lot from Hurley's outpatient team. Phlebotomy isn't just poking people, it's an art that requires technique."

Amaya successfully completed training in December 2023 and began job seeking right away. Amaya quickly gained employment with American Red Cross where she provides phlebotomy services at blood drive events. Amaya is proud to share that she is skilled with 16-gauge needles, collecting pints of blood and properly packaging blood so that it can safely arrive at the lab and be provided to patients in need of the blood. Amaya shared that she is currently attending Mott Community College and working on her nursing degree. She shared that her long-term goal is to own her own a mental health practice.



JULIA SUCCESS STORY



Julia 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. Julia shared that she has always been interested in the healthcare field but was unsure of how to get

started without financial support. After a family friend referred Julia to the FHEO Program, she determined it was time to leave her retail stocking job to pursue a healthcare credential.

Before healthcare training, Julia completed 120 hours of Life Skills and Healthcare Career Exploration training hosted by Flint Strive. Julia shared that this training provided her the opportunity to develop her professional skills and create lasting habits for career success. Julia chose to pursue sterile processing technician training and began classes in August 2023. The FHEO Program provided financial support for Julia's tuition, textbooks, and a laptop device to complete online course instruction. Julia was also supported by the FHEO Program staff who provided career guidance while she completed training.

Julia earned her sterile processing technician certificate in January 2024 and was hired by her externship site, Ascension Providence. Julia said that she is enjoying her new position in healthcare and where she works. Julia shared that she is interested in furthering her healthcare career and is interested in becoming a surgical technician in the future.



MEET GST'S MAY EMPLOYER SHOWCASE:



NILES
INDUSTRIAL COATINGS

NILESINDUSTRIAL.COM



SCAN OR VISIT GSTMIWORKS.ORG/SHOWCASE
TO WATCH ALL EMPLOYER SHOWCASE VIDEOS

EMPLOYER SUCCESS STORIES

AUTOKINITON



Huron Co. - Finding electricians, maintenance technicians, and tool-and-die journeymen can be challenging, especially in rural areas. Autokiniton, located in Elkton, has USDOL-registered apprentices in each field, and they regularly utilize Delta College to provide the classroom portion of the apprenticeship training.

GST Michigan Works! partners with Autokiniton to provide WorkKeys testing for screening new apprentices. After completing a fact-finding, the GSTMW! team determined that the Going PRO Talent Fund would be a good fit to assist the company with reimbursement for their investment in apprentice training. Autokiniton applied for funding and was successfully approved in 2023, allowing them to support 16 current apprentices with classroom and On-the-Job Training. These apprentices included seven electricians, three maintenance technicians, and six tool-and-die apprentices. The company hired two new maintenance technicians and one new electrical apprentice. A total of 19 apprentices attended the individual classes they needed to move forward toward achieving their journeyman card.

Finding qualified employees who will succeed in classroom training and stick with the schedule of working and attending training is always a challenge. However, employees attending training have expanded their knowledge and increased their wages while learning skills that will lead to a journeyman card. These skilled employees will help Autokiniton remain a leading provider of automotive parts.

d/s SERVICES

Tuscola Co. - d/s Services provides grain handling and building storage products to local Michigan farmers and commercial agricultural companies. The Going PRO Talent Fund award allowed d/s Services employees to enhance their skills and knowledge through OSHA 10 (first-year employees) and OSHA 29. These certifications aid employees in conducting their daily jobs while maintaining a safe environment for themselves and other co-workers, keeping the worksites hazard-free while performing their roles. The employees gained new skills, granting them job advancement and wage increases while propelling their careers.



The 2023 GPTF has been a blessing to our company over the years. **It has allowed us to invest in practical skills to help with daily jobs. It has also helped to carry some of the financial burden of training required for bidding while following industry regulations,"**

shared Kiley, HR Manager, d/s Services



KENDRA IT



Sanilac Co. - Kendra IT is a small but growing IT and communications company specializing in new installations and servicing computer network infrastructure, fiber optic, and communications equipment. Their clientele includes school districts, hospitals, and public libraries. Their name was changed this year to Division 27 to reflect the designation of Division 27 as communications on construction blueprints.

For a small company in a very competitive field, their clientele must perceive them to be “up to the challenge” within a playing field of larger competitors. A highly skilled and credentialed staff is critical to their credibility and growth. As Kendra IT – Division 27 continues to grow, not only will the number of technicians need to grow, but their skill levels will also need to increase. This increased knowledge will allow each staff member to advance in their career and ensure that Division 27 is viewed as a trusted service provider. BICSI Installer certifications are recognized credentials within their field. Still, as a small company in a small town, hiring people with these

credentials or providing training post-hire is difficult. Through the assistance of GSTMW! and the Going PRO Talent Fund, Division 27 sent two new hires and one existing technician to the BICSI Installer 1 certification training.

After achieving the base-level installer certification, these technicians can effectively and confidently perform their duties and be prepared to advance through additional levels of training and certification. The success and growth of Division 27 as a company are directly linked to the success and advancement of its technicians. A technical service provider cannot provide services that their technicians are not capable of. Having BICSI-certified technicians gives Division 27 the professional credibility to take on larger projects and continue to grow as a company. This enables them to provide more advanced training for their current staff, hire more entry-level staff, and begin their training process.

WOLVERINE FIRE & PROTECTION

BLAZING SUCCESS: A JOURNEY WITH GOING PRO TALENT FUND

Genesee Co. - Wolverine Fire & Protection has long recognized that its most valuable asset was its workforce. With a mission to continuously improve safety standards and exceed client expectations, they understand the importance of investing in their employees' skills and knowledge. However, like many businesses, they faced the challenge of funding comprehensive training programs.

After learning about the opportunity to apply for training reimbursement through the Going PRO Talent Fund, Wolverine Fire & Protection jumped at the chance to apply for the grant. With the guidance and support of GST Michigan Works! Wolverine Fire & Protection navigated the application process seamlessly. The GSTMW! team ensured the application and process were easy to understand, providing clear instructions and personalized assistance at every step.

Wolverine Fire & Protection designed tailored training programs focused on the latest fire protection technologies, safety protocols, and customer service excellence. Through workshops, certifications, and hands-on simulations, employees gained invaluable skills that enhanced their performance and elevated the company's reputation in the industry.

The impact of the Going Pro Talent Fund grant on employees was phenomenal! Employee morale has soared because they feel valued and empowered by the investment in their professional growth. Productivity and efficiency levels have skyrocketed as employees apply their newfound knowledge and expertise. Most importantly, Wolverine Fire & Protection's commitment to safety and quality reached new heights, earning them the trust and loyalty of clients across the region.

Buoyed by their success, Wolverine Fire & Protection has vowed to continue its partnership with GST Michigan Works! and future opportunities to apply for the Going Pro Talent Fund. With each application, they see the potential to enrich their workforce further and solidify their position as a leader in the fire protection industry.



HALLIGAN ELECTRIC



ILLUMINATING SUCCESS: A JOURNEY WITH GOING PRO TALENT FUND

Genesee Co. - In the vibrant landscape of Michigan's electrical industry, Halligan Electric Inc. stood as a beacon of innovation and excellence. Their commitment to quality craftsmanship and customer satisfaction had earned them a stellar reputation. Still, they knew they needed to invest in their workforce to stay ahead in a rapidly evolving field.

To accomplish this, the organization turned to the Going Pro Talent Fund, a transformative opportunity for businesses like Halligan Electric Inc. to invest in employee training and development. When Halligan Electric Inc. was awarded \$88,120 through the Talent Fund, they saw it as more than just a financial boost—a catalyst for growth and progress.

With the support of the Going Pro Talent Fund, Halligan Electric Inc. embarked on a comprehensive training initiative aimed at upskilling its workforce and ensuring proficiency in the latest technologies and techniques. From advanced electrical systems to cutting-edge safety protocols, employees underwent rigorous training programs designed to elevate their expertise to new heights.

As the training initiatives unfolded, Halligan Electric Inc. witnessed tangible results—increases in productivity and the organization delivering exceptional results that exceeded client expectations. With a workforce proficient in the latest technologies and techniques, Halligan Electric Inc. is well-positioned to maintain its level of excellence.



GESTAMP

Lapeer Co. - Gestamp is an international group dedicated to designing, developing, and manufacturing metal automotive components. GST Michigan Works! provides business services to the Lapeer location. Gestamp focuses on internal recruitment and has a proven history of success in saving time and money and increasing retention and motivation. Gestamp identified the need for employees to receive additional training to develop and enhance leadership skills. As with any busy production operation, the biggest challenge was finding time for employees to attend training.

Gestamp obtained training from MMTC for 16 employees over seven classes through the Going PRO Talent Fund. Employees earned certificates ranging from Fanuc Level 2 to Leadership and Frontline Supervisory Skills. The successful training reimbursed the company's \$16,790 investment in training.

The ability to continue professional development was instrumental in allowing employees to increase productivity and prepare for future job possibilities. The goal was to keep current employees in a positive, productive environment, resulting in potential applicants knowing that Gestamp is a great workplace!



Shanna Mills shared,

The skills obtained help **foster a more positive work experience** for all employees involved."



CENTURY TOOL & GAGE

Genesee Co. - Century Tool & Gage is a testament to precision engineering and unwavering commitment to excellence in Michigan's manufacturing sector. An industry leader for years and known for innovative solutions and superior craftsmanship, the company knew it needed to invest in its talent to maintain a competitive edge in the market.

The Going Pro Talent Fund is a lifeline for companies like Century Tool & Gage seeking to elevate their workforce through training and development initiatives. With the assistance of this invaluable resource, Century Tool & Gage embarked on a journey of continuous improvement. For several years now, Century Tool & Gage has powered their internal training initiatives by tapping into the Going Pro Talent Fund grant offerings. This partnership had become integral to their growth strategy, enabling them to access the necessary resources to invest in their employees.

With the help of \$96,000 in reimbursements from the Going Pro Talent Fund, the company implemented comprehensive training programs to enhance its employees' skills and expertise. From advanced machining techniques to quality control methodologies, employees underwent rigorous training tailored to meet the industry's evolving demands.

With the continued support and partnership of GST Michigan Works!, and the resources provided by the Going Pro Talent Fund, Century Tool & Gage remains poised to maintain its position as an industry leader and continue its journey of precision progress for years.



HARBOR BEACH COMMUNITY HOSPITAL

Huron Co. - Harbor Beach Community Hospital needed a Surgical Technologist and contacted GST Michigan Works! in Huron County for assistance. After discussing the position, they decided to look into the possibility of a registered apprenticeship. With the help of Business Solutions Professional Deb Nowicki, they applied for the Going PRO Talent Fund (GPTF) to help fund it. Wanda Bigelow, the Apprenticeship

Manager at GST Michigan Works!, began working with Tina at Harbor Beach Community Hospital to set up a Surgical Technologist Apprenticeship Program. Tina was very busy making all of it come together, but it was worth it!

The United States Department of Labor approved the Surgical Technologist Apprenticeship on January 25, 2023 and Harbor Beach Community Hospital was awarded a GPTF grant for Cycle 1 2023. Leanne was an initial participant in this new program. She was a medical assistant on staff and wanted to increase her skill set to advance her career. She began training on February 3, 2023, and completed her Surgical Technologist Certification on November 11, 2023, through MedCerts.

Harbor Beach Community Hospital received \$3,500.00 from the Going Pro Talent Fund for 2023, which went towards Leanne's training! Receiving funding for this training allowed Leanne to complete training while continuing to work. With her new certification, she has received a promotion and a sizable wage increase. She is now enjoying a career as a Surgical Technologist, and Harbor Beach Community Hospital is happy to retain her as a loyal and hard-working employee!

NILES INDUSTRIAL COATINGS



Genesee Co. - Continuously training employees and utilizing programs like the Going PRO Talent Fund through GST Michigan Works! is crucial for Niles Industrial Coatings to stay ahead in a dynamic industry landscape. By investing in ongoing training development, Niles ensures its workforce remains skilled and adaptable to evolving technologies and market demands. This commitment enhances employee expertise and effectiveness and fosters a culture of innovation and continuous improvement. Moreover, providing opportunities for growth and advancement demonstrates Niles' dedication to employee satisfaction and retention, ultimately contributing to the company's long-term success. Through these initiatives, Niles Industrial Coatings strengthens its position as an industry leader committed to excellence, innovation, and the well-being of its employees. Top of Form Niles Industrial Coatings, Niles Plant Services, and Niles Shared Services applied for the Going PRO Talent Fund and were awarded in January 2023. GSTMW! delivered three training reimbursement checks, a combined total of \$88,489 reimbursed for training completed throughout 2023.

These training opportunities supported by our Going Pro Talent Fund Award help us to demonstrate our commitment to being good stewards of the lives entrusted to our care. We are dedicated to being a learning organization, and the Going Pro Award has been instrumental in allowing us to upskill employees in a way that benefits everyone. Our GST Michigan Works! representatives have been fabulous to work with throughout this experience, making the grant process more user-friendly and pleasant. We very much appreciate how Roy Reynolds and Cindy Thornthwaite have gone above and beyond to answer questions, streamline the process, and provide support in whatever ways are needed.

- Elizabeth Bull-Davie, Training and Development Manager at Niles Industrial Coatings, LLC



GOYETTE MECHANICAL - ANOTHER SUCCESSFUL GOING PRO YEAR



reduces downtime for both our customers and employees, allows us to introduce and offer new services to current customers as well as other potential customers in other markets, and increases our profitability that allows us to increase employees' pay".

In 2024, Goyette has been awarded a total of \$437,400.00 to train 154 current employees and 22 new hires! We can't wait to see where they go from here! Cherie and the entire team at Goyette have been excellent to work with and are well-known in Genesee County!



*We appreciate all the effort and support we receive from Cindy Thornthwaite and her team at GST Michigan Works! in Flint. **They are a wonderful group of people to work with,**"*

- Cherie Goyette-Parks.

Genesee Co. - Goyette Mechanical, located in Flint, Michigan, has been a family-owned and operated company since 1928. As Goyette's growth causes their workforce to grow, the training opportunities provided to their employees also grow larger every year.

Since 2021, Goyette has been awarded a total of \$621,154.00 to train 172 current employees and 31 new hires, with 91 of these employees in a current apprenticeship program. Goyette has received a total reimbursement of \$475,340.00 since 2021.

In 2023, Goyette employees received a wide range of training, including Project Management, Supervisory Training Academy, Radiant Heat, Dispatcher Training, Air Conditioning, Field Leaders Training, and several others.

Per Cherie Goyette-Parks, **"We intend to put every employee we hire on a career path to be successful at Goyette Mechanical. The trained employees all gained skills that make them more valuable to our company and the customers we serve. Those employees have or will receive higher level responsibilities and opportunities, which result in pay increases."**

Cherie also states, **"Training our employees significantly improves our business operations and productivity,**

HIGH SCHOOL MOCK INTERVIEWS - TALENT MANAGEMENT PIPELINE STARTS IN HIGH SCHOOL



Shiawassee Co. - When discussing talent needs with employers, the need for young people to enter career fields is a common topic. Much of the workforce is aging and looking toward retirement. As those workers leave their positions, many opportunities will be available.

The Talent Pipeline Management process includes involving the high schools as a source of future talent. As such, GST Michigan Works! assists local schools with employment-related training, such as mock interviews. The interviewing process is generally one of the more stressful parts of the hiring process, and proper preparation can determine the difference between employment and continued job searching. Skills alone don't always get you hired; often, it's how you promote your skills... and yourself.

Mock interviews are an excellent opportunity for students to practice these critical interactions. It allows the student to make mistakes, ask questions, learn, and get feedback in a non-judgmental setting. It may be their first interview experience, and nervousness is present and visible. Once settled down, many students learn that it is a conversation about themselves, which helps make the exercise much easier for them.

GST Michigan Works! had the opportunity to assist students at Corunna High School with their interview

training. We found that many had questions regarding all aspects of the interview, which we were able to address and help them build confidence. By the end of the interviews, it became clear to the students how the process worked, the nuances, and how to answer and ask questions. We also discussed in-demand career fields and other employment opportunities. The long-term effect of this interaction is that future employers will have more confident and prepared candidates who can present themselves articulately and professionally! We came away from the experience optimistic about what the future world of work will look like with these capable students as a part of it!





MICHIGAN RURAL ENHANCED ACCESS TO CAREERS IN HEALTHCARE (MiREACH)

The State of Michigan Department of Labor and Economic Opportunity (LEO) Workforce Development division, as the awardee, worked collaboratively with WIN and other partners to apply for a \$2.5 million United States Department of Labor (USDOL) H-1B Rural Healthcare grant to establish the Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH). The MiREACH grant was awarded in Q1 2021 to support an employer-led collaborative focused on the healthcare workforce shortages in rural communities across the state. The grant will support the addition of more than 430 new healthcare workers and incumbent workers to advance into new positions in rural communities throughout Michigan until 2025.

The purpose of the USDOL H-1B Rural Healthcare grant program is to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations (including behavioral and mental healthcare) serving rural populations.

In 2021, MiREACH was elevated to a State Council, and the Michigan Center for Rural Health (MCRH) is dedicated as a resource to support the MiREACH employer-led collaborative to verify rural healthcare locations for participant training delivered through the grant. MCRH plays a key role in rural healthcare by assisting in the creation and implementation of partnerships among organizations, health departments, hospitals, government, and academia.

The MiREACH Project Council provides input and recommendations to help the State of Michigan achieve its performance outcomes related to the MiREACH project funded by the USDOL H-1B Rural Healthcare grant.

MiREACH is aimed at serving veterans, military spouses, transitioning service members, and underrepresented populations including women, people of color, ex-offenders, individuals with disabilities, incumbent workers, and other populations that are required to be 17 years of age or older and not currently enrolled in secondary school within a local educational agency.

WIN has partnered with GST Michigan Works! to achieve the intended outcomes of the MiREACH grant. GST Michigan Works! has been diligently working with the rural healthcare employers to address their needs which has resulted in significantly exceeding the grant outcomes which expires on December 31, 2024.

READ THE FULL REPORT!

**INFORMATION
PULLED FROM
THE WIN 2023
ANNUAL REPORT**



239

PARTICIPANTS
SERVED

GOAL: 100

154

TOTAL PARTICIPANTS
WHO COMPLETE
EDUCATION/TRAINING

GOAL: 65

135

TOTAL PARTICIPANTS
WHO COMPLETE
EDUCATION/TRAINING
ACTIVITIES AND RECEIVE A
DEGREE OR OTHER TYPE
OF CREDENTIAL

GOAL: 65

IN-DEMAND HI-B HEALTHCARE OCCUPATIONS INCLUDE:

- Medical Assistants
- Certified Nursing Assistant
- Registered Nurses
- Medical Equipment Preparers/
Sterile Processing Technicians
- Surgical Technologists
- Phlebotomy Technicians
- Direct Care Workers/Home
- Health Aides
- Behavioral Health Technicians
and Aides
- Community Health Workers

Destiny joined **GST Michigan Works!** in 2022, eager to pursue her passion for healthcare. Despite past setbacks and financial challenges, she persevered with support from **MiREACH H-1B** funding. Switching from Phlebotomy to Clinical Medical Assistant training at Sanilac Career Center proved to be the perfect fit. Her dedication paid off, leading to a job offer as a **Laboratory Technician Assistant** at Lapeer Regional Hospital even before completing her program. Now, thriving in her role, Destiny is motivated to further her education for career advancement!

LEARN & EARN

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CONGRATULATIONS GRADUATES!

BEST WISHES WITH YOUR FUTURE ENDEAVORS!



SUCCESS STORY: **NICK**

Nick participated in the WIOA employment program the summer before his junior year at Durand High School. He had a strong interest in information technology and was placed at 10 Computer Repair & More in Owosso. Nick thrived throughout the experience, and the owner, Travis Schlosser, was very impressed by his skills and abilities. He said Nick was “one in a million.” During high school, Nick was dual enrolled at Baker College and earned his Network Pro certification. Nick soon began working as a title insurance examiner with Dream Title and Escrow in

The WIOA (Workforce Innovation and Opportunity Act) program held its Spring Training on March 14th. Our community partners from LAFCU and Michigan Rehabilitation Services shared valuable financial and job information with the WIOA students. Julianne Ackerson from LAFCU covered topics related to banking, loans, interest, and saving for the future, while Amy Hoholik-Bandy from MRS talked about career services and their trade school, Michigan Career and Technical Institute. WIOA students had an opportunity to review careers that match their personality through the My Next Move website before learning about GST Michigan Works! services. They also had the opportunity to learn how to apply for jobs on the Michigan Talent Connect website at www.MITalent.org.

Grand Blanc and helped them implement an online system to increase efficiency. In the fall of 2023, Nick's journey came full circle when he began working at the Shiawassee RESD as a desktop support specialist. Nick has been a great addition to Shiawassee RESD's technology department. Nick also owns a successful IT business, International Data Access Service. Nick said,

“It was a great opportunity. Without it, I wouldn't have had experience in a retail setting. It helped me learn new things, and I had a great time. I'm glad I did the program and encourage other students to do it too.”

STUDENTS AT WORK



Donovon (Owosso) Showing off his green thumb at Crooked Tree Nursery.



Camden (Durand) Caring for the baby chicks at Family Farm and Home in Corunna.



Jaelyn (Durand) Museum Assistant at the Durand Union Station.



Jaxon (Owosso) Taking great care of all the animals at Fairview Pet Center.



Luke (Owosso) Making sure the cats are well fed at the Shiawassee County Humane Society.



Charlie (Corunna) Keeping things up and running with the maintenance department at Memorial Healthcare.



Shahana (Perry) Preparing an activity for students at the Shiawassee RESD's Student Learning Center East.



Lucas (Corunna) Keeping the shelves stocked at Ace Hardware in Durand.

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