

# TALENT TALK

September 2025 | Volume 9, Issue 1



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

Advancing Employers | Enhancing Talent



# REGIONAL SNAPSHOT

**60.5K**  
Job Postings

**731**  
Occupations

**7.4K**  
Employers

**4.1K**  
Locations

Real-Time Intelligence Report - Online Job Ads 04/01/2025 - 6/30/2025

# Active Job Ads

Registered Nurses	5,106
Retail Salespersons	2,831
First-Line Supervisors of Retail Sales Workers	2,428
Medical and Health Services Managers	1,545
Stockers and Order Fillers	1,231
Social and Human Service Assistants	1,193
First-Line Supervisors of Food Preparation and Serving Workers	1,098
Fast Food and Counter Workers	1,043
Radiologic Technologists and Technicians	941
Nursing Assistants	921
Maintenance and Repair Workers, General	913
Merchandise Displayers and Window Trimmers	865
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	848
Heavy and Tractor-Trailer Truck Drivers	774
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	748
Human Resources Specialists	602
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	602
Maids and Housekeeping Cleaners	594
Production Workers, All Other	584
Laborers and Freight, Stock, and Material Movers, Hand	576
Physical Therapists	560
Medical Secretaries and Administrative Assistants	559
Cardiovascular Technologists and Technicians	535
Customer Service Representatives	534
Securities, Commodities, and Financial Services Sales Agents	529
Elementary School Teachers, Except Special Education	528
Medical Assistants	508
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	506
Pharmacy Technicians	503
Licensed Practical and Licensed Vocational Nurses	502



**10,337**  
Page Likes



**642**  
Followers

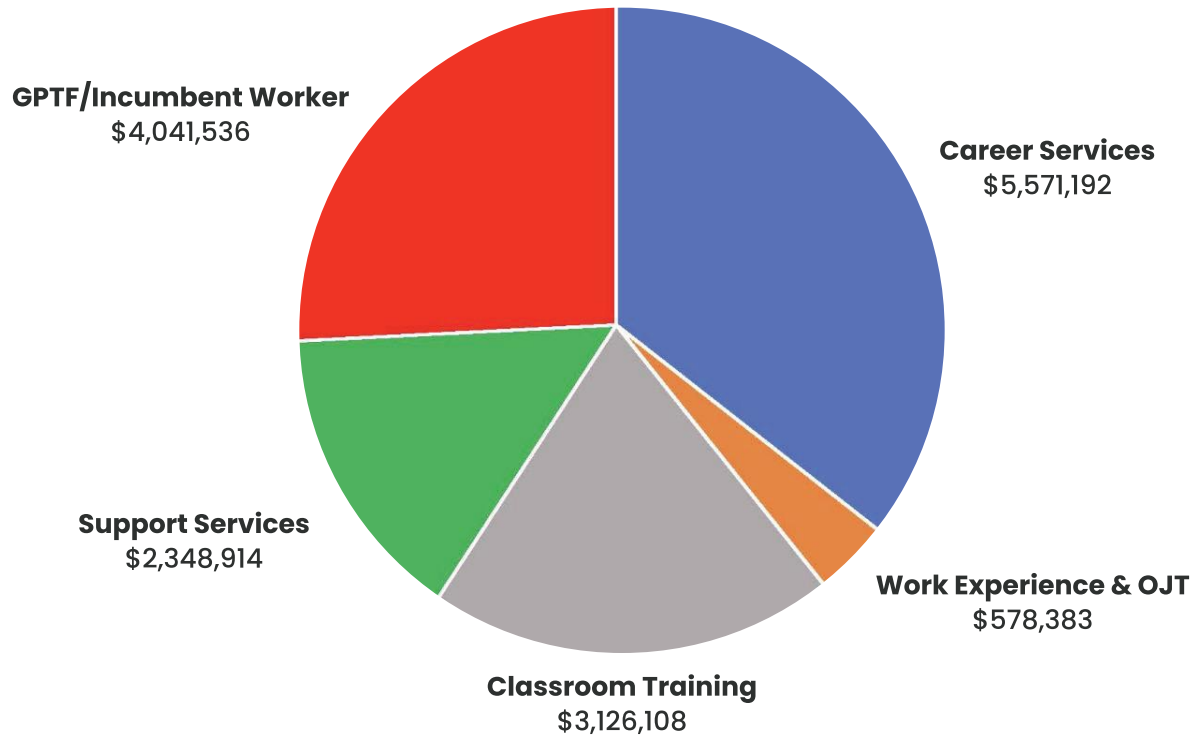


**701**  
Followers

# REGIONAL ANALYSIS

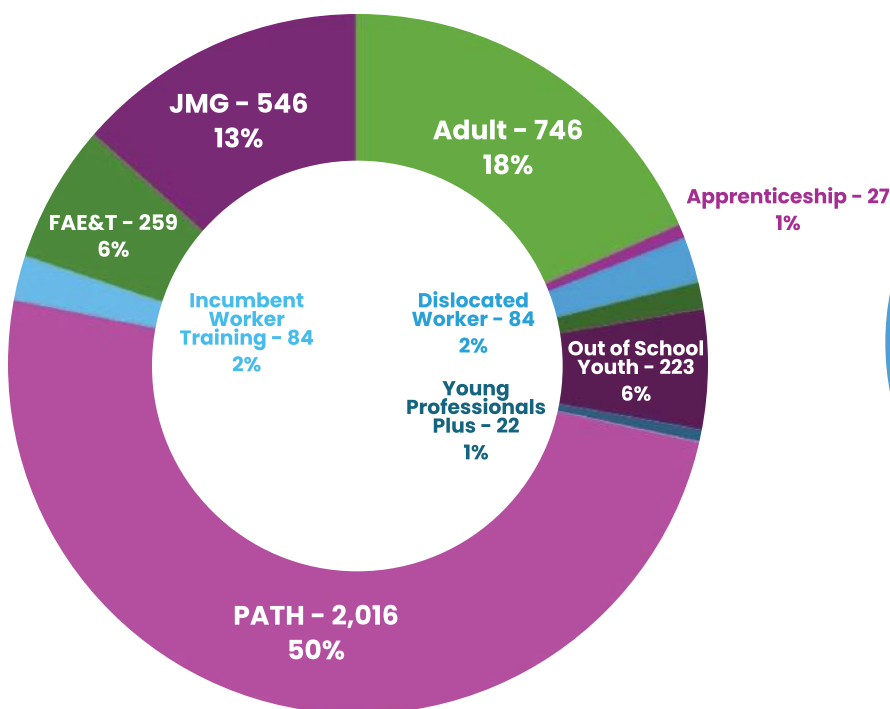
## CAREER SERVICES & PARTICIPANT PAYMENTS

July 1, 2024 - June 30, 2025



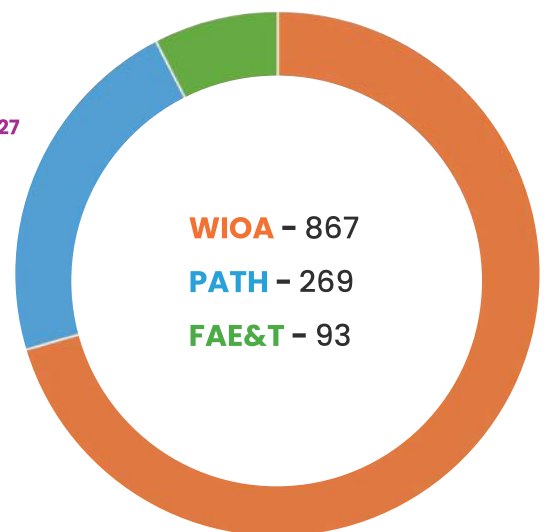
## NEW ENROLLMENTS

July 1, 2024 - June 30, 2025



## ENTERED TRAINING

July 1, 2024 - June 30, 2025



# EMPLOYEE SUCCESS STORIES

## FROM NEW BEGINNINGS TO FULL-TIME EMPLOYMENT

**Genesee Co.** - After relocating from Florida, Geonel came to GST Michigan Works! looking for employment opportunities and a chance to build a stable future for himself and his mother. Motivated and eager to work, he connected with a Career Coach who quickly recognized his potential and enrolled him in the Workforce Innovation and Opportunity Act (WIOA) program as an Out-of-School Youth. He also began participating in Jobs for Michigan's Graduates (JMG) to strengthen his job readiness skills.

Although he had limited work experience, having previously worked part-time at a grocery store, Geonel was determined to grow professionally. He was placed in a Paid Work Experience program at GST Michigan Works! as an Administrative Assistant, where he quickly made a positive impression. Geonel consistently showed up on time, came prepared to work, and demonstrated a strong work ethic. His bilingual skills proved to be a valuable asset to the team, improving communication and customer service.

With the help of transportation support services, Geonel was able to maintain reliable attendance and fully engage in his role. Due to his excellent performance, Geonel was offered a full-time position with benefits at the Flint office of GST Michigan Works! in the PATH program.

He was an excellent contributor to the team, until he had the ability to accept a better offer with Chase Bank.

**We are thrilled at the opportunity to help this young man succeed!**



## **DRIVEN BY A PASSION FOR HELPING OTHERS**

**Lapeer Co.** – After working in both the HVAC and food service industries, Amanda knew she was ready for a change. With a natural sense of empathy and a desire to help others, she was motivated to pursue a career that would allow her to make a difference in her community.



Amanda connected with GST Michigan Works!, where she received support through tuition assistance, mileage reimbursement, and uniforms to enroll in the Medical Assistant program at Ross Medical Education Center.

As she neared the end of her training and prepared for her externship, Amanda faced a major challenge when her child became ill. Balancing family responsibilities with school was difficult, but the financial assistance she received, particularly the mileage reimbursement, helped ease the burden and allowed her to stay focused on her goals.

Despite being laid off from her previous job, Amanda saw that moment as a chance to move her life and career in a new direction. She completed her program, earned her Certificate of Completion as a Medical Assistant, and secured employment with McLaren Healthcare within a few weeks of graduating.

Amanda's determination, combined with the support from GST Michigan Works!, helped her transition into a stable, meaningful career that reflects her strengths and passion for helping others.

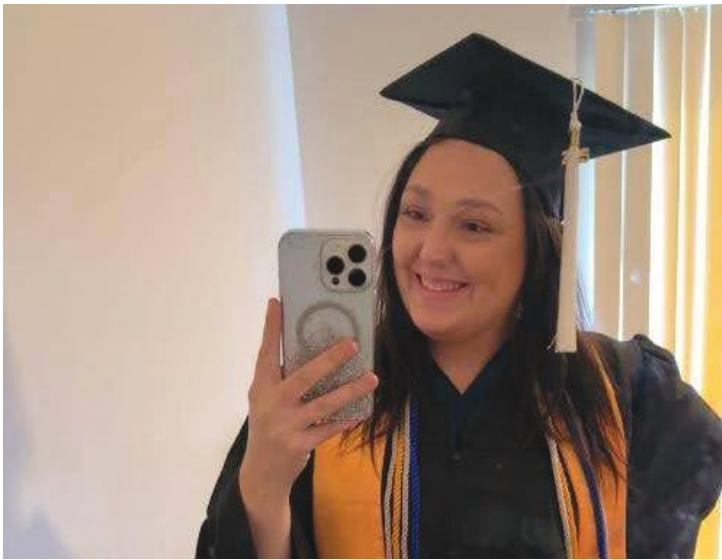


## **EARNING A CDL-A TO POWER AN ELECTRICAL CAREER FORWARD**

**Huron Co.** – Luke was working as an Apprentice Electrician at Zimmerman & Sons Electric, LLC, but needed a CDL-A license to take on additional responsibilities and earn a higher wage. He came to GST Michigan Works! seeking assistance and was determined to complete the training as quickly as possible.

With support through grant funding, Luke began his CDL-A training at Thumb CDL at the end of January. While continuing to work full-time during the day, he committed to attending classes and driving practice at night and on weekends. His hard work paid off—Luke successfully completed his training in March, earned his CDL-A license, and has now received a pay increase at work by taking on more advanced duties.

***"My experience with Thumb CDL was great. I was prepared for the test, and they were great instructors. I highly recommend them. This whole process was very helpful and straightforward. Thank you for all of your help along the way, Marcie!"***



## ALLIE ADVANCES HER NURSING CAREER WITH GST MICHIGAN WORKS! SUPPORT

**Sanilac Co.** – Allie came to the GST Michigan Works! Sanilac Service Center seeking support to advance her nursing career. After several years working as a Licensed Practical Nurse (LPN), she began to feel limited by the roles available to her and the lack of upward mobility. As a mother of two young children, Allie was motivated to expand her opportunities and create a more stable future for her family.

She was accepted into the LPN to ADN (associate degree in nursing) program at St. Clair County Community College (SC4), which would allow her to become a Registered Nurse (RN) and significantly broaden her career options. GST Michigan Works! provided tuition assistance, easing the financial burden of attending school full-time.

During her time in the program, Allie decided to move closer to both work and school—an added challenge she met with determination. Despite the demands of school and the stress of relocating, she successfully maintained her academic performance and graduated Cum Laude.

Allie is now employed as a Registered Nurse at McLaren Macomb and received a 28% wage increase upon entering her new role. She expressed deep appreciation for the sponsorship and the continued encouragement she received from her case manager throughout her journey.

## THE NEXT CHAPTER

**Sanilac Co.** – Olivia graduated from high school in May 2024, and she was on to the next phase in life, known as adulthood. As a teenager, she had a few part-time jobs at a local pizzeria and a gas station. Olivia decided it was time to pursue a career path that truly interested her, and she had her sights set on the medical field. She began job searching and landed herself a part-time job as a resident care aid at an assisted living facility. Olivia found the work to be very personally rewarding.

She decided that she would like to take training to become a Certified Medical Assistant. She researched and found that the Sanilac Career Center offered CMA training, so the next step would be seeking out financial aid to pay for the training. The Career Center suggested that she contact GST Michigan Works! to see if she would qualify for grant funding to help with her class.

Olivia contacted GST Michigan Works! and set up an appointment with a Career Coach. During that appointment, Olivia was approved for WIOA funding, and GST Michigan Works! was able to help by paying for her tuition for Certified Medical Assistant training, her state exams to become certified, and even provided some mileage reimbursement. Olivia completed her training in March 2025. After receiving her certification, she found an employment opportunity at Aspire Rural Health System in Marlette as a Certified Nursing Assistant and received a \$3.00 per hour pay increase.





## FROM HESITATION TO HIRE: FINDING A PATH FORWARD

**Shiawassee Co.** – In June 2024, Ian came to GST Michigan Works! at the encouragement of his mother. Unsure of his next steps and struggling with motivation, he began working with a Career Coach to explore employment options. After a short stint in restaurant work that didn't align with his goals, Ian stepped away to consider college but soon realized it wasn't the right fit—at least for now.

Determined to find a path forward, Ian returned to GST Michigan Works! with a renewed attitude. His Career Coach immediately noticed his growth. He was more engaged, open to feedback, and ready to explore new opportunities. Ian completed assessments, began the WorkKeys Curriculum to build his customer service skills, and expressed interest in a Paid Work Experience.

In March 2025, Ian began a hands-on learning opportunity at Volunteers of America (VOA). Starting as a cashier, he quickly impressed the team with his work ethic and willingness to learn. As he gained confidence, VOA cross-trained him in production, recognizing his adaptability and initiative.

Just 60 days into the experience, Ian was hired full-time. His supervisors describe him as respectful, dependable, and a fast learner—someone they can count on across multiple departments. Ian credits GST Michigan Works! for helping him rediscover his motivation and prepare for success in the workplace.

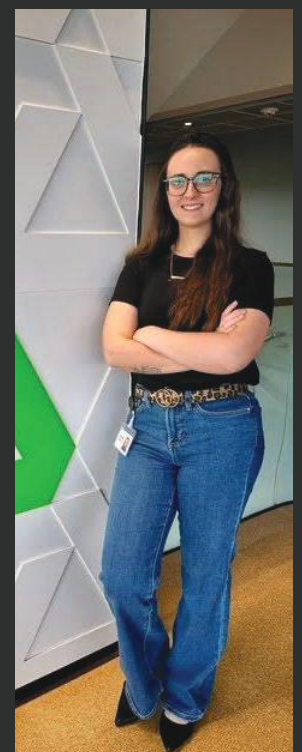
Now thriving in his new role, Ian says he enjoys learning different aspects of the resale shop, appreciates supportive leadership, and values being part of a team. His journey is a powerful reminder that with the right support and perseverance, finding your path is possible.

## FROM SUDDENLY UNEMPLOYED, TO HAPPILY REEMPLOYED

**Genesee Co.** – Danielle arrived at GST Michigan Works! looking serious and job-ready. She had to be. She recently lost her job of four and a half years. Her expected contributions to her household had just disappeared. She said her husband was still employed, but the single income wasn't enough for the two of them and their two-year-old toddler. She was formerly employed as a full-time quality manager for an automotive dealership. The new reality was that she possessed a specific skill set with limited opportunities available in the area. She was even trying to implement some of her older degree-based skill sets. She produced a diverse list of recent applications to prove it. No one was responding with offers to interview her. That had to change, and soon. Her career coach suggested using the resume workshop to extract some transferable skills that would be relevant to slightly different industries. Henry Ford Health and a few pharmacy technician

positions were discussed. The Pure Michigan Talent Connect job search tutorial resulted in Danielle's application to Delta Dental. Finally, interviews were starting to be scheduled.

Shortly thereafter, an offer of employment was made by two different employers. Now her new dilemma was choosing which to accept. She decided to accept the offer from Delta Dental for the full-time Services Compliance Liaison position, where she is now earning almost two dollars more per hour than she did in her previous job with benefits!



# TURNING EXPERIENCE INTO OPPORTUNITY

**Genesee Co.** – Before connecting with GST Michigan Works!, Matthew had solid hands-on welding experience and a strong passion for the trade. However, his jobs offered low pay, limited advancement, and were often in difficult working environments. Without a formal welding certification, Matthew felt stuck—he had the skills, but not the credentials to move forward.

That changed in August 2024, when Matthew met with a GST Michigan Works! Career Coach. Taking time to understand his goals and experience, the Career Coach worked with Matthew to build a personalized plan to help him earn the industry-recognized certification he needed to compete for better opportunities.

Through the support of the Workforce Innovation and Opportunity Act (WIOA) program, Matthew enrolled in the Accelerated Welding training program at Mott Workforce & Economic Development. WIOA funding covered the cost of training and provided additional support for essential items, including a new pair of safety boots, removing key financial barriers so Matthew could fully focus on learning.

Matthew completed the program successfully on December 15, 2024, earning his Accelerated Welding Certificate. Shortly after graduating, he was hired by a local company as a full-time welder, but he knew it wasn't the best place to grow. He continued to look for better opportunities and eventually landed a full-time position as a Welder Fabricator with Terex in May 2025. This new opportunity came with everything Matthew had been working toward: higher wages, safer working conditions, and long-term career potential.



*Matthew stated, "I had the skills, but GST Michigan Works! gave me the boost I needed with training, boots, and a Career Coach who had my back. Now I've got a career that I can grow in!"*

## WORKING & SERVING WHERE THE NEED IS GREAT

**Lapeer Co.** – After being unemployed long-term, Matthew faced challenges in re-entering the workforce. With a strong desire to help others and inspired by his family's careers in healthcare, he began volunteering in supportive roles within the field. He assisted with transporting patients to appointments and even provided some personal care for those in need. These experiences helped him build both confidence and a sense of purpose.

Once he felt ready to take the next step, Matthew enrolled in Certified Nursing Assistant (CNA) training through Sokol Healthcare Training. With support from GST Michigan Works!, including tuition assistance, mileage reimbursement, and help with his resume, Matthew successfully completed his training on February 21, 2025.

Within a month, he secured full-time employment at Fisher Convalescent as a Certified Nursing Assistant, earning a great hourly wage. His commitment to helping others is now part of his daily work, and a clear source of pride. Reflecting on his journey, Matthew shared, "It was a wonderful opportunity. This job will allow me to have a career and really help people!"

GST Michigan Works! is proud to support individuals like Matthew who are ready to turn compassion into a career.



## DEDICATED TO NURSING



**Sanilac Co.** – Kylee graduated from high school in May of 2020. She started her new journey by attending Baker College in general education. She held a few part-time jobs while she attended those classes, but she quickly decided that wasn't the route she wanted to take. Her interest was in the medical field, and she decided to follow that path.

In July 2021, Kylee moved to St. Clair County Community College to attend the Nursing program. Her new goal was to get an associate's degree in nursing so she could help others. As she made her way through her first year at SC4 she was able to also secure a full-time position at McLaren of Port Huron as a Tech/Nurse Assistant. There, she was able to gain some valuable experience!

Kylee was working hard and keeping up with her studies. A financial aid counselor at the college had told Kylee about GST Michigan Works! and grant funding that could help take some of the financial stress off her shoulders. Kylee reached out to GST Michigan Works! and set up an appointment with a Career Coach. Kylee was able to qualify for WIOA funding and received \$5,000 towards the cost of her schooling. GST Michigan Works! was able to put money towards tuition, books, and pay for the NCLEX and licensing fees!

Kylee completed her classes at SC4 in May 2025. Shortly after she completed, she was able to secure a full-time position in June 2025 as a Registered Nurse at Harper University Hospital in Detroit and received a pay increase! Kylee said that working with GST Michigan Works! made schooling and life so much easier during such a busy time!

## A JOURNEY TO A CAREER IN SKILLED TRADES THROUGH GST MICHIGAN WORKS!

**Genesee Co.** – Henry, a recent high school graduate, was exploring career options when his mother—an active member of the Fenton & Linden Chamber—reached out for support. Henry had an interest in the skilled trades but wasn't sure which direction to take.

After meeting with GST Michigan Works!, Henry expressed a strong interest in becoming a Heavy Equipment Operator. Motivated by the possibilities, he took the initiative to research the field and returned the next day ready to pursue training.

Through support available via the Workforce Innovation and Opportunity Act (WIOA), Henry enrolled in the AIS Heavy Equipment Operator Training Center's 6-week program. There, he gained hands-on experience operating a variety of heavy equipment, including bulldozers, backhoes, large excavators, skid steers, and more. Encouraged by his progress, Henry extended his training to complete AIS's full 10-week program.

Eager to continue building his skills, Henry applied and was accepted into the GST Michigan Works! Apprenticeship Readiness Training Program in early 2025. Over 11 weeks, the program helped him earn additional certifications, gain exposure to the building trades, and connect directly with local unions and employers.

Through these connections, Henry secured a position with Fessler and Bowman, a leading Genesee County-based contractor specializing in concrete and civil services. He officially began his new role as a Heavy Equipment Operator on May 5, 2025, working under Operating Engineers Local 324.

*"I am honored to say I was hired by Fessler and Bowman and excited to start my journey. The opportunities are amazing, and I feel I was well-prepared to enter a union apprenticeship and start earning a solid wage from day-one. I highly recommend Roy and the Fenton team at GST Michigan Works! and am thankful for the opportunities they provided me."*



## WHEN ONE DOOR CLOSES, ANOTHER ONE OPENS

**Tuscola Co.** – Wendy walked into her local GST Michigan Works! the day the job she loved and worked for the past 23 years closed their doors. She didn't know anything about unemployment and came in seeking assistance with filing a claim. She ended up finding a lot more than she expected. The Tuscola Service Center offered her help and support that guided her through this difficult time in her life. Within a week of walking through their doors, Wendy had filed her unemployment claim, registered for work, completed the intake process, and started Certified Medical Assistant (CMA) training at the Tuscola County Technical Center. She was well on her way down her new career path.

While enrolled in training, Wendy visited the office weekly to use the resources and even brought her daughter along. They both completed all six Basic

Computer Skills classes: Windows, Basic Keyboarding, Effective Internet Tools, Emailing, Microsoft Word, and Excel. She utilized the resource center to certify her weeks for unemployment. She worked with her Career Coach and created a personal and effective resume that fit her new career path.

After Wendy completed her CMA training at the Tuscola County Technical Center, she started preparing for her state exam while searching for employment. Her Career Coach sent her employment leads, and she kept in touch regarding her interviews. Wendy was pleased to share that she gained employment with Tuscola Behavioral Health Systems.



**Wendy shared,**

*My GST Michigan Works! experience was and continues to be an incredible experience. The ladies were so helpful; they offered me assistance every step of the way and were very enjoyable to communicate with. I would recommend these services a million times over.*

**Congratulations on all your hard work, and we wish you the best in your future!**

## HISTORY IN THE MAKING

**Genesee Co.** – John had some big shoes to fill. His father worked for decades at the Flint Fire Department, and John knew he wanted to give back to his community that has raised him to be the man he is today, but little did he know that the community would take him to places nobody has ever been before!

Before coming to GST Michigan Works! John was already employed and working as a firefighter through the Flint Fire Department, having already completed and received his firefighter and EMT certifications. During that time, there was an uptick in arson in the Flint area. The Flint Police Department, unfortunately, was ill-equipped to deal with the fires, and Flint Fire Chief Theron Wiggins knew he needed someone on his team to help. He knew there was only one man who was ready to do the job.

Chief Wiggins sent John to GST Michigan Works! with



one thing in mind: to send John through the Law Enforcement Regional Training Academy (LERTA) through Mott Community College. With the help of the GST Michigan Works! Fenton Service Center Career Coaches, it was determined that John was eligible to enroll with LERTA.

Through GST Michigan Works! and Industry Infinity funding, the agency was able to provide funds for his training for the Police Academy, his new uniform, and mileage reimbursement expenses. After 16 weeks of training, John graduated from the Police Academy and received his Certificate of Completion.

# CONSTRUCTING A LIFE'S PURPOSE

**Genesee Co.** – Victoria is a determined and visionary young woman whose journey through the Jobs for Michigan's Graduates (JMG) Program has been filled with growth, grit, and grace. She has a clear dream of becoming an architect and takes on every opportunity with focus and courage. Her story is a powerful reminder of what perseverance can do, how confidence can be built, and how leadership is often about helping others rise with you.

On March 11, 2024, Victoria began her paid work experience as an Office Administrative Assistant. During that time, she showed strong organizational skills, excellent communication, and an ability to adapt quickly to professional environments. By the time she completed her role on June 30, 2024, she had gained valuable experience that she now carries with her. Afterward, she enrolled in the carpentry trade program at Job Corps, where she continues to build hands-on skills that bring her closer to her future in architecture.

Victoria's leadership has really started to shine. During both Leadership Day and Legislative Day, she stepped into her voice with confidence and intention. She offered ideas, encouraged her peers, and showed that leadership doesn't have to be loud to be effective. Victoria leads with quiet strength, and her presence has a way of building trust and unity. She wears her emotions like armor, and instead of seeing them as weaknesses, she uses them to fuel her resilience and connect with others on a deeper level. Along the way, she's grown in confidence and learned to trust herself more. Her JMG Specialist, Dominique, has been a steady support, always encouraging her to stay focused and keep believing in her goals. That support helped her realize the strength she already had within.

As of May 21, 2025, Victoria started working at Turner Brooks as a 1st Year Carpenter Apprentice, earning a very competitive wage, working 40 hours per week with full benefits. She is now applying her skills in real-world settings while continuing to grow personally and professionally. With every beam she raises, every peer she encourages, and every goal she reaches, Victoria is not just building her future, she's creating a legacy rooted in confidence, compassion, and community welfare.



Victoria says,

*Leadership isn't about being in charge, it's about showing up, learning to believe in yourself, and using that confidence to lift others. I've learned that the more I grow, the more I can help others grow with me."*

GST Michigan Works! Sanilac Service Center hosted a large community outreach event. This specific event was focused on bringing awareness to the high-demand career field of law enforcement and first responders. They reached out to the Sanilac County Sheriff, Paul Rich, and pitched their idea. He thought it was a wonderful idea and was happy to collaborate with them. While talking with Sheriff Rich, they were able to secure seven local agencies to participate in the community outreach event. Those agencies included: Sanilac Sheriff's Department and the Department of Corrections, Sanilac Central Dispatch, Sanilac EMS, McKenzie Health System, Sandusky Fire Department, City of Croswell Police Department, and Michigan State Police Caro Post.

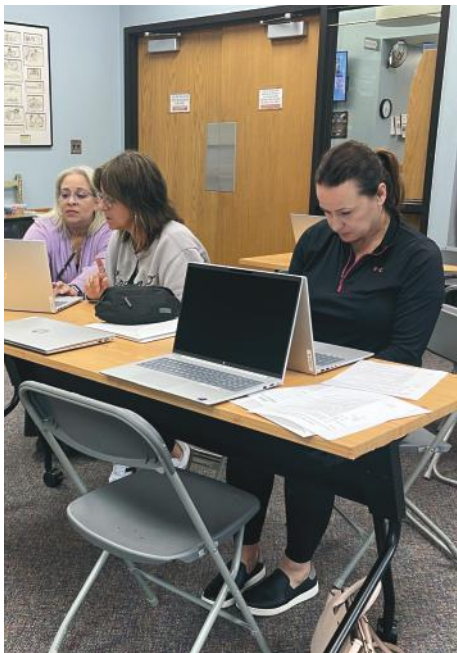
Sheriff Rich and Career Coach Dannelle participated in a morning radio spot at the Sanilac Broadcasting station that also had a live feed to the local stations' Facebook page.

The event was held on June 12, 2025, outside of the Sanilac Service Center in the parking lot. The agencies brought canopies and had information readily available for attendees. Sheriff Rich was able to set up a mock accident to demonstrate how the Sandusky Fire Department utilizes the Jaws of Life. The Sandusky Fire Department also brought two fire trucks. Also on hand were police and EMS vehicles for the public to see. GST MI Works! set up an informational table to display the services we offer and a few refreshments.

There were 52 attendees at the Law Enforcement and First Responder Career Resource Event. Of those 52 participants, three had interviews with the Sanilac County Sheriff Department. One was hired and will be attending the police academy for training! This event was a great opportunity to come together and make lasting connections for future events.



**LAPEER CO. – RESUME WORKSHOP BUILDING RESUMES, BUILDING COMMUNITY**



This spring, GST Michigan Works! Career Coaches had the pleasure of presenting their new Resume Workshop at the Marguerite de Angeli Library in Lapeer. From the moment they arrived, the library staff welcomed them with warmth and enthusiasm, making the entire experience smooth and enjoyable.

The Career Coaches kicked things off with a short presentation covering job seeker essentials: how to search for work, craft a compelling resume, and navigate interviews with confidence. The goal was to empower attendees with practical tools and encouragement as they take their next steps in the workforce.

After the presentation, they worked one-on-one with each of the six attendees to help them create personalized resumes. It was deeply rewarding to witness their progress and growing confidence in just a short amount of time. Some of the attendees even followed up by visiting the Lapeer Service Center for additional support from those Career Coaches, a testament to the trust and connection that began during the workshop.

This event allowed GST Michigan Works! to connect with the community in a meaningful new way, and we're grateful for the relationship we've begun with our neighbors at the library. We're excited to share that we've been invited back this Fall for another workshop, and we look forward to continuing this journey of support and collaboration.



# PART OF SOMETHING BIGGER THAN MYSELF

**Genesee Co.** – Nathaniel had proudly served as a Corrections Deputy with Genesee County since February 2020. With a clear vision for his future, he was ready to take the next step in his law enforcement career—while continuing to serve the community he cared about.

Thanks to the strong partnership between Genesee County, Mott Community College, and GST Michigan Works!, Nathaniel was referred to our team to explore his next move: attending the Law Enforcement Regional Training Academy (LERTA).

During his initial meeting with a Career Coach, Nathaniel completed a career self-assessment that confirmed his strong alignment with law enforcement and public safety. GST Michigan Works! was able to fund his training through the Industry Infinity grant while he remained employed with the county.

Nathaniel received support for tuition, uniforms, required equipment, and professional clothing for the Police Academy. To help ease the daily commute to Mott's Fenton location, he also received mileage reimbursement, removing a major barrier and helping him stay focused on his training.

On May 1, 2025, Nathaniel successfully completed the program and earned his Certificate of Completion—a major milestone in his law enforcement journey.

Throughout the process, Nathaniel was a model participant. He was prompt with documentation, communicated regularly, and consistently expressed gratitude for the support he received.

Now officially serving as a police officer with Genesee County, Nathaniel is living out his purpose.



**Nathaniel shared,**

*I wanted to become a police officer to protect those who can't protect themselves **and be part of something greater than myself.***

Nathaniel's dedication, professionalism, and commitment to public service make him an outstanding example of how determination and community support can come together to create meaningful impact. GST Michigan Works! is proud to have played a small part in helping him achieve his goals.



# ANSWERING THE CALL TO SERVE

**Genesee Co.** – Tekeviohn’s story is about staying strong, learning, and finding his true path. After graduating from high school in Saginaw, he knew he wanted more for his future, and he wasn’t afraid to work for it. He took a big step forward by enrolling in Job Corps, determined to gain the skills he needed to build a better life.



While at Job Corps, Tekeviohn enrolled in both the Workforce Innovation and Opportunity Act (WIOA) Program and the Jobs for Michigan’s Graduates (JMG) Program, where he received extra support and guidance from his Career Coach, Rosie. At first, he pursued Advanced Welding, earning a certification and gaining hands-on technical experience. But as he progressed with Job Corps, something deeper began to surface, his passion for helping others and keeping his community safe. He realized his heart wasn’t in the trades, it was in law enforcement.

With encouragement from Job Corps, the support of Rosie, and guidance from the GST Michigan Works! Fenton and Flint offices, Tekeviohn began his transition into law enforcement. In collaboration with the Flint Police Department, he was enrolled into Mott Community College’s Law Enforcement Regional Training Academy (LERTA). Through dedication, discipline, hard work, and heart, he completed the program and stepped into the uniform with pride.

The WIOA Program helped make his success possible by covering training costs, uniforms, mileage assistance, and technology support, all of which allowed him to stay focused and prepared.

One of his proudest moments was ringing the bell on his last day at Job Corps, knowing he had made it. Today, driven by a passion to serve and protect, Tekeviohn proudly serves as a Police Officer for the City of Flint!

# TURNING PASSION INTO PURPOSE

**Shiawassee Co.** – When Kailey visited the GST Michigan Works! Owosso office, she was seeking more than just a job—she was looking for a path to long-term stability and purpose. A single mother of two, Kailey had been working seasonal jobs in tax preparation and accounting, while also serving as an on-call firefighter—an experience that sparked her passion for emergency services. She knew becoming a certified EMT would provide steady employment while allowing time to care for her children, but training costs stood in her way.

With the guidance of her Career Coach, Kailey fully committed to the process. She participated in career exploration, interviewed professionals in the field, attended a financial wellness workshop, and researched EMT programs. Her hard work paid off when she was approved for training assistance, and in October 2024, she began the EMT program at Corunna Area Ambulance Service. She successfully completed her training in December and passed all required certifications.

While continuing seasonal work during tax season, Kailey actively pursued EMT opportunities. With the support of her Career Coach and the training she received, she secured a full-time EMT position at Patriot Ambulance in Flint in March 2025. She now serves on a rig in partnership with the Grand Blanc City Fire Department and has been thriving in the role.

*“Being a single mom, I’m so grateful to now work shifts that allow me to support my children and still have quality time with them,”* Kailey shared. *“The best part of my job is getting to help people every day. I’m so thankful to GST Michigan Works! for helping me find a career I truly love.”*



# FROM STUDENT TO MANUFACTURING ENGINEER



**Tuscola Co.** - In July of 2024, Landon walked into the GST Michigan Works! Tuscola Service Center. He was entering his final year at Saginaw Valley State University, pursuing a degree in Mechanical Engineering. Like many students, Landon was seeking support to ease the financial burden of tuition and reached out to GST Michigan Works! to explore eligibility for the Workforce Innovation and Opportunity Act (WIOA) grant.

Landon qualified for the WIOA program, and GST Michigan Works! was proud to stand behind him as he continued to pursue his academic and career goals. Throughout the year, Landon proved to be a driven and hardworking individual. While maintaining solid grades, he worked full-time as a student intern at General Motors, demonstrating commitment, resilience, and an unstoppable work ethic.

Through the WIOA program, GST Michigan Works! was able to lessen the financial pressure Landon faced. The team assisted in covering his tuition, books, and necessary supplies, allowing him to focus more fully on his studies and less on how he would pay for them.

Thanks to his dedication and the support of GST Michigan Works! Landon successfully earned his bachelor's degree in mechanical engineering. Even more exciting, he was hired full-time by General Motors as a Manufacturing Engineer shortly after graduation.

GST Michigan Works! is proud to have played a part in his success and looks forward to seeing what he achieves next.



**When asked about the challenges he faced and how the program helped, Landon shared,**

*A couple of challenges I faced with my education were time management and being able to pay for tuition. GST Michigan Works! provided me with financial support, which allowed me to finish my last year of college without going into major debt. Their assistance also allowed me to decrease my hours a bit while attending school, **so I could focus on my education in order to excel.**"*



# Student SUCCESS STORIES

## HAZEL'S SUCCESS STORY



Hazel is an Adult participant from the Flint Healthcare Employment Opportunities (FHEO) Program, a GST Michigan Works! service provider. Hazel was a former retail worker who became unemployed in 2023 when her employer went out of business. After registering for unemployment, Hazel was searching for employment on the Pure Michigan Talent website and found a healthcare training opportunity available through the FHEO Program. Hazel was inspired by her sister, who is a Health Unit Coordinator, to learn more about a healthcare career.

Before healthcare training, Hazel completed 120 hours of Life Skills and Healthcare Career Exploration training hosted by Flint Strive. Hazel shared that, "Flint Strive pushed me to take accountability for my actions. I had

to face some hard truths about myself. My biggest challenge was stepping out of my comfort zone." During this training, Hazel participated in career exploration training and finalized her decision to pursue Health Unit Coordinator training. She shared, "I did not want to experience the clinical aspect of healthcare, so I chose Health Unit Coordinator." The FHEO Program supported Hazel with tuition funding and required classroom materials. Hazel stated that, "Mott Community College prepared me for several different non-clinical positions. I learned basic skills that can be used across different healthcare systems."

At the completion of classroom training, Hazel was placed at McLaren Flint for her clinical externship. During this time, Hazel was able to forge many professional relationships and was encouraged to apply for a position at the completion of training. On May 3, 2024, Hazel completed all requirements of training and earned her Health Unit Coordinator certificate. She promptly applied to be a Patient Access Representative with McLaren Flint and began her new career in June 2024.

Hazel says, "I enjoy working in the Emergency Department because I can be a beacon of light for patients and their family members. I have been asked to hold a hand, say a prayer, or be a listening ear. I was placed on this earth to be of service, and it is truly a blessing to know I have aided in making someone's uncertainty bearable. I will continue to be a light for those in need."



# Student SUCCESS STORIES

## MOLLY'S SUCCESS STORY



Molly 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. Molly first heard of the FHEO Program while searching online for scholarship options to enter the medical field. At the time she was working as a Health Aid at a local school district where she assisted elementary aged students with mental and physical disabilities. Molly shared that she was interested in a healthcare career after witnessing a friend have a health emergency and feeling helpless. After that experience, Molly wanted to equip herself with the tools to help someone in an emergency situation.

Once accepted into the FHEO Program, Molly completed 120 hours of Life Skills and Healthcare Career Exploration training hosted by Flint Strive. Molly

said she used this training to learn as much as she could about working in healthcare. She stated, "I attended daily lectures along with completing assignments that pushed me out of my comfort zone. There were several opportunities to practice taking the lead or being led." Molly shared that the most valuable thing she learned about was interview skills and growing in her confidence. She stated, "The help that I received in this area was invaluable to me and my career!"

Molly chose to pursue Emergency Medical Technician with American Training Institute. The FHEO Program provided financial support and required training materials to aid Molly's success. She spent 9 weeks training, which included 3 12-hour shifts as third rider in an ambulance. Molly said, "it could be scary, but I learned so much and all of my teachers taught me many things about what the job." Molly shared that the practical application of training prepared her for job success and that she participated in many simulation emergencies where she got to practice her skills. Molly completed training on April 4, 2025, passed the licensure exam the following day and is now employed with Patriot Ambulance Services.

Molly shared, "Since training, I have been working three 12-hour shifts a week with different partners and experiencing the ins and outs of the job. I've been learning the layouts of hospitals and nursing homes, memorizing streets and learning how to fill out paperwork. Mixed into all of that, I've been running 911 calls and helping people, which is exactly what I set out to do. I love it when I get to help a patient feel reassured or when I get to help a paramedic by placing the EKG."

In the future, Molly says, "I hope to continue helping people in emergency situations. I would love to continue my education by becoming a paramedic or even a flight medic where I would get to work on a helicopter. I hope to continue helping people and being as effective as possible."



# **GISD JMG** **STUDENTS SHINE** **WITH LEADERSHIP** **AND TEAMWORK**

May was a month of achievement and collaboration for the Genesee Intermediate School District's (GISD) Jobs for Michigan's Graduates (JMG) program.

On May 1st, seven GISD JMG students traveled to Lansing to participate in the statewide JMG Career Development Conference (CDC)—an annual event where youth from across Michigan come together to compete in areas such as communication, teambuilding, and career readiness. GISD JMG had two teams compete in "Communicate to Create" and "Product Design," showcasing their innovation and presentation skills. The Communicate to Create team proudly brought home a third-place trophy, a testament to their hard work and preparation!



Later in the month, on May 16, six students from the JMG Leadership Team put their planning and leadership skills to the test by hosting a student-led "program crossover" event with the 21st Century Community Learning Center (21st CCLC) at Randels Elementary. The event, titled C.A.R.E. – Creating a Resilient Experience, featured a series of interactive, hands-on stations designed to support mental



wellness. The JMG students guided elementary participants through activities such as Yoga and Mindfulness, a Connection Game, calming jar creation, and expressive art. They also collaborated with the Healthy Schools Healthy Families initiative to offer a nutrition station that explored the link between healthy eating and brain health.

This capstone event reflected a full year of leadership development, teamwork, and community engagement. It was entirely student-designed and student-led—an inspiring demonstration of the values at the heart of JMG.

The GISD JMG program, supported through GST Michigan Works!, runs year-round and begins each July. It serves high school juniors and seniors recommended by their school districts who have an IEP or 504 Plan. The program emphasizes enhancing essential soft skills, including communication, leadership, and collaboration, while providing job readiness training and real-world work experiences.

We're proud of the incredible progress these students have made and look forward to the impact they'll continue to make in their schools, communities, and future careers.

# EMPLOYER SUCCESS STORIES

## GPTF TRAINING BUILDS A STRONGER, MORE COHESIVE TEAM AT LP&P

**Lapeer Co.** - Through the support of the Going PRO Talent Fund, Lapeer Plating & Plastics (LP&P) was able to provide 8D Problem Solving and Setup Time Reduction training for 31 employees, with a goal of building a more connected, skilled workforce. One of the company's main challenges had been helping employees understand how their roles contribute to the overall success and cost-efficiency of the business.

The training focused on developing individual ownership of tasks while highlighting the bigger picture of operational efficiency and cost reduction. As a result, employees gained not only technical knowledge but also the confidence

needed to grow in their roles, leading to improved retention, better product quality, and consistent performance across teams.

*"We're already witnessing a remarkable transformation in how our team operates and applies their newly acquired skills,"* said Joe DuBreuil, Human Resources Manager. *"Our supervisors have become more confident and efficient, which has not only bolstered our retention efforts but also enabled us to attract additional talent. With a streamlined operations system, we've successfully secured more new business, ensuring that both jobs and products remain rooted in Michigan."*

LP&P identified team building as one of the most valuable outcomes of the training and a key lesson for future workforce development.



## EMPOWERING THROUGH PURPOSE: THE RISE OF VETCON INC.

*Genesee Co.* - VetCon Inc., based in Burton, Michigan, is not just building infrastructure—they're building futures. As a Service-Disabled Veteran-Owned Small Business (SDVOSB), VetCon stands as a beacon of opportunity for military veterans transitioning into civilian careers. With a strong focus on electrical contracting and construction management, VetCon has transformed its workforce development strategy through a mix of On-the-Job Training (OJT), Registered Apprenticeships, and customized classroom instruction by making strategic investments in workforce development after being awarded \$41,500 in Going PRO Talent Fund (FY24 Cycle 2).

### Strategic Workforce Development in Action

In partnership with organizations like Mott Community College and Dale Carnegie Training, VetCon has invested in structured training programs aimed at equipping new and existing employees with in-demand technical and leadership skills.

This robust training framework has allowed VetCon to retain skilled labor, accelerate promotions from within, and reduce onboarding time for new employees, especially veterans looking to transfer their military skills into the skilled trades.

### A Veteran-Owned Business with a Mission

VetCon's leadership, rooted in military discipline and a commitment to excellence, understands the value of investing in people. As a company founded by veterans for veterans, VetCon does more than complete construction projects. They create sustainable career pathways in the skilled trades for those who served their country.

With continued investment in training and development, VetCon is not only meeting the growing demand for electrical and construction services in Michigan but also setting a gold standard for workforce development in the

construction industry.

VetCon Inc. is proving that when you invest in your people—especially those who've served our country—you're not just building structures,

## YOU'RE BUILDING LEGACIES!



## VIDON PLASTICS REDUCES SCRAP & DOWNTIME THROUGH GOING PRO TRAINING

*Lapeer Co.* - One of the biggest challenges Vidon Plastics faced was reducing scrap and downtime to increase overall efficiency. With support from the Going PRO Talent Fund, the company was able to deliver targeted training to employees at all levels, introducing veteran workers to new methodologies while helping newly hired staff build hard skills in extrusion efficiency.

Thanks to the on-site training provided by Baker College, Vidon was able to train across shifts without disrupting production. In total, 44 employees participated, including 11 new employees, representing nearly half of the company's workforce.

The impact was immediate. Training sessions reshaped how Vidon views its supply chain and helped optimize inventory levels. As a result, the company has seen a measurable reduction in scrap and waste.

One employee who attended the Root Cause Analysis class shared, "The class was well balanced between lecture and activities. The trainer provided different methods, which allowed us to learn several approaches."

While training takes time and planning, the return in efficiency and cost savings has proven invaluable, solidifying Vidon's commitment to continuous improvement and workforce development.

## EARLY YEARS PRESCHOOL & CHILDCARE LAUNCHES NEW CHILD DEVELOPMENT SPECIALIST APPRENTICESHIP PROGRAM IN PARTNERSHIP WITH GST MICHIGAN WORKS!

**Huron Co.** - Early Years Preschool & Childcare is excited to announce the launch of a new Child Development Specialist apprenticeship program, developed in partnership with GST Michigan Works! This initiative aims to provide aspiring educators with hands-on experience and essential training in early childhood education, ensuring the highest standard of care for children in our community.

At Early Years Preschool & Childcare, they are dedicated to making a lifelong impact on children's futures. Their education-based platform, designed by the skilled and compassionate staff, aims to help children reach their highest potential in a safe and stimulating environment. Located in Bad Axe, they are proud to be recognized as the best choice for families, focusing on enhancing children's skills and mental development through engaging activities and a nurturing atmosphere.

The new apprenticeship program will equip participants with the knowledge and experience needed to excel in child development and early childhood education. By partnering with GST Michigan Works!, they are empowering individuals to join this vital field and make a positive difference in the lives of young children. Key features of the program include comprehensive training in child development, hands-on experience in a daycare and preschool environment, mentorship from experienced educators, and support for career growth and continuous learning.

Anyone interested in pursuing a career in early childhood education is encouraged to reach out and inquire about the apprenticeship opportunities available. Additionally, families seeking quality childcare can schedule a visit to the facility to learn more about their programs. As a preschool and childcare serving children ages 0-12 years, they prioritize creating a welcoming and safe learning environment. Parents looking for a clean, engaging space where their children can grow and flourish will find that Early Years excels in every area.



*Our goal is to not only provide quality care for children but also to inspire the next generation of educators. **By offering this apprenticeship program, we hope to cultivate a workforce that is passionate about making a meaningful impact in early childhood education.***

**- Nicole Osantowski,**  
*owner of Early Years Preschool & Childcare*

## BLUEPRINT TRAINING BOOSTS CONFIDENCE & ACCURACY AT H&H TOOL

**Lapeer Co.** - As a high-volume machine shop, H&H Tool operates CNC machines to produce more than four million parts each month. With such high production demands, it's essential that employees can read and interpret blueprints accurately to ensure efficiency and precision.

Thanks to a \$5,815 award from the Going PRO Talent Fund, H&H Tool provided specialized blueprint reading training to six employees. The training focused on how blueprints are created and dimensioned, and how those details directly affect production processes.

Employees reported a noticeable shift in how they approached blueprints, gaining a new perspective that deepened their understanding of component structure and functional requirements.

One key takeaway was that the training boosted employee confidence. By learning more about a tool they use daily, the team not only sharpened their technical skills but also strengthened their ability to work efficiently and accurately on the shop floor.

This targeted investment in training supports not only individual growth, but also overall shop performance, ensuring H&H Tool continues to deliver high-quality parts at high volume.



# ADVANCING SKILLED TRADES THROUGH APPRENTICESHIP AND GOING PRO TALENT FUND SUPPORT



**Genesee Co. – VETS ACCESS LLC**, a veteran-focused organization dedicated to workforce development in skilled trades, has made significant strides in training and upskilling

through the Going PRO Talent Fund FY24 Cycle 2 Award. With a strong commitment to creating career pathways for veterans and civilians alike, VETS ACCESS utilized these funds to expand its USDOL Registered Apprenticeship program, specifically the Home Access Apprentice track.

Through this award, three current employees were enrolled in on-the-job training (OJT) as part of a structured Registered Apprenticeship Program, with hands-on learning provided onsite at VETS ACCESS.

The organization designated 2,000 hours of training under the guidance of a Director of Training, whose role was supported with \$3,000 in funding.

In alignment with USDOL program requirements, the apprentices also completed related technical instruction (RTI) through online certification programs such as “Licensed to Build.” This online component, supported by \$500 in RTI funding, ensured the apprentices gained industry-recognized credentials alongside their practical experience.

Training was further supported by collaborative third-party education providers, including VGM Education in Waterloo, IA, and institutions in both Traverse City, MI, and San Francisco, CA, expanding the program’s reach and strengthening its hybrid learning model.

With a total investment of \$10,500—including \$9,000 for OJT and \$1,500 for classroom instruction—VETS ACCESS has not only empowered its current workforce but also laid the groundwork for scalable apprenticeship training that benefits both employees and the broader skilled trades industry.

This achievement highlights how state-supported initiatives like the Going PRO Talent Fund, combined with dedicated employers and strategic partners, can drive real results in workforce development and job creation across Michigan and beyond.

## AMERICAN RECYCLING CENTER INVESTS IN SAFETY AND SKILL

**Shiawassee Co. –** When most people think of recycling centers, they picture bins of paper, plastic, and glass. But at American Recycling Center, the focus is on rubber. Located in Owosso, the facility specializes in recycling rubber scrap—primarily from the automotive industry—and transforming it into pellets used to create rubberized tracks, playgrounds, and pool decking across the country. In 2023 alone, the company diverted over 42 million pounds of rubber from landfills.

With large-scale machinery at the core of its operations, American Recycling Center understands that employee safety is critical. To strengthen its commitment to workforce safety and development, the company partnered with GST Michigan Works! to apply for the Going PRO Talent Fund during Fiscal Year 2024 Cycle 2.

Their application was approved, securing \$16,123.04 in funding to train 13 employees in essential safety

areas, including OSHA 10 certification. This targeted investment helped reinforce a strong safety culture, reduce incidents, and improve employee confidence.

The impact went beyond compliance. Employees expressed appreciation for the training, recognizing the company’s investment in their well-being. As a result, American Recycling saw improved morale and increased retention—key outcomes for a growing operation.

Encouraged by the success of the training and the partnership with GST Michigan Works!, American Recycling Center plans to apply for additional funding in the next Going PRO cycle to continue building a skilled and safety-conscious workforce.



# CELEBRATING ACHIEVEMENTS

**Tuscola Co.** – Abigail and Briana recently completed their USDOL apprenticeship programs at Aspire Rural Health Systems, marking a significant milestone in their journey to becoming skilled surgical technologists. Starting their training on June 24, 2024, these dedicated individuals embraced the rigorous one-year program with enthusiasm and resilience, supported by the resources of GST Michigan Works!.

Throughout their training, Abigail and Briana demonstrated exceptional teamwork, technical proficiency, and compassion. They quickly adapted to the fast-paced environment of the operating room, learning to assist with procedures smoothly while ensuring patient safety and comfort. Their mentors played a pivotal role, guiding them through intricate surgeries and instilling confidence and wisdom that shaped their professional growth. Reflecting on their experience, both shared that each day brought new lessons—not only about mastering surgical techniques but also about connecting with patients at their most vulnerable moments.

Their dedication and perseverance paid off, allowing them to complete the program ahead of schedule. Their success underscores the critical role of mentorship, hands-on training, and organizational support. GST Michigan Works! helps facilitate these pathways by providing funding, resources, and fostering partnerships with healthcare facilities. Programs approved by the USDOL ensure aspiring professionals receive comprehensive training that prepares them for real-world responsibilities.

Congratulations to Abigail and Briana on their outstanding accomplishments – they are well on their way to making a lasting difference in the healthcare field!



## SHIFTING GEARS TO SUCCESS



**Genesee Co.** – When Rassini Brakes, a leading automotive manufacturer, faced a setback in securing Going PRO Talent Fund support, they didn't slow down. Instead, they shifted gears with the help of the GST Michigan Works! Business Services team. Recognizing the need to continue investing in their workforce, a new opportunity was identified: the Industry Infinity grant, an initiative focused on advancing manufacturing and cybersecurity talent solutions.

This strategic pivot proved to be a game-changer. Through Industry Infinity, Rassini Brakes accessed funding to implement high-impact training programs in partnership with respected institutions like Kettering University, MMTC, and Baker College. Employees received vital upskilling in key areas, including:

- IATF Internal Auditor Training
- Shop Floor Problem Solving
- Core Tools Application
- OMNEX Quality Systems Training

These trainings have directly contributed to enhanced quality assurance, operational efficiency, and a more agile workforce, hallmarks of a company ready to meet the demands of modern manufacturing.

With GST Michigan Works!, Rassini Brakes has not only advanced its team's skills but reinforced its position as an innovative leader in the automotive supply chain.

# STRENGTHENING RETENTION THROUGH SOFT SKILLS

**Sanilac Co.** – Advanced Auto Trends Inc. (AATI), a plastic injection molding company based in rural Snover, operates 24/7 with 115 employees across three shifts. In a location where recruitment and retention are especially challenging, AATI recognized the value of investing in its current workforce to help retain employees and build future leaders.

Through ongoing conversations with GST Michigan Works! Business Services Professionals, AATI identified that strengthening soft skills—like communication and leadership—could significantly impact employee morale, productivity, and long-term retention. Fortunately, AATI’s leadership had already begun researching training providers and potential participants, setting the stage for a meaningful workforce investment.

With support from GST Michigan Works! and funding through the Industry Infinity Incumbent Worker Training grant, AATI was awarded \$15,880 to provide customized soft skills training for 27 employees. The training, delivered by Educated Business Resources Corporation (EBRC), included four different class

topics held across nine sessions. Training was hosted off-site at the GST Michigan Works! Marlette office to minimize workplace distractions, and an additional session on CMM Manager Software was held at the training provider’s facility.

Notably, 20 of the 27 trainees received multiple certificates, with an average investment of \$588 per employee.

“The training was put into action right away,” said Ken from AATI. “I witnessed individuals applying their newly learned communication techniques with coworkers just days after training.” He continued, “Leadership and communication skills are necessary for our operations and our reputation. The ability to manage and motivate others affects morale and retention... and of course, quality, safety, and production.”

Many trainees personally shared how much they appreciated the hands-on, interactive training, reinforcing that investment in people pays off, both in performance and in engagement.



# UTILIZING INDUSTRY INFINITY GRANT DOLLARS

**Genesee Co.** – TGI Direct, Inc., a longstanding Flint-based company known for its commitment to excellence in marketing consultation and fulfillment services, recently took a major step toward upskilling in digital transformation. In partnership with GST Michigan Works! and Mott Community College, TGI Direct successfully trained 12 of its employees in Microsoft Power BI through an Industry Infinity grant initiative.

Power BI, a business intelligence tool by Microsoft, allows users to visualize and analyze data for better decision-making. Recognizing the value of these skills for both organizational performance and employee development, TGI Direct seized the opportunity to partner with local workforce and education resources.

## **Navigating the Process: A True Collaborative Effort**

The process was truly a team effort. GST Michigan Works! Business Services played a critical role in coordinating the training through the Industry Infinity grant. Erich on the GST team worked closely with TGI Direct and each of the 12 participating employees to complete the necessary Incumbent Worker Training (IWT) paperwork, ensuring the process was smooth, compliant, and timely.

The employees attended training at Mott Community College, a trusted educational partner, where they received hands-on instruction and certification in Microsoft Power BI. The training not only enhanced their individual skill sets but also introduced tools that are now actively driving process improvements and data-driven decision-making at TGI Direct.

## **Looking Forward**

This successful upskilling initiative is a prime example of how local partnerships can have a powerful impact on both business performance and employee satisfaction. By aligning with GST Michigan Works! Mott Community College, and state-supported training resources, TGI Direct has strengthened its workforce and positioned itself for continued innovation in a competitive market.



## **MILK BUILDS STRONG BONES – GPTF BUILDS STRONG WORKFORCE**

**Tuscola Co.** – Dairy Farmers of America (DFA) was awarded funding through the Going PRO Talent Fund. This allowed them to provide employees with the opportunity to increase their knowledge and skills needed to perform their jobs effectively. DFA was awarded funds to provide numerous training courses, including Programmable Logic Controllers (PLC), Electrical, Statistical, and Valve Functions.

Ten employees participated in the valve training. This training allowed them the opportunity to learn about the types of valves, their operation, and how they can malfunction. The employees became more confident and empowered to identify issues with valves and how to troubleshoot them. Some valves control the movement of the milk during various processes throughout the facility. Having the valves function correctly is an essential part of the operation's success. If the valves don't function properly, it can cause a loss of product. Loss of product means dumping the whole container down the drain!

Talisa Hurren, Plant Manager, stated, *"The opportunity to provide training to our employees allowed us to increase employee confidence, engagement, and satisfaction. This reduces our turnover and increases our productivity and efficiency."* Zak Sheikh, who works in the wastewater treatment plant, participated in the PLC and Electrical classes. From this experience, he said, *"The training was great, the teacher was very professional and knowledgeable on both topics. He was very understanding of my level of knowledge and was able to explain the complex topics in a way that I could learn it and know how to apply it to my day-to-day tasks."*

# FAGAN INVESTMENTS BUILDS INTERNAL TALENT *WITH HELP FROM GST MICHIGAN WORKS!*

**Sanilac Co.** - Located in Port Sanilac, Fagan Investments is a full-service real estate and construction company that acquires, renovates, constructs, manages, and sells properties throughout the region. With a long-standing team of employees who've grown through hands-on on-the-job training, Fagan has built a strong workforce rooted in experience. Now, the company is taking that foundation to the next level—investing in professional certifications and licensures to further strengthen both its credibility and its internal talent pipeline.

*"We've always trained from within, and that's been key to our success,"* said Wendi, Manager at Fagan Investments. *"But we wanted our employees to have lifelong, transferable skills and credentials that would serve them no matter where life takes them."*

With support from GST Michigan Works!, Fagan Investments was awarded grants through both the Going PRO Talent Fund and the Industry Infinity program to support formal training for seven employees between 2024 and 2025.

Through the Going PRO Talent Fund, five employees were able to participate in industry-recognized training through the Institute of Real Estate Management (IREM) and Michigan State University. Their coursework included:

- Accredited Residential Manager
- Leading a Winning Property Management Team
- Managing Maintenance Operations & Property Risk
- Marketing & Leasing Strategies for Investment Properties
- External Market Drivers & Disruptors (MSU)
- Developing Strategic Business Models (MSU)

In addition, two employees completed Project Management certification training through the Project Management Academy, funded by the Industry Infinity grant.

With up to \$2,000 invested per employee, the training has had a direct, measurable impact on Fagan's operations. Employees who previously relied on outside guidance are now confidently making informed, executive-level decisions—eliminating costly delays and improving internal efficiency.

*"This initiative has strengthened our succession planning efforts by building a skilled internal talent pipeline capable of stepping into greater leadership roles as we continue to grow,"* Wendi explained.

The added skills have enabled Fagan to reduce outsourcing, increase productivity, and better prepare its next generation of managers. By aligning training with evolving industry demands, the company has built a stronger, more agile leadership team that will support its continued growth and long-term sustainability.

## AXIS MACHINING INVESTS IN EMPLOYEE DEVELOPMENT



**Huron Co. –** Axis Machining is taking proactive steps to support both current team members and the next generation of workers by investing in skill development and succession planning. With a focus on staying competitive and responsive to customer needs, the company identified a growing demand for proficiency in Geometric Dimensioning and Tolerancing (GD&T), a standard increasingly used in customer designs.

To support this effort, GST Michigan Works! (GSTMW) partnered with Axis to explore available funding options. After meeting with a GSTMW Business Solutions Professional, Axis applied for and received a Going PRO Talent Fund award during the 2024 Cycle 2 grant period.

## MEMORIAL HEALTHCARE BUILDS TALENT THROUGH STRATEGIC PARTNERSHIP WITH GSTMW!

**Shiawassee Co. –** For more than a century, Memorial Healthcare System has served as a cornerstone of care in Shiawassee County. As the county's largest employer, Memorial continues to grow—not only expanding its facilities, but also its reach well beyond the region. With that growth comes a constant demand for qualified staff across a wide variety of departments, from dietary and housekeeping to maintenance and medical assisting.

In a fast-paced healthcare environment, proper training is essential. Whether onboarding new talent in clinical or support roles, there are detailed procedures and protocols that must be mastered before team members are fully up to speed. That learning curve, while critical to quality care, can also come with added costs.

To help address this challenge, Memorial Healthcare System has developed a strong and proactive

With the award, Axis partnered with Baker College to provide specialized GD&T training for six employees. Each participant successfully completed the training and earned a Certificate of Completion.

“The training deepened our team’s understanding of how to interpret GD&T standards,” said Stacey, HR Manager. “It also helped us see how these standards can simplify technical drawings and offer insight into customer intent, opening the door for more collaboration and cost-saving solutions.”

Beyond the immediate application, the training plays a crucial role in Axis Machining’s long-term workforce strategy. As experienced employees approach retirement, the company is focused on preparing newer staff to step into leadership and advanced technical roles.

“This kind of training strengthens our quality department—not just by addressing technical concerns, but by building confidence, adaptability, and critical thinking,” Stacey added. “These skills stay with employees throughout their careers, supporting not only our shop floor but the broader labor market.”

By investing in continuous training, Axis Machining ensures its workforce is equipped for both current challenges and future opportunities.



partnership with GST Michigan Works! by tapping into workforce programs such as the Going PRO Talent Fund, Paid Youth Work Experience, and the On-the-Job Training (OJT) program, Memorial is able to tailor training support to the unique needs of each position—while also offsetting onboarding costs.

Over the past year, five customized OJT training plans were implemented in key areas, including medical assisting, billing, lab, and medical office administration. These plans helped new employees build the skills they needed to succeed, while helping Memorial maintain high standards of service. In total, GST Michigan Works! provided \$10,387.20 in funding to support this essential training.

This partnership exemplifies how employer collaboration and workforce solutions come together to strengthen local talent pipelines, ensuring that quality care continues for generations to come.



# PULSE

*Pathways to Understanding Life Skills & Employment*

The Flint Healthcare Employment Opportunities (FHEO) Program enrolled 14 young adults, ages 18 - 24, in the 2025 PULSE Program, which provides participants the opportunity to obtain new skills and work temporarily in paid positions in the healthcare industry.

## 10 Days of Life Skills & Healthcare Career Exploration Training & Healthcare Champion Speakers

Prior to work experience participants engaged in training that addressed essential skills for career success such as:

- Healthcare Career Exploration
- College Campus Tours
- Team Building Exercises
- Entrepreneurial Exploration & Non-Profit Business Development
- Public Service
- Mental Health
- Financial Fitness
- Substance Abuse Treatment
- Digital Literacy Skills
- HIPAA Compliance
- Public Speaking
- Healthy Lifestyles
- Resume Writing
- Interview Preparation & Mock Interviews
- Cognitive Bias Training
- Social Media & Electronic Communication
- Dress for Success & First Impressions

## Paid Participation

PULSE participants were paid \$50 per day during Life Skills and Healthcare Career Exploration training. During work experience, participants were paid \$15.00 per hour for up to 30 hours of work per week. Participants also received supportive services such as a laptop computer, scrubs for work, mileage reimbursement & public transportation assistance.

## Training Opportunities & Career Advisement

At the conclusion of training, nine participants were offered non-subsidized employment with their work site and six accepted those offers. Additionally, PULSE participants are eligible for paid entry-level training and job placement assistance. Nine participants are pursuing post-secondary education to further their healthcare careers.

**Thank You to our program partners!**



- Charter Healthcare Training Center
- Hurley Medical Center
- McLaren Flint
- Genesee ENT
- Burton Urgent Care
- McFarlan Villages
- Mott Community College
- University of Michigan-Flint
- ELGA Credit Union
- Genesee Health System
- Harris Family Health
- Ladies First Health Care
- 32 Pearls Gentle Dentistry



*"I really appreciate the opportunity. I didn't know what I wanted to do after high school but this opened my mind and that I am not alone in reaching my goals!"*  
- Annqueta C.

*"This program helped me become more confident and how to dress for success!"*  
- Eric S.

FHEO IS SUPPORTED BY GST MICHIGAN WORKS!



# LEARN & EARN

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## OPENING DAY TRAINING

The Workforce Innovation and Opportunity Act (WIOA) work program has partnered with the Jobs for Michigan's Graduates program. This exciting collaboration increases opportunities for students to receive training, engage in career exploration activities, and gain paid work experiences.

Our summer kick-off began with a training session at the Shiawassee RESD on July 8th. During this training, students learned valuable information about being effective employees and identified the unique skills and personal traits they bring to their summer work experiences.



Students participated in the Financial Reality Fair presented by LAFCU. This real-life simulation game assigned students a monthly income based on their chosen career. They navigated different stations, making choices about housing, utilities, groceries, transportation, and insurance. Additionally, students had the opportunity to decide on extras such as entertainment, clothing, and dining out. At the end of the simulation, they met with a financial counselor to discuss budgeting and saving money. The experience helped students understand the difference between needs and wants, as well as how their education, career, and life choices will impact their futures.

Each student also had a one-on-one meeting with their case manager to review information specific to their individualized worksite placements. Other topics covered throughout the day included workplace safety, employer expectations, hygiene, how to handle workplace scenarios, and what to expect on their first day of work. By the end of the day, students felt excited and ready to begin their four-week community-based work experiences.



### PERRY

**Emily Shaban** is keeping the grooming shop spotless at Lori Loves Pets.

### CORUNNA

**Kennedy Kolodica** is scheduling appointments at Studio Hue Salon and Boutique.



### New Lothrop

**Cameron Young** is helping Junction of Hope prepare for the lunch crowd.

*The Workforce Innovation and Opportunity Act (WIOA) Youth Program has been successfully helping Shiawassee County students for over ten years. The WIOA Youth Program is a federal grant training program providing paid work experiences for 14-21 year-old high school students.*



**Shiawassee**  
Regional Education Service District

Vonda Evans - WIOA Coordinator

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Evans@SRES.D.org www.SRES.D.org



## OWOSSO

**Memorie Riley** is attending to the Shiawassee County Humane Society kittens.



## CORUNNA

**Jackson MacKay** is keeping Magoo's Pet Outlet looking great.

## CORUNNA

**Brooklyn Kayanek** is supporting the grounds crew at the Shiawassee County Fairgrounds.



## CORUNNA

**Joshua Spencer** is contributing to classroom preparation with the Owosso Public School's maintenance team.



## PERRY

**Joel Phend** is keeping vehicles looking their best at Lunghamer Ford in Perry.



## OWOSSO

**Lestat Delong** is assisting the maintenance department at Memorial Healthcare.

## New Lothrop

**Joseph Jacobs** is supporting the grounds crew at the Shiawassee County Fairgrounds.



## CORUNNA

**Emma Pugh** is helping stock shelves at Family, Farm and Home.



## DURAND

**Charleigh Matthews** is caring for pets at Fairview Pet Center.





## OWOSSO

**Rory Aebersold** is assisting the technology department at Durand Area Schools.



## CORUNNA

**Bradly Reed** helps keep the shelves stocked at Gilbert's True Value.

# THANK YOU FOR OPENING THE DOOR TO NEW OPPORTUNITIES FOR WIOA STUDENTS.

- Carquest Auto Parts (Perry)
- Durand Area Schools
- Fairview Pet Center
- Family, Farm and Home (Corunna)
- Gilbert's True Value
- Junction of Hope
- Lori Loves Pets
- Lunghamer Ford (Perry)
- Magoo's Pet Outlet
- Memorial Healthcare Dietary Dept.
- Memorial Healthcare Maintenance Dept.
- Owosso Public Schools
- Shiawassee County Fair
- Shiawassee County Humane Society
- Studio Hue Salon and Boutique



# Summer Wrap-Up and JMG Launch Celebration

On August 1st, students returned to the SRESD to celebrate their achievements and reflect on the valuable skills they gained through their summer work experiences. This event also marked the official launch celebration for the Jobs for Michigan's Graduates (JMG) program. During the celebration, students were welcomed into JMG, received certificates recognizing their commitment, and enjoyed sweet treats to commemorate the beginning of this new opportunity.

JMG is dedicated to equipping Michigan's youth for success in the classroom and workforce. Key aspects of the JMG program include:

- *Career Exploration*
- *Skill Development*
- *Mentorship and Support*
- *Community Involvement*
- *Post-Secondary Success*

The day concluded with a student-led community service project at the Shiawassee County Humane Society. Students created enrichment activities for the animals and spent quality time socializing with the cats and dogs. This was a fun and fulfilling way to give back to the community and wrap up a positive summer employment program.



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