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**THE WORKFORCE INNOVATION AND
OPPORTUNITY ACT (WIOA)
FOUR-YEAR LOCAL PLAN FOR
PROGRAM YEARS 2016 TO 2019**

**For the period of July 1, 2016 to June 30, 2020
(MID-CYCLE MODIFICATION)**

**DETROIT EMPLOYMENT SOLUTIONS CORPORATION
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1. An analysis of regional labor market data and economic conditions including:

- **The regional analysis prepared as part of the regional plan.**

All the following data and analysis is representative of WIOA Planning Region 10, which consists of Wayne, Oakland, Macomb, Monroe, and St. Clair Counties.

Core Partner Involvement

To ensure an accurate analysis of regional labor market data economic conditions, the MWAs WIOA Planning Region 10 engaged core partners during all phases of the process. MWA leadership identified the following core partners representing WIOA Titles I – IV programs:

- Title I: Job Corps, YouthBuild and Migrant Seasonal Farmworkers
- Title II: Local and intermediate school districts and literacy programs
- Title III: MWA-contracted service providers
- Title IV: MI Rehabilitation Services and MI Bureau of Services for Blind Persons

During the initial planning phase, core partners were sent e-mails asking them to identify available data to help understand the nature and special needs of populations served, and to provide input on the strengths and weaknesses of workforce development activities and the region's capacity to provide their respective populations with workforce services. The survey questions and responses can be found in the Part II: Workforce Development Activities section.

When the draft regional plan was made available for public comment, core partners were notified and encouraged to make comments on their organizations' behalf. During the initial public comment phase, no formal comments were made. Core partners who have representatives on WDBs did have an opportunity to review and give input on both the original plan and mid-cycle modification. Several WDB members made comments during the initial review process, many of which have been incorporated into this Mid-Cycle Modification. Finally, this Mid-Cycle Modification was made available for public comment and all comments received are addressed in the public comment section at the end of this plan.

Employment Needs

Existing In-Demand Occupations

These are occupations that are experiencing high real-time demand today and are also projected to continue growing through 2020. Additionally, many of these occupations offer a relatively high wage (\$18+ per hour).

Figure 1: WIOA Planning Region 10’s Top 15 Existing/Currently In-Demand Occupations

SOC	Job Title	2017 Q2 Postings	2018 Jobs	Short-Term Growth (through 2020)	Median Hourly Earnings	Typical Entry Level Education
17-2141	Mechanical Engineers	2,171	19,185	823	\$43.15	Bachelor's degree
17-2112	Industrial Engineers	2,827	10,039	225	\$45.06	Bachelor's degree
29-1141	Registered Nurses	5,166	20,771	414	\$35.26	Bachelor's degree
15-1132	Software Developers, Applications	1,823	8,377	387	\$41.27	Bachelor's degree
15-1121	Computer Systems Analysts	1,155	6,522	278	\$43.64	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,276	11,554	716	\$19.42	Postsecondary nondegree award
41-2031	Retail Salespersons	1,742	43,339	443	\$10.67	No formal educational credential
15-1199	Computer Occupations, All Other	1,874	2,122	54	\$38.48	Bachelor's degree
43-4051	Customer Service Representatives	1,138	27,123	677	\$15.72	High school diploma or equivalent
17-2071	Electrical Engineers	547	4,400	215	\$41.84	Bachelor's degree
13-1111	Management Analysts	603	5,371	200	\$41.63	Bachelor's degree
41-1011	First-Line Supervisors of Retail Sales Workers	1,633	8,910	164	\$20.86	High school diploma or equivalent
13-2011	Accountants and Auditors	1,023	9,178	210	\$33.86	Bachelor's degree
49-9071	Maintenance and Repair Workers, General	613	11,051	217	\$16.50	High school diploma or equivalent
31-1014	Nursing Assistants	489	11,438	282	\$14.00	Postsecondary nondegree award

Source: Bureau of Labor Statistics, Economic Modeling Specialists, Intl (EMSI), HWOL™

- Of the occupations featured in Figure 1 those with the greatest current demand in WIOA Planning Region 10 overwhelmingly require a bachelor’s degree. Just six of the top 15 occupations require less than a bachelor’s degree.
- The hourly pay range is between \$14.00 for Nursing Assistants to \$45.06 for Industrial Engineers (Figure 1).

Emerging In-Demand Occupations

Figure 2 presents occupations that are projected to record solid job expansion over the long term (through 2028), along with high annual job openings and an above average wage.

Figure 2: WIOA Planning Region 10’s Top 30 Emerging/Future In-Demand Occupations

SOC	Description	2018 Jobs	2028 Jobs	2018 - 2028 Change	2018 - 2028 % Change	Annual Openings	Median Hourly Earnings
17-2051	Civil Engineers	3,758	5,432	1,674	44.5%	496	\$34.37
11-9041	Architectural and Engineering Managers	4,338	4,982	644	14.8%	383	\$60.63
15-1121	Computer Systems Analysts	6,522	7,464	942	14.4%	536	\$43.64
17-2141	Mechanical Engineers	19,185	21,734	2,549	13.3%	1,530	\$43.15
15-1132	Software Developers, Applications	8,377	9,620	1,243	14.8%	694	\$41.27
29-1123	Physical Therapists	2,725	3,359	634	23.3%	185	\$41.36
11-3021	Computer and Information Systems Managers	3,290	3,746	456	13.9%	300	\$61.68
17-2071	Electrical Engineers	4,400	5,059	659	15.0%	366	\$41.84
15-1133	Software Developers, Systems Software	4,711	5,358	647	13.7%	384	\$39.40
11-1021	General and Operations Managers	18,116	19,666	1,550	8.6%	1,672	\$51.23
23-1011	Lawyers	6,414	7,125	711	11.1%	349	\$47.43
13-1111	Management Analysts	5,371	6,006	635	11.8%	544	\$41.63
29-1171	Nurse Practitioners	781	997	216	27.7%	64	\$47.65
17-2081	Environmental Engineers	396	597	201	50.8%	52	\$42.12
13-1161	Market Research Analysts and Marketing Specialists	4,924	5,758	834	16.9%	593	\$29.59
29-1071	Physician Assistants	1,348	1,594	246	18.2%	102	\$41.63
17-2199	Engineers, All Other	3,817	4,214	397	10.4%	294	\$45.62
47-4021	Elevator Installers and Repairers	119	220	101	84.9%	30	\$51.72
15-2031	Operations Research Analysts	681	855	174	25.6%	62	\$41.40
29-1069	Physicians and Surgeons, All Other	3,095	3,413	318	10.3%	116	\$91.64
11-2021	Marketing Managers	1,239	1,391	152	12.3%	125	\$56.65
49-9041	Industrial Machinery Mechanics	4,242	4,992	750	17.7%	469	\$25.70
29-1122	Occupational Therapists	1,239	1,468	229	18.5%	88	\$37.77
29-1127	Speech-Language Pathologists	727	906	179	24.6%	58	\$38.14
11-9111	Medical and Health Services Managers	2,585	2,832	247	9.6%	231	\$45.84
17-2112	Industrial Engineers	10,039	10,594	555	5.5%	720	\$45.06
27-1021	Commercial and Industrial Designers	3,604	3,925	321	8.9%	381	\$40.95
27-1024	Graphic Designers	2,071	2,670	599	28.9%	280	\$23.64
29-1141	Registered Nurses	20,771	22,367	1,596	7.7%	1,238	\$35.26
11-9199	Managers, All Other	1,858	2,049	191	10.3%	154	\$48.73

Source: Economic Modeling Specialists, Intl (EMSI)

- The criteria used were a combination of projected growth (numeric and percent) above the all-occupation average, sizable annual openings, and an above-average hourly wage.
- Only two of the top 30 emerging occupations require less than a bachelor’s degree.

In-Demand Middle Skills Occupations

Figure 3 represents occupations that show high real-time demand, provide a “livable” wage (over \$15 per hour), and require training or education beyond high school but less than a bachelor’s degree. While the top emerging occupations generally require a bachelor’s degree or higher education, many WIOA Planning Region 10 MWA customers seek shorter-term education or training to find work. Figure 3 provides a snapshot of the middle skills occupations available in WIOA Planning Region 10.

Figure 3: WIOA Region 10’s Top 30 Currently In-Demand Middle Skills Occupations

SOC	Occupation Title	2018 Jobs	2028 Jobs	2018 - 2028 Change	2018 - 2028 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
49-9041	Industrial Machinery Mechanics	4,242	4,992	750	17.7%	469	\$25.70	High school diploma or equivalent	Long-term on-the-job training
47-4011	Construction and Building Inspectors	808	1,036	228	28.2%	121	\$28.11	High school diploma or equivalent	Moderate-term on-the-job training
49-9044	Millwrights	793	961	168	21.2%	95	\$35.03	High school diploma or equivalent	Apprenticeship
15-1134	Web Developers	1,026	1,245	219	21.3%	101	\$31.41	Associate's degree	None
41-3099	Sales Representatives, Services, All Other	7,356	8,093	737	10.0%	989	\$28.81	High school diploma or equivalent	Moderate-term on-the-job training
47-4021	Elevator Installers and Repairers	119	220	101	84.9%	30	\$51.72	High school diploma or equivalent	Apprenticeship
31-2021	Physical Therapist Assistants	1,307	1,654	347	26.5%	210	\$23.96	Associate's degree	None
47-2111	Electricians	6,064	6,529	465	7.7%	732	\$31.09	High school diploma or equivalent	Apprenticeship
29-2021	Dental Hygienists	3,196	3,539	343	10.7%	233	\$29.20	Associate's degree	None
29-2061	Licensed Practical and Licensed Vocational Nurses	3,267	3,760	493	15.1%	295	\$24.72	Postsecondary nondegree award	None
49-9051	Electrical Power-Line Installers and Repairers	1,131	1,263	132	11.7%	107	\$38.74	High school diploma or equivalent	Long-term on-the-job training
31-2011	Occupational Therapy Assistants	392	538	146	37.2%	71	\$25.80	Associate's degree	None
41-3021	Insurance Sales Agents	3,482	3,822	340	9.8%	379	\$27.82	High school diploma or equivalent	Moderate-term on-the-job training
17-3023	Electrical and Electronics Engineering Technicians	1,175	1,419	244	20.8%	135	\$24.69	Associate's degree	None
17-3027	Mechanical Engineering Technicians	2,221	2,451	230	10.4%	223	\$28.81	Associate's degree	None
17-3029	Engineering Technicians, Except Drafters, All Other	949	1,074	125	13.2%	99	\$34.33	Associate's degree	None
47-2152	Plumbers, Pipefitters, and Steamfitters	3,912	4,123	211	5.4%	436	\$34.45	High school diploma or equivalent	Apprenticeship
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16,700	17,213	513	3.1%	1,750	\$29.61	High school diploma or equivalent	Moderate-term on-the-job training
15-1151	Computer User Support Specialists	6,174	6,771	597	9.7%	527	\$24.51	Some college, no degree	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,554	13,795	2,241	19.4%	1,565	\$19.42	Postsecondary nondegree award	Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,566	1,948	382	24.4%	193	\$21.43	High school diploma or equivalent	Long-term on-the-job training
23-2011	Paralegals and Legal Assistants	3,135	3,533	398	12.7%	374	\$23.43	Associate's degree	None
17-3022	Civil Engineering Technicians	1,106	1,440	334	30.2%	143	\$21.22	Associate's degree	None
17-3011	Architectural and Civil Drafters	836	1,121	285	34.1%	112	\$21.62	Associate's degree	None
47-2073	Operating Engineers and Other Construction Equipment Operators	1,725	1,905	180	10.4%	215	\$26.39	High school diploma or equivalent	Moderate-term on-the-job training
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	2,534	2,911	377	14.9%	306	\$21.94	High school diploma or equivalent	Moderate-term on-the-job training
17-3012	Electrical and Electronics Drafters	248	345	97	39.1%	35	\$24.34	Associate's degree	None
49-3023	Automotive Service Technicians and Mechanics	5,786	6,251	465	8.0%	602	\$22.29	Postsecondary nondegree award	Short-term on-the-job training
49-9099	Installation, Maintenance, and Repair Workers, All Other	724	823	99	13.7%	83	\$25.82	High school diploma or equivalent	Moderate-term on-the-job training
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	805	926	121	15.0%	97	\$23.82	Postsecondary nondegree award	Moderate-term on-the-job training

Source: Economic Modeling Specialists, Intl (EMSI)

The next section presents an analysis of the knowledge, skills, and abilities needed in these occupations. The tools and technologies as well as the required certifications are presented where available.

Knowledge, Skills, and Abilities Needed in In-Demand Industries and Occupations

- A close look at the WIOA Planning Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories including: Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. It is critical to understand what knowledge, skills, and abilities and what tools and technologies and certifications (if available) are expected of successful job candidates in these occupations.
- These occupations all require a solid foundation in basic skills, such as reading, communication, math, and cognitive abilities that influence the acquisition and application of knowledge in problem solving. Most require active learning and critical thinking skills. In addition, these occupations require workers to possess technical skills and knowledge related to their specific occupational discipline and to master certain tools and technologies and even achieve particular certifications.

Healthcare Practitioner and Technical Occupations

Knowledge, Skills, and Abilities

Knowledge of the information and techniques needed to diagnose and treat human injuries and diseases are important in all critical health care occupations. This includes knowledge of symptoms, treatment alternatives, drug properties and interactions, and preventive health care measures.

Knowledge

Medicine and Dentistry
Biology
Customer and Personal Service
English Language
Psychology

Skills

Active Listening
Reading Comprehension
Speaking
Critical Thinking
Monitoring

Abilities

Problem Sensitivity
Oral Comprehension
Oral Expression
Deductive Reasoning
Inductive Reasoning

Tools, Technologies, and Certifications

- Tools and technologies related to Healthcare occupations include several that ensure quality in the delivery of health services as well as increasing efficiencies in delivery of care, such as electronic medical records and time management.
- There are many certifications in Healthcare occupations as many careers involve licensure. Beyond occupational-specific requirements, important certifications are concentrated in particular areas of patient care.

Tools and Technologies

Quality Assurance
 Patient Electronic Medical Records
 Microsoft Office
 Time Management
 Quality Control

Certifications

Basic Life Support
 Certification in Cardiopulmonary Resuscitation
 Advanced Cardiac Life Support
 Pediatric Advanced Life Support
 Nurse Administration

Information Technology Occupations

Knowledge, Skills, and Abilities

- These positions require an important mix of technical, business, and problem-solving skills. Information technology jobs require knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming. Design and systems analysis skills are also vital.
- Abilities for these occupations are typically related to computer usage and programming. For example, job seekers should have the ability for mathematical reasoning, number facility, and deductive reasoning.

Knowledge

Computer and Electronics
 Customer and Personal Service
 Mathematics
 English Language
 Design

Skills

Active Learning
 Reading Comprehension
 Complex Problem Solving
 Critical Thinking
 Troubleshooting

Abilities

Mathematical Reasoning
 Number Facility
 Oral Comprehension
 Problem Sensitivity
 Deductive Reasoning

Tools, Technologies, and Certifications

- Computer occupations have a number of technologies associated with them. Depending on the occupation, individuals employed in these occupations will need to know everything from traditional software packages to advanced computer programming languages, like Structured Query Language (SQL), Java, and Linux.
- Similarly, there are numerous certifications associated with computer occupations. Often, certifications are specific to some software package or technology, like the Cisco Network Associate certification. In other instances, certifications are more general, like Project Management Professional (PMP). These and other certifications for Information Technology occupations are as follows:

Tools and Technologies

Structured Query Language (SQL)
 Project Management
 Software development
 Oracle Java
 Other programming languages

Certifications

Web Services
 Top Secret Sensitive Compartmented Information
 Project Management Professional (PMP)
 Certified Information Systems
 Cisco Network Associate (CCNA)

Architecture and Engineering Occupations

Knowledge, Skills, and Abilities

- Architecture and Engineering occupations are both technical but also practical, so they require a mix of knowledge, skills, and abilities. Mechanical applications, mathematics, and the laws of physics are among the most important areas of knowledge for this category of occupations.
- Skills needed involve making decisions after analyzing tremendous volumes of data and mathematical information. Leading skills are complex problem solving, critical thinking, and judgment and decision making.

Knowledge	Skills	Abilities
Engineering and Technology Design	Complex Problem Solving Critical Thinking Active Listening	Information Ordering Mathematical Reasoning Written
Mechanical Mathematics Physics	Judgment and Decision Making Operations Analysis Communication	Deductive Reasoning Visualization

Tools, Technologies, and Certifications

- Many Architecture and Engineering occupations are expected to employ tools and technologies targeted at improving quality and reducing defects or inefficiencies, like Quality Assurance and Six Sigma aimed at quality improvement.
- Similarly, certification for Engineers and other occupations in the category are also concentrated in quality improvement. In addition, some certifications deal with standards, like certifications in American National Standards (ANSI) or National Electrical Code (NEC) and Environmental Protection Agency (EPA) standards.

Tools and Technologies

Project Management
Microsoft Office
Product Development
Quality Assurance (QA)
Six Sigma

Certifications

Accreditation Board for Engineering and Technology (ABET)
American National Standards (ANSI)
American Society for Quality (ASQ)
National Electrical Code (NEC)
Environmental Protection Agency standards (EPA)

Business and Financial Occupations

Knowledge, Skills, and Abilities

- Occupations found in this category require workers to possess skills such as communication, critical thinking, and time management. These workers must also be able to establish and maintain cooperative working relationships with others and have knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data.

Knowledge

Mathematics
 Economics and Accounting
 Customer and Personal Service
 English Language
 Personal and Human Resources

Skills

Mathematics
 Active Listening
 Critical Thinking
 Judgment and Decision Making
 Reading Comprehension

Abilities

Oral Comprehension
 Written Comprehension
 Problem Sensitivity
 Deductive Reasoning
 Information Ordering

Tools, Technology, and Certifications

- Most of the occupations in this category will need to use office productivity software like Microsoft Office for documents, spreadsheets, publications, and database administration.
- In addition to productivity software, many tools and technologies for business and financial occupations involve risk management and even technical proficiencies like Generally Accepted Accounting Principles.
- A large number of certifications in this area are occupation specific, like Certified Public Accountant (CPA) and Series 7, which allow an individual to practice their trade in conformity with state and federal licensure requirements.

Tools and Technologies

Microsoft Office
 Business Development
 Risk Management
 Project Management
 Generally Accepted Accounting Principles

Certifications

Certified Public Accountant (CPA)
 Financial Industry Regulatory Authority (FIRA)
 Certified Internal Auditor (CIA)
 General Securities Representative Exam (Series 7)
 Chartered Financial Analyst (CFA)

Management and Supervisory Occupations

Knowledge, Skills, and Abilities

Occupations in this category require workers to possess skills such as speaking, active listening, and critical thinking. Workers must also have knowledge of administration and management and of personnel and human resources. These workers ought to have the ability to express and comprehend oral and written communication.

Knowledge

Administration and Management
 Customer and Personal Service
 English Language
 Personnel and Human Resources
 Mathematics

Skills

Speaking
 Active Listening
 Critical Thinking
 Reading Comprehension
 Coordination

Abilities

Oral Expression
 Oral Comprehension
 Written Comprehension
 Problem Sensitivity
 Written Expression

Tools and Technologies

- Most of the occupations in this category require the ability to use office productivity software like Microsoft Office for documents and spreadsheets.

Tools and Technologies

Spreadsheet software
Personal computers
Electronic mail software
Word processing software
Notebook computers

Education and Training Alignment with Industries and Occupations

A close look at the WIOA Planning Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories including: Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. Moreover, nine of the of the top 15 existing in-demand, high-wage occupations in WIOA Planning Region 10 require a bachelor's degree for entry-level openings. Figure 4 shows the number of programs available in WIOA Planning Region 10 for each of the top 15 existing in-demand occupations.

Note: The data in Figure 4 does not necessarily encompass all the education and training opportunities for each occupation in WIOA Planning Region 10. Rather, it provides a snapshot based on the public institution data available reported to IPEDS. Therefore, some private and other proprietary institutions may not be included.

Figure 4: Education Opportunities for the Top 15 Existing In-Demand Occupations in WIOA Planning Region 10

SOC	Job Title	2017 Q2 Postings	2018 Jobs	Short-Term Growth (through 2020)	Median Hourly Earnings	Typical Entry Level Education	Programs Available
17-2141	Mechanical Engineers	2,171	19,185	823	\$43.15	Bachelor's degree	5 Bachelor's 5 Master's 4 Doctoral
17-2112	Industrial Engineers	2,827	10,039	225	\$45.06	Bachelor's degree	10 Certificates 8 Associate's 6 Bachelor's 4 Master's 1 Doctoral
29-1141	Registered Nurses	5,166	20,771	414	\$35.26	Bachelor's degree	38 Certificates 17 Associate's 15 Bachelor's 26 Master's 6 Doctoral
15-1132	Software Developers, Applications	1,823	8,377	387	\$41.27	Bachelor's degree	29 Certificates 25 Associate's 24 Bachelor's 12 Master's 4 Doctoral
15-1121	Computer Systems Analysts	1,155	6,522	278	\$43.64	Bachelor's degree	27 Certificates 30 Associate's 27 Bachelor's 7 Master's 3 Doctoral
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,276	11,554	716	\$19.42	Postsecondary nondegree award	2 Certificates
41-2031	Retail Salespersons	1,742	43,339	443	\$10.67	No formal educational credential	3 Certificates 2 Associate's
15-1199	Computer Occupations, All Other	1,874	2,122	54	\$38.48	Bachelor's degree	26 Certificates 12 Associate's 23 Bachelor's 9 Master's 1 Doctoral
43-4051	Customer Service Representatives	1,138	27,123	677	\$15.72	High school diploma or equivalent	2 Certificates
17-2071	Electrical Engineers	547	4,400	215	\$41.84	Bachelor's degree	1 Certificates 5 Bachelor's 4 Master's 3 Doctoral
13-1111	Management Analysts	603	5,371	200	\$41.63	Bachelor's degree	15 Certificates 29 Associate's 29 Bachelor's 17 Master's 2 Doctoral
41-1011	First-Line Supervisors of Retail Sales Workers	1,633	8,910	164	\$20.86	High school diploma or equivalent	12 Certificates 2 Associate's 3 Bachelor's 3 Master's
13-2011	Accountants and Auditors	1,023	9,178	210	\$33.86	Bachelor's degree	8 Certificates 12 Associate's 20 Bachelor's 10 Master's
49-9071	Maintenance and Repair Workers, General	613	11,051	217	\$16.50	High school diploma or equivalent	2 Certificates 2 Associate's
31-1014	Nursing Assistants	489	11,438	282	\$14.00	Postsecondary nondegree award	22 Certificates 2 Associate's 2 Bachelor's

Source: Bureau of Labor Statistics, Economic Modeling Specialists, Intl (EMSI)

- All the occupations requiring a bachelor's degree have at least one four-year program available in WIOA Planning Region 10, and most have several options.
- One of the most in-demand occupations, Software Developers for Applications, has a similarly high demand for training programs. This high number of programs is growing to

satisfy the needs of WIOA Planning Region 10 employers, particularly in the growing tech hub of Detroit.

- Because of training deficiencies, non-degree programs such as ExperienceIT and Grand Circus have been created in the Detroit area to create a pipeline of IT workers for employers.
- The in-demand management positions in Figure 4 have a strong number of education and training opportunities available in WIOA Planning Region 10.
 - Despite the high number of programs, employers seem to be struggling to find workers with the appropriate credentials for high-wage management positions.
- The “Certificates” classification of programs refers to any program of less than one academic year, those lasting at least one but less than two academic years, post-baccalaureate programs, and post-master’s degrees.
- Though only two certificates are listed for truck driving training, both offered by traditional educational institutions, there are a wide variety of available proprietary schools offering this service in the five-county region.
- Overall, WIOA Planning Region 10’s education and training program availability is strong with a number of colleges and universities in the area.

Workforce Analysis

The City of Detroit’s population is currently well below the regional average educational attainment, according to 2016 data from the Census Bureau displayed in Figure 5, below. In the City of Detroit, 13.8 percent of individuals hold a bachelor’s degree or higher, compared to 27.4 percent in the state as a whole. In addition, the educational attainment rate (bachelor’s or higher) in Oakland county is 45.0 percent, one of the highest rates in the State of Michigan, while the rates in Wayne, Monroe, St. Clair and Macomb counties are 22.4 percent, 18.8 percent, 17.6 percent, and 23.8 percent, respectively. The current educational attainment levels in the City of Detroit, WIOA Planning Region 10, and the state of Michigan do not align with increasing employer needs. Too few individuals are prepared for in-demand jobs as more and more employers require higher skills for employment.

Figure 5: Educational Attainment

	Detroit City	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	State of Michigan
Population 25 years and over	431,726	597,899	103,660	860,757	111,685	1,168,342	6,682,881
High school graduate or higher, number of persons, age 25 years+, 2012-2016	341,064	533,326	93,709	804,808	99,958	994,259	6,007,910
High school graduate or higher, percent of persons, age 25 years+, 2012-2016	79.0%	89.2%	90.4%	93.5%	89.5%	85.1%	89.9%
Bachelor's degree or higher, number of persons, age 25 years+, 2012-2016	59,723	142,300	19,488	387,341	19,657	261,709	1,831,109
Bachelor's degree or higher, percent of persons, age 25 years+, 2012-2016	13.8%	23.8%	18.8%	45.0%	17.6%	22.4%	27.4%

Source: 2012-2016 ACS Five-Year Estimates

The most recent labor force participation rate shows Macomb and Oakland counties well above the state average of 61.2 percent, and the City of Detroit well below. These rates have been consistently declining with fewer individuals of working age participating in the labor force over time. This is not a phenomenon unique to Michigan; much of the United State is seeing the same drop in labor force participation. However, the problem is exacerbated in Michigan by an aging workforce, slow population growth, and increasing employer demand for skilled workers. Figure 6 highlights these values.

Figure 6: Labor Force Participation Rates

	Detroit City	Wayne County	Macomb County	Oakland County	Monroe County	St. Clair County	State of Michigan
Total Population 16 years +	530,855	1,389,694	695,086	996,227	120,729	129,418	7,953,581
In civilian labor force, count of population age 16 years+, 2012-2016	284,007	817,140	442,075	660,499	73,403	78,168	4,867,592
In civilian labor force, percent of population age 16 years+, 2012-2016	53.50%	58.80%	63.60%	66.30%	60.80%	60.40%	61.20%

Source: 2012-2016 ACS Five-Year Estimates

Figure 7 shows the share of long-term unemployed individuals within the region. WIOA Planning Region 10 is home to a large long-term unemployed population (44.7 percent of those in the state). The State of Michigan defines long-term unemployment as individuals who have been unemployed for 27 weeks or more. However, to be considered long-term unemployed, an individual must also meet the three criteria of unemployment: they have not earned any wages for the period; they have

been actively looking for jobs; and they were always available to accept a job if offered. Therefore, this classification excludes all categories of marginally attached individuals such as discouraged workers. The long-term unemployed population, as defined this way, should be considered separately to individuals that are disconnected from the labor force. The two groups have overlapping traits but different data availability and may be easily confused.

Figure 7: Long-Term Unemployment 2015 - 2017
 WIOA Planning Region 10

Geography	2015 Total Unemployment	2015 > 26 Weeks Unemployed	2015 % of Total Unemployed	2017 Total Unemployment	2017 > 26 Weeks Unemployed	2017 % of Total Unemployed
WIOA Planning Region 10	115,334	34,557	30.0%	91,849	21,905	23.8%
Macomb County	24,313	7,300	30.0%	18,931	4,728	25.0%
Monroe County	3,464	791	22.8%	3,713	466	12.6%
Oakland County	29,971	7,449	24.9%	22,784	4,294	18.8%
St. Clair County	4,977	1,590	31.9%	3,748	951	25.4%
Wayne County	52,609	17,427	33.1%	42,673	11,466	26.9%
State of Michigan	257,787	74,300	28.8%	226,543	45,100	19.9%

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

Figure 8 details that, at approximately 25 percent, the unemployment rate for youth is significantly larger than the overall unemployment rate of 15.2 percent in WIOA Planning Region 10. To a lesser degree, the same is true for African American individuals.

Figure 8: Civilian Labor Force by Demographic Group

WIOA Planning Region 10

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16+	2,071,285	1,876,764	315,782	15.2%
Sex				
Male 16+	1,072,677	970,311	102,366	9.5%
16-19	44,035	31,740	12,295	27.9%
20-24	108,267	89,451	18,816	17.4%
25-54	699,615	642,495	57,120	8.2%
55-64	175,267	163,579	11,688	6.7%
65 Plus	45,493	43,046	2,447	5.4%
Female 16+	997,769	907,111	90,658	9.1%
16-19	44,836	33,824	11,012	24.6%
20-24	103,830	87,564	16,266	15.7%
25-54	642,416	590,134	52,282	8.1%
55-64	165,616	156,510	9,106	5.5%
65 Plus	41,071	39,079	1,992	4.9%
Race				
White	1,485,426	1,385,036	99,723	6.7%
Black/African American	439,019	358,384	80,740	18.4%
Native American	6,052	5,248	803	13.3%
Asian	83,625	79,222	4,436	5.3%
Native Hawaiian / Pacific Islander	523	473	24	4.6%
Some Other Race	21,555	19,331	2,201	10.2%
Two or More Races	35,467	30,649	4,765	13.4%
Ethnicity				
Hispanic	79,131	70,534	8,528	10.8%

Source: 2012-2016 ACS Five-Year Estimates

Figure 9: Labor Market Trends – 2011 - 2017

WIOA Planning Region 10

Figure 9a: Labor Force, Persons

Geography	2011	2013	2015	2017	2011 – 2017 Numeric Change	2011 - 2017 Percent Change
WIOA Planning Region 10	1,942,257	1,969,052	1,964,170	2,045,200	102,943	5.0%
Macomb	409,065	419,050	421,891	441,491	32,426	7.3%
Monroe	73,660	74,628	76,189	76,449	2,789	3.6%
Oakland	610,881	626,783	633,540	662,752	51,871	7.8%
St. Clair	74,208	74,355	72,884	75,420	1,212	1.6%
Wayne	774,443	774,236	759,666	789,088	14,645	1.9%
Michigan	4,685,000	4,724,000	4,751,000	4,884,000	199,000	4.1%
United States	153,617,000	155,389,000	157,130,000	160,320,000	6,703,000	4.2%

Figure 9b: Employment, Persons

Geography	2011	2013	2015	2017	2011 – 2017 Numeric Change	2011 - 2017 Percent Change
WIOA Planning Region 10	1,721,511	1,777,610	1,848,580	1,953,351	231,840	11.9%
Macomb	363,484	379,414	397,529	422,560	59,076	14.0%
Monroe	66,681	69,075	72,742	72,736	6,055	8.3%
Oakland	552,660	577,967	603,395	639,968	87,308	13.6%
St. Clair	64,509	65,800	67,907	71,672	7,163	10.0%
Wayne	674,177	685,354	707,007	746,415	72,238	9.7%
Michigan	4,198,000	4,308,000	4,493,000	4,657,000	459,000	9.9%
United States	139,869,000	143,929,000	148,834,000	153,337,000	13,468,000	8.8%

Figure 9c: Unemployment, Persons

Geography	2011	2013	2015	2017	2011 – 2017 Numeric Change	2011 - 2017 Percent Change
WIOA Planning Region 10	220,746	191,442	115,590	91,849	-128,897	-58.4%
Macomb	45,581	39,636	24,362	18,931	-26,650	-58.5%
Monroe	6,979	5,553	3,447	3,713	-3,266	-46.8%
Oakland	58,221	48,816	30,145	22,784	-35,437	-60.9%
St. Clair	9,699	8,555	4,977	3,748	-5,951	-61.4%
Wayne	100,266	88,882	52,659	42,673	-57,593	-57.4%
Michigan	487,000	416,000	258,000	227,000	-260,000	-53.4%
United States	13,747,000	11,460,000	8,296,000	6,982,000	-6,765,000	-49.2%

Figure 9d: Unemployment Rate, Percent

Geography	2011	2013	2015	2017	2011 - 2017 Rate Change
WIOA Planning Region 10	11.2%	9.5%	5.8%	4.6%	-6.6
Macomb	11.1%	9.5%	5.8%	4.3%	-7.9
Monroe	9.5%	7.4%	4.5%	4.9%	-4.6
Oakland	9.5%	7.8%	4.8%	3.4%	-6.1
St. Clair	13.1%	11.5%	6.8%	5.0%	-8.1
Wayne	12.9%	11.5%	6.9%	5.4%	-7.5
Michigan	10.4%	8.8%	5.4%	4.6%	-5.8
United States	8.9%	7.4%	5.3%	4.4%	-4.5

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

Workforce Development Activities

Skill gap issues exist within WIOA Planning Region 10 and currently range from a lack of talent to fill jobs related to new technology, to increasing numbers of skilled workers leaving the workforce for retirement. The following gaps are top priorities for the MWAs in WIOA Planning Region 10 to address:

- *Aging workers leaving the workforce and taking skilled knowledge with them:* the MWAs in the region are working together on several grants to encourage more apprenticeship programs with employers. This will help younger workers learn from more experienced workers and will ensure that companies do not lose important knowledge.
- *Educational attainment not matching employer needs:* the MWAs are encouraging workers and job seekers to pursue career pathways that lead to industry-recognized, portable, stackable credentials so that these individuals are able to fill in-demand jobs and increase their earnings.
- *Job seekers and entry-level workers lack the employability skills necessary for successful employment:* the MWAs in the region are collaborating with non-profits and other local programs to train job seekers in employability skills making it more likely that they gain and retain employment.
- *Workers need to be upskilled for new technologies:* the MWAs and partners in the region are continuing to encourage employers to use workforce programs and funding provided by the state and federal government that will help them upskill their current workers, increasing retention of workers and increasing wages.

Strengths and Weaknesses

To help inform this plan, core partners from Region 10 were sent a questionnaire to get their input on workforce system strengths and weaknesses and the region’s capacity to provide the needed

workforce development activities. Once these comments were received, a team of MWAs directors and lead staff met to review their feedback and identify other strengths and weaknesses in the system. What follows are the questions asked and a summary of the types of comments received.

Question 1: Identify regional strengths and weaknesses of WIOA Title I program activities (Adult, Dislocated Worker and Youth formula programs, Job Corp, YouthBuild) and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> • Title I performance goals consistently met. • Local MWAs within the region are working to be more creative with program design. • MWAs in all three WIOA Regions have embraced a demand driven approach. • All MWAs are funding and supporting more short-term training programs. • Community colleges are providing many high-quality learning opportunities. • MWAs in Regions 6, 9, and 10 works closely with community colleges to plan, fund and support high demand programming. • MWAs in Regions 6, 9, and 10 are collaborating to help large employers access MI’s Skilled Trades Training Funds. • MWAs in the all three regions partner to provide braided funding to help move job seekers from training to employment. • The MWAs in Regions 6, 9, and 10 have formed a Business Services Network that meets to discuss best practices and create protocols for working with employers. • MWAs and partners from all three regions participate in joint training opportunities offered by SEMWAC, WIN, the Michigan Works Association, and the State. 	<ul style="list-style-type: none"> • The MWAs in Regions 6, 9, and 10 need additional training for front-line staff. • There is not enough capacity and funding for all Title 1 programs to be successful. • MWAs are not always able to meet the needs of individuals with barriers. • Inflexibility in programs makes it difficult to serve certain special populations. • Employer involvement is not always as strong as it needs to be. • There is a disconnect between the labor pool and employer demand. Many in-demand jobs require advanced training that workforce programs cannot fund. • Transportation issues are a consistent struggle. Many workers are not close to job opportunities and do not access to vehicles or public transportation. • Many current clients MWAs work with are the hardest to serve. • MWAs do not have enough funds for employability or soft skills training which are often what workers need the most. • Performance outcomes often do not measure jobs created by entrepreneurs and contract employees.

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> • MWAs augment USDOL and MiLMI data with real time and other labor information to help make sound workforce decisions. • Information is shared across all MWAs to reduce overlap with employers. • Many highly skilled job seekers are served at American Job Centers. 	<ul style="list-style-type: none"> • Current funding streams create unnecessary competition between MWAs and their partners. Funding requirements restrict regional sharing and partnering. • There is a perception by some that clients served by MWAs are unemployable.

Question 2: Identify regional strengths and weaknesses of WIOA Title II program activities (Adult Education and Literacy programs), administered by DOL, and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> • ESL programming is helping many English language learners secure employment. • Many new regional partnerships and programs are getting started in this area. • The region is very connected, helping to bring partners and programs together. • Adult education partners are reaching out more to MWAs about available programming opportunities. • Employment has become the primary goal of adult education versus just earning credentials. • As WIOA Title II is implemented, Adult Ed partners are getting more actively engaged in developing regional solutions. 	<ul style="list-style-type: none"> • The lack of adult education programming capacity and funding is a prevalent issue. • There is not enough funding creating many gaps for where services are available. • Some Adult Education programs follow a traditional K-12 model and are not necessarily designed for adult learners. • Required metrics do not align with reality. • The central cities and many rural areas in each region have underperforming K-12 systems, resulting in extensive needs for many young adults. • There is a large demand for adult services, a problem that is beyond the MWAs capacity to address. • Many schools in the region are not producing graduates with the right skills needed to sustain employment. • Some Adult Education programs are not designed to meet current employer needs.

Question 3: Identify regional strengths and weaknesses of WIOA Title III program activities (Wagner Peysner Act employment services) and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers in the region.

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> • The Michigan model of fully-integrated American Job Centers is a strength. • Locally provided workforce services, wrap-around services, and braided funding help MWAs serve job seekers. • MWAs in Regions 6, 9 and 10 have created an innovative system for programming that helps provide short-term demand driven training. • Examples of successful short-term employment services programs include boot camps, creative workshops, and in-house classes. • Employment Services curriculum and program resources are often shared across MWAs in all three planning regions. • Examples of shared resources include business services techniques, labor market Information and joint staff training. 	<ul style="list-style-type: none"> • It is difficult to serve all special populations with current levels of funding and resources. • Meeting the diverse needs of all customers is difficult even with information sharing and resource sharing. • MWA staff does not have the capacity to be experts in serving all types of special populations. • The MWAs have some expertise but must collaborate more with other organizations to better serve special populations. • Many of the hardest-to-serve do not have skills needed to meet employer demand.

Question 4: Identify regional strengths and weaknesses of WIOA Title IV program activities (Michigan Rehabilitation Services (MRS) and Bureau of Services for Blind Persons) and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> • Partnerships and braided funding are a consistent success, especially with MRS. • MRS and BSBP are meeting directly with MWA staff more often and participating in the regions’ Business Services Network. • MRS and BSBP have been conducting training sessions for MWA frontline staff. • There is more collaboration with veteran’s organizations to make sure veterans are engaged in MWA initiatives. 	<ul style="list-style-type: none"> • MRS staff are no longer co-located in American Job Centers making partnering more difficult. • MWAs and MRS do not always collaborate enough to serve the diversity of individuals using the system. • Need to collaborate more with partners on capacity building, information sharing and working with hard-to-serve populations.

Regional Strengths	Regional Weaknesses
	<ul style="list-style-type: none"> MWAs have concerns about duplicating employer outreach and engagement efforts with MRS.

Question 5: Identify any possible strategies or activities the regions could explore or engage in to build on these strengths or address weaknesses.

- MWAs and core partners will continue to work towards common metrics across the system to ensure successful strategic partnerships.
- MWAs and core partners will continue to think regionally and develop better strategies about how to allocate resources to address the most critical needs of both job seekers and businesses.
- MWAs will continue to explore and develop more regional strategies with core partners.

Important Industry Sectors in WIOA Region 10

Figure 10 highlights the top 12 most in-demand industry sectors (2-digit NAICS level) in WIOA Planning Region 10. In-demand is defined as those industries with the highest number of job postings during the past two years with jobs that have an average annual wage over \$35,000. This average wage aligns with that used in the regional in-demand and emerging industries in Michigan’s WIOA Unified State Plan. A variety of occupations exist within the local industries, which offer wages dependent on tenure and other factors. While the industry average is an important wage factor to consider, the wages paid to workers in each occupation are a more relevant metric for workforce development. See Figures 1 and 2 for more detail on industries. The 2018 employment levels for the highlighted industries in WIOA Planning Region 10 are also shown in Figure 10.

Figure 10: WIOA Planning Region 10’s Top 12 In-Demand Industries

SOC	Description	Postings Q2 2017	2018 Jobs	2020 Jobs	2018 - 2020 Change	2018 - 2020 % Change	Annual Openings	Median Hourly Earnings
17-0000	Architecture and Engineering Occupations	7,434	85,588	88,694	3,106	4%	7,390	\$39.74
15-0000	Computer and Mathematical Occupations	9,118	61,501	63,357	1,856	3%	4,968	\$37.98
29-0000	Healthcare Practitioners and Technical Occupations	9,391	119,353	122,068	2,715	2%	7,530	\$31.73
11-0000	Management Occupations	5,764	91,124	92,755	1,631	2%	7,947	\$51.52
13-0000	Business and Financial Operations Occupations	4,679	99,310	100,778	1,468	1%	9,691	\$32.62
49-0000	Installation, Maintenance, and Repair Occupations	3,085	72,806	74,138	1,332	2%	7,567	\$22.19
43-0000	Office and Administrative Support Occupations	6,646	275,338	277,127	1,789	1%	32,578	\$16.57
47-0000	Construction and Extraction Occupations	1,942	55,247	56,081	834	2%	6,131	\$25.15
53-0000	Transportation and Material Moving Occupations	3,391	115,648	117,437	1,789	2%	15,148	\$15.33
23-0000	Legal Occupations	282	16,073	16,249	176	1%	1,127	\$36.12
41-0000	Sales and Related Occupations	6,826	186,749	188,014	1,265	1%	26,421	\$13.41
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,299	26,973	27,317	344	1%	2,985	\$24.03

Source: EMSI; DTMB, Bureau of Labor Market Information and Strategic Initiatives, HWOL™

Figure 11 highlights the top emerging industries in WIOA Planning Region 10. Emerging industries are those with a high growth (numeric and percent) expected over the next ten years, through 2028, and a high number of annual openings through 2028.

Figure 11: WIOA Planning Region 10 Top 12 Emerging Industries

SOC	Description	2018 Jobs	2028 Jobs	2018 - 2028 Change	2018 - 2028 % Change	Annual Openings	Median Hourly Earnings
17-0000	Architecture and Engineering Occupations	85,588	94,854	9,266	11%	7,073	\$39.74
29-0000	Healthcare Practitioners and Technical Occupations	119,353	129,472	10,119	8%	7,397	\$31.73
11-0000	Management Occupations	91,124	95,822	4,698	5%	7,753	\$51.52
15-0000	Computer and Mathematical Occupations	61,501	67,371	5,870	10%	4,806	\$37.98
31-0000	Healthcare Support Occupations	62,345	70,487	8,142	13%	8,182	\$13.38
13-0000	Business and Financial Operations Occupations	99,310	103,747	4,437	4%	9,531	\$32.62
39-0000	Personal Care and Service Occupations	60,646	65,860	5,214	9%	10,046	\$10.41
49-0000	Installation, Maintenance, and Repair Occupations	72,806	76,868	4,062	6%	7,452	\$22.19
53-0000	Transportation and Material Moving Occupations	115,648	120,077	4,429	4%	14,898	\$15.33
47-0000	Construction and Extraction Occupations	55,247	58,302	3,055	6%	6,123	\$25.15
19-0000	Life, Physical, and Social Science Occupations	9,626	10,790	1,164	12%	1,039	\$29.85
35-0000	Food Preparation and Serving Related Occupations	162,443	167,011	4,568	3%	28,965	\$9.66

Source: EMSI; DTMB, Bureau of Labor Market Information and Strategic Initiatives, HWOL™

Geographic Factors

WIOA Planning Region 10 is a relatively small geographic area representing about 2,000 square miles. The most recent Census estimate puts the region’s population at 4.17 million, 39.1 percent of the state’s population. WIOA Planning Region 10 is also home to 38 percent of the state’s business establishments and 42.1 percent of the state’s employed population. The region is dense compared to the state. WIOA Planning Region 10 has an average of 2,000 individuals per square mile, compared to the state average of 171 individuals per square mile.

Most workers in the region commute to some degree. Nearly 50 percent of workers travel more than 10 miles to their jobs each direction, and 18 percent travel more than 25 miles each direction, according to data from the LODES survey and Census OnTheMap. The average travel time to work in the region was about 26.4 minutes each direction. This is just above the state average of 24.5 minutes each direction. While the travel time across WIOA Planning Region 10 does not vary much from the City of Detroit to the outer counties, the means of travel does differ. The typical Detroit household has only one, if any, vehicles available for travel to and from work, while the typical household in WIOA Planning Region 10 outside of Detroit has two vehicles available, according to American Community Survey data. Also, of note are the housing ownership and vacancy rates in

WIOA Planning Region 10's communities. Census data shows that in 2015, almost 30 percent of housing units in the City of Detroit were vacant, although estimates from city sources note that the rate must be much higher. Census data shows that the rates in Oakland, Macomb, and outlying Wayne counties, however, are just over 5.5 percent on average. The disparity between the City of Detroit and the other communities in the region cannot be overemphasized.

WIOA Planning Region 10 is heavily concentrated and well connected by highways. However, for workers without regular access to a vehicle, traveling to employment may be difficult as the region lacks a comprehensive transit system. Most available jobs for individuals with lower than average education (typical of job seekers in the City of Detroit) are located outside of the city limits in the outlying counties, which are not effectively connected by public transit. According to OnTheMap data, only 33 percent of Detroiters live and work in the city. More than 75 percent commute outside of the city for their primary job, and 11 percent commute more than 50 miles each direction for work. Oakland county is vastly different, however; nearly 60 percent of the population lives and works in the county and only 6 percent of those who travel commute more than 50 miles each direction for work.

Demographic Characteristics

WIOA Planning Region 10's geographic composition is unique in Michigan. It is home to not only the largest city, but it is also home to some of the wealthiest and most populated communities in the state. The City of Detroit represents unique challenges in the region.

Most job opportunities that are available in close geographic reach for Detroiters and others in the region without reliable transportation are inaccessible for other reasons. The fastest-growing jobs and the most hiring in the region are in occupations that require post-secondary training and often a bachelor's degree. There is a strong mismatch between the jobs available and the current talent pool's skill and education level.

Figure 12 highlights the population demographics of the region. The region is ethnically diverse with a higher concentration of ethnic minorities than the state on average. This is particularly true in Wayne county and the City of Detroit.

Figure 12: Population Demographics

	Detroit City	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	State of Michigan
Total Population	683,443	859,703	149,945	1,201,855	160,069	1,767,593	9,909,600
White	93,278	710,974	142,076	937,568	149,831	940,071	7,817,827
White Percent of Total	13.6%	82.7%	94.8%	75.9%	93.6%	53.2%	78.9%
Black or African American	544,427	91,582	3,489	170,742	3,416	694,872	1,376,446
Black or African American Percent of Total	79.7%	10.7%	2.3%	13.8%	2.1%	39.3%	13.9%
American Indian and Alaska Native	2,428	2,136	621	3,268	305	5,950	52,891
American Indian and Alaska Native Percent of Total	0.4%	0.2%	0.4%	0.3%	0.2%	0.3%	0.5%
Asian	9,669	30,459	928	80,680	1,155	52,168	276,769
Asian Percent of Total	1.4%	3.5%	0.6%	6.5%	0.7%	3.0%	2.8%
Native Hawaiian and Other Pacific Islander	75	224	6	207	-	329	2,492
Native Hawaiian and Other Pacific Islander, Percent of Total	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or more races	13,452	20,097	2,264	33,360	4,205	41,488	271,798
Two or more races, Percent of Total	2.0%	2.3%	1.5%	2.7%	2.6%	2.3%	2.7%
Hispanic or Latino	51,177	21,027	5,049	46,483	5,058	99,752	474,381
Hispanic or Latino Percent of Total	7.5%	2.4%	3.4%	3.8%	3.2%	5.6%	4.8%
White alone, not Hispanic or Latino	65,232	695,078	137,728	904,354	146,482	878,264	7,503,076
White alone, not Hispanic or Latino Percent of Total	9.5%	49.7%	80.9%	91.9%	73.2%	91.5%	75.7%

Source: 2012-2016 ACS Five-Year Estimates

Figure 13 highlights the veteran population within the region. WIOA Planning Region 10 is home to a large veteran population. As of 2016, 42.3 percent of the state’s veterans lived in the region, including 5.0 percent specifically in the City of Detroit.

Figure 13: Veteran Population

	Detroit city	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	State of Michigan
Veterans, 2012-2016	30,322	51,689	10,655	60,543	11,314	90,502	602,630
Share of Veterans in the State	5.0%	8.6%	1.8%	10.0%	1.9%	15.0%	100.0%

Source: 2012-2016 ACS Five-Year Estimates

Figure 14 highlights the age distribution within the region. The population across the state of Michigan is aging. However, WIOA Planning Region 10’s age distribution generally reflects the state averages.

Figure 14: Age Distribution

	Detroit City	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	State of Michigan
Persons under 5 years, 2016	NA*	47,529	8,101	68,130	8,273	115,454	573,965
Persons under 5 years, 2016 percent	NA*	5.50%	5.40%	5.50%	5.20%	6.50%	5.80%
Persons under 5 years, 2010	50,146	45,413	8,665	66,130	9,293	118,342	573,280
Persons under 5 years, 2010 percent	7.00%	5.80%	5.70%	5.70%	5.70%	6.50%	6.00%
Persons under 18 years, 2016	NA*	207,438	37,237	301,992	38,855	471,573	2,505,495
Persons under 18 years, 2016 percent	NA*	24.10%	24.80%	24.40%	24.30%	26.70%	25.30%
Persons under 18 years, 2010	190,347	184,176	36,637	265,722	38,640	438,774	2,214,046
Persons under 18 years, 2010 percent	26.70%	23.00%	24.10%	23.50%	22.00%	25.40%	23.70%
Persons 65 years and over, 2016	NA*	133,851	23,550	185,947	26,660	243,979	1,527,698
Persons 65 years and over, 2016 percent	NA*	15.60%	15.70%	15.10%	16.70%	13.80%	15.40%
Persons 65 years and over, 2010	81,925	131,194	20,371	181,557	23,641	251,248	1,522,156
Persons 65 years and over, 2010 percent	11.50%	14.30%	13.40%	13.20%	14.50%	12.70%	13.80%

*data for the City of Detroit only collected during the decennial census and not available for all time periods

Source: 2012-2016 ACS Five-Year Estimates

WIOA Planning Region 10 does have a greater share of foreign-born residents than Michigan on average. In addition, the region has a greater share of families where a language other than English is spoken in the home. According to Census data, a larger share of individuals in WIOA Planning Region 10 have limited English language proficiency than the state on average. Figure 15 highlights the foreign-born population within the region and percent of homes that speak a primary language other than English.

Figure 15: Birthplace and Primary Language Spoken at Home

	Detroit City	Wayne County	Macomb County	Monroe County	St. Clair County	Oakland County	State of Michigan
Foreign-born persons, 2012-2016	37,505	146,781	90,947	3,147	4,389	150,318	632,482
Foreign-born persons, percent, 2012-2016	5.5%	8.3%	10.6%	2.1%	2.7%	12.2%	6.4%
Language other than English spoken at home, number of persons, age 5 years+, 2012-2016	66,748	224,678	110,325	4,171	5,337	169,618	865,075
Language other than English spoken at home, percent of persons age 5 years+, 2012-2016	10.5%	13.6%	13.6%	2.9%	3.5%	14.5%	9.3%

Source: 2012-2016 ACS Five-Year Estimates

Figure 16: Limited English-Speaking Households by County – 2016

	Detroit city	Wayne County	Macomb County	Monroe County	St. Clair County	Oakland County	State of Michigan
Limited English-speaking households, 2012-2016	5,932	16,627	11,079	188	231	13,416	67,920
Limited English-speaking households, percent of total, 2012-2016	2.3%	2.5%	3.3%	0.3%	0.4%	2.7%	1.8%

Source: 2012-2016 ACS Five-Year Estimates

Figure 17 highlights the disabled population within the region. St. Clair County, Wayne County, and the City of Detroit have a higher share of disabled individuals under the age of 65 than the state on average.

Figure 17: Percent of Population Under 65 with a Disability—2016

	Detroit city	Wayne County	Macomb County	Monroe County	St. Clair County	Oakland County	State of Michigan
Persons with a disability, under age 65 years, 2012-2016	96,892	187,720	69,565	11,723	17,165	83,211	862,578
With a disability, under age 65 years, percent of total, 2012-2016	16.3%	12.4%	9.6%	9.3%	12.9%	7.9%	10.4%

Source: 2012-2016 ACS Five-Year Estimates

Figure 18 indicates that 42.4 percent of the state’s disabled population resides in WIOA Planning Region 10. The region is home to 42.3 percent of the state’s overall population. This indicates that the region’s share of the disabled population is proportionate to its share of the population as a whole.

Figure 18: Individuals with Disabilities by County –2016

Geography	2012 – 2016 Estimate	2012 – 2016 Share of State
Macomb County	118,370	8.5%
Monroe County	19,087	1.4%
Oakland County	143,237	10.3%
St. Clair County	26,693	1.9%
Wayne County	283,470	20.3%
State of Michigan	1,394,263	100.0%

Source: 2012-2016 ACS Five-Year Estimates

Figure 19, on the next page, shows that the current disabled population in WIOA Planning Region 10 is primarily female, of working age (18-64), and white. However, compared to the general population distribution, there is a higher share of disabled Black/African American individuals than would be expected based on the overall share of individuals in the region.

Figure 19: Individuals with Disabilities by Demographic Group - 2016 - WIOA Region 10

Demographic Group	2016 Estimate	Percent Distribution
Total Population	590,857	100.0%
Sex		
Male	278,134	47.1%
Female	312,723	52.9%
Age		
Under 17	46,668	7.9%
18-64	322,716	54.6%
65 +	221,473	37.4%
Race		
White	385,398	65.2%
Black / African American	174,335	29.5%
Native American	2,857	0.5%
Asian	9,248	1.6%
Hawaiian / Pacific Islander	75	0.0%
Some Other Race	4,436	0.8%
Two or More Races	14,508	2.5%
Ethnicity		
Hispanic	17,423	2.9%

Source: 2012-2016 ACS Five-Year Estimates

Income distribution in WIOA Planning Region 10 differs widely from the state and within the region itself. Just over one-fifth of the City of Detroit’s households live on less than \$10,000 annually. The federal poverty guideline for a family of four in 2015 was \$24,300. In the City of Detroit, 48.2 percent of families live near or below this income level, compared to 24.2 percent in the state of Michigan and 16.6 percent in Oakland county. Figure 20 details the income bracket of households within the region.

Figure 21: Households by Income Bracket

	Detroit City	Wayne County	Oakland County	Macomb County	Monroe County	St. Clair County	State of Michigan
Households with Income of \$0 - \$9,999	54,738	84,346	25,333	18,978	3,101	4,259	301,111
Households with Income of \$0 - \$9,999, Percent	21.3%	12.6%	5.1%	5.6%	5.3%	6.6%	7.8%
Households with Income of \$10,000 - \$14,999	26,212	45,520	17,882	14,234	2,750	3,807	204,601
Households with Income of \$10,000 - \$14,999, Percent	10.2%	6.8%	3.6%	4.2%	4.7%	5.9%	5.3%
Households with Income of \$15,000 - \$24,999	42,916	84,346	39,241	35,584	5,676	7,034	428,504
Households with Income of \$15,000 - \$24,999, Percent	16.7%	12.6%	7.9%	10.5%	9.7%	10.9%	11.1%
Households with Income of \$25,000 - \$34,999	31,866	73,635	39,241	34,906	6,027	6,905	413,062
Households with Income of \$25,000 - \$34,999, Percent	12.40%	11.0%	7.9%	10.3%	10.3%	10.7%	10.7%
Households with Income of \$35,000 - \$49,999	34,950	89,701	59,111	47,784	8,309	9,679	552,036
Households with Income of \$35,000 - \$49,999, Percent	13.6%	13.4%	11.9%	14.1%	14.2%	15.0%	14.3%
Households with Income of \$50,000 - \$74,999	34,179	109,784	83,947	65,406	11,352	12,583	714,173
Households with Income of \$50,000 - \$74,999, Percent	13.3%	16.4%	16.9%	19.3%	19.4%	19.5%	18.5%
Households with Income of \$75,000 - \$99,999	15,933	68,949	64,575	45,073	8,426	8,518	463,247
Households with Income of \$75,000 - \$99,999, Percent	6.2%	10.3%	13.0%	13.3%	14.4%	13.2%	12.0%
Households with Income of \$100,000 - \$149,999	11,564	68,949	83,947	49,817	8,777	7,873	470,968
Households with Income of \$100,000 - \$149,999, Percent	4.5%	10.3%	16.9%	14.7%	15.0%	12.2%	12.2%
Households with Income of \$150,000 - \$199,999	3,084	23,429	39,241	16,945	2,458	2,388	165,997
Households with Income of \$150,000 - \$199,999, Percent	1.2%	3.5%	7.9%	5.0%	4.2%	3.7%	4.3%
Households with Income of \$200,000+	2,056	20,082	44,705	10,167	1,580	1,484	146,695
Households with Income of \$200,000+, Percentage	0.8%	3.0%	9.0%	3.0%	2.7%	2.3%	3.8%
Average Household Income	\$38,487	\$60,038	\$95,532	\$71,211	\$69,824	\$64,685	\$68,928
Median Household Income	\$26,249	\$42,043	\$69,850	\$55,951	\$56,968	\$50,930	\$50,803
Per Capita Income	\$15,562	\$23,666	\$38,992	\$28,588	\$27,809	\$26,377	\$27,549

Source: 2012-2016 ACS Five-Year Estimates

Income disparities are a problem in WIOA Planning Region 10, with many residents living in poverty. In 2016, 46.5 percent of the state’s public assistance registrants lived in the region. Compared to the region’s overall share of the state’s population, this is a significant number and share of those living on public assistance. The numbers are dropping, due to policy changes such as lifetime benefit limits

in the State of Michigan, and many individuals are either approaching their limit or have already maxed out their benefits. Although numbers are dropping, WIOA Planning Region 10’s workforce system is more heavily utilized by the public assistance population, creating a strain on resources. Figure 21 highlights the number of individuals registered to receive assistance from the state that also have a work requirement.

Figure 21: Public Assistance Registrants by County: 2012 – 2017

Geography	2012	2013	2014	2017	2012 - 2017 Numeric Change	2012 - 2017 Percent Change	2017 Share of the State
Macomb County	48,439	44,145	41,322	33,322	-15,117	-31.2%	7.8%
Monroe County	7,669	6,901	5,790	4,604	-3,065	-40.0%	1.1%
Oakland County	45,958	39,802	36,287	22,362	-23,596	-51.3%	5.3%
St. Clair County	10,484	9,579	9,441	7,344	-3,140	-30.0%	1.7%
Wayne County	196,351	182,889	176,892	146,474	-49,877	-25.4%	34.4%
Michigan	652,703	588,939	547,047	425,786	-226,917	-34.8%	100.0%

Source: Michigan Department of Health and Human Services

Note: The sum of the areas does not add to the statewide total

Figure 22 indicates that the 2017 population on public assistance in WIOA Planning Region 10 is 55.4 percent females, 60.6 percent aged 22 to 44, and 48.6 percent African American. Compared to the general population demographics in the region, these groups are considered over represented.

Figure 23: Public Assistance Registrants: June 2017

Demographic Group	Assistance Program Registrants	Percent of Total
Total	214,130	100.0%
Sex		
Male	96,561	45.1%
Female	117,569	54.9%
Age		
14-15	1,659	0.8%
16-19	17,370	8.1%
20-21	10,644	5.0%
22-44	129,652	60.6%
45-54	40,632	19.0%
55-64	14,141	6.6%
65+	32	0.0%
Race		
White	74,065	34.6%
Black / African American	104,000	48.6%
Native American	1,163	0.5%
Other	28,569	13.3%
Hispanic	6,333	3.0%

Source: Michigan Department of Health and Human Services

- **A description of the local board’s strategic vision and goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment).**

The Mayor’s Workforce Development Board’s (MWDB), strategic vision for the city of Detroit is to contribute to the revitalization of Detroit by providing a demand-driven workforce system that enables citizens to acquire the knowledge and abilities that lead to self-sufficiency, while at the same time providing employers with the skilled workforce they need to compete globally.

The Board’s ultimate goal for workforce development services in the city of Detroit is “A shared vision: One-Detroit”. The concept of a “One-Detroit” was developed by members of the Detroit Workforce Development Advisory Council (WDAC) and driven by the strong desire for inclusive, scalable, and sustainable system wide action. The WDAC recommended the following North Star goal: *Every person in Detroit that desires to work will be employed in meaningful work that matches their desires and skills. This includes adults with physical and mental disabilities, as well as returning citizens.*

To support this goal, the MWDB created a comprehensive strategic plan for workforce development, workforce training, and talent attraction for the city of Detroit. The plan focused on the following goals:

- Developing a master plan for workforce development and youth employment in Detroit.
- Preparing Detroit’s future workforce for long-term employment opportunities through career pathways;
- Facilitating the connection between employers and talents to align skills and interest with real work opportunities; and
- Expanding and retaining Detroit’s talent to meet the employment opportunities available in the metropolitan Detroit area.

As a result, the Detroit Employment Solutions Corporation (DESC) is in the process of redesigning the Detroit One-Stop/Detroit at Work System. Redesign efforts will concentrate on the following four goals:

- 1) Increase the financial stability of families and reduce the poverty rate;
 - 2) Build and support a workforce system that yields the greatest benefits for job seekers and businesses in Detroit;
 - 3) Maximize impact and added value of DESC as a workforce intermediary; and
 - 4) Support learning, continuous improvement and innovation within DESC and among partners.
- **Expected levels of performance for Adult, Dislocated Worker, Youth, Adult Education and Literacy, and Wagner-Peyser, as described in the WIOA Section 116 (b)(2)(A). Expected performance levels may be used to evaluate outcomes until such time as formal performance goals are established. Local boards are not required to provide expected levels of performance for Program Year (PY) 2016 and PY 2017 for those performance measures designated by the U.S. Department of Labor (USDOL) as “baseline”**

indicators. Performance measures are designated as baseline where it is unlikely that adequate data exists to make a reasonable determination of expected levels of performance. Such designations vary across the core programs.

Baseline Measures:

- WIOA Title I – Adult, Dislocated Worker, and Youth
 - Measurable Skills Gain
 - Effectiveness in Serving Employers
- WIOA Title II – Adult Education and Literacy
 - Employment Second Quarter After Exit
 - Employment Fourth Quarter After Exit
 - Median Earnings
 - Credential Attainment Rate
 - Effectiveness in Serving Employers
- WIOA Title III – Wagner-Peyser
 - Effectiveness in Serving Employers
 (Note – Credential Attainment Rate and Measurable Skills Gain do not apply to Wagner-Peyser)
- WIOA Title IV – Vocational Rehabilitation
 - All measures are designated as baseline

DESC’s expected performance goals for Title I - WIOA Adult, Dislocated Worker, Youth and Wagner-Peyser for Program Year (PY) 2016-2017 are as follows:

Performance Measures	Adults	Dislocated Workers	Youth	Wagner-Peyser
Employment Rate Second Quarter After Exit	82%	90%	65%	68%
Employment Rate Fourth Quarter After Exit	72%	77%	69%	85%
Median Earnings Second Quarter After Exit	\$5,200	\$6,700	Baseline	\$6,610
Credential Attainment within Four Quarters After Exit	48%	48%	70%	N/A

- **A description of the local board’s strategy to align local resources, required partners, and entities that carry out core programs to achieve the strategic vision and goals.**

In 2017, the MWDB engaged its members, staff, and community partners in a strategic planning process with a goal of developing a new vision to better align resources and improve coordination, operations, services, and partnerships. DESC’s local plan is updated to reflect the vision and priorities identified in the strategic planning process and to present a new model for coordinating economic and workforce development programs.

The Board’s strategy includes the following recommendations from the WDAC to create a unified citywide vision and plan that focuses on the city of Detroit’s workforce system:

- Establish a “One Detroit” approach to employment to ensure alignment between vision, goals, resources, communication, initiatives, and outcomes for job seekers and employers;
- Unite existing agencies and services in a centralized system in order to connect adult education, training, employment, retention, and other supportive and stabilizing services for Detroit’s low skilled and special population job seekers.
- Develop a Detroit-specific Career Navigation model utilizing workforce readiness passports and Career Navigators who are from and embedded in the communities they serve.
- Engage employers in community-wide workforce development using best practices from successful local, regional, and national employer engagement models.
- Establish a common way to collect system-wide quantitative and qualitative data and evaluate outcomes.
- Develop an evaluative tool to measure the performance of all workforce development agencies and partners in the city.
- Utilize funding as an incentive to achieve buy-in to One Detroit strategies from all workforce entities.

DESC’s Vision and 2018 Priorities include:

Vision: In four years, there are 40,000 more employed Detroiters. A significant number of those we’ve served are on the road to financial stability and on a pathway out of poverty.

To achieve the vision, DESC will:

- 1) Successfully launch selected new initiatives while expanding the operational and financial stability and capability of existing programs and approaches;
- 2) Maximize training, employment, and career path opportunities for Detroiters by leveraging key revenue streams and investments;
- 3) Run a tight ship, fiscally and operationally;
- 4) Strengthen our assets and capabilities through “buy, build or partner” strategies; and
- 5) Co-lead a process to strengthen the capacity of Detroit’s workforce system providers.

By 2021, DESC expects to achieve the following outcomes:

- Increase employment participation among Detroiters – 8,000 per year (40,000 jobs by 2021).
- Optimize a demand-driven talent pipeline for growing and emerging sectors.
- Reduce poverty and increase the quality of life for Detroit residents and their families.

WIOA places a strong emphasis on planning across multiple partner programs to ensure alignment in service delivery. One key goal is to develop effective partnerships across programs and community-based providers to provide individuals the employment, education, and training services

that they need. Effective partnering is pivotal to maximize resources and to align services with career pathways and sector strategies.

In support of the above-mentioned goals and strategies, the MWDB and DESC has established partnerships with WIOA required partners such as Detroit Public Schools Community District’s Adult Education Program, Michigan Rehabilitation Services, Michigan Department of Health and Human Services, Bureau of Services for Blind Persons, Job Corps, Veteran’s Services, Michigan Department of Corrections (MDOC) and many others. In addition, through contractual relationships, DESC has collaborative relationships with other workforce services providers. These organizations include SER-Metro Detroit, Ross Innovative Employment Solutions, Focus: HOPE, Arab Community Center for Economic and Social Services (ACCESS), Midwest Career Institute, YMCA of Detroit, and a host of other organizations.

These relationships have been in existence for many years and have been utilized extensively by DESC’s One-Stop staff as referring partner agencies for customers who may benefit from their services, as well as dual enrollment. The MWDB intends to strengthen these relationships and expand its partnership network to coordinate service delivery and align workforce programs to provide coordinated, complementary, and consistent services to Detroit job seekers and employers.

On behalf of the MWDB, the DESC has developed Memorandum of Understanding (MOUs) with WIOA required partners (including the above-mentioned entities) to establish an agreement concerning the operation of the Detroit One-Stop/Detroit at Work System (American Job Center) delivery system. The MOU functions to establish a cooperative working relationship between the named partners and to define their respective roles and responsibilities in achieving the policies established under the WIOA and the operation of the One-Stop delivery system. The MOU contains provisions describing how the costs of services provided by the One-Stop system and how the operating costs of such system is funded, including the infrastructure costs for the One-Stop system. As a result, Infrastructure Funding Agreements (IFA) will be established with all parties.

In 2017, DESC selected the Local Initiatives Support Corporation (LISC) to coordinate the activities of the Detroit workforce development system. As the Detroit One-Stop/Detroit at Work Operator, LISC is responsible for carrying out the following activities to ensure strong communication and partnerships among the agencies administering workforce services in Detroit:

- ❖ **Process Optimization and Continuous Improvement** – Using proven process design and improvement methods (e.g., Lean), design and direct process redesign to ensure optimal use of resources, and leading-edge service delivery design for jobseekers and employers.
- ❖ **Data Collection and Metrics Support** – Ensure collection and analysis of data about services, outcomes, and customer satisfaction from the One-Stop centers and system activities that meets reporting requirements defined by MWDB and DESC. These will include both Federal and State program reporting requirements and locally defined data needs.

- ❖ **WIOA Partner Coordination** – Convene and coordinate required partners with DESC to seamlessly integrate services for the job seekers and employers served by multiple program partners of the Detroit workforce development system.

2. A description of the workforce development system in the local area including:

- **The programs that are included in that system.**

DESC is the local Michigan Works! Agency (MWA) authorized by the state of Michigan to provide Workforce Innovation and Opportunities Act workforce services to adults, dislocated workers, youth, and employers. DESC is the designated fiscal and administrative entity that administers workforce services at the Detroit Michigan Works! One-Stop Career Centers.

As mentioned earlier, DESC is currently redesigning the Detroit One-Stop/Detroit at Work delivery system. This process involves engaging in a comprehensive planning process with multiple stakeholders, including Local Initiative Support Corporation (LISC) – DESC’s One-Stop Operator, DESC and MWDB staff, and community-based organizations. The system redesign will focus on target populations who face high poverty and unemployment (including youth, returning citizens/justice-involved individuals, individuals with disabilities, mothers and families with young children). The principles that guide the new redesign include:

- ❖ **Improved Access:** More Detroit at Work Career Centers (Detroit One-Stop/Detroit at Work Career Centers), affiliate career centers, and access points to make it easier to assess services.
- ❖ **Consistent, High Quality Services:** High standards for customer experience and quality of services.
- ❖ **Technology Enabled:** Less paperwork and more opportunities to connect online.
- ❖ **Career Pathways and Placement:** Increased focus on skill-building and industry employer partnerships.
- ❖ **Financial Stability:** Strengthen financial capabilities and holistic support.

The planning process will continue with implementation targeted for 2019.

To successfully implement the One-Stop redesign, DESC will formally procure one or more One-Stop Case Management provider to deliver workforce services Detroit One-Stop/Detroit at Work locations. These One-Stops are designed to assist job seekers prepare for and obtain employment and assist employers with finding and retaining a skilled workforce. WIOA adult and dislocated workforce services include eligibility determinations, orientations, assessments, case management, job search and placement assistance, work readiness training, supportive service assistance, labor market information, occupational training services, and information regarding filing claims for unemployment compensation. In addition to a staff of workforce professionals, each One-Stop contains a resource room complete with computers, internet access, telephones, fax machines and a job notification bulletin board, all available for customer usage. The One-Stops are also made available to employers for job fairs, employee recruitment, testing, and interviewing. The Detroit One-Stop/Detroit at Work Career Centers are currently located at the following sites:

- Northwest Detroit, 18100 Meyers, Detroit, Michigan 48235;
- Eastside of Detroit, 5555 Conner, Detroit, Michigan 48213; and
- Southwest Detroit, 9301 Michigan Avenue, Detroit, Michigan 48217

In addition to the physical One-Stop locations, DESC has leased a mobile vehicle to expand access to DESC's workforce services. The mobile unit is equipped with computers, workstations, internet access, and staff support to provide case management services and other workforce services. The mobile unit is available to local entities upon request.

Workforce services are available to all customers including individuals with disabilities, veterans, returning citizens (ex-offenders), TANF participants, migrant and seasonal farmworkers, unemployed and underemployed individuals, and the public. DESC also provides workforce development services to in-school and out-of-school youth.

WIOA youth workforce services include recruitment and outreach, testing and assessments, case management, tutoring, alternative secondary school service/dropout recovery services; paid and unpaid work experiences, occupational skills training, workforce preparation, leadership development, support services, adult mentoring, follow-up services, comprehensive guidance and counseling, financial literacy education, entrepreneurial skills training, labor market information, career counseling, and post-secondary preparation and transitional activities.

In addition to the above-mentioned WIOA services programs, DESC also administers the following programs: Wagner-Peyser (ES); Trade Adjustment Assistance (TAA); Veteran's Services; Partnership.Accountability.Training.Hope.(PATH) Program, the Supplemental Nutrition Assistance Program - Employment and Training (SNAP E&T); Fidelity Bonding Program of Michigan, the Unemployment Insurance Work Test, Jobs for America's Graduates (JAG) Program, SNAP E&T Plus, and the Grow Detroit's Young Talent (GDYT) Program.

DESC also implements several special grant-funded workforce programs and initiatives awarded by federal, state, county and local government, foundations, and other private funders. These programs include the USDOL Detroit Demonstration Grant, American Apprenticeship Initiative (AAI) Grant, two America Promise grants (with Employ Milwaukee and Workforce Intelligence Network [WIN]), Going PRO: Pre-Apprenticeship Program, YouthBuild, Wilson Foundation – TechHire Program, Chafee Foster Youth Employment Program, Wayne County Employment Readiness Grant (Offenders Success Program); Aspen Institute's Opportunity Youth Incentive Fund (OYIF), and Michigan Driver's Responsibility Initiative.

- **A description of the local board's strategy to work with entities carrying out core programs and other workforce development programs to provide service alignment (including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006).**

As mentioned in the previous section, the MWDB and DESC has an established relationship with an extensive network of workforce development providers. DESC has collaborative relationships strategic partnerships with other organizations such as Detroit Public School's Adult Education and

Family Literacy program, Michigan Rehabilitation Services, Bureau of Services for Blind Person, Detroit Economic Growth Corporation (DEGC), Job Corps, and Wayne County Community College District (WCCCD) to provide service alignment. DESC will continue to develop these relationships by expanding on existing program service strategies, developing new strategies that address common employment and training needs, and exploring cooperative service agreements.

DESC, in partnership with the MWDB, has taken the initiative in developing a plan to vastly improve the city's workforce system. The Board has created a preliminary plan for implementing a "One Detroit" concept that coordinates operations of agencies that offer workforce services throughout the city. A CEO-led Advisory Group leverages their organizations and their relationships to provide program input on job opportunities, including opportunities for returning citizens and other underserved populations.

Service alignment is also enhanced through the MWDB membership and the Board's subcommittees, DESC's Community Partner Network Directory, opportunities to partner on government, corporation, and foundation grants; a shared referral system, and service contracts. In addition, DESC explores ways to share procedures and best practices.

DESC and the MWDB's Youth Committee, which includes representatives from various educational agencies, youth activity organizations, and community-based organizations, engages in efforts to provide new opportunities for Detroit's workforce system and CTE to work together to prepare job seekers for careers that meet employer skills needs. The Committee has three primary areas of focus: Opportunity Youth (youth, age 16 to 24, who are disconnected from work and education), the Grow Detroit's Young Talent (GDYT) Program, and career pathways including Career and Technical Education (CTE).

Youth Programs are a key effort of the MWDB and are cooperatively supported by major foundations and corporations. DESC's WIOA In-School Youth model supports career pathways through CTE and youth opportunities to participate in hands-on training and gain real life experience through job shadowing, work experience, and internships. DESC also has an established working relationship with Detroit Public Schools Community District which offers CTE at several career and technical schools. The following schools offer student training in many different industry sectors: Breithaupt, Crockett, Golightly and Randolph CTE Programs. DESC coordinates services with DPSCD to ensure that WIOA youth, are introduced to a variety of careers, along with the requirements for entry, such as high school diploma, professional certification, and college degrees. DPSCD's Office of College and Career Readiness provides programming for students in CTE programs, Detroit Allied Health Middle College High School and Adult Education. Through coordinated efforts with DPSCD, Detroit youth gain exposure to college and career pathways.

DESC has identified the efforts of Linked Learning Detroit as an additional program strategy. In partnership with United Way of Southeastern Michigan, Linked Learning Detroit's primary goal is to develop a menu of high-quality pathways to college and career, accessible to Detroit students. The Linked Learning approach integrates rigorous academics that meet college-ready standards with sequenced, high-quality CTE, work-based learning, and supports to help students stay on track.

3. A description of how the local board, working with the entities carrying out core programs, will:

- **Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.**

The MWDB system redesign efforts will build and support a workforce system that yields the greatest benefits for job seekers and businesses in Detroit. The MWDB is dedicated to ensuring that all individuals, including those with barriers to employment, have access to the services provided through the Detroit workforce system in order to achieve economic self-sufficiency.

The MWDB defines “economic self-sufficiency” as total family income that exceeds \$50,000 per year. This definition is based on data obtained in the 2017 United Ways of Michigan’s ALICE Report: Michigan Study of Financial Hardship (Winter, 2017). ALICE is a United Way acronym which stands for Asset Limited, Income Constrained, Employed. The ALICE report represents the growing number of individuals and families who are working but are not able to afford the necessities of housing, food, child care, health care, and transportation.

DESC has special workforce initiatives dedicated to returning citizens, Opportunity Youth (OY), public assistance and food stamp recipients, individuals who have limited education and work experience, and individuals with disabilities (including mental health). Through these special initiatives, such as DESC’s One-Stop Returning Citizens and OY Initiative, DESC ensures that the workforce system is equipped to help these individuals acquire the skills and knowledge necessary to obtain employment and training.

DESC and the MWDB collaborate and integrate services with the core One-Stop partners to ensure that customers, including individuals with barriers to employment, have access to appropriate program services. Service Delivery is enhanced through the integration of the planning process, the coordination of activities and services, and the sharing of information and customer data (where allowable and appropriate). A MOU or some form of cooperative agreement has been established with core program providers to ensure effective program coordination. DESC’s service providers work closely with other local entities to help resolve participants’ employment barriers through providing coordinated case management, support services, and by linking participants with area service providers for additional resources and assistance.

DESC works with entities like the Michigan Department of Health and Human Services (MDHHS), Michigan Rehabilitation Services, Michigan Department of Corrections, Detroit Public Schools Community District, Wayne County Community College District, alternative post-secondary technical training institutions, the Local College Access Network – Project ACE, Job Corps and other organizations who provide academic, employment and training services to Detroit job seekers who have barriers to employment. These partners, and many others, are invited to provide general program information to DESC and other stakeholders at DESC’s regularly scheduled partnership meetings.

DESC is also working with the Detroit Regional Chamber to expand its role in the implementation of the Detroit Promise program. The Detroit Promise ensures that any Detroit-resident student graduating from a high school in the city of Detroit will have a tuition-free path to an associate degree, technical certificate, or bachelor's degree at participating community colleges or four-year universities.

- **Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs.**

Building on the infrastructure created by the MWDB, DESC incorporates sector specific employer-focused MWDB subcommittees into the development of sector specific career pathways. In demand sectors identified by the Board include Construction and Transportation, Information Technology, Health Care, Manufacturing and Retail, Hospitality and Entertainment. DESC works with employers and community-based organizations (CBOs) to develop training programs that incorporate different avenues, or on-ramps, for those pathways. By involving employers at the very beginning, DESC can make sure that training efforts produce workers that meet business needs and have employers invested in the process from the onset

DESC's comprehensive career pathway system consists of multiple entry and exit points that provide education, training and support services needed for career advancement. The DESC has and will continue to dedicate the staff and resources necessary to realize this vision. DESC also works with employers, training providers, and core partners to co-enroll participants in support of developing career pathways. Program coordination and co-enrollment with WIOA, the Grow Detroit's Young Talent program, the Partnership.Accountability.Training.Hope.(PATH) Program, Wagner-Peyser, Michigan Rehabilitation Services, the Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) program, and other ongoing programs and services.

- **Improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).**

DESC works with employers and training providers to ensure that training is relevant to the needs of employers. Training results in industry-recognized credentials or certifications; and provides viable job prospects for program participants. DESC uses real-time labor market information to identify credentials in-demand by business and pursues approaches to engage with employers to identify high-quality and portable credentials within key sectors.

Training opportunities related to in-demand clusters include two-year, and four-year degrees and other credentials. DESC will seek to develop specific on-the-job training (OJT), customized training and apprenticeships for businesses participating in clusters and relevant industries. In addition, soft-skill, work-readiness and literacy training, including workshops and one-on-one-tutorials is provided based on in-demand needs. As DESC's employment sectors continue to develop, the DESC will work with businesses to identify relevant training. DESC will also consider addressing additional sectors as demand develops.

DESC utilizes US DOL, State of Michigan, Workforce Intelligence Network (WIN) Michigan Works! Association and their Business Servicers User Groups and other sources of information in order to direct students and job seekers to in-demand training leading to a recognized postsecondary credential and career opportunities.

To ensure that program participants have access to high-quality training, DESC forms Master Training Agreements (MTA) with eligible training providers. The terms of the MTA are in accordance with the WIOA. Individual Training Accounts (ITAs) provide funding for training opportunities that enables eligible DESC participants to acquire skills to assist them in obtaining employment in high-growth, in-demand job markets within the local Detroit metropolitan area. Training providers are expected to provide participants with the necessary knowledge, skills and abilities to assist them in acquiring family-sustaining wages and employment.

4. A description of the strategies and services that will be used in the local area to:

- **Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs.**

To facilitate the match between employers and job seekers, DESC has a designated Business Services Division (BSD). The Division works closely with various-sized companies in in-demand sectors to identify their requirements for worker education, skills and experience. Staff also works with the State of Michigan, Michigan Economic Development Corporation (MEDC), Wayne County Economic Development Corporation (WEDC), the Detroit Regional Chamber, the Detroit Economic Growth Corporation (DEGC), and other entities, to provide information and support for employers expanding or moving into the Detroit area.

The State of Michigan assists in the development of industry-based partnerships with employers. These partnerships promote the economic health and welfare of businesses and workers. Employers provide direct information on in-demand jobs, required skill sets, training program requirements, and candidate assessments. The development of in-demand sectors supports the overall goal of providing employers with a highly skilled workforce and Detroit residents with family-sustaining wages.

- **Support a local workforce development system that meets the needs of businesses in the local area.**

The Mayor's Workforce Development Board is actively working to develop sector strategies and an organizational structure that addresses the needs of the business community for a skilled workforce. In doing so, the MWDB, along with DESC, will focus on the following in-demand sectors based on labor market information and economic indicators for the Detroit region: construction and transportation; information technology; health care; manufacturing; and retail, hospitality and entertainment.

The Michigan Industry Cluster Approach and DESC's requirements for training providers ensure that DESC's workforce development efforts meet the needs of Detroit businesses. DESC's Business Services Division (BSD) works with employers of all sizes (from small business to Fortune 500

companies) to develop, recruit, and retain the talent necessary for production and productivity. Business services includes recruitment activities, pre-interviews and assessments, customized training, on-the-job training, incumbent work training, internships, work experiences, Rapid Response services, and information on tax breaks, incentives, and the Michigan Fidelity Bonding program. DESC works with employers to explore ways that they can invest in the continuing education and training of their employees to obtain credentials.

In addition, DESC provides competitive grant awards to employers through the Michigan Skilled Trades Training Funds. These grants are used to provide training that enhances talent, productivity, and employment retention, while increasing the quality and competitiveness of local businesses.

- **Improve coordination between workforce development programs and economic development.**

To improve coordination between DESC's workforce services and the city of Detroit's economic efforts, DESC will continue to work with the City of Detroit and organizations such as Michigan Economic Development Corporation (MEDC), Detroit Economic Growth Corporation (DEGC), Detroit Regional Chamber, New Economy Initiative and other stakeholders to help connect Detroit employers and job seekers with opportunities available through new economic development in the Detroit area. Through these relationships, DESC can identify in-demand employment opportunities, access local labor market information and employment trends, help new businesses attract and find talent, identify training opportunities, and support entrepreneurship.

- **Strengthen linkages between the One-Stop delivery system and Unemployment Insurance programs.**

DESC's Detroit at Work One-Stop Career Centers are the main point of participant intake and delivery for both Wagner-Peyser and WIOA services. Coordination across the two programs aims to improve the efficiency and effectiveness of the services. At the One-Stops, potential unemployment claimants are referred to DESC's workforce programs. Eligible participants are dually enrolled in both WIOA and Wagner-Peyser to achieve a process for program and service integration between both programs. At the one-stops, Employment Services and WIOA staff, One-Stop partners, and other service providers provide standardized intake, assessment procedures, and services.

The Unemployment Insurance Agency (UIA) has established a hotline for claimant questions and concerns within the Michigan Works! Service Centers. DESC's customers have access to telephones in the Resource Rooms to connect to the hotline. The UIA phone number are logged into speed dial so that the claimant can press a designated button or number, and the phone directly dials to the UIA hotline. The phone calls coming from this line are a priority and are placed ahead of general calls.

Regular staff training is utilized to ensure that WIOA and Wagner-Peyser ES staff are cross trained on policies and procedures for benefits and services allowed and offered to dislocated workers and unemployment claimants under both the WOIA and Wagner-Peyser. ES front-line staff receive training on how to identify eligible unemployment claimants. In addition, case management services

are coordinated with WIOA staff to help unemployment claimants prepare for employment and training opportunities.

5. A description of how the local board will coordinate local workforce investment activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services.

As a member of the Southeast Michigan Works! Agency Coalition (SEMWAC), DESC participates in strategic regional initiatives that focus on coordination efforts between workforce development program and economic development. DESC will continue to work with SEMWAC’s Business Service Network (BSN) to bring business services representative from workforce and economic development agencies, educational institution and non-profit organizations throughout the region. In addition, DESC works with SEMWAC partners to coordinate labor market research, job-matching strategies, education and training services, attract talent, and implement reemployment strategies.

In addition to DESC’s SEMWAC membership, DESC is also a board member of the Workforce Intelligence Network (WIN). WIN whose board is comprised of six Michigan Works! Agencies and ten community colleges. Also included in their network are economic development agencies, universities, and industry support organizations in nine counties in Southeast Michigan. WIN supports regional workforce and economic development activities by coordinating targeted, efficient, and cost-saving talent solutions. WIN also organized the Investing in Manufacturing Community Partnership (IMCP). The IMCP partnership has developed strategies to ensure a qualified and ready workforce; support for business development, innovation and job creation; and technical and other support for businesses.

The State of Michigan’s Workforce Development Agency implements Community Ventures, which promotes employment and social enterprise. The WIOA funding is leveraged with non-federal state funds in the development and implementation of Community Ventures/Social Entrepreneurship. Community Ventures is an innovative economic development initiative that promotes employment and social enterprise in the state’s most economically distressed urban areas. DESC uses this initiative to help structurally unemployed residents pursue career opportunities (including entrepreneurial skills training and microenterprise services) in the city of Detroit. “Structurally unemployed” residents are those who meet one or more of the following criteria: lack education, lack functional literacy, long-term disconnection from employment, living at or below the poverty threshold, returning citizens (ex-offenders), at-risk youth, or have a disability. The Michigan Economic Development Corporation (MEDC) works with DESC, the Michigan Department of Health and Human Services, Rehabilitation Centers, and faith-based organizations to identify participants. Employers are vetted by DESC’s Business Services Unit, MEDC, and other partners and establish a contract with MEDC to receive wage reimbursements. Potential participants are pre-screened and interviewed by employers for job selection. Participants receive post-employment supportive services and training and work readiness training.

Community Ventures provides the following benefits to job seekers and employers:

- Provides employment opportunities for individuals who have limited employment options;
- Addresses participant’s barriers to employment
- Provides a mechanism to provide additional support service to individuals. This support may include financial literacy and mentoring assistance.
- Helps participants develop work readiness skills and develop solid employment history.

DESC coordinates workforce investment activities (including entrepreneurial skills training and microenterprise services) with other Michigan Works! Agency in Prosperity Region 10. As an employment strategy, the WIOA provides an opportunity for the Board to focus on entrepreneurial skills training for adults and youth. In addition to the services provided through the WIOA, DESC developed partnerships with training entities and community organizations such as Wayne County Community College District, SER-Youth Build Construction Institute, and the Detroit Economic Growth Corporation (DEGC) for referral sources for entrepreneurial skills training and microenterprise services. DESC has identified the Build Institute, Detroit Score, Junior Achievement, and Detroit TechTown Business Incubator Center (TBIC) as prospective resources that DESC can utilize to help assist Detroit residents (adults and youth) launch and grow their own businesses. The services provided by these entities include helping individuals identify and map the strategies necessary to establish a successful business, such as designing an effective business plan, identifying financial assistance, and developing networking and marketing strategies. DESC collaborates with these organizations to help individuals who desire to start their own business. In addition, WIOA Title II partners, such as Detroit Public Schools Community District and Wayne County Community College District, offer programming in business basic and financial literacy that can help adult job seekers build effective entrepreneurial skills.

As a viable employment option for job seekers, DESC’s Business Services Unit continues to explore strategies to expand and strengthen partnerships to ensure that customers have access to entrepreneurial training and microenterprise services. Furthermore, the MWDB explores national best practices and initiatives that focus on entrepreneurial training and microenterprise services.

6. A description of the One-Stop delivery system in the local area, including:

- **How the local board will ensure the continuous improvement of eligible providers of services through the system and that such providers will meet the employment needs of local employers, workers, and jobseekers.**

The Mayor’s Workforce Development Board (MWDB), in collaboration with the DESC, strives to make sure that there is systemic, continuous improvement among service providers. DESC approves contracts consistent with the DESC Board bylaws. Staff from DESC’s Compliance and Program and Service Innovation Units closely monitor the programmatic and fiscal performance of each service provider through the review of files, invoices, site visits, and customer surveys. DESC’s Business Services Unit regularly meets with employers to identify and address employers’ workforce needs.

Objective measures such as the number of individuals/participants recruited, trained, and placed in appropriate employment is reviewed. Monitoring findings are reviewed, and technical assistance

aimed at addressing findings is provided to service provider. In addition, corrective action letters are issued to services providers who have significant fiscal and programmatic discoveries. Additionally, to ensure continuous improvement and successful outcomes, service providers are expected to provide quarterly financial and program reports, participate in regularly scheduled partnership/contractor's meetings, and adhere to requests for information on oversight on day-to-day operations. All service providers are expected to conduct in-service training on a regular basis to maintain and advance the professional quality of the provided employment, training, and customer service. Customer satisfaction surveys are conducted with employers, workers, and job seekers to ensure that their employment and training needs are being achieved.

DESC performs evaluations and conducts site visits with potential training providers to support participants' access to quality training programs and employer-led training. This process is used for system enhancement and to ensure that training providers meet the requirements for the State of Michigan's federally required eligible training provider list (ETPL), Michigan Training Connect (MiTC), and DESC's preferred training providers' lists. In addition to placement on the MiTC, training providers are required to have an approved Master Training Agreement (MTA) with DESC. Training providers are required to follow the guidelines and requirements detailed in MTA.

DESC's One-Stop operator meets regularly with one-stop system partners to assess the needs of system participants and to develop strategies for system improvements. Feedback has also been solicited in the system redesign process through a survey sent to system partners and through individual meeting and focus groups held with vendors and participants.

- **How the local board will facilitate access to services provided through the One-Stop delivery system, including in remote areas, through the use of technology and other means.**

Redesigning the Detroit One-Stop/Detroit at Work delivery system includes, providing sites strategically located throughout the city of Detroit. DESC will ensure that sites are easily accessible to customers by both public and private transportation. In addition to the One-Stop Service Centers, DESC provides customer access to One-Stop services as follows:

- Customers are provided with information about workforce services that are available at the full One-Stop centers through Pathways to Potential (PTP) access points located at Detroit Public Schools Community District facilities throughout the City. Customers utilizing this avenue can schedule appointments and receive transportation assistance to get to the One-Stops.
- DESC's mobile One-Stop unit, Workforce One, brings job search assistance, computer access, and other employment and training services directly to the community. Per request, Workforce One travels throughout the city at various entities including faith- and community-based organizations, educational entities, homeless shelters, parks, and other locations where jobseekers are available. The mobile unit is equipped with the same amenities and services that are available to customers and partners at DESC's One-Stop service center locations.

- DESC collaborates with faith-based partners to provide access to workforce services in Detroit neighborhoods. These access points serve as a connector to DESC's One-Stop service delivery system.
- DESC's Grow Detroit's Young Talent Portal provides an internet-based application process for youth who want to participate in DESC's summer youth program.
- DESC is in the process of establishing an electronic partnership referral process that will provide partnering organizations access to submit customer referrals directly to the One-Stops.
- Access to DESC's One-Stop services (including enrollment procedures, recruitment events, and special programs information) are available through social media (Facebook, Twitter, and Instagram).
- DESC's website also provides job seekers and employers with information about DESC's One-Stop services. Employers, human service organizations, educational service providers, and other stakeholders can make request for DESC's mobile One-Stop services directly from the website.
- **How entities within the One-Stop delivery system, include One-Stop operators and the One-Stop partners, will comply with the nondiscrimination provisions of the WIOA (Section 188), if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 United State Code [U.S.C.] 12101, et seq regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individual with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.**

DESC ensures that all facilities, program and services, technology, partner services, and outreach material are compliant with the Americans with Disabilities Act (ADA) and the nondiscrimination provisions of Section 188 of WIOA. DESC includes equal opportunity nondiscrimination and civil rights compliance language in contracts with service providers. In addition, DESC staff conducts onsite-monitoring reviews of WIOA-funded subgrantees to determine the extent to which funded recipients and their subcontractors are meeting the compliance obligations set forth in Section 188, ADA, and other applicable equal opportunity and nondiscrimination statutes. The Board regularly assesses the physical and programmatic accessibility of DESC's One-Stops to comply with Section 188 and of the ADA of 1990.

The DESC provides WIOA staff with training, guidance, and support in ADA-related program areas. Training program areas include the following: outreach, recruitment, assessment, staff development, curriculum and materials development, career development, planning, partnership building and collaboration, employer training, and parent/family support and training. In addition, DESC will continue to strengthen its partnerships with the Michigan Rehabilitation Services and the Michigan Bureau of Services to Blind Persons in order to improve the workforce services provided to individuals with disabilities and employers and increase staff's knowledge of disability-related issues, best practices, and services.

- **A description of the roles and resource contributions of the One-Stop partners.**

DESC and the MWDB will continue to collaborate and integrate services with the One-Stop partners listed below to ensure that customers have access to appropriate program services. Delivery of services are enhanced through the integration of the planning process at the state and local level, the coordination of activities and services to participants, and the sharing of information and customer data (where allowable and appropriate). As previously mentioned, MOUs have been established with each One-Stop partner. The MOU defines the specific roles and resource contribution of each service providers. Based on an agreed-upon cost allocation plan with partners and according to existing agreements, each partner is responsible for paying its respective program costs, unless otherwise noted in the MOU or other formalized agreement. Costs for services for participants who are determined in need of and eligible for a One-Stop partner's services or programs are borne by the One-Stop partner that is authorized to deliver the service for which they are funded. If eligible, some participants may receive non-duplicated services from multiple partners.

DESC has negotiated an agreement on shared cost with partners to fund the infrastructure of the One-Stops. Joint funding for the One-Stop system through infrastructure contributions are based on the following: (1) a reasonable cost allocation process in which cash or in-kind infrastructure cost is contributed by each One-Stop partner in proportion to the partner's participation; (2) any applicable Federal cost principles; and (3) any local administrative cost requirement in the Federal law authorizing the partner's program.

Listed below is the primary role for each the following One-Stop partners:

- Title I – WIOA (Adult, Dislocated Worker and Youth Programs) – Competitively selected vendors provide case management, assessments, employment, training, follow-up and related services to adults, dislocated workers, and youth. Case management services includes career and training services as required under the provisions of WIOA as well as other services.
- Title II – Adult Education and Family Literacy Act Program – A designated service provider (such as Detroit Public School, Siena Literacy Center, Dominican Literacy Center, Detroit Hispanic Development Corporation, Southwest Economic Solutions, Wayne County Community College District, Wayne State University, or Mercy Education Center) provides customers who are basic skill deficient, English Language Learners, and need assistance completing educational and training programs with the skills required to obtain diplomas or other credentials. In addition, this partner help to ensure that customers connect to career pathways and become partners in their children education.
- Title III – Wagner-Peyser Employment Services/Unemployment Compensation Program/ Reemployment Services and Eligibility Assessments (RESEA) - DESC's Employment Service (ES) system design consist of bringing together individuals seeking jobs and employers seeking workers as the core of the labor exchange system. In accordance with Wagner-Peyser regulations, these services are provided at no cost to employers or job seekers. The system includes the following employment-related labor exchange services:

- job search assistance; assessments; job referrals; placement of job seekers; re-employment services to unemployment insurance claimants; registering unemployment insurance claimants for work; delivery of the UI Work Test; and recruitment services for employers. Eligible vendors must be merit-staffed public organizations who are affiliated with one of the following types of organizations: unit of the state of Michigan, a local unit of government, special purpose unit of government, school district, intermediate school district, public college or public university.
- Title IV Vocational Rehabilitation – Michigan Rehabilitation Services (MRS) works with eligible customers and employers to support employment opportunities and self-sufficiency for individuals with disabilities. In addition, MRS helps employers find and retain qualified workers who have disabilities.
 - Trade Adjustment Assistance (TAA) Program -- The Detroit TAA Program provides case management services, job search assistance, job training services, labor market information, relocation services, and supportive services to workers who have lost their jobs because of foreign trade. The program provides adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to re-enter the labor market. DESC's ES vendor, Downriver Community Conference (DCC), provides TAA service to qualified individuals.
 - Carl D. Perkins Career and Technical Act Program – The program provides individuals with the academic and technical skills needed to succeed in a knowledge- and skill-based economy. Perkins supports career and technical education that prepares students for postsecondary education and careers.
 - YouthBuild – YouthBuild provides alternative education programming and job training to at-risk youth ages 16 to 24. Program participants learn construction skills while earning their high school diploma or equivalency degree. Both DESC and SER-Metro Detroit Jobs for Progress are implementing YouthBuild programs for qualified Detroit youth residents.
 - Community Service Block Grant Programs – Services are designed to help communities alleviate the causes and conceptions of poverty in communities. Program areas include employment, education, financial literacy training, housing, nutrition, emergency services, and healthcare.
 - Job Corp – Job Corp provides free education, training, and housing to low-income individuals, 16 to 24. (An exception to the age requirement may be made for individuals with disabilities.) The program helps young adults learn a career, earn a high school diploma or GED, and find and retain employment.
 - Indian and Native American Program – The program provides employment and training services to Native Americans. Services include academic, occupational and literacy skills training, and job search and job placement assistance. The North American Indian Association of Detroit has had an established MOU with DESC.
 - HUD Disabled Veteran's Outreach Program (DVOP) – The DVOP provides intensive services with special employment and training needs to veterans (including veterans with

disabilities, recently separated, and campaign badge veterans). Services include in-depth assessments, career and vocational guidance and counseling, supportive services, job readiness training, and job and training referrals. DESC works with the State of Michigan to provide DVOP staff at the One-Stops.

- National Farmworkers Jobs Program (NFJP) – The NFJP provides employment and training services to migrant and seasonal farmworkers (MSFWs). Services include career services, assessments, career counseling, and related assistance services
- Senior Community Employment Service Program (SCSEP) – The SCSEP provides community service and work-based job training services to older Americans. Program participants must be at least 55, unemployed, and have a family income of no more than 125 percent of the federal poverty level. Detroit Area Agency on Aging provides employment and training services to eligible program participants.
- Temporary Assistance to Needy Families (TANF) Program – TANF provides TANF recipients with education and training opportunities and job search/job readiness activities to increase the participant’s income, therefore, reducing or eliminating the family’s need for public assistance. DESC’s Partnership.Accountability.Training.Hope. (PATH) program vendors provide TANF workforce service to Family Independence Program applicants and recipients.

7. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Workers Programs

– The WIOA Adult and Dislocated Worker program, authorized under WIOA, is designed to assist participants obtain employment. This program is specifically targeted toward individuals, 18 and older, who are in need of employment and career advancement. Dislocated worker programs assist workers before and after a layoff in identifying training, including on-the-job training, to facilitate rapid re-employment. DESC currently provides WIOA employment and training services at three One-Stop Career Centers in Detroit to adults and dislocated workers. These Centers are located at 9301 Michigan Avenue, Detroit Michigan 48216; 18100 Meyers, Detroit Michigan 48235; and 5555 Conner, Detroit Michigan 48213. Centers are open Monday, Tuesday, Wednesday, and Friday from 8:00 am to 5:00 pm and Thursday from 8 am to 7:00 pm. Services include case management services, testing and assessments, job search assistance, career counseling, resume preparation, interview skills development, basic skills training, career pathways, occupational skills training, on-the-job training, apprenticeships, customized training, computer and resources room access, and other employment and training related workshops. DESC provides training in in-demand sectors such as manufacturing, healthcare, information technology, skilled trades, green energy, agriculture, hospitality, sports and entertainment, and retail and construction.

Wagner-Peyser-Employment Services Act – DESC provides Wagner-Peyser ES services to employers and job seekers at the Detroit One-Stop/Detroit at Work Career Centers. Wagner-Peyser services are made available to citizens and nationals of the United States, lawfully admitted

permanent resident alien, refugees, and other immigrants authorized to work in the United States. DESC's ES labor exchange system focuses on a variety of employment-related labor exchange services including: job search assistance; assessments; job referrals; placement of job seekers; re-employment services to unemployment insurance claimants; registering unemployment insurance claimants for work; delivery of the Unemployment Insurance Work Test; and recruitment services for employers.

Trade Adjustment Assistance (TAA) Program –The TAA Program is a federal entitlement program that assists U.S. workers who have lost or may lose their job as a result of foreign trade. Eligible program participants must be covered under a certification. Eligible participants may receive the following services: employment counseling, case management services, Trade Readjustment Allowance (TRA), Health Coverage Tax Credit (HCTC), job training, Reemployment Trade Adjustment Assistance (RTAA), job search allowances, relocation allowances, and other re-employment services. The TAA Program is available at DESC's One-Stop Career Centers to qualified individuals.

Partnership. Accountability. Training. Hope. (PATH) Program - The PATH Program (is a joint partnership between the Michigan Department of Health and Human Services [MDHHS]), Workforce Development Agency-State of Michigan (WDA), and DESC. The PATH Program provides Family Independence Program (FIP) applicants and recipients with employment-related services, training, and supportive services in order to obtain and retain employment. DESC is responsible for ensuring that mandated federal participation rates for Temporary Assistance to Needy Families (TANF) recipients are being met by the majority of PATH participants who live in the city of Detroit. Services are provided at DESC's PATH vendors offices strategically located through the city of Detroit.

Supplemental Nutritional Assistance Program (SNAP) Employment and Training (E&T) Program – The Detroit SNAP E&T Program is jointly administered by the Michigan Department of Health and Human Service –Wayne County and DESC. The Program is designed to help Able-Bodied Adults Without Dependents (ABAWDs), who receive food stamps, find gainful employment. ABAWDs receive case management services, job search assistance, training, work experience, and supportive services. Services are provided at DESC's SNAP E&T vendors offices strategically located through the city of Detroit.

USDOL Detroit Demonstration Grant Project: In partnership with the State of Michigan, Workforce Development Agency, DESC provides employment and training services through a demonstration grant funded by the U.S. Department of Labor. The Project provides employment and training services targeted for adults, youth, and returning citizens. Workforce services include career planning and wrap-around services; a Bridge Program for participants that helps them complete their adult basic education or GED; an Earn and Learn Program that allows participants to earn income and participate in training in a high-demand field at the same time; a One-Stop center located in Michigan Department of Correction (MDOC) facilities that provides pre-release employment and training services for prisoners; and a summer employment program for Detroit youth (14 to 24). Services are

currently provided at the Detroit One-Stop/Detroit at Work Career Centers and the Detroit Reentry Center (DRC), formerly known as the Ryan Correctional Facility.

Wayne County Employment Readiness Program– In partnership with Southeast Michigan Community Alliance (SEMCA), DESC implements an Employee Readiness Program for MDOC parolees who reside in Detroit and Wayne County. The Program helps parolees obtain employment and helps employers hire workers who have criminal history. Services features consist of job readiness training, temporary work experience, try-out employment, job search, job placement, and job retention. MDOC parole agents refer participants. Services are provided at SEMCA’s and DESC’s One-Stop locations.

American Apprenticeship Initiative – The American Apprenticeship Initiative (AAI) supports the expansion of quality and sustainable apprenticeship opportunities in high-growth occupations and industries. AAI apprenticeship training is designed to promote pathways for demand- driven careers that meet the Detroit’s workforce needs. (In partnership with Employ Milwaukee, Inc., DESC is implementing an AAI apprenticeship program designed to expand and enhance apprenticeships in health care, manufacturing and information technology.)

America’s Promise Job-Driven Program: - The purpose of America’s Promise grant program is to strengthen the pipeline of skilled workers to expand the region’s middle- to high-skilled workforce in prioritized industry sectors. This effort is intended to create economic opportunities for Detroit’s workforce to gain the necessary skills to fill in-demand jobs and increasing the long-term competitiveness of the region. To help achieve this goal, DESC has partnered with Employ Milwaukee, Inc. and the Workforce Intelligence Network (WIN) to provide apprenticeship training opportunities for Detroit residents.

Going Pro Apprenticeship Readiness Program - In partnership with the Operating Engineers (OE) Local 324, Michigan Laborers’ Training and Apprenticeship Institute (MLTAI), Cadillac Asphalt, and Utility Services of America (USA), DESC and the Black Caucus Foundation of Michigan (BCFM) jointly implement the Career Exploration/Pre-Apprenticeship Program (CEPAP) for students at Cody and Osborn High Schools and Randolph Career and Technical Center. The program prepares program participants for entry and success in Registered Apprenticeships and increases opportunities available to under-represented populations. The CEPAP helps employers and unions address labor shortages in the construction skilled trades, highway road construction, and utility services industries.

YouthBuild - DESC has collaborated with Southeast Michigan Community Alliance (SEMCA), Southwest Solutions (SWS), the Michigan State AFL-CIO Human Resources Development, Inc. (HRDI), and the Michigan Building and Construction Trades Council (MBCTC) to implement a YouthBuild program for young adults, ages 18-24, who are residents of Detroit, Hamtramck, or Highland Park, Michigan. YouthBuild is a community-based alternative education program that provides job training and educational opportunities for at-risk youth ages 16-24. Youth learn construction skills while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between the construction site

and the classroom, where they earn their high school diploma or equivalency degree, learn to be community leaders, and prepare for college and other postsecondary training opportunities.

Ralph B. Wilson TechHire Program – Through funding from the Ralph B. Wilson Foundation, DESC implements the TechHire Program. The program provides training and support to expand Information Technology employment and career pathway opportunities for young adults who are 17 to 29 years old.

General Educational Development (GED) and Adult Basic Education (ABE) Program – DESC partners with Detroit Public Schools Community District to provide GED training and testing, Adult Basic Education/Pre-GED (ABE), and English as a Second Language (ESL) at two main Adult Education campuses in Detroit. Services include assessment, educational planning, individualized assistance, adult education techniques, and Learning Labs. Supportive services such as transportation assistance, clothing, and childcare are made available to program participants. DPSCD’s Adult Education Centers are located at 16164 Asbury Park, Detroit Michigan 48226 and 13840 Lappin, Detroit, Michigan 48205.

8. A description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which shall include an identification of successful models of such activities. Further, local areas are to define “requires additional assistance” for In-School and Out-of-School Youth eligibility criterion in their local plan.

DESC provides youth services to in-school youth (ISY) ages 14 to 21; out-of-school youth (16 to 24); and opportunity youth (OY), 16 to 24, who face significant barriers to academic and employment success.

DESC assists youth with disabilities by coordinating its service delivery model with Michigan Rehabilitation Services, the state of Michigan’s Bureau of Services for Blind Persons, Autism Alliance of Michigan and other organizations. DESC also works with Detroit Public Schools Community District through its JAG program to ensure that services are provided to in-school youth.

DESC’s comprehensive youth program strategies which enhances services and avoid duplication includes the following:

DESC Youth Program Strategies

1. Align Resources to Develop a Detroit Comprehensive Youth Services System

- **Vision:** seamless collaboration among dozens of agencies/organizations spanning workforce development, K-12, post-secondary education, human services, juvenile justice.
- **Purpose:** substantially increasing educational attainment and successful transitions to employment among 14-24 year olds – both in- and out-of-school youth and young adults.
- **Moving from Silos to Systems:** focus on aligning and integrating services to improve reach and effectiveness; build system level goals, metrics, tools (e.g., common assessment tool) and communications support; identify and fill service gaps; ensure that no one falls between the cracks.

- **Collaborate with the Youth Steering Committee** on the Mayor’s Workforce Development Board (MWDB) which identifies strategies regarding summer youth employment (Grow Detroit’s Young Talent), Opportunity Youth, Career and Technical Education, Youth Services, and WIOA youth implementation.
- **Funding Support:** leverage multiple funding sources, including DESC, schools, public agencies, and philanthropic investments to support this effort in order to substantially increase the number of opportunity youth served.

2. Implement the Grow Detroit’s Young Talent Initiative and position it as an entry point for Career Exploration and Careers

- DESC will effectively manage GDYT to ensure youth participants have positive experiences in summer youth employment.
- Establish a unified system for coordinating summer youth employment in the city of Detroit with public, private, non-profit organizations (including faith- and community-based organizations), corporate foundations, philanthropic organizations, and local employers.
- Provide at least 8,000 Detroit youth and young adults with paid, meaningful work and enrichment experiences (including work readiness and financial literacy training); connect youth to professional networks, employers, career paths and year-round programs where appropriate.
- Implement an effective system to collect, manage, and evaluate data to ensure positive youth outcomes.

3. Shift DESC’s WIOA out-of-school youth service-delivery model to prioritize Opportunity Youth.

- Connect youth talent development for Opportunity Youth to the workforce board’s “North Star” Goal of placing 100,000 Detroiters into jobs.
- Implement program models that emphasize work-based learning, career pathways, reengagement centers and career navigators.
- Develop strategies that support GED and high school equivalency completion, post-secondary credential attainment and job placement.

4. Move to School-Based Strategies for WIOA In-School Program

- Implement and support the Jobs for Michigan’s Graduates (JMG) program model.
 - ◆ JMG is a nationwide dropout prevention and academic recovery program for youth at Cody and Osborn High Schools. The program helps Detroit’s young people who are at risk of dropping out of high school, or who have already dropped out, graduate. It helps students to make successful transitions to postsecondary education and/or meaningful employment.
 - ◆ Expand JMG services to include WIOA youth program.
 - ◆ Procure contractor to deliver WIOA Youth services.
- Expand implementation of WIOA’s 14 elements for JMG participants.

5. Expand School Partnerships

- Increase dual enrollment and attainment for students in post-secondary education and provide apprenticeship opportunities.
- Increase career pathways and exploration opportunities for in-school youth.
- Ensure that “all” in-school youth develop strong basic skills necessary for success post-graduation.
- Provide youth with market relevant credits/credentials based on competencies they achieve.

6. Strengthen Employer Engagement with Youth

- Expand customized training model for older youth.
- Develop work opportunities, career pathways with targeted sectors/clusters.
- Build upon lessons learned from the CVS retail program for Opportunity Youth.
- Increase the capacity of intermediaries that place youth with employers to ensure a productive and successful placement.

7. Focus on Crime Prevention

- Provide safe spaces for youth to work and learn.
- Provide youth with education and employment opportunities in order to help prevent individuals from entering the juvenile justice system
- Target prevention of first-time offenders from becoming repeat offenders.
- Work with city Legal Department to establish expungement program for youth offenders.

8. Increase the Number of Youth Achieving Positive Outcomes

- Collect outcomes data related to educational attainment and employment in order to inform continuous improvement efforts.
- Develop citywide “whole population” metrics for the system (not just WIOA funding) that are “next gen” from what’s now in the Plan (e.g., Increase attainment of GED credentials, high school graduation, post-secondary entrance/completion rate, employment from X (current baseline) to Y (target)).

9. Develop a Citywide Youth Workforce Development Communications Strategy

- Demonstrate a sense of urgency – scale of need, potential impact, etc.
- Tell the story of positive results as they occur.
- Track and show momentum on scalable outcomes.
- Build strong media partnerships on youth strategies.

DESC contracts with specialized youth service providers to provide comprehensive youth services that include individual assessments, developing individual youth service strategies, and providing the fourteen youth program elements required under the WIOA.

DESC has a 10-year agreement with the Detroit Public Schools Community District (DPSCD) to work together on career and technical education (CTE) at DPSCD’s four career and technical schools. CTE provides the opportunity for students to start preparing for college and career. CTE students can participate in hands-on training and gain real world experience through job shadowing and internships. Many of DPSCD’s programs offer the opportunity to earn nationally recognized certifications. CTE is currently offered at Randolph Career and Technical Center, Breithaupt Career and Technical Center, Golightly Career and Technical Center and Crockett Career and Technical Center. CTE is offered to both youth and adults.

WIOA In-School Youth Services

DESC's In-School Youth Program consists of the WIOA program requirements and elements, the Jobs for Michigan's Graduates (JMG) Multi-Year program model, Careers Awareness and Readiness Equals Success (CARES) Program, and other evidence-based youth strategies and activities. Program participants must be age 14 to 21, attending school, low-income, and meet one or more of the following barriers provided in WIOA section 129(a)(1)(C)(iv):

- basic skills deficient;
- English language learner;
- an offender;
- homeless, runaway, in foster care or aged out of the foster care system, eligible for assistance under section 477 of the Social Security Act, or in an out-of-home placement;
- pregnant or parenting;
- an individual with a disability; and/or
- an individual who requires additional assistance to enter or complete an educational program or to secure and hold employment. In-School Youth Who Requires Additional Assistance include ISY: who have an incarcerated parent(s); who lacks occupational and/or educational goals; are migrant youth; who have documented chronic behavior problems at school; who are Native Americans; who are at risk of court involvement; who are refugees; who have a documented and verifiable substance abuse or alcohol problem; whose families have a history of illiteracy; or who are victims or witnesses of domestic violence. These ISY must meet one or more of the following criteria:
 - An ISY who requires additional assistance to enter or complete an educational program is a youth who is at risk of dropping out of high school; or has previously dropped out of an educational program but has returned to school; has below average grades; has a documented history of poor attendance in an educational program during current or previous school year; or has recently been placed in out-of-home care (i.e. foster care, group home, or kinship care) for more than six months; or
 - An ISY who requires additional assistance to secure and hold employment is a youth who has at least one barrier to employment, in addition to being low income eligible.

DESC's WIOA In-School Youth Program service providers are responsible for providing WIOA youth services and program elements in alignment with the JMG Program. In-School youth service providers work with the JMG staff to make the following fourteen (14) WIOA Youth Program Elements available to program participants in order to support the attainment of a secondary school diploma or its recognized equivalent, entry into postsecondary education, and career readiness:

- 1) Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential;
- 2) Alternative secondary school services, or dropout recovery services, as appropriate;

- 3) Paid and unpaid work experiences that have as a component academic and occupational education, which may include summer employment opportunities and other employment opportunities available throughout the school year; pre-apprenticeship program; internships and job shadowing; and on-the-job training opportunities;
- 4) Occupational skills training, with a focus on recognized post-secondary credentials and in-demand occupations;
- 5) Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupation cluster;
- 6) Leadership development opportunities, which may include community services and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate;
- 7) Supportive services;
- 8) Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months;
- 9) Follow-up services for at least 12 months after program completion;
- 10) Comprehensive guidance and counseling, including drug and alcohol abuse counseling and other counseling referrals;
- 11) Financial literacy education;
- 12) Entrepreneurial skills training;
- 13) Services that provide labor market information about in-demand industry sectors and occupations such as career awareness, career counseling, and career exploration services;
- 14) Post-secondary preparation and transition activities.

In conjunction with DESC's WIOA youth program services, DESC implements the award-winning JMG program. The JMG Program is the State of Michigan's affiliate of the nationally recognized Jobs for America's Graduates (JAG) Program. The JAG program provides proven strategies for helping youth and young adults stay in school through graduation, pursue higher education opportunities, and secure entry-level employment leading to career advancement opportunities. The JMG Multi-year program model is focused on in-school youth. The Program consists of a comprehensive array of services designed to improve youth success in achieving educational and career goals by helping youth remain in school through graduation; pursue postsecondary education; and secure quality entry-level jobs leading to career advancement opportunities. The JMG Program is committed to helping the state of Michigan and city of Detroit resolve dropout rates and transition challenges by supporting new and expanding pre-existing local programs that help at-risk youth and young adults overcome barriers to graduation from high school. DESC's JMG Program is currently available at six DPSCD High Schools where JMG Specialists are assigned to each location.

The CARES Program is a work readiness and career awareness training program targeted to 10th, 11th and 12th grade students enrolled in DPSCD and the Education Achievement Authority of Michigan (EAA). CARES is using the *Empower Youth Future* curriculum to teach life skills, career development and employability skills to the program's participants. The curriculum is integrated

with the National Career Readiness Credential (NCRC) and is designed to teach students the core skills necessary for entry-level employment.

WIOA Out-of-School Youth Services and Opportunity Youth

DESC’s out-of-school youth (OSY) Program serves youth, ages 16 to 24, who face significant barriers to academic and employment success, with an emphasis on serving “Opportunity Youth” (16- 24-year-old youth who are not working and not in school). DESC’s OSY Program consists of the Workforce Innovation and Opportunity Act program requirements and elements, an emphasis on Jobs for the Future’s Back on Track Model, and other evidence-based youth strategies and activities. According to JFF, “The Back on Track Through College Model guides the design of pathways to credentials for 16-24 year old youth who are off-track to graduation or disconnected from education and work. This model can be used in designing or enhancing diploma granting and GED programs, as well as redesigned first-year postsecondary programs for those that already have a GED or diploma but lack the skills to succeed. The Back on Track model articulates three program phases and accompanying features that help young people achieve their postsecondary ambitions.”

WIOA Out-Of-School Youth (OSY) Services are designed for OSY (16 to 24) who are Detroit residents, not attending any school (as defined under State law), authorized to work in the United States, registered for the Selective Service (if applicable), and who meet one or more of the following additional WIOA eligibility criteria:

- A school dropout;
- A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter;
- A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is:
 - basic skills deficient (The definition of deficient in basic literacy skills is an individual who computes or solves problems, reads, writes, or speaks English at or below a grade level of 8.9.); or
 - an English language learner.
- An individual who is subject to the juvenile or adult justice system;
- A homeless individual, a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under the Social Security Act, or in an out-of-home placement.
- An individual who is pregnant or parenting;
- A youth who is an individual with a disability; and/or
- A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. This includes youth who have at least one barrier to employment, in addition to being low-income eligible.

DESC’s service delivery model for out-of-school and opportunity youth includes the WIOA Program and the Opportunity Youth Incentive Funds. DESC’s competitively selected WIOA OSY Program service providers are responsible for providing WIOA youth services (including the 14 WIOA Youth

Program Elements), one or more of the above-mentioned program models, and program elements in alignment with DESC's Youth Strategy.

DESC implements the following strategies to support successful outcomes for OSY:

- Creating a network of pathways to postsecondary credentials and careers by aligning and integrating the work of agencies that provide education, career navigation assistance, academic support, and social and life support services to opportunity youth.
- Expanding year-round opportunities for opportunity youth to attain market-valued credentials and work experience, resulting in career success.
- Integrating the work among public and private collaborative partners to provide supports needed to help opportunity youth overcome obstacles to self-sufficiency, including those that are resultant of a juvenile justice placement, aging out of foster care, or pregnancy.
- Engaging the community both in understanding the importance of improving results among opportunity youth and in providing leadership and support for key strategies.
- Creating a shared data framework that tracks opportunity youth outcomes, supports collaborative partners in providing effective services, and informs public policy and communication efforts.

DESC identified the following program models for OSY and OY service:

1. Alternative Education Model: The alternative education model is designed to serve youth and young adults who do not have a high school diploma or GED. This model features intensive training to prepare individuals for the GED or diploma granting programs. This program features a strong academic remediation curriculum to ensure skill gains in math and reading.
2. Post-Secondary Education Training Model: The post-secondary education/training model is designed to serve youth who already have a high school diploma or GED and are interested in further education or advanced training. This program model features college preparation services such as, test preparation, academic skills training, study skill seminars, college tours and assistance with financial aid and the college application process as well as general career exploration and job readiness training. This model includes high quality instruction, academic and social support aimed at preparing youth for successful entry into and progress through post-secondary education and training.
3. Sector-Based Training Model: The sector-based training model is designed for youth and young adults with an interest in and an aptitude for a career within a particular industry sector. Sector-based training models may include bridge programs and pre-apprenticeships and must target jobs in industries that align with labor force needs or with projected growth and demand in the Detroit area. These programs feature career exploration, academic and occupational skills training, job readiness, and practical work experience within a specific industry. Programs must work with local employers or training providers to train a strong pipeline of skilled workers.
4. Youth Employment Model: The Youth Employment Model is designed to assist individuals interested in gaining employment to attain the work readiness skills necessary to succeed in the workplace, including helping individuals to gain industry-recognized credentials, with a focus on finding and retaining unsubsidized employment. Employment programs feature

career exploration, job readiness/soft skills development, career planning and work-based learning (including on the job training) that provide maximum opportunities for youth to learn theoretical and practical skills relevant to their career interests. This model may also feature work-based learning experiences, which are structured opportunities for youth to learn and engage in hands-on, practical work experiences. This can take the form of unpaid and paid experiences, summer and year-round employment, pre-apprenticeship, internships, job shadowing, and on-the-job training.

5. Training Services (Available to participants in all models): Youth who have been determined suitable for training, may also access training in in-demand industries with an Individual Training Account (ITA). This enables the youth to choose among certified training providers. Training services are purchased from certified training providers selected from the locally approved list in consultation with the career advisor.

Opportunity Youth Incentive Fund

In conjunction with DESC's WIOA youth program services, DESC serves as the backbone for the Aspen Institute's Opportunity Youth Incentive Fund (OYFI). The Initiative is designed to help opportunity youth re-enroll and/or participate in the labor market. The fund supports collective impact work that brings stakeholders together from all sectors of the community to improve education and employment outcomes for opportunity youth. OYIF goals are (1) to build strong evidence of success for utilizing the collective impact community collaboration strategy to build and deepen pathways that achieve better outcomes in education and employment for OY; and (2) to make the case for increase adoption of the collective impact and community collaboration strategy as an effective model for community change.

Work Based Learning

DESC exposes youth participants (including youth with disabilities) to a variety of experiences in order to identify and attain career goals. These activities include the following:

- Opportunities to engage in a range of work-based exploration activities such as site visits and job shadowing;
- On-the-job training experiences, including community service (paid or unpaid) that is specifically linked to the content of a program of study and school credit.
- Opportunities to develop and practice good work skills;
- Opportunities to learn first-hand about specific occupational skills related to a career pathway.

DESC's work-based learning strategies include paid and unpaid work experiences, summer employment and other employment opportunities available throughout the year such a pre-apprenticeship programs, internships, job shadowing, and on-the-job training.

DESC coordinates activities with the City of Detroit's Grow Detroit's Young Talent (GDYT) Program to leverage funding (including WIOA funding), garner partner relationships, and expertise to increase the number of summer jobs available for Detroit's youth and young adults. To support summer work experiences and employment opportunities, DESC procures a Summer Youth

Employment Coordinator (SYEP) to provide structured summer work experience programs, develop and manage summer employment worksites, and place Detroit youth in “age-appropriate” summer work employment opportunity. The summer employment program also consists of work readiness skills training, financial literacy training, career planning, and youth performance appraisals.

Career and Technical Education (CTE)

DESC has organized a dynamic partnership with Detroit Public Schools Community District’s Career and Technical Education programs through a 10-year MOU. CTE programs give high school students (including In-School WIOA youth participants) the chance to start preparing for college and careers. Through its partnership with DPSCD, CTE facilities have been modernized at the A. Phillip Randolph CTE Center and similar upgrades have been scheduled for the Breithaupt and Golightly Centers. Employers, union partners, and local foundations have enabled the centers to align CTE programming with five Randolph growth industries including Construction and Skilled Trades, Retail, Hospitality and Entertainment, Information Technology, Manufacturing, and Healthcare; Breithaupt’s Retail and Customer Service focus including Culinary Arts/Hospitality, Cosmetology/Retail, Automotive Repair and Servicing and Welding; and Golightly’s Culinary Arts, IT and Automotive focus.

The centers have also added adult training in evenings and weekends in order to leverage services and equipment available at the centers. Adult programs have utilized contextualized basic skills programs to deliver GED or high school diploma completion. Tutoring and testing and licensing fees have been included in the services provided as well as supportive services such as childcare assistance, purchase of work-related clothing, general transportation assistance, car purchase assistance and referral for mental health, disability assessment and rehabilitation.

DESC’s WIOA In-School Youth program model supports career pathways through CTE and youth opportunities to participate in hands on training and gain real life experience through job shadowing, work experiences, and internships.

Mayor’s Workforce Development Board Youth Committee

The MWDB Youth Committee has three areas of focus: Opportunity Youth (youth ages 16-24, unconnected from work and education), GDYT (summer youth employment), and Career and Technical Education. The Committee makes policy recommendations for and assist in the oversight and accountability of DESC’s youth programs. The Committee also serves as a partner in making recommendations for leveraging community resources; coordinating resources among secondary and post-secondary education, community-based organizations, and private funders; and other policy areas that are relevant to effectively serving youth populations.

In addition, the Youth committee enhances services and avoids duplication by convening a subcommittee that identifies strategies to integrate programs and services offered in the city such as the Workforce Intelligence Network’s Michigan Bright Futures program, which provides career exploration and mentoring opportunities to youth; the Detroit Regional Chamber’s Detroit Promise Program, which offers free tuition for community and 4-yr colleges to eligible high school graduates; Linked Learning schools supported by the United Way for Southeastern Michigan; Career and

Technical Education programs offered by Detroit Public Schools; DESC’s youth programs including the Grow Detroit’s Young Talent Program, the DOL Summer Jobs and Career Pathways Grant; and DESC’s Jobs For Michigan’s Graduates (JMG) Program. Possible strategies might be cross agency referral, outreach strategies like linkages among agency websites, development of a comprehensive city-wide youth app; resource sharing and other strategies. The information sharing may also work to avoid duplication by enabling agencies to share available resources. The committee is currently reconfiguring its structure and will revamp its strategies accordingly.

9. Information regarding any waivers being utilized by the local area, in accordance with any Michigan Talent Investment Agency/Workforce Development Agency (TIA/WDA) communicated guidelines or requirements regarding the use of the waiver(s).

The MWDB is not currently using any waivers.

10. A description of how the local board will coordinate relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.

DESC has formed a Career Education Advisory Council (CEAC) in accordance with state policy. The group fulfills the requirements of Michigan Public Act 491 of 2006 which states that Educational Advisory Groups (EAGs) are required by state law to serve in an advisory capacity to each of the local workforce development boards on educational issues.

On behalf of the MWDB, DESC has developed MOUs that detail specific referral and assessment process, strategies to leverage resources and opportunities for co-enrollment. In addition, DESC administrative and program staff engage in meetings and presentations with secondary and post-secondary educational providers. Through these organizations, DESC provides information on WIOA programs, arrange learning opportunities, foster relationships that support co-enrollment and leverage services through referrals. Fostering these relationships lead to improved services, coordinated service strategies, and reduce duplication of services.

DESC fulfilled its mandate to review WIOA Title II Adult Education Providers that were submitted to the State of Michigan for funding. DESC provided a recommendation on how the proposals aligned with the agency’s strategic goals and services.

DESC is coordinating program services for in-school youth with Detroit Public Schools Community District through the Jobs for Michigan’s Graduates Multi-Year (JMG) Program. The JMG Program is committed to helping the state of Michigan and city of Detroit resolve dropout rates and transition challenges by supporting new and expanding pre-existing local programs that help at-risk youth and young adults overcome barriers to graduation from high school. The JMG Multi-year program model is focused on in-school youth. The Program consists of a comprehensive array of services designed to improve youth success in achieving educational and career goals by helping youth remain in school through graduation; pursue postsecondary education; and secure quality entry-level jobs leading to career advancement opportunities. DESC’s JMG Program is currently available at six DPSCD high schools where JMG Specialists are assigned to each location.

DESC has also been implementing a work-based learning program at DPSCD through a US Department of Labor Career Pathways for Youth Grant. In coordination with program requirements, enrolled students work at employers related to their selected fields of study, which have included Information Technology, Retail/Hospitality and other sectors.

To support post-secondary activities for adults, DESC has an established partnership with Wayne County Community College District's (WCCCD) Diesel Mechanic Training Program. In addition, as the conveyor and facilitator for the OYIF project, DESC works with a broad array of community partners to improve and coordinate service delivery for successful secondary and post-secondary outcomes for youth and young adults.

The DESC and the MWDB collaborates with the Detroit Public Schools Community District to coordinate secondary and post-secondary education programs with DESC's workforce programs in order to enhance services to students and align resources to avoid duplication. In partnership with Wayne County Community College District, the DPSCD has implemented four 21st Century Workforce Development Centers. These Centers offer dual enrollment programs, adult education courses, and CTE training.

11. A determination of whether the Michigan Works! Agency (MWA) has elected to provide supportive services and needs related payments. The MWAs that elect to provide supportive services to participants during program enrollment must describe the procedure to provide supportive services. The procedure will include the conditions, amounts, duration, and documentation requirements for the provision of supportive services.

DESC provides supportive services for adults, dislocated workers, youth including service such as transportation, expungements, child care, interview attire or work clothing that are necessary to help customers participate in job seeking, employment and training activities. DESC works with various partners and community service entities such the Michigan Department of Human Services, Wayne Metropolitan Community Access Agency, Crossroads, and Jackets for Jobs to ensure the coordination of resources and services. Supportive Services payments are requested individually for specific needs, and may be made on a case-by-case basis only when the need for services is deemed determined reasonable and necessary.

DESC's Supportive Service Policy permits the use of supportive services (such as transportation and child/dependent care) and needs-related payments (NRPs)/(stipends) to eligible individuals who are participating in the qualified training program. Individuals who are participating in the DESC's Earn and Learn, America's Promise Job-Driven, YouthBuild, and American Apprenticeship Initiative programs and who are receiving training through Individual Training Accounts (ITA) are eligible to receive weekly NRP. Needs-related payments are designated to adult and dislocated workers who are unemployed and do not qualify for (or who are no longer eligible to receive) unemployment compensation. NRPs provides financial assistance to participants to (1) increase enrollment rates in the above-mentioned training programs and (2) help participants complete training. Payments do not replace or reduce any other federal financial assistance in which the participant may be eligible or entitled. In addition, DESC synchronizes supportive services with the resources available to

residents in the city of Detroit. These resources include assistance programs provided through organizations such as the Michigan Department of Health and Human Services, United Way of Southeastern Michigan, and Wayne Metropolitan Community Access Agency.

DESC's Supportive Service Policy includes the conditions, amounts, duration, and documentation requirements for the provision of supportive services.

12. A description of how the local board will coordinate the WIOA Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area.

One of the most critical barriers to economic self-sufficiency for unemployed and low-income Detroit residents is the lack of reliable transportation. As a result, MWDB continues to seek ways to improve transportation services to work and training for Detroit residents. DESC's current transportation support includes the following activities:

- Eligible customers can receive bus tickets for return visits for One-Stop services, job interviews and job fairs, and training activities. Through a partnership with Detroit Department of Transportation (DDOT), youth who participate in DESC's summer employment programs receive bus tickets throughout the entire duration of their employment.
- DESC operates a mobile unit that travels throughout neighborhoods in the city of Detroit. Many of the workforce services available at DESC's One-Stop center are available on the mobile unit.
- DESC works with employers to coordinate transportation access. Partnering employers provide van services to help employees travel to jobs where public transportation service is limited or unavailable.

DESC also implements the Drivers Responsibility Program, in conjunction with the Michigan Department of Treasury and Michigan Secretary of State. The Program will help Detroit residents eliminate qualifying Driver Responsibility Fees before October 1, 2018. Individuals, who have a qualifying offense, must participate in a 10-hour workforce development training program to have fees removed.

DESC will continue to coordinate and leverage additional supportive services with the Michigan Department of Health and Human Services for eligible customers. In addition, DESC works with private funders to help provide supportive service to customers in order to help them participate in DESC's workforce services and other education and training programs.

13. A description of the local per participant funding cap, if applicable.

Currently, DESC does not have a local per participant funding cap. DESC coordinates its intake process for WIOA, Wagner-Peyser, and Veteran Services at DESC's One-Stop resource room. Trained and knowledgeable staff greet customers and direct customer to the services provider or program that best fits the customers' needs. DESC's leadership team continuously review and make necessary changes to the intake process to ensure maximum coordination, improve service delivery,

and avoid program service duplication. Regardless of the program services and funding streams, all customers have access to computers, the Michigan’s Talent Connect system, and the other job seeking tools available in the resource room.

14. A description of plans, assurance, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the One-Stop delivery system.

The MWDB continues to work with One-Stop staff to develop a coordinated WIOA service delivery strategy including job readiness training, job placement, and labor exchange services. The coordination of these and other vital workforce development services removes service duplication within the comprehensive career center. One-Stop staff coordinates services with Wagner-Peyser co-located staff to avoid duplication of services. The goal is to streamline services to promote efficiency and optimize performance by leveraging resources and cost sharing. Cross referrals of potential program participants within the Detroit One-Stop/Detroit at Work system and coordination of services help avoid duplication and assure maximum efficiencies in services being offered.

15. A description of how the local area is planning to deliver employment services in accordance with the Wagner-Peyser Act of 1933, as amended by Title III of the WIOA. This description shall include:

- **The identification of a point of contact (name, address, phone number, email)**

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- **Information regarding whether the MWA is providing employment services directly in the local area or if service providers are being used. If service providers are being used, include the name of the provider, the type of entity, and whether or not the provider is a merit-based organization. For type of entity, choose from the following: state government agency, local unit of government, special purpose unit of government, school district, intermediate school district, public community college, public university, or other.**

Downriver Community Conference (DCC), a special purpose unit of government, is currently providing Wagner-Peyser services. DCC is a merit-based organization.

- **A description of how Wagner-Peyser funded services will be provided at no cost to employers and jobseekers.**

DESC's Employment Service (ES) system design consists of bringing together individuals seeking jobs and employers seeking workers as the core of the labor exchange system. In accordance with Wagner-Peyser regulations, these services are provided at no cost to employers or job seekers. Wagner-Peyser services are made available to citizens and nationals of the United States, lawfully admitted permanent resident alien, refugees, and other immigrants authorized to work in the United States.

DESC's ES labor exchange system focuses on a variety of employment-related labor exchange services including:

- ❖ job search assistance;
- ❖ assessments;
- ❖ job referrals;
- ❖ placement of job seekers;
- ❖ re-employment services to unemployment insurance claimants;
- ❖ registering unemployment insurance claimants for work;
- ❖ delivery of the UI Work Test; and
- ❖ recruitment services for employers.

DESC's ES meets the following requirements:

- ❖ Accepts applications for individuals without regard to his or her place of residence, current employment status, or occupational qualifications.
- ❖ Obtains only that information which is necessary to determine the applicant's qualifications for employment in order to facilitate job placement, or additional information needed to evaluate, plan, and improve programs.
- ❖ Gives priority in selection and referral to qualified veterans and eligible spouses of veterans and give disabled veterans priority over other veterans.
- ❖ Extends no preference in services to any applicant or group of applicants, except in accordance with legal requirements.
- ❖ Provides no services which will aid directly or indirectly in filling a job that is vacant because the former occupant is on strike or is being locked out in the course of a labor dispute or involves an issue in a labor dispute.
- ❖ Provides no services directly or indirectly in filing a job that involves picketing an employer's establishment.
- ❖ Provides no services to an employer who is known to unlawfully discriminate.
- ❖ Ensures that all ES locations are accessible to persons with disabilities.

DESC adheres to the Michigan Employment Security Act, which requires that information gathered about job seekers and employers be kept confidential. Information may be shared with appropriate agencies to facilitate labor exchange activities and to ensure compliance with federal and state regulations.

- **An explanation of how labor exchange services will be provided using the three tiers of services: self-services, facilitated services, and staff-assisted services.**

Labor Exchange Services consist of three tiers of service that is available to the public:

Standard/Self Services

Both job seekers and employers have access to standard/self-service use of the Pure Michigan Talent Connect (PMTTC) as well as access to job search aids and activities located in the resource rooms. Customers enter their resumes on the PMTC System and search for jobs on this system. Employers have access to the PMTC System to search resumes for qualified job candidates. In addition, both customers have access to printed information and other resources available in the DESC's Resource Rooms.

Facilitated Services

Facilitated Services are available for customers (job seekers and employers) who are unable to access the PMTC or Resource Room on their own. These customers include individuals who have no or poor computer skills; individuals who have physical and mental disabilities; and individuals who speak no or limited English. Staff assist these individuals with assessing ES program services. Facilitated services include: demonstration of the resume entry process, advice on the selection of a password of a user identification, assistance with internet navigation, assistance with key entry, data entry of the job seeker's resume into the system for those unable to do so, printing copies of the resume for the job seeker, and making copies of the resume for the job seeker.

Mediated Services/Staff-Assisted Services

Mediated services/staff-assisted services are available for individuals (jobs seekers and employers) who need more intensive staff assistance to obtain jobs or employees. These services are reported in the One-Stop Management Information System, mediated services component. For job seekers, these services include career guidance, resume writing assistance, job search workshops, job clubs, specific labor market information, and job search planning. For employers, these services include job order entries, search of the Pure Michigan Talent Connect System for qualified job seekers, screening and referral of job seekers, reference checks of selected job seekers, and proficiency and other testing.

- **A description of the manner in which career services are being delivered.**

Mediated Services

Mediated services provided by ES staff are a part of systems/services integration within each DESC Michigan Works! One Stop Center. This system/services integration approach provides an optimum array of services available for ES customers. Referrals of all persons with special needs are made to the appropriate WDA and MWA employees for targeted mediated services.

Facilitated Access

Certain disabilities and/or lack of computer familiarity literacy may create barriers for some job seekers or employers in accessing the Pure Michigan Talent Connect/Job Bank labor exchange system. Designated staff at each location are provided with assistance to job seekers or employers

who cannot access the Pure Michigan Talent Connect. Information pertinent to employment may only be requested from job seekers by ES staff.

Individuals who visit a DESC Michigan Works! One Stop Center seeking assistance about a claim for unemployment benefits are provided certain accommodations. Such accommodations include providing basic information and usage of office equipment such as telephones, fax machines, computers, and photocopying equipment to contact the UIA. DESC does not give any verbal or written advice to UI claimants regarding their benefits or claims. DESC restricts its activities to those that refer claimants to the Unemployment Insurance Agency by giving out phone numbers and official UIA brochures, pamphlets and allowing individuals to use DESC’s equipment to contact UIA.

The primary service offered through ES is access to the PMTC. Access to the PMTC System is provided through DESC’s internet service provider through a leased digital line to the internet. The system allows job seekers to go online to post a resume in the PMTC System and to view job postings placed in the Job Bank by employers. Employers can view the resumes placed in the PMTC System by job seekers and post job openings in the PMTC System. This labor exchange is available to any job seeker or employer who desires to participate.

Computer workstations are designated for each Employment Service location based on anticipated customer needs for direct access self-service.

Core and Intensive Services

Access to career services is available to UIA claimants through the services provided by DESC’s one-stop provider. Core services includes outreach, job search and placement assistance, and labor market information available to all job seekers. Intensive services include more comprehensive assessments, development of individual employment plans, counseling and career planning.

Computer workstations are designated for each Employment Service location based on anticipated customer needs for direct access self-service.

- **A listing of how many staff at each site will be available to provide services.**

DESC adheres to the standards for a merit system of personnel described in 5 CFR 900.603. The following merit-based contract staff is available at each DESC Michigan Works! One Stop Centers to provide services to ES customers:

Location	Staff
DESC Michigan Works! Career Service Center- Northwest Activity Center 18100 Meyers Detroit, Michigan 48235 Hours: 8:00 to 5:00 p.m.	One (1) Employment Service Lead Two (2) Career Specialists One (1) Part-Time Career Specialist
DESC Michigan Works! Career Service Center- Ser Metro	One (1) Employment Service Lead Two (2) Career Specialists

Location	Staff
9301 Michigan Avenue Detroit, Michigan 48210 Hours: 8:00 to 5:00 p.m.	One (1) Part-Time Career Specialist
DESC Michigan Works! Career Service Center- Samaritan Center 5555 Conner Detroit, Michigan 48213 Hours: 8:00 to 5:00 p.m.	One (1) Employment Service Lead Two (2) Career Specialists One (1) Part-Time Career Specialist

- A description of how the Unemployment Insurance (UI) Work Test will be administered. This description must include an explanation of how the registration of UI claimants will be conducted and how reporting claimant non-compliance with the “able, available, and seeking work” requirements will be managed.**

DESC adheres to the Michigan unemployment insurance system work test requirements in compliance with the Unemployment Insurance Agency.

ES Registration of Unemployment Insurance Claimants

All unemployment insurance claimants complete an ES registration at one of the designated DESC Michigan Works! One Stop Center locations. Completion and activation of a resume in the Pure Michigan Talent Connect System is a registration requirement. Claimants enter the registration at any location that can access the Pure Michigan Talent Connect System. If a claimant chooses to enter the ES registration at a location other than at the DESC Michigan Works! One Stop Centers, the claimant must still come to a location designated in DESC’s approved ES plan and have the registration verified.

The Unemployment Insurance Agency provides claimants with forms instructing them to register for work and listing the locations where they may register or verify their registration for work. An ES staff person must view and verify that the claimant’s resume is in the Pure Michigan Talent Connect System before certifying claimants’ registration.

If the claimant(s) do not create a resume in the MWA center and/or have not yet completed the Pure Michigan Talent Connect Confidential Information page, they are required to fill in the required confidential information to access their resume on the Pure Michigan Talent Connect System. When the Pure Michigan Talent Connect Confidential Information page is completed, a mediated services registration is created for the claimants in the OSMIS. This ensures that any subsequent services that the claimants receive can be reported correctly in the OSMIS. The DESC ES staff is responsible for verifying that the resume is on the Talent Bank.

After verifying the ES registration, the DESC’s ES staff applies a unique stamp and initial each claimant’s verification card and electronically log the name and social security number of each claimant after ES registration has been verified.

Reporting Claimant Non-Compliance with the “Able, Available and Seeking Work” Requirement

Any specific evidence of a claimant’s unavailability for or lack of seeking work that comes to the attention of an individual/staff assigned to deliver ES is reported by completing and providing a copy of Form DELEG-BWP 303, Claimant Advice Slip to the WDASOM-Unemployment Insurance Agency.

- **A description of how the Reemployment Service Eligibility Assessment requirements will be administered.**

DESC is aware of the profiling requirements contained in DELEG-BWP PI 04-10, DELEG BWP PI 07-25, and WDASOM-BWP PI 11-12 (and subsequent changes); therefore DESC fully comply with those requirements as follows:

- ❖ Each Monday, ES staff receives a weekly profiling list spreadsheet from the UIA. (Note: If Monday is a legal holiday, the list will be received on the next business day.)
- ❖ Claimants marked with an asterisk (mandatory-profiled claimants) on the profiling list are scheduled to attend a reemployment services information session within 7 to 10 days. ES staff schedules information, including the date, time, and location of the profiling information session that each claimant is to attend, and e-mail the list back to the UIA profiling coordinator by the end of the week in which the list is received. Claimants are scheduled to attend a profiling session with a date that falls within 7 to 10 business days after the list is returned to the UIA. As a result, UIA sends a letter to each mandatory-profiled claimant informing the claimant to attend the profiling session. (Note: ES staff does not excuse a mandatory-profiled claimant from a profiling information session.) ES staff also identifies voluntary-profiled claimants for profiling information sessions. As a result, ES staff is responsible for sending letters to these claimants notifying the claimants of their scheduled profiling session.
- ❖ Following the information session, ES staff uses their professional judgment to determine and identify claimants who may benefit from employment services and assist these claimants in creating an Individual Service Strategy (ISS). ES staff ensures that mandatory-profiled claimants selected to receive services agree to participate in the service documented on the ISS. If the mandatory-profiled claimant failed to participate in the agreed scheduled services, ES staff documents this information in the OSMIS and report to the UIA profiling contractor.
- ❖ ES staff provides the following reemployment services in the profiling information sessions: resume writing assistance, job search assistance, job placement assistance, career counseling, and labor market information. Additionally, claimants are provided with an overview of all services available at DESC’s One Stops and information regarding DESC’s service providers and partners. Information sessions are funded from either the Reemployment Services Initiative (RSI) or Wagner-Peyser 7 (a) ES funds.
- ❖ To comply with federal requirements, a Mediated Service Registration is created for all mandatory-profiled claimants, as well as, voluntary-profiled claimants who attend a profiling session. ES staff verifies that claimants have a Mediated Service Registration entered in the OSMIS and updates each registration by entering the correct profiling membership code. The Mandatory-Profiled membership code is entered for all

- mandatory-profiled claimants and the voluntary-profiled membership code is used for voluntary-profiled claimants who choose to participate.
- ❖ ES staff send a list of attendees to UIA.
 - ❖ Appropriate staff may deliver work-based learning or other services in accordance with federal and state policy.

DESC fully understands that it is solely the responsibility of the WDA Profiling Coordinators to determine any action that will be taken against an individual's claim in the event of non-compliance with profiling requirements.

- **An explanation of how the MWA will participate in a system for clearing labor between the states by accepting and processing interstate and intrastate job orders as a component of the National Labor Exchange System.**

DESC participates in the Michigan component of the National Labor Exchange System by providing access to the Pure Michigan Talent Connect system and receiving and forwarding certain interstate and intrastate job orders to designated ES staff for processing.

- **An explanation of how the MWA will ensure veterans will be provided access to the same employment services received by the general population. This explanation must include a description of the screening process the MWA uses to refer eligible veterans to Veteran Career Advisors for case management services and how priority of service for veterans and eligible spouses will be applied in the delivery of Wagner-Peyser funded services.**

DESC ensures that Employment Service providers comply with the Jobs for Veterans Act Public Law 107-288 of 2002, Title 38 of the US Code and the American Recovery and Reinvestment Act of 2009. U.S. Veterans and eligible spouses receive priority in vocational guidance, training, and job placement services in accordance with the order of priority established by Public Law 107-288, Title 38 of the U.S. Code. Preference in referral to jobs and priority to labor exchange services are given, first, to disabled veterans and eligible spouses, and then, to other qualified veterans and eligible spouses. DESC's ES staff provides facilitated and mediated access to veterans and eligible spouses who have difficulty or are unable to participate on the Pure Michigan Talent Connect system due to a lack of computer familiarity, literacy, disability, lack of access to the system, or any other identified barrier(s).

The ES services provided to veterans include the following procedures:

- ❖ Ask everyone entering the office for services whether that individual is a veteran or eligible spouse.
- ❖ Refer veterans or eligible spouses to the Disabled Veterans Outreach Program (DVOP) specialist or Veteran Career Advisors on duty at that time.
- ❖ If a veteran specialist is not available, ES supplies contact information for the Veterans' Employment Representative through a referral process established by the Veterans

Employment Representative and Employment Services.

After entering a resume in the Pure Michigan Talent Connect System, veterans and eligible spouses are referred to the available DVOP specialist or veteran career advisor. DVOP specialists are WDA employees assigned on a full-time or part-time basis to each designated ES office by WDA to provide specific workforce development services, in addition to those services available from ES providers. Also, in accordance with Section 410 of Public Act 354 of 2004, The DESC posts in a conspicuous place within each designated ES office, a notice advising veterans or eligible spouses that specialized veteran staff is available to assist him or her.

DESC will amend its ES Plan and update its services, as needed, according to any policy changes that may occur as a result of the implementation of The Jobs for Veterans Act.

- **An assurance that Migrant and Seasonal Workers (MSWs) will have equitable access to and receive the full range of employment services that are provided to non-MSW customers.**

DESC ES staff work closely with all partners in the DESC's Michigan Works! One Stop Centers to assist customers with special needs and barriers, including migrant and seasonal farm workers.

- **An explanation of the services and staffing the MWA will use to ensure that MSWs will be provided access to the same employment services, benefits, protections, counseling, testing, and job and training referral services received by the general population. This explanation shall include a description of the referral process to MSWs or other appropriate MWA staff.**

ES staff at each DESC location provides MSWs with access to the same employment services, benefits, protections, counseling, testing, and job and training referral services received by the universal population. MSWs that need more intensive assistance are referred to the state's Agricultural Employment Specialists either by direct contact (via telephone or email) or a referral form.

- **A description of any other planned services or activities for which Wagner-Peyser funds will be utilized.**

Along with services already described, DESC's ES staff also performs the following functions:

- ❖ Conducts outside recruitment activities to inform the public (job seekers and employers) about the Pure Michigan Talent Connect/Job Bank system and provide them with the opportunity to register in the system;
- ❖ Meets with employers at their place of business to instruct them on the use of the Pure Michigan Talent Connect/Job Bank system; and
- ❖ Conducts special Pure Michigan Talent Connect/Job Bank information and registration sessions at the local schools, community colleges, job fairs, and other sites and events as identified by the DESC.

DESC's Michigan Works! One Stop Centers are ADA compliant. All job seekers and/or employers with a disability are provided with universal access to all ES services. Each ES office at DESC's Michigan Works! One Stop Centers is equipped with assistive technology to help customers who have a disability access computers and other technology.

DESC also has an established connection with TIA/WDA'S Michigan Rehabilitation Services and Michigan's Bureau of Services for Blind Persons to provide services to individuals with disabilities. Both agencies are used to ensure that individuals with disabilities are provided with equal access to employment services.

16. A description of how the local board will coordinate the WIOA title I workforce investment activities with adult education and literacy activities under the WIOA Title II. This description shall include how the local board will carry out the review of local applications submitted under Title II consistent with the WIOA Section 107 (d)(11)(A) and (B)(i) and the WIOA Section 232.

The MWDB is committed to helping individuals acquire the education and training credentials necessary to successfully enter the labor market and achieve economic self-sufficiency. For this reason, the Board has selected a qualified vendor (through a formal procurement process) to assist adults to become literate and obtain the knowledge and skills necessary for employment and self-sufficiency. In addition, these services help adults who are parents obtain the educational skills necessary to become full partners in the educational development of their children. Through a contractual partnership with Detroit Public Schools Community District, eligible Detroit residents have access to assessments, educational planning services, Adult Basic Education services, English as a Second Language services (ESL), GED preparation and testing, and high school completion services.

DESC and the Mayor's Workforce Development Board ensures that all procurements made in whole or in part with funds administered by the State of Michigan, Workforce Development Agency are conducted in a manner that provides full and open competition. DESC establishes, maintains, and follows written procurement standards and procedures that comply with all applicable federal, state, and local laws and regulations.

17. Copies of executive cooperative agreements that define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local One-Stop delivery system. This includes cooperative agreements (as defined in the WIOA Section 107(d)(11)) between the local Workforce Development Board (WDB) or other local entities described in the WIOA Section 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 721 (a)(11)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under Title I of the Rehabilitation Act (29 U.S.C. 720 et seq)(other than Section 112 or Part C of that Title (29 U.S.C. 732, 741) and subject to Section 121(f) in accordance with Section 101(a)(11) of such Act (29 U.S.C. 721(a)(11)) with respect to efforts that will

enhance the provision of services to individuals with disabilities and to other individuals, such as cross-training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

DESC has established MOUs with all required partners that defines how all DESC's service providers and additional providers carry out the requirements for integration of and access to the entire set of services available at the Detroit One-Stop/Detroit at Work Career Centers. DESC follows the guidelines set forth by the State of Michigan, Talent Investment Agency/Workforce Development Agency

18. A description of the entity responsible for the disbursement of grant funds (Grant Recipient).

The Mayor's Workforce Development Board (MWDB) is directly responsible and accountable to the Workforce Development Agency, State of Michigan (WDASOM) for the planning and oversight of talent development programs in the city of Detroit. The MWDB is headed by Co-Chairpersons, Cynthia J. Pasky, President and CEO of Strategic Staffing Solutions and David E. Meador, Vice Chairman and Chief Administrative Officer of DTE Energy.

Designated by the MWDB, DESC serves as the fiscal and administrative entity that provides workforce services to qualified job seekers (including adults, youth, and dislocated workers) and employers. DESC's program services include Workforce Innovation and Opportunity Act programs (WIOA), Temporary Assistance to Needy Families (TANF) employment and training services, Food Assistance Employment and Training (FAE&T) programs, and other publicly and privately funded workforce programs.

The mission of the Detroit Employment Solutions Corporation is to cultivate local workforce talent to align with the needs of the business community through partnerships with key workforce agencies, faith- and community-based organizations, education and training institutions, and philanthropic, economic development and government entities.

19. A description of the cooperative process that will be used to award the sub-grants and contracts for the WIOA Title I activities.

DESC and the Mayor's Workforce Development Board ensure that all procurements made in whole or in part with funds administered by the State of Michigan, Workforce Development Agency are conducted in a manner that provides full and open competition. DESC establishes, maintains, and follows written procurement standards and procedures that comply with all applicable federal, state, and local laws and regulations.

As standard procedure, all WIOA procurement activities conducted by the DESC and MWDB, except those partnerships pre-approved by federal funding sources such as the United States Department of Labor, or other initiatives that require partnership arrangements, follow the guidelines established by the WDA's Policy Issuances 12-30 and 15-12, Property Management and Procurement, and all revisions.

Formal competitive procurements are conducted for all procurements more than \$150,000 unless otherwise prescribed by the specific grant or funding source. Competitive proposals are conducted with more than one source submitting an offer and either a fixed-price or a cost reimbursement type award is made. DESC implements documented procedures for the methodology used for technical evaluations. Awards are made to the responsible offeror whose proposal is most advantageous to the program and/or services with respect to price, technical, and other relevant factors considered. DESC's main objective is to obtain solicitations and award contracts with the best value from DESC.

DESC creates Request for Proposals (RFPs) and Request for Quotes (RFQs) that provide a clear description of the technical requirements for the product or service to be procured and identifies the requirements that the prospective bidder must fulfill, including all factors to be used in evaluating proposals and quotations. Notices of RFPs and RFQs are published in a local newspaper, posted on DESC's website, and emailed to potential bidders on DESC's Bidders' List. Each proposal is objectively evaluated and rated according to guidelines set forth in the RFP or RFQ. All proposals selected for funding are reviewed and approved by DESC's Audit and Finance Committee prior to completing contract negotiations.

Informal procurement procedures are conducted for small purchase procurement of property or services in accordance with the State and DESC's procurement policy. DESC will not break down one purchase into several purchases merely to be able to use small purchase procedures. Documentation of price rates or quotes is maintained from an adequate number of qualified sources.

If DESC receives a proposal or quote from only one source or after a determination that the competition is inadequate, DESC utilizes a non-competitive (sole source) procurement process. This procedure is minimized, justified, and documented. This procedure is only be used when the award is not feasible under DESC's standard competitive procedures due to one or more of the following circumstances: the item or service is only available from a single source; or when there is a public emergency need for the item or service which does not permit a delay resulting from using competitive procurement; or after solicitation of a number of sources; or if only one bid is received and/or competition is determined inadequate.

DESC advertises procurements in the Michigan Chronicle and makes this information available to anyone who makes a request. Organizations and individuals on DESC's Bidders' List receive funding opportunities announcements (RFPs, RFQs, and Public Notices) by email. Individuals and organizations interested in placement on DESC's Bidders' List may contact DESC's Procurement Specialist.

DESC has also recently joined the Michigan MITN System and will be publishing and distributing upcoming bid opportunities on the system. BidNet's Michigan MITN System connects participating agencies from across Michigan to a large vendor pool and streamlines the bid and vendor management process. BidNet's Michigan MITN System provides notification to registered vendors of new relevant solicitations, any addenda and award information from participating agencies from across Michigan.

DESC will utilize the system to streamline the purchasing process including bid management, bid distribution and vendor relations. Michigan MITN System is a single, online location for managing sourcing information and activities and provides local Michigan government agencies the tools needed to minimize costs and save time throughout the purchasing process.

20. If available, the local levels of performance negotiated with the Governor and CEOs to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under the WIOA Title 1 Subtitle B, and the One-Stop delivery system in the local area. Local boards are not required to provide or negotiate performance levels for those measures designated by USDOL as baseline measures as described in Section II.

To date, DESC has not negotiated levels of performance. DESC is anticipating further instructions from the State of Michigan, Workforce Development Agency.

21. A description of the actions the local board will take toward becoming or remaining a high-performing board, consistent with the factors developed by the State Board. For this section local board shall:

- **Effectiveness and continuous improvement criteria the local board will implement to assess their One-Stop centers.**
- **A description of how the local board will allocate One-Stop center infrastructure funds.**
- **A description of the roles and contribution of One-Stop partners, including cost allocation.**

The Mayor’s Workforce Development Board implements the following strategies in order to significantly and positively influence the needs of job seekers and local businesses:

- Develops a strong and engaging committee structure;
- Ensures that board members are well informed on key issues and activities involving the Detroit workforce system and economic activities in the Detroit region.
- Researches best practices that will help the city of Detroit achieve its mission for workforce services.
- Utilizes high quality information to inform decision-making.
- Performs the duties designated by the WIOA, the State of Michigan, and the local Chief Elected Official.
- Develops policies for the designated administrative and fiscal agency.

The Board uses clearly defined Memorandums of Understanding to assist DESC’s partners with effective coordination and collaboration of programs, services, and governance structures. Each One-Stop partner shares responsibility in its development, incorporating all the required information in accordance with WIOA Section 121(c)(2).

In the development of the section of the MOU and One-Stop infrastructure funding, the DESC and Mayor Michael Duggan, the Chief Elected Official, is responsible for the following:

- Ensuring that the One-Stop partners adhere to all One-Stop infrastructure funding guidance.
- Working with One-Stop partners to achieve consensus and informally mediate any possible conflicts or disagreements among One-Stop partners.
- Providing technical assistance to new One-Stop partners and local grant recipients to ensure that those entities are informed and knowledgeable of the elements contained in the MOU and the One-Stop infrastructure cost arrangement.

In the DESC's One-Stop infrastructure funding mechanism, One-Stop partner programs can determine which funds they will use to fund infrastructure costs. The use of these funds is in accordance with all applicable requirements, with the relevant partner's authorizing statutes and regulations, including, for example, prohibitions against supplanting non-federal resources, statutory limitations on administrative costs, and all other applicable legal requirements. In addition to infrastructure costs, the MOU includes other shared operational costs relating to the operating of the One-Stop, which includes applicable career services. The shared costs are allocated according to the proportion of benefit received by each of the partners consistent with applicable federal law and cost principles.

Additional specifications regarding infrastructure funding, shared costs, and MOUs are adhere to the State of Michigan, Workforce Development Agency's requirements.

The Board and DESC meet regularly to discuss ways to optimize current services and to leverage effective collaborations with service providers, public and private funders, community organizations and other stakeholders. To help facilitate this process, DESC commissioned several organizational needs assessments to analyze DESC's current structure (including one-stop operations), resources, and capabilities. As a result, DESC is pursuing an organizational redesign to improve and strengthen the ability to provide quality workforce development services in the city of Detroit. The result will be improved systems, structure, resources, and staffing necessary to implement effective workforce solutions to Detroit job seekers and employers. The redesign will focus on the following: strategy, key functions and structure, key function processes (including one-stop operations), finance, internal operations, and the voice of the customer. The redesign will also provide DESC, the MWDB, the DESC Board, and other stakeholders with important insights about DESC's financial and operational health, help ensure commitment to capacity building from DESC's leadership and Board and serve as a communication vehicle for funding opportunities and improvement initiatives that support workforce services dedicated to Detroit residents and employers.

Additionally, to support and improve DESC's One-Stop delivery system, DESC utilizes Michigan Works! Service Center (MWSC) Operations funds. These funds are used to support activities to improve customer service, inform and educate the public about the DESC's service centers, and upgrade facilities.

22. A description of how training services outlined in the WIOA Section 134 (Adult and Dislocated Worker) will be provided through the use of individual training accounts, including:

- **If contracts for training services will be used.**
- **Coordination between training service contract and individual training accounts.**
- **How the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.**

Individuals interested in pursuing training opportunities can access them through WIOA, TAA, and TANF/PATH, and other programs, if they meet program eligibility requirements. Individuals eligible for training through WIOA receive training through WIOA Individual Training Accounts (ITAs). The selection of eligible training providers is completed in a manner that maximized informed customer choice.

All training for WIOA ITA must be provided through eligible training programs and by providers listed of the Michigan Talent Connect (MiTC) portal. Eligible customers meet with WIOA staff and together they select a training provider listed on MiTC who has demonstrated the ability to provide quality training and services. Selection is generally based on occupation demand, training objectives, past provider performance, scheduling, accessibility, and cost efficiency. ITA cash values vary according to the type of training involved.

ITA training are organized individually by sectors through cohorts procured from the list of eligible MiTC training entities. In addition to ITAs, OJTs and customized training opportunities are executed when available among DESC's in-demand sectors and other developing sectors. DESC seeks to inform the training and educational institutions of employer and trainee needs so that training programs can be modified as necessary. DESC continues to work closely with employers and schools to design and implement customized training programs.

DESC evaluates every training provider using the following procedure:

- Confirmation is made to verify that the provider is listed on MiTC. If the provider is not listed, the provider is referred to the MiTC application process. If the provider is on MiTC, DESC proceeds to the next step.
- DESC's Prospective Preferred Training Provider Questionnaire is thoroughly reviewed. If the questionnaire has been completed satisfactorily, DESC moves on to a financial review.
- DESC's Administrative Services staff reviews the provider's most recent financial information, applying three solvency measures: current ratio, debt-to-assets ratio, and profitability. Providers must pass at least one measure to move forward.
- If the provider is approved by DESC, a site visit is conducted to ensure facility safety, accessibility and appropriateness of training resources. If the site visit reveals deficiencies, a corrective action plan is prepared. If the site is approved, the provider is requested to enter into a Master Training Agreement (MTA), sign and supply required pricing information.
- Once the provider has returned the MTA signed with the requested information, the evaluator composes an evaluation memo summarizing all findings and provides a recommendation.

- DESC’s staff reviews the memo and ancillary materials and forwards it to DESC’s President and CEO for final approval and signature.
- If approved, DESC and the provider sign a Master Training Agreement (MTA) which is subsequently sent to the provider.
- DESC advises One-Stop staff, PATH providers and other interested staff that an MTA has been signed and the provider is eligible to receive DESC training referrals.

23. A description of the process used by the local board, consistent with Section III, to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into development of the local plan, particularly for representative of businesses, labor organizations, and education.

On behalf of the MWDB, DESC publishes the WIOA Four-Year Local Plan for the Detroit Michigan Works! Agency in accordance with Section 108(c) of the WIOA. In lieu of submitting documentation, DESC maintains documentation on file for monitoring by the WDA. The Plan is published and made available for review and commentary to the MWDB members, business representatives, labor organizations, educational entities, and the public. The Plan and progress on its implementation is discussed (as necessary) at MWDB’s meetings. As required, DESC forwards all comments that express opposition and disagreement with the Plan to the WDA along with the Plan.

Complete copies of the Plan are made available at DESC’s headquarters located at the following address:

**Detroit Employment Solutions Corporation
Planning and Resource Development Unit
440 E. Congress – Suite 400
Detroit, Michigan 48226**

Requests for digital copies can be made in writing to the above-mentioned address or by email at rshimkoski@detempsol.org. In accordance with the Americans with Disabilities Act (ADA), the final version of the Plan will be made available in alternative formats, including large print, audio tape or other format, if the request is submitted in writing or by email at the above-mentioned address or email address.

24. A description of how One-Stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under the WIOA and by One-Stop partners.

The One-Stop Management Information System (OSMIS) is the electronic reporting database in Michigan. DESC uses OSMIS for its WIOA and TANF programs. DESC’s service providers are required to use this system for compiling participant data, case management, and reporting. The OSMIS system captures the following information: participants’ goals, case notes, individual service strategies, employment rates, average earnings, credential/certificate rates, skill attainment rates,

diploma or equivalent attainment rate, and retention rates. DESC tracks participants throughout their program involvement from registration through training, job placement, and follow-up. In addition, DESC has issued an RFP to procure a consultant who can complete a technology assessment of the agency. Results from the survey will be used to determine future needs and action plans.

25. A description of the local priority of service requirements.

DESC fully expects to experience excess demand for WIOA services and may find that it cannot meet all demands for WIOA training services. This expectation is based upon DESC's historical experience, under which limited funding prevented the provision of training services to applicants each year. It is also guided by the continuing high unemployment rate in the city, suggesting that a large number of potential workforce participants need career services or training in order to become successfully employed. Because of this expected limitation in WIOA funds, priority for training is given to veterans with disabilities, veterans, TANF recipients, low-income individuals and other individuals eligible for training services in occupations that are considered in demand for the metropolitan Detroit Area. If constraints develop in WIOA funding, DESC will focus its resources on veterans with disabilities, veterans, dislocated workers, TANF recipients, low-income adults, low-income youth, individuals with disabilities, and other eligible individuals. Low Income is defined as 100 percent of the Poverty Guidelines published annually by the United States Department of Health and Human Services.

DESC's priority of service also includes individuals eligible for services under the Jobs for Veterans Act of 2002 a priority of service for Veterans and eligible spouses sufficient to meet the requirements of USDOL TEGL 10-09 dated November 10, 2009 and changes and all relevant regulations. Veterans and eligible spouses who receive services are be informed of the following: their entitlement to priority services, the full array of employment training and placement services available under priority of service, and any applicable eligibility requirements for the programs and or services.

In addition to the aforementioned individuals, DESC has also identified additional groups of individuals to receive services when funds are limited: unemployed individuals who cannot be classified as dislocated workers and underemployed individuals. Underemployed individuals are defined as employed individuals with family income below \$50,000 a year.

DESC will seek to use non-WIOA funds in the provision of WIOA career and training services in order to maximize the availability of WIOA services. It will apply Wagner-Peyser funds to core services, with the understanding that Wagner-Peyser funds can match but not replace WIOA funds for the provision of core services.

26. A description of how the local board will coordinate workforce investment activities carried out in the local area with statewide Rapid Response (RR) activities.

DESC coordinates workforce investment activities with the State of Michigan's Workforce Development Agency (WDA). The WDA is responsible for providing Rapid Response services and serves as the recipient of plant closing/mass layoff notices required under the Worker Adjustment

and Retraining Notification (WARN). DESC follows the WDA’s comprehensive procedures to serve customers using the WIOA Rapid Response, the WIOA Dislocated Worker, and Trade Adjustment Assistance (TAA) Program. Information regarding WIOA Dislocated Worker and TAA is provided to the affected company, and if applicable, union officials in the early stages. DESC enrolls and co-enrolls qualified individuals impacted by plant closing and layoffs in the TAA and WIOA Dislocated Workers programs.

27. A description of Rapid Response (RR) activities.

The RR activities encompass activities necessary to plan and deliver services to dislocated workers to facilitate a relatively quick and unencumbered transition to employment or training, following either a permanent closure or mass layoff or a natural (or other) disaster resulting in a mass job dislocation. The state is responsible for providing RR activities.

The state staff is assigned a geographic territory with the responsibility for the coordination of RR activities between the state and the local area. A Worker Adjustment Retraining Notification (WARN) Act notice typically activates the RR intervention in plant closings and mass layoffs. The WARN Act requires employers with more than 100 employees to provide at least 60 days advance notice of a covered plant closing or mass layoff at a site where the plant closing/mass layoff will affect at least one-third of the workforce and a minimum of 50 employees.

The state monitors media reports and uses a network of local contacts, such as the MWAs, state and local economic development officials, the Michigan Economic Development Corporation, union officials, United Way of Southeastern Michigan, and other partners to identify plant closings or layoffs.

- Services included as part of the RR process include:
 - a. Initial RR meeting with the company and union officers (if applicable).
 - b. Worker orientation meetings for employees. These meetings include presentations by MWA service providers and provide information on employment services; WIOA-funded career services (basic and individualized) and training services; Trade Adjustment Assistance, if applicable; special population services (Michigan Rehabilitation Services, Veterans’ services), and local/community services (United Way, local community colleges, credit union counseling, etc.). Collaboration with other state agencies (e.g., Office of Retirement Services, Friend of the Court) are planned as needed. Michigan Unemployment Insurance Agency representatives may also participate in worker orientation meetings and provide information on how to file/claim unemployment insurance benefits. Establishment and organization of a Joint Adjustment Committee (JAC). A JAC is an ad hoc group of workers and managers who organize to provide adjustment services on behalf of the employees who are about to lose their jobs

due to a plant closure or a mass layoff. The purpose of a JAC is to help displaced workers make a successful transition to a satisfactory job or training in the shortest possible time (reference PI 06-12, “Establishment of Labor Management Committees, also known as JACs at Sites of Facility Closures and Mass Layoffs,” issued September 26, 2006).

- c. Layoff Aversion IWT, which includes an assessment of the potential for averting layoffs in consultation with the state or local economic development agencies, including private sector economic development entities and other key partners, up to a year in advance of an actual or potential dislocation event. Special attention and reference should be given to the timeframes and activities charted in the USDOL Training Employment Notice (TEN) 9-12. An IWT is the actual employment and training instrument to upgrade and alter skills to maintain employment or transition to similar employment, a preventative measure, to save jobs, increase economic productivity, and decrease the negative impacts of unemployment. Reference the USDOL Training and Employment Guidance Letter (TEGL) 30-09, the USDOL TEN 9-12, and the PI 12-02.
- d. State Adjustment Grants (SAGs) are additional increments to a local area’s Dislocated Worker formula funding award to meet documented funding deficits. The MWAs may request additional funding for a single or multiple dislocation event(s) via a SAG, following the application process outlined in the SAG PI 18-15 and subsequent changes. The process includes review of the application and supporting documents and negotiation with the MWA to finalize the award. The TIA/WDA reserves the right to award SAGs with specific terms and conditions, including demonstration that the SAG aligns with the Michigan Industry Cluster Approach, an obligation to spend all or part of the SAG by the end of the PY in which it was granted, or other time period as determined by the TIA/WDA.
- e. National Dislocated Worker Grants (NDWGs) are another form of assistance provided to dislocated workers. The NDWGs are discretionary grants awarded by the Secretary of Labor to provide employment-related services for dislocated workers in specific circumstances. The TIA/WDA and local MWAs work together to develop the application and project design for an NDWG, in response to a specific dislocation event.
- f. The MWAs shall develop a policy describing how the local WDB will coordinate workforce investment activities carried out in the local area with the aforementioned statewide RR activities provided by the TIA/WDA to address actual or potential dislocation events, in accordance with the WIOA, Section 134(2)(A) and 20 CFR 682.300 to 682.330. In addition to the general RR elements listed under the subsections above, the policy must include, but is not limited to the following actions:
 - i. A listing of the name of the person, title, mailing address, email address, and telephone number primarily responsible for (1) JACs, (2) SAGs, and (3) NDWGs.

- ii. The steps taken to include layoff aversion as a component of RR, whether realized as a policy or a set of procedures in conformity with the USDOL TEGL 30-09, the USDOL TEN 9-12, and the PI 12-02 and subsequent changes.
- iii. A description of the coordination of layoff aversion with IWT.
- iv. A description of the MWA's role in the function of JACs.

A description of the local circumstances which would activate a request for a SAG (for example, specific level or percent of local dislocated worker formula funding expended, obligated and/or unobligated; specific level or percent of local and/or regional unemployment; the size of an actual or potential dislocation event; the time period between local dislocation events, etc.).

Upon DESC's notification by the Rapid Response WIOA Title I Section state coordinator located within the WDA, DESC will alert ES and WIOA staff of the need to initiate rapid response activities on behalf of the affected workforce. Activities and services included as part of the Rapid Response process will include the following procedure:

- DESC's ES and WIOA staff will initiate a Rapid Response meeting with the company and union officers (if applicable) to outline the reemployment, retraining services, support service, and unemployment compensation available for the affected workers.
- With approval from the employer, DESC will schedule a worker's orientation meeting for employees. These meetings may include presentations by DESC's service providers that will provide information on employment services; WIOA-funded career and training services; special population services (Michigan Rehabilitation Services, Veterans' Services); and local/community services (United Way, local community colleges, bank and credit union financial counseling, etc.). Collaboration with other state agencies (e.g. Michigan Department of Health and Human Service, Office of Retirement Services, Friend of the Court) will be planned as needed. Michigan Unemployment Insurance Agency (UIA) representatives will also participate in worker orientation meetings and provide information on the procedures required to file/claim unemployment insurance benefits.
- DESC will establish and organize a Joint Adjustment Committee (JAC). DESC's JAC will consist of an ad hoc group of workers and managers who organize to provide adjustment services on behalf of the employees who are about to lose their jobs due to a plant closure or a mass layoff. The purpose of DESC's JAC will be to help displaced workers make a successful transition to a satisfactory job or training in the shortest possible time keeping in compliance with the Bureau of Workforce Programs Policy Issuance 06-12, "Establishment of Labor Management Committees also known as Joint Adjustment Committees (JACs) at Sites of Facility Closures and Mass Layoffs," issued September 26, 2006).
- DESC will use Layoff Aversion Incumbent Worker Training (IWT), which includes an assessment of the potential for averting layoffs in consultation with State or local economic development agencies, including private sector economic development entities and other key partner, up to a year in advance of an actual or potential dislocation event. Special attention and reference will be given to the timeframes and activities charted in the USDOL TEN 9-

12. (Note: IWT is the actual employment and training instrument to upgrade and alter preventative measure, to save jobs, increase economic productivity, and decrease the negative impacts of unemployment – See USDOL Training and Employment Guidance Letter (TEGL) 30-09, the USDOL TEN 9-12, and the WDA PI 12-02).

- DESC will use State Adjustment Grants (SAGs) as additional increments to DESC’s Dislocated Workers (DW) formula funding award to meet documented funding deficits as needed. DESC will request additional funding for a single or multiple dislocation events via a SAG, following the application process outlined in Workforce Development Agency’s Policy Issuance 18-15, “Rapid Response State Adjustment Grant (SAG) Application,” and subsequent changes. The process will include review of the application and supporting documents (obligation and wait list reports) by both the WIOA Section and the RRS, and negotiation with the DESC to finalize the award. The WDA reserves the right to award SAGs with specific terms and conditions, including an obligation to spend all or part of the SAG by the end of the Program Year in which it was granted, or other time periods as determined by the WDA.
- DESC will use National Dislocated Worker Grants (NDWGs) as another form of assistance provided through the RRS. DESC will use NDWGs, a discretionary grant awarded by the Secretary of Labor to provide employment-related services for DW in specific circumstances. DESC and WDA will work together to develop the application and project design for a NDWG, in response to a specific dislocation event.

DESC’s Rapid Respond Policy describes how the MWDB will coordinate workforce investment activities carried out in the Detroit area with the aforementioned statewide Rapid Response activities provided by the WDA to address actual or potential dislocation events, in accordance with the WIOA, Section 134(2)(A) and 20 Code of Federal Regulation (CFR) 682.300 to 682.330. In addition to the general Rapid Response elements listed under the subsections above, the policy includes the following:

- i. A listing of the name of the person, title, mailing address, email address, and telephone number primarily responsible for JACs, SAGs, and NDWGs.
- ii. The steps taken to include layoff aversion as a component of Rapid Response, whether realized as a policy or as a set of procedures in conformity with the USDOL TEGL 30-09, the USDOL TEN 9-12, and the WDASOM PI 12-02 and subsequent changes.
- iii. A description of the coordination of layoff aversion with IWT.
- iv. A description of DESC’s role in the function of JACs.
- v. A description of the circumstances which would activate a request for a SAG (e.g. specific levels of percent of DW formula funding expended, obligated and/or unobligated; specific level or percent of local and/or regional unemployment; the size of an actual or potential dislocated event; the period between local dislocation events, etc.).