

Attachment A: Detroit at Work Target Occupations As of 4/15/2021

Effective July 1, 2021, Detroit at Work will focus its workforce training programs on the attached list of target occupations that are in-demand and along career pathways that lead to the middle class. Detroit at Work analyzed a wide range of data and feedback from employers and jobseekers to develop its list of target industries and occupations.

Target Industries



- Detroit at Work expanded target industries to include Energy & Utilities and Small Business.
- Detroit at Work will support workforce training that benefits Detroit-based small businesses across all industries. We will **limit** investments in workforce training in retail, hospitality and entertainment, personal care services and childcare to small businesses located in the City of Detroit, where permissible and supported by funding sources. Detroit at Work will prioritize training programs where at least one Detroit-based small business commits to hiring or promoting graduates and/or assists in the delivery of the program.
- Detroit at Work will continue to provide recruitment and screening services to employers across all industries. We may also fund customized training programs with employers from any industry.

Target Occupations

Detroit at Work will invest in a variety of training programs that lead to employment in one or more of the attached target occupations. The list also indicates which occupations are eligible for Detroit at Work's supplemented Eligible Training Provider List (ETPL). Applicants may propose occupations that are not included on the list if they are able to provide objective and compelling evidence of employer demand. DESC/Detroit at Work will evaluate the evidence with the same criteria used to develop the attached list; we do not anticipate including additional occupations outside of exceptional circumstances.

Program Type	Description	Funding mechanism
<i>Contextualized Integrated Education & Training (IET)</i>	Embedded or coordinated academic and technical instruction. May include credential	<ul style="list-style-type: none"> • RFP for Contextualized IET • Selected applicants enter contracts
<i>Occupational Training with Industry-Recognized Credential</i>	Training led by sector partnerships that equips graduates with skills and credential to obtain a job that pays at least \$15 per hour. ¹ Includes US Department of Labor Registered Apprenticeships (RAs)	<ul style="list-style-type: none"> • FOA for Sector Partnership Training; OR • Qualify via local training policy (Higher Education institutions and RAs) • Selected providers added to supplemented ETPL and enter Master Training Agreements. • DESC may also utilize contracts for special projects.
<i>On the Job Training</i>	Employers receive a subsidy for new hires to offset cost of training and onboarding	<ul style="list-style-type: none"> • Detroit at Work promotes program • Interested employers work with staff to execute OJT agreement
<i>Customized Training</i>	Employers provide 50% or more of the cost of the program and written commitment to hire	<ul style="list-style-type: none"> • FOA for Sector Partnership Training • Employer may also initiate process with staff • Employer signs contract, along with training provider if applicable.

¹ Based on 25th percentile wage rate of current workers in tri-county area as reported by EMSI

Detroit Employment Solutions Corporation
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SOC Code	Target Occupation	25th Percentile Wage	ETPL
Primary Industry: Construction, Skilled Trades & Transportation			
47-2051	Cement Masons and Concrete Finishers	\$21.26	X
47-2061	Construction Laborers	\$15.37	X
47-2081	Drywall and Ceiling Tile Installers	\$17.03	X
47-2111	Electricians	\$24.42	X
47-2121	Glaziers	\$17.07	X
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$16.56	X
47-3019	Helpers, Construction Trades, All Other	\$16.07	
47-3013	Helpers--Electricians	\$13.75	
49-9041	Industrial Machinery Mechanics	\$20.42	X
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	\$14.37	
51-9123	Painting, Coating, and Decorating Workers	\$17.80	X
47-2071	Paving, Surfacing, and Tamping Equipment Operators	\$19.70	X
47-2152	Plumbers, Pipefitters, and Steamfitters	\$26.05	X
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$19.18	X
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	\$20.62	X
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.68	X
43-5061	Production, Planning, and Expediting Clerks	\$20.68	X
Primary Industry: Energy & Utilities			
49-9051	Electrical Power-Line Installers and Repairers	\$25.02	X
47-2073	Operating Engineers and Other Construction Equipment Operators	\$24.92	X
49-9052	Telecommunications Line Installers and Repairers	\$15.57	X
Primary Industry: Healthcare			
29-2018	Clinical Laboratory Technologists and Technicians	\$17.60	X
29-2041	Emergency Medical Technicians and Paramedics	\$13.36	
31-1128	Home Health and Personal Care Aides	\$10.63	
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.15	X
31-9092	Medical Assistants	\$14.39	
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$16.18	X
31-1131	Nursing Assistants	\$13.39	
29-2052	Pharmacy Technicians	\$13.44	
31-9097	Phlebotomists	\$14.27	
29-2034	Radiologic Technologists and Technicians	\$24.05	X
29-1141	Registered Nurses	\$31.09	X
29-1126	Respiratory Therapists	\$24.55	X
29-2055	Surgical Technologists	\$17.37	X

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Primary Industry: Manufacturing			
51-9161	Computer Numerically Controlled Tool Operators	\$15.32	X
51-9162	Computer Numerically Controlled Tool Programmers	\$20.47	X
51-1011	First-Line Supervisors of Production and Operating Workers	\$24.96	
49-9071	Maintenance and Repair Workers, General	\$14.48	
51-9199	Production Workers, All Other	\$11.42	
Primary Industry: Technology			
15-1251	Computer Programmers	\$28.26	X
15-1211	Computer Systems Analysts	\$33.29	X
15-1232	Computer User Support Specialists	\$16.99	X
15-1212	Information Security Analysts	\$34.12	X
15-1244	Network and Computer Systems Administrators	\$32.43	X
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$35.51	X
Primary Industry: Multiple or Other			
49-3023	Automotive Service Technicians	\$13.05	
43-4051	Customer Service Representatives	\$13.80	
11-1021	General and Operations Managers	\$35.09	
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$25.99	X
11-2022	Sales Managers	\$52.05	
Limited to Detroit-Based Small Businesses or Entrepreneurship Programs			
39-9011	Childcare Workers	\$10.20	
35-2014	Cooks, Restaurant	\$10.96	
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$13.18	
39-5012	Hairdressers, Hairstylists, and Cosmetologists	\$10.84	
39-5094	Skincare Specialists	\$13.20	
15-1257	Web Developers and Digital Interface Designers	\$24.49	

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Attachment B: Career Readiness Outline

Source: Johnson, E; Shah, T. *Career Readiness Framework*. Chicago Jobs Council. March 2021

Workplace Navigation Skills

Workplace Navigation Skills are a set of transferable or “soft” skills that are essential for effective performance in the workplace. Unlike technical or “hard” skills, these skills are generic in nature, and are common to all work roles and workplaces across all industry types. Workplace navigation skills are typically considered essential qualifications for many job positions and hence have become necessary for an individual's employment success at just about any level.

Communication: The ability to explain what one means in a clear and concise way through written and verbal means. It also includes how one takes in and then interprets the verbal and non-verbal messages sent by others; how one listens and relates to other people; and how one acts upon key information/instructions.

Creativity: The ability to perceive the world in new ways, to find hidden patterns, to make connections between seemingly unrelated phenomena, and to generate solutions.

Critical Thinking: The capacity to carefully discern, analyze, and evaluate information; and determine how to interpret it in order to make a sound judgement. It also includes taking outside information into account during the thought process.

Decision Making: The ability to make deliberate and thoughtful choices by gathering information, assessing options, considering alternatives, and taking action. It also includes evaluating one's choices and the consequences.

Leadership: The ability to motivate, take responsibility for, and lead others effectively to accomplish objectives and goals.

Problem Solving: The ability to understand a problem by breaking it down into smaller parts, and identifying the key issues, implications and identifying solutions. It also involves applying knowledge from many different areas to solving a task.

Teamwork & Collaboration: The ability to work well with other people from different disciplines, backgrounds, and expertise to accomplish a task or goal.

Executive Function Skills

Executive function skills are a set of mental processes that all have to do with managing oneself and one's resources in order to achieve a goal. It is an umbrella term for the neurologically based skills involving mental control and self-regulation. Executive function skills⁴ can be broken down into three broad categories, each with specific sub skills:

How we organize and plan things:

Organization: The ability to create and maintain systems to keep track of information or materials.

Planning/Prioritization: The ability to create a road map to reach a goal or to complete a task. It also involves being able to make decisions about what is important to focus on and what is not important.

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Time Management: The capacity to estimate how much time one has, how to allocate it, and how to stay within time limits and deadlines. It also involves a sense that time is important.

How we react to things:

Emotional Control: The ability to manage emotions in order to achieve goals, complete tasks, or control and direct behavior.

Flexibility: The ability to revise plans in the face of obstacles, setbacks, new information, or mistakes. It relates to an adaptability to changing conditions.

Response Inhibition: The capacity to think before you act – this ability to resist the urge to say or do something allows us the time to evaluate a situation and how our behavior might impact it.

Stress Tolerance: The ability to work in stressful situations and to cope with uncertainty, change, and performance demands.

How we get things done:

Goal-Directed Persistence: The capacity to have a goal, follow through to the completion of that goal, and not be put off or distracted by competing interests.

Metacognition: The ability to stand back and take a bird's eye view of yourself in a situation, to observe how you problem-solve. It also includes self-monitoring and self-evaluative skills.

Sustained Attention: The capacity to maintain attention to a situation or task in spite of distractibility, fatigue, or boredom.

Task Initiation: The ability to begin projects without undue procrastination, in an efficient or timely fashion.

Working Memory: The ability to hold information in memory while performing complex tasks. It incorporates the ability to draw on past learning or experience to apply to the situation at hand or to project into the future.