

# **No Worker Left Behind**

Report for the Legislature  
Fiscal Year 2009-2010

In compliance with Public Act 130 of 2009, we proudly present this report on the No Worker Left Behind (NWLB) Initiative.

## **Introduction**

In August 2007, the Department of Energy, Labor & Economic Growth made a strategic decision to shift worker training efforts to better prepare Michigan citizens for a lifetime of work. It is no longer feasible to expect economic growth and prosperity without making a considerable investment in our workforce. Investment in targeted high growth/high-demand occupations and entrepreneurship will best prepare our workforce. NWLB is a long-term approach to workforce development that stresses meaningful training rather than quick reemployment. This long-term approach is fundamentally changing how we invest our workforce.

The focal point of NWLB is a free tuition program with a three-year goal of helping 100,000 un- and underemployed workers get the necessary skills and credentials for today's new economy jobs. NWLB provides up to \$5,000 per year for two years (\$10,000 total) for tuition at any Michigan community college, university, or other approved training program. Eligible Michigan residents include:

- Individuals currently unemployed;
- Individuals who have received notice of termination or lay-off; and
- Employed individuals with a family income of under \$40,000 per year.

## **Third Year Summary**

In the third year of the NWLB initiative (August 1, 2009 through July 31, 2010) 48,904 new participants were enrolled in training through all funding sources under the NWLB umbrella. The focus on training pushed total enrollment through NWLB to 139,710; far surpassing the 100,000 three-year goal originally set by the Governor.

Demand for training increased and federal funding decreased throughout year three. The wait lists at Michigan Works! Agencies (MWAs) grew to over 20,000 by March 2010, while Michigan's Workforce Investment Act (WIA) Adult and Dislocated Worker dollars – the core funding for NWLB – have been cut by \$72M (39%) since Program Year 2008. The federal formula funding cut combined with our emphasis on longer term training significantly curtailed the number of participants able to enroll through NWLB. The majority of WIA funds that came to Michigan for Program Year 2010 (July 1, 2010 through June 30, 2011) will be utilized to satisfy outstanding funding obligations incurred by those currently enrolled in training.

On June 28, 2010, the decision to stop adding participants to the training wait lists was announced due to current enrollment and funding levels. Those who were in training were assured they would be able to complete their program and those on wait lists were assured every effort would be made to fund their training. Participants funded through

Trade Adjustment Assistance (TAA), the Jobs, Education and Training (JET) Program and Michigan Rehabilitation Services (MRS) continue to enroll in training.

## **Outcomes**

We are at the point in the initiative where the focus has shifted from systemic changes based on enrollment to results.

### **Key Findings through the First Three Years of NWLB**

- **139,710 people enrolled in training.** Clearly, Michigan workers see that new skills and credentials increase their ability to obtain and hold good jobs.

- **72,442 NWLB participants have completed training** (52% of those enrolled) **another 45,707 are still in training** (33% of those enrolled) and 21,561 (15%) did not complete training.

- The majority of participants enrolled in NWLB funded training are either unemployed or underemployed workers seeking new jobs or employed workers being retrained to help ensure job retention. NWLB participants are also individuals striving to come off public assistance or clients of MRS.

- **Job retention training helped 30,414 workers gain new skills** they need to keep jobs or advance to new ones while helping over 1,000 firms that employ them to diversify or otherwise transform their business and increase their ability to succeed.

- **23,837 NWLB participants who were seeking a new job obtained employment.** That number will continue to increase steadily as more NWLB participants graduate, enter the job market and find jobs.

- **The core of NWLB is unemployed and underemployed workers** seeking skills that lead to new jobs and careers. In the first three years of NWLB, 64,160 core participants (those funded through TAA and WIA) enrolled in training and:

- **42% of core participants have completed training, 51% are still in training and 7% have exited their program without completing training.**
- Of those who had ended training, **53% had already found a job** while 47% were still looking.
- **78% of those who had found a job got one related to their NWLB training.** That's a great indicator that NWLB is doing what Governor Granholm envisioned – training workers for in-demand jobs and meeting employer needs.
- Among those still in training, a survey of MWAs indicates **72% were in long-term training (one year or longer)** and just 28% in short-term training. Longer term training, as encouraged by NWLB, allows workers to get the necessary skills and credentials valued by employers.

## **Required Data**

The following tables present information required under Public Act 130 of 2009

**No Worker Left Behind Participant Information by MWA  
October 1, 2009 through September 30, 2010**

<b>Michigan Works! Agency</b>	<b><sup>1</sup>Total Participants Enrolled</b>	<b><sup>2</sup>Average Duration of Training</b>	<b><sup>3</sup>Enrolled in Remedial Ed. &amp; Literacy</b>	<b><sup>3</sup>Enrolled in 2-Year Institutions</b>	<b><sup>3</sup>Enrolled in 4-Year Institutions</b>	<b><sup>3</sup>Enrolled in Proprietary/ Technical</b>	<b><sup>4</sup>Completed Education/ Training</b>	<b><sup>5</sup>Employed at Exit</b>	<b><sup>6</sup>Employed In Related Field</b>	<b>Average Wage</b>
ACSET	2,995	16.1	273	1,298	497	1,087	1,937	1,424	1,207	\$13.67
Berrien/Cass/Van Buren	1,936	8.4	75	2,118	133	130	1,545	363	72	\$9.28
Calhoun ISD	1,144	15.3	32	1,083	143	152	463	348	256	\$16.08
Capital Area	2,347	12.6	867	1,381	189	717	1,342	1,161	876	\$19.64
Career Alliance	3,451	17.6	59	2,215	2,505	425	1,509	474	383	\$12.21
Central Area	1,027	25.8	22	979	163	226	1,493	850	731	\$15.77
City of Detroit	4,060	13.3	1,206	1,788	612	3,281	1,612	218	86	\$11.69
Eastern UP	85	26.3	1	39	92	15	120	101	91	\$13.07
Kalamazoo-St. Joseph	1,128	11.8	112	857	112	371	968	281	196	\$13.29
The Job Force	767	12.8	35	299	286	7	758	578	381	\$17.78
Livingston County	538	25.8	8	303	214	351	74	62	44	\$18.13
Macomb/St. Clair	4,198	27.7	358	3,959	1,848	2,390	2,238	967	565	\$14.89
Muskegon County	1,318	21.2	107	1,102	985	235	653	85	54	\$11.52
Northeast	370	38.3	4	652	66	33	390	379	196	\$12.36
Northwest	606	30.8	245	674	136	38	616	273	241	\$11.34
Oakland County	2,146	22.0	118	1,243	1,252	1,524	639	288	248	\$13.38
Ottawa County	677	21.5	23	236	325	189	310	287	200	\$23.20
Region 7B	381	18.3	29	561	77	87	295	273	172	\$14.71
Great Lakes Bay	1,446	20.4	37	1,227	312	413	667	291	200	\$14.11
South Central	1,553	18.8	26	1,686	456	417	546	421	291	\$17.95
SEMCA	2,976	17.2	101	2,245	1,029	2,230	2,966	166	85	\$12.04
Thumb Area	634	22.9	65	797	746	298	664	1,446	1,070	\$28.37
Washtenaw County	497	21.4	17	386	328	282	261	506	346	\$13.48
West Central	616	10.4	10	338	620	123	486	144	103	\$24.30
Western UP	174	14.7	5	200	73	45	67	58	38	\$11.50
HRDI	232	6.0	0	5	3	61	175	154	150	\$14.41
<b>MWA Subtotal</b>	<b>37,302</b>	<b>18.5</b>	<b>3,835</b>	<b>27,671</b>	<b>13,202</b>	<b>15,127</b>	<b>22,794</b>	<b>11,598</b>	<b>8,282</b>	<b>\$16.80</b>
MI Rehabilitation Services (35 offices)	5399	31.7	371	312	265	707	2,168	1,201	813	\$9.75
<b>Total</b>	<b>42,701</b>	<b>N/A</b>	<b>4,206</b>	<b>27,983</b>	<b>13,467</b>	<b>15,834</b>	<b>24,962</b>	<b>12,799</b>	<b>9,095</b>	<b>N/A</b>

<sup>1</sup>Includes WIA, TAA, JET/FAET, Incumbent Worker and MRS enrolled

<sup>2</sup> Measured in weeks – For MWA participants calculated between first begin training and last end training dates. For MRS, duration is measured from the time an individual begins receiving services until case closure.

<sup>3</sup>There may be duplication in counts as participants move between programs or institutions. There are 2 additional training categories tracked but not reported on; employer training and other.

<sup>4</sup>All NWLB participants that completed training between 10/1/09 and 9/30/10 including those that completed training in the Employer and Other categories.

<sup>5</sup>Includes all participants that were employed and had completed working with the MWA between 10/1/09 and 9/30/10.

<sup>6</sup>Participants that were employed and with their field of study related to their training.

**No Worker Left Behind Funding Information by MWA (Core NWLB Participants)  
October 1, 2009 through September 30, 2010**

Funding Allocated to Training Core NWLB Participants								
Michigan Works! Agency	Adult <sup>1</sup>	DW <sup>1</sup>	ARRA DW <sup>1</sup>	Incentive Funding <sup>1</sup>	Chrysler	REI NEG <sup>1</sup>	TAA <sup>2</sup>	Sub Total Core NWLB
ACSET	1,721,728	1,706,803	0	33,669		533,932	4,516,183	8,512,315
Berrien/Cass/Van B.	863,076	804,199	0	10,897		1,126,645	2,140,783	4,945,600
Calhoun	675,777	1,021,314	175,644	13,699		0	896,665	2,783,099
Capital Area	1,139,504	1,251,138	0	30,866		1,151,898	454,710	4,028,116
Career Alliance	1,869,344	2,228,966	0	0		1,252,083	1,330,906	6,681,299
Central Area	847,788	691,639	200,000	21,005		0	749,182	2,509,614
Detroit	6,169,171	3,417,937	167,371	0		1,158,415	4,600,580	15,513,474
Eastern UP	340,690	175,676	5,660	7,499		0	4,247	533,772
Job Force	554,442	444,164	265,622	12,980		0	333,902	1,611,110
Kalamazoo	756,299	689,034	0	0		0	621,318	2,066,651
Livingston	334,338	501,011	34,055	5,706		516,057	621,318	2,012,485
Macomb/St. Clair	3,065,744	3,339,641	2,424,500	0	24,912	2,353,862	1,982,860	13,191,519
Muskegon	736,980	677,265	0	11,116		1,469,830	10,245,849	13,141,040
Northeast	722,695	673,831	72,000	14,375		0	2,326,528	3,809,429
Northwest	927,438	934,522	84,677	20,573		0	791,215	2,758,425
Oakland	2,719,064	3,101,534	0	52,368		1,283,898	2,325,545	9,482,409
Ottawa	538,522	656,443	0	0		1,020,233	6,772,554	8,987,752
Region 7B	610,731	473,990	457,658	0		0	594,725	2,137,104
Great Lakes Bay	1,158,089	1,172,367	176,000	0		829,472	1,475,623	4,811,551
SEMCA	1,824,822	4,209,613	1,205,782	32,713		1,724,660	5,449,155	14,446,745
South Central	1,650,105	1,484,888	720,000	23,491		0	2,686,812	6,565,296
Thumb	814,549	942,178	0	0		353,987	2,935,613	5,046,327
Washtenaw	664,148	570,614	0	17,252		408,468	1,172,780	2,833,262
West Central	519,779	1,027,842	461,851	11,791		0	636,398	2,657,661
Western UP	300,580	424,536	0	0		0	459,000	1,184,116
HRDI	0	1,000,000	0	0		0	0	1,000,000
<b>TOTAL MWA</b>	<b>31,525,405</b>	<b>33,621,148</b>	<b>6,450,820</b>	<b>320,000</b>	<b>24,912</b>	<b>15,183,440</b>	<b>56,124,449</b>	<b>143,250,171</b>

**Funding Notes:**

<sup>1</sup>Approximately 40% of WIA funding allocated through Adult and DW is available for training; the majority is used for core and intensive services (50%) and administration (10%). WIA prescribes a progression of services which includes core (i.e. eligibility determination, initial assessment, etc.), intensive (i.e. comprehensive assessment, development of an individual employment plan, counseling and career planning, remediation, etc.), and finally training services.

<sup>2</sup>Approximately 90% of Trade Adjustment Assistance funding allocated is available for training; the other 10% is used to cover the costs of administration.

**No Worker Left Behind Funding Information by MWA (Non -Core NWLB Participants and Totals)  
October 1, 2009 through September 30, 2010**

Michigan Works! Agency	Funding Allocated to Training Non- Core NWLB Participants						SubTotal Non- Core NWLB Allocations	Total NWLB Allocations	Total MWA Allocations <sup>4</sup>
	Incumbent Worker <sup>1</sup>	Michigan Rehabilitation Services <sup>2</sup>	JET SWA <sup>3</sup>	JET GF/GP <sup>3</sup>	JET TANF <sup>3</sup>	FAET <sup>3</sup>			
ACSET	340,829		43,638	68,587	567,574	0	1,020,628	9,532,943	20,933,331
Berrien/Cass/Van B.	131,143		18,983	30,287	300,548	4,263	485,224	5,430,823	12,375,344
Calhoun	109,631		24,782	38,950	362,075	15,737	551,175	3,334,274	9,399,005
Capital Area	228,368		23,580	37,061	377,708	33,264	699,981	4,728,098	13,473,939
Career Alliance	207,544		59,332	93,254	894,328	32,509	1,286,967	7,968,265	23,773,226
Central Area	103,547		12,336	19,388	191,293	7,258	333,822	2,843,436	7,197,245
Detroit	294,850		181,450	285,194	2,651,114	102,912	3,515,520	19,028,995	58,720,566
Eastern UP	23,413		2,980	4,684	47,046	2,430	80,553	614,326	1,812,755
Job Force	83,398		6,257	9,835	108,136	18,049	225,675	1,836,784	4,793,470
Kalamazoo	150,071		22,187	35,260	339,664	2,199	549,381	2,616,032	7,680,084
Livingston	83,709		1,838	2,888	28,251	0	116,686	2,129,171	4,525,917
<sup>1</sup> Macomb/St. Clair	436,349		38,305	60,206	559,668	16,043	1,110,571	14,302,089	36,113,483
Muskegon	90,785		30,767	48,358	338,220	1,496	509,626	13,650,666	22,203,554
Northeast	55,300		7,357	11,564	121,488	2,009	197,718	4,007,146	7,489,820
Northwest	138,479		10,311	16,207	163,333	13,346	341,676	3,100,102	7,581,503
Oakland	548,859		30,725	48,292	448,913	61,127	1,137,916	10,620,326	25,852,528
Ottawa	120,636		4,625	7,400	65,504	6,315	204,480	9,192,232	13,877,936
Region 7B	53,824		10,670	16,771	166,054	10,399	257,718	2,394,822	6,214,194
Great Lakes Bay	174,898		34,569	54,387	505,569	22,111	791,534	5,603,085	15,152,199
SEMCA	367,354		71,975	114,167	1,061,277	17,700	1,632,473	16,079,218	39,163,393
South Central	293,324		16,942	26,637	247,610	14,447	598,960	7,164,255	15,475,982
Thumb	94,446		8,363	13,145	122,194	919	239,067	5,285,394	9,809,976
Washtenaw	172,934		11,214	17,626	163,850	10,360	375,984	3,209,248	7,286,620
West Central	62,909		9,004	14,153	136,461	7,435	229,962	2,887,622	7,174,751
Western UP	35,474		3,993	6,276	72,345	0	118,088	1,302,204	3,015,505
HRDI	0		0	0	0	0	0	1,000,000	2,500,000
<b>TOTAL MWA</b>	<b>4,402,071</b>		<b>686,184</b>	<b>1,080,577</b>	<b>10,040,223</b>	<b>402,328</b>	<b>16,611,385</b>	<b>159,861,557</b>	<b>383,596,326</b>
MRS (35 offices statewide)		12,193,115					12,193,115	12,193,115	53,013,547
<b>Total NWLB</b>	<b>4,402,071</b>	<b>12,193,115</b>	<b>686,184</b>	<b>1,080,577</b>	<b>10,040,223</b>	<b>402,328</b>	<b>28,804,500</b>	<b>172,054,672</b>	<b>436,609,873</b>

**Funding Notes:**

<sup>1</sup> Approximately 90% of Incumbent Worker funding allocated is available for training; the other 10% is used to cover the costs of administration.

<sup>2</sup> Approximately 23% of Vocational Rehabilitation Services funding allocated is available for training, the other 77% is used to help individuals with disabilities prepare for, find, and keep a job by providing assessments, an Individualized Plan for Employment, career counseling, physical aids, accommodations/assistance technology, and supportive services (i.e. interpreters, readers, and personal assistants).

<sup>3</sup> JET the majority of JET and FAET funding is used to provide direct client services (i.e. assessments, life skills, career exploration, job readiness, supportive services, pre and post employment support, etc.) and program administration. Approximately 12.5% of SWA, 6% of GF/GP, 14% of TANF and 12% of FAET is used for training.

<sup>4</sup> Total MWA Allocations include only funding sources that are available for training through NWLB and other MWA funding streams, such as WIA youth, that are not available for training through NWLB are not counted.