

A woman with dark braided hair, wearing a white blazer, is seated in a meeting. She is looking off to the side with a thoughtful expression. Her hands are clasped in front of her. In the background, other people are blurred, suggesting a professional setting. The overall tone is professional and collaborative.

**STRENGTH THROUGH  
COLLABORATION**

Capital Area Michigan Works!  
2016 Annual Report



*Ram Thang* PATH GRADUATE

### WHEN RAM THANG IMMIGRATED

to the U.S., he faced a number of challenges. From not speaking English to physical limitations, Ram was overwhelmed with the new environment. But he knew he had to overcome these barriers to provide a better life for his family.

“Before coming to the U.S., I was living in Malaysia – it was very tough and hopeless. I didn’t have many opportunities for my future,” Ram said. “When I arrived in the U.S., I began a new life, job and family. With the assistance of Capital Area Michigan Works! and the interpreters provided, I was successful with removing the barriers to becoming job ready.”

Yassmine Poles, PATH career coach at Capital Area Michigan Works!, took Ram’s barriers one at a time.

“When Ram first met with me, he was somber about his opportunities,” Yassmine said.

Through the PATH program, or Partnership. Accountability. Training. Hope., Capital Area Michigan Works! provided Ram with bus passes, interpreter, job application and interview preparation, English as a Second

Language (ESL) classes, hygiene products and other tools to help him achieve employment in the U.S.

Yassmine encouraged Ram to seek employment at Peckham, Inc. for a sewing position, something new for Ram. With the assistance of the vocational services specialist at Peckham, Inc., Ram works full time in a sewing facility creating uniforms for our military.

Ram now has a positive outlook on life, and is continuously becoming more independent.

“He attended every appointment as well as every open lab workshop,” said Scott Swathwood, AmeriCorps service member at Capital Area Michigan Works! “Too many times we judge individuals like Ram by his disability or his culture. Ram was aware of the challenges he had in the U.S. but that did not stop him from succeeding and accomplishing his goals.”

# 781 PATH PARTICIPANTS

**392**

RECEIVED VOCATIONAL & ADULT  
EDUCATION SERVICES

**437**

PLACED IN FULL-TIME EMPLOYMENT

**212**

PARTICIPATED  
IN COMMUNITY  
SERVICE & WORK  
EXPERIENCES

**23**

PARTICIPANTS PLACED IN ON-THE-JOB-TRAINING  
& SUBSIDIZED PRIVATE AND PUBLIC SECTOR  
EMPLOYMENT FOR AN AVERAGE OF 4-12 WEEKS



**“This job means  
everything  
to me.”**

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## DART CONTAINER CORPORATION

and Capital Area Michigan Works! have a few things in common. One of them is their strong commitment to the community.

“We have a long-standing relationship with Capital Area Michigan Works! In fact, they are our oldest partner,” said Jim Farrell, vice president of human resources at Dart Container Corporation in Mason. “They are very knowledgeable, flexible and responsive, so we’ve found it to be a really good working relationship.”

When Kimmer Popoff made the decision to move back home to Michigan as a single parent with three children, she knew she had to find a way to make ends meet. Desperate to find employment, she sought help at the Capital Area Michigan Works! American Job Center in St. Johns.

“I’ve worked with Kimmer from the beginning,” said Rob Ledergerber, a career coach with PATH. “Kimmer has always been motivated to get back to work and never gave up. I’m so proud of her perseverance and determination through the hard times.”

Kimmer faced a common obstacle: reliable transportation. The PATH program, or Partnership. Accountability. Training. Hope.,

assisted with transportation expenses and purchasing a vehicle. Through the Workforce Innovation and Opportunity Act (WIOA) Adult program, Kimmer was able to participate in on-the-job training at Dart Container Corporation, and is now working full time at Dart.

“This job means everything to me,” Kimmer said. “It means that I can provide for my family, it means that my hair is finally growing back because the stress is going away. It is my absolute lifeline back to reality.”

Kimmer said the services at Capital Area Michigan Works! prepared her for her job today through refining her resume, cover letter and interview skills. Now, Kimmer is positive about the future.

“My future is looking up,” Kimmer said. “You’ve got to wear shades; it’s that bright.”



## SOMETIMES THE JOURNEY TO

your career path means overcoming a barrier... or two... or three.

This was the case for Harold Kohls, who had knee problems, an 11th-grade education and other past troubles. But Harold didn't let these obstacles stop him, as he wanted to create a better life for his family.

Harold's son encouraged him to visit Capital Area Michigan Works! for help. Capital Area Michigan Works! provided Harold services through the Job Driven National Emergency Grant and he was enrolled in the Workforce Innovation and Opportunity (WIOA) Act Dislocated Worker Program. The Job Driven National Emergency Grant, coordinated by Capital Area Michigan Works!, implements local and regional job-driven partnerships that serve dislocated workers to achieve employment.

Through this program, Harold found his niche in truck driving.

"Most of my neighbors and some family members are truck drivers," he said.

"They influenced me to think about a career in truck driving."

Harold finished truck driving training and received supportive services for work clothes and equipment. He now has a job as a truck driver at Denny Express, earning more money than ever before.

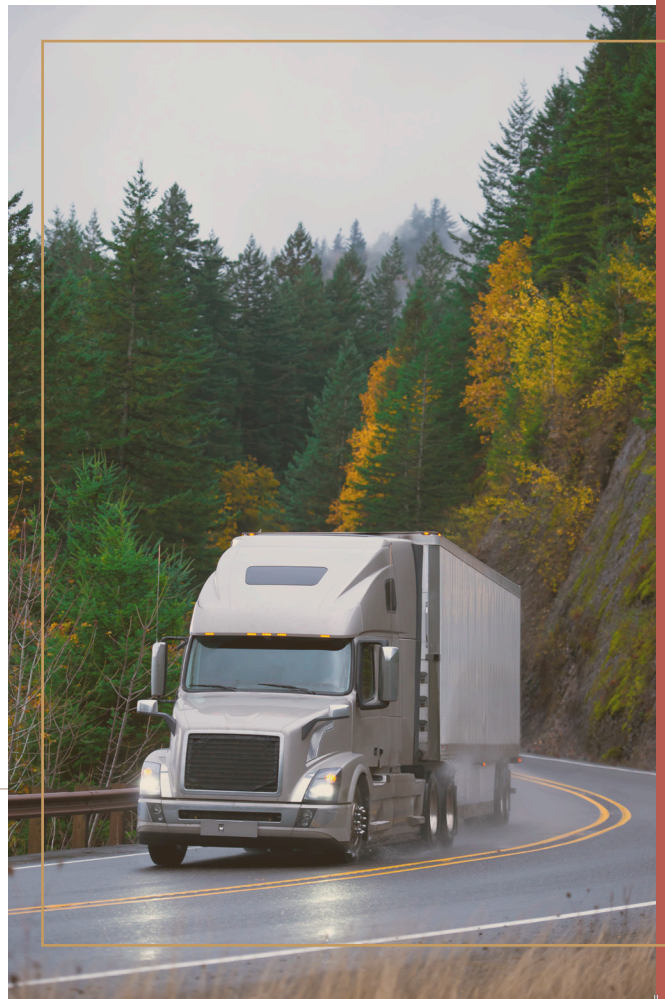
"I'm able to better take care of my family," said Harold.

And truck driving has turned into a family affair – his wife completed truck driving school and obtained her CDL so they can ride together.

Fonda Turner-Cavin, assistant manager of the Workforce Innovation and Opportunity Act (WIOA) program, said that Harold's determination to improve his livelihood made him stand out from other job seekers.

"I am proud of the fact that Harold increased his wages more than 100 percent from his last job," said Fonda.

"Capital Area Michigan Works! showed me that I can accomplish things," Harold said. "They gave me an opportunity to start a career."





**“I’m able to  
better take care  
of my family.”**

Preparing for a job interview and career takes a lot of preparation and hard work. Through the Wagner-Peyser Employment Service Program, career seekers are offered support services, such as career guidance, to find employment and prepare for their futures.

**316,010**

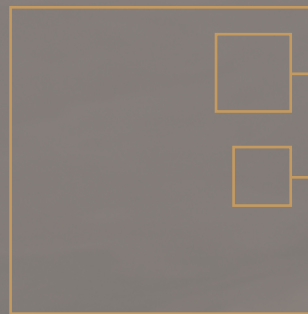
individuals were served at Capital Area Michigan Works! American Job Centers.

**40**

participants were served through the Reemployment Services and Eligibility Assessment (RESEA). RESEA activities provide customized services to individuals who've exhausted their Unemployment Insurance benefits.

WIOA helps job seekers access employment, education, training and support services to gain employment and matches employers with the talent they need to compete in the global economy.

**285** WIOA ADULT



**51**

PLACED IN EMPLOYMENT

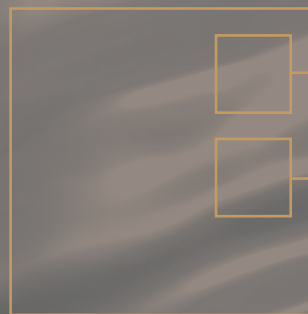
**37**

COMPLETED TRAINING WITH A CREDENTIAL

**\$19.01**

AVERAGE HOURLY WAGE

**247** WIOA DISLOCATED WORKERS



**49**

PLACED IN EMPLOYMENT

**41**

COMPLETED TRAINING WITH A CREDENTIAL

**\$18.18**

AVERAGE HOURLY WAGE

**17** ON-THE-JOB TRAININGS COMPLETED



**15**

WERE JOB DRIVEN NATIONAL EMERGENCY GRANT OJT





*Courtney Turner* TALENT PITCH NOMINEE

### AS A YOUNG TEENAGER,

Courtney Turner experienced the trials and triumphs of life, supporting herself since she was 17 years old. And like many, Courtney wanted to pursue further education after high school but wasn't sure how she would pay for it.

Courtney visited Capital Area Michigan Works! to seek financial assistance for radiology training at Lansing Community College. Through her perseverance, Courtney received grants and tuition scholarships from Capital Area Michigan Works! and Peckham, Inc.

And now? Courtney is at a job she loves and is continuing her education.

"My job means everything to me," said Courtney. "I love being able to be the person to take diagnostic images of patients so the radiologist can give our patients a proper diagnosis."

Career coaches at Capital Area Michigan Works! took notice of her dedication, too. In January 2016, she was selected as a Talent Pitch nominee for the 2016 Governor's Economic and Education Summit.

"I am proud of her determination and perseverance in pursuing her career goals,"

said Fonda Turner-Cavin, Courtney's career coach in the Workforce Innovation and Opportunity Act (WIOA) program. "Her road has not been easy as a young adult on her own, but she works hard and doesn't complain."

Courtney is now working as a X-ray technologist at Sparrow Hospital and finishing her bachelor's degree in radiologic technology at Siena Heights University.

Sherry Pfaff-Doody, director of talent acquisition at Sparrow Health Systems, is grateful for the services Capital Area Michigan Works! provides.

"Capital Area Michigan Works! is an extension of our talent acquisition team. They help connect us with the right talent to take care of our patients."

And Courtney's future is brighter than ever.

"Thanks to Capital Area Michigan Works!, there is a light at the end of the tunnel," said Courtney. "Without their services, I wouldn't have been able to afford to attend school and wouldn't be where I am today."

## DETERMINATION DOESN'T EVEN BEGIN TO DESCRIBE THE JOURNEY

to success that Jin Ritter has taken to get where she is today.

Jin came to the U.S. from China with a nursing degree that wasn't valid in Michigan. She wanted a fresh start and with the help of a grant from the Capital Area Tech Knowledge E-Pathways program, Jin started the path toward a degree in computer science. She embraced every aspect of the E-Pathways program, including the Work Experience Program, interning at Accenture as a programmer and analyst intern.

But Jin's hard work didn't stop there. She went on to pursue her bachelor's degree at the University of Michigan with tuition assistance from Capital Area Michigan Works!

"The E-Pathways program means a lot to me," said Jin. "I'm not sure I would have pursued a career in computer science if I didn't know about E-Pathways."

The E-Pathways program strives to give its students just that – a great future. Facilitated by the Capital Area IT Council and Capital Area Michigan Works!, E-Pathways is a career transition program that helps participants advance along a continuum of education, training and employment opportunities in information technology.

"Jin has always been very self-motivated and is a go-getter," said Traci Munson, a career coach at Capital Area Michigan Works! "She loves to learn and utilized all of the opportunities the grant offers."

After her second year at the University of Michigan, Jin had her sights set on a dream

internship at the tech giant, Amazon. Jin was accepted into and completed her internship at Amazon, and landed a full-time job there after graduation.

"The work experience I had through the E-Pathways program prepared me for my job today," said Jin. "I am now independent and can help my community."



# MORE THAN 30

IT organizations contributed in workshops, mock interviews and company tours for E-Pathways participants.

**337** E-PATHWAYS PARTICIPANTS



**153**  
EARNED CREDENTIALS

**71** WORK EXPERIENCE PROGRAM PARTICIPANTS



**36**  
EMPLOYED IN FULL-TIME IT  
POSITIONS

## WHAT HAPPENS WHEN A POWERHOUSE OF PARTNERS AND A COMMITMENT TO EARLY EDUCATION MARRY?

A more diverse talent pool is born. Throughout the last year, partners in the Greater Lansing community committed to helping talent in the STEAM (science, technology, engineering, arts and mathematics) community thrive.

In January 2016, partners launched Teach. Talent. Thrive, or T3, as part of a regional effort to support education and talent development, with the goal of Greater Lansing's recognition as the exemplary STEAM region in America. Encouraging the STEAM movement, T3 helps lay the foundation to move the region forward.

T3 kicked off this effort with the first Career Challenge Day, which brought 100 professionals to 100 preschool through 12th-grade classrooms throughout Ingham, Clinton and Eaton Counties. Professionals presented hands-on activities and curriculum was developed by Junior Achievement of Mid-Michigan.

It's no secret hands-on experience is essential to education and growth. That's why Moebius Medical and Aerospace Technologies developed an app to share news for T3, with the intention of teaching students to apply the skills they've learned in the classroom. Developers at the company are eager to utilize the talent of students at local school districts to advance the app to include new resources for students.



# EDUCATION IS ONE OF THE FUNDAMENTALS OF OUR SOCIETY AND A POWERFUL CATALYST FOR CHANGE.

That's why Capital Area Michigan Works! is passionate about helping lay the educational foundation for young adults to help them grow. The Jobs for Michigan's Graduates (JMG) program has risen to the challenge as the state based affiliate of the national Jobs for America's Graduates (JAG) organization, which is committed to helping students stay in school through graduation.

Collaboration between the JMG programs and local organizations is key to the success of JMG program participants. Specialists at the Capital Area Michigan Works! JMG programs are eager to continue to prepare students for the future, encouraging students to advance their education.

## **Making an impact in the district**

In December 2015, more than 600 students from JAG programs across the county traveled to Washington D.C. for the 19th Annual Student Leadership Academy. The Lansing School District's Woodcreek Achievement Center sent students to represent our JMG regional program. The students took part in the leadership activities, visited national monuments and interacted with students from across the country.

## **The best of the best**

The dedication and hard work of the JMG program over the last five years is paying off.

In July, the Capital Area Michigan Works! JMG program at Lansing School District's Woodcreek Achievement Center and Potterville High School were awarded the prestigious 5-of-5 Award from the national JAG organization. The award recognizes programs that meet or exceed national standards in measuring student success:

- Graduation rate of 90 percent.
- Positive outcomes rate of 80 percent.
- Employment rate of 60 percent.
- Full-time jobs rate of 60 percent.
- Full-time placement rate of 80 percent.

## **Exploring careers for a better tomorrow**

Encouraging career exploration in STEAM and skilled trades is essential to the growth of Mid-Michigan. JMG program participants at Woodcreek Achievement Center in the Lansing School District took part in a Talent Tour during Careers in Energy Week. Students toured Lansing Community College to learn about the opportunities in energy careers and toured the facilities of the Lansing Board of Water & Light to experience the advancements in energy technology.

When the people of our region are working, so is Michigan's economy. And an essential part of a stronger region is youth education. The Workforce Innovation and Opportunity Act (WIOA) Youth program assists young people, ages 14 to 24, through resources, education and support.

## 372 YOUTHS SERVED



**97**  
SCHOOL YOUTH PARTICIPANTS



**47**  
RECEIVED CREDENTIAL FROM A  
COLLEGE, EDUCATION, TRAINING  
OR HIGH SCHOOL GED

## THE BUSINESS SERVICES (BST) TEAM AT CAPITAL AREA MICHIGAN WORKS!

works with a network of partners to help employers customize and implement recruitment strategies to attract top talent. With a competitive job market and hundreds of job openings available in Mid-Michigan, it's vital for companies to stand out from the crowd.

Part of the BST's efforts include the Skilled Trades Training Fund (STTF). Participating employers help develop programs to include classroom education, on-site training with wage reimbursement and apprenticeship programs. New jobs created are often filled by individuals recruited by Capital Area Michigan Works!

This year, the STTF was bigger and better than ever. Our region helped prepare more than 2,100 individuals for a career, putting Michiganders to work and fueling the economy.

**\$2,289,510**

TOTAL AMOUNT AWARDED FOR STTF

**2,195**

INDIVIDUALS THAT RECEIVED  
TRAINING AT 50 COMPANIES



# 584 EMPLOYERS

## partnered with Capital Area Michigan Works! in 2016.

21st Century Plastics • 4th and Inches Landscape & Snow Removal • 7C Lingo

A & M Cleaning Service • A C & E Rentals • A&D Repair • A. J. Boggs • Abbott Road Animal Clinic • ABC Home Health Care Services, LLC • Able Concrete • Absolute Property Maintenance • Access Home Care Services • Access Point • ACD.net • Acme Building Materials • Acme Roofing & Siding • Admiral Petroleum • Advanced Sleep Diagnostic of MI • Advantage Solutions • Advent House • AECOM • Aerotek • AF Group (formerly Accident Fund Holdings, Inc.) • Agro-Culture Liquid Fertilizers • Air Lift Company • AIS Construction Equipment • AJ Janitorial • Alaris • Allen Trench Safety • Alliance Interiors LLC • Alliance Obstetrics & Gynecology • American Fifth Spirits • American Red Cross- Central and Northern Michigan Region • Amy's Catering • Anderson Merchandisers • Android Industries, LLC • Andy T's Farm Market • Angie's Closet Boutique • ANM • Arcadia Home Care and Staffing • Arctic Glacier • Arts Council of Greater Lansing • ASK • Astera Credit Union (S Waverly) • At Home Doctors PC • AT&T / Solcomm Sales • Austin-Fuller Heating & Cooling • Avery Cleaning • AVI Foodsystems • Ayers Basement Systems

B & L Janitorial & Carpet Cleaning • B A Industries • Babies'R'Us • Baker Drivetrain • Balance Concierge • Bannasch Welding • Barkham & Company Landscaping • Beacon Aviation of MI • Bekum America Corporation • Best Express Foods • Bickford Assisted Living and Memory Care • Bienenstock Court Reporting • Bigby Coffee Corporate • Blondies Barn • Blue Granite and Marble • BNM Trailer Sales, Inc. • Bobcat of Lansing • Bob's Auto Body Inc • Bon Ton Bakery Cafe • Bornor Restoration • Boynton Fire Safety Service • Bradford White Corporation • Bridgewater Interiors LLC • Bright Beginnings Learning Center #3 • Burcham Hills Retirement Community

C & E Pipeline • Cadwell Maintenance • Cakes-A-Bloomin' • Caliper, Inc. Staffing • Call of Doody LLC • Capital Area Community Services & Head Start • Capital Area District Library • Capital Area Michigan Works! • Capital Area United Way • Capital Internal Medicine Associates • Capital Steel & Wire • Capitol Bedding • Capitol National Bank • Capitol Supply & Service • Cardinal Staffing • Career Quest Learning Centers • Carico International • Carlson Specialty Temps • Carolina Construction • Catherine's • Causeway Bay

• Center for Business Innovation • Chant Landscape • Chapel Hill Cemetary • Char-Lanes • Charlotte Shoe & Leather Repair • Check 'n Go (Frondor office) • Chippewa Transportation • City of Lansing • City of Mason • City Pulse • Clark Foundation • Clover Carpet Cleaning, Inc. • Colonial Park / Eagles Nest • Comcast Cable • Comfort Inn • Comfort Keepers • Commodore Transport • Community Mental Health (CMH) • Community Resource Management Company • Companion Senior Care • Compass Healthcare • Comprehensive Logistics • Consolidated Electrical Contractors • Continental Services • Corix Utilities • Corky's Detail Shack • Council of Michigan Foundations • Countryside Lawn & Power • Cracker Barrel • Cradles to Crayons Childcare • Critter Control • CSL Plasma • CSX Transportation - Lansing • Culvers • Curious Used Book Shop • Custom Built Design & Remodeling

D & D Lawncare • D & D Maintenance • D Squared Facilities Management • D&G Equipment, Inc. • Dart Bank • Dart Container Corporation • Davis Auto Mart • Davis Glass & Screen • DBI Interiors • DC Lawn & Landscaping • Dean Transportation & Dean Trailways of MI • Delta Dental • DeLuca's Restaurant • Demmer Corporation • Destination Maternity • DexSys • Diamond Engineering • Dicker and Deal • Dimondale Nursing Care Center • DK Security • Dobson Healthcare Services, Inc. • Doerr Real Estate • Dorsey Schools • Dowding Industries • Dowding Tool Products • Dr Walters • Driving Right Training School • DRM Genesis Home Health Care • D's and C's Barbecue • DTN Management

Earthcom Inc. • East Lansing Dental • Easy Mark Striping • Eaton County Health & Rehabilitation Services • Eaton County RESA • Eatran • EB Companies • Eclipse Advantage • Edible Arrangements • EduStaff • EG Workforce Solutions (formerly Employment Group) • Elite Electro Coaters • Elite Towing & Recovery • Ellet Enterprises, Inc. • Elwood Staffing • Embassy Transportation • Emergent BioSolutions • Emil's Electric • Entrepreneur Institute of Mid-Michigan • ET McKenzie • Evans Drywall • Everett Communications • Everstream (formerly Comlink) • Express Employment Professionals • Eyde Company

F Performance Racing • F.C. Mason Company • Family Dollar • Family Dollar, regional • Famous Taco • Fast Eddie's in Haslett • Fast Finance Auto Sales • Fenton Creative Health Care • Feta Transport • Fetter Management • Fifth Third Bank • Finish Master • Firestone • First American Title • First Light Homecare • First Presbyterian Church • Fitzpatrick Farms • Flap

Jack (Waverly) • Framers Edge • Franchino Mold and Engineering • Franklin Energy Services LLC • Freight Handlers Inc • Friends Who Care Inc • Friendship Manor c/o First Housing Corp

G & F Tool Products • G C Services • G4S Secure Solutions • GDI Omi • Gillespie Group • Global Business Resource Group • Goodman Networks • Gorman's Food Market • Grand Rapids Building Services • Grandhaven Living Center • Great Lakes Window Cleaning • Greater Lansing Convention & Visitors Bureau • Greenstone Farm Credit Services • Grua, Tupper & Young PLC • Guardian Guards • Services • Gunnisonville Meadows Assisted Living

H & R Block • H Inc. • Hager Fox Heating & Air Conditioning • Halo Country (i.e. Halo Burger) • Hannah's Coney Island • Hatch Stamping • Hat's Cleaning • Hayes Green Beach Memorial Hospital • Hazel Findlay Country Manor • Healthy Homes House Cleaning • Heights Auto Parts • Helpful Hands Cleaning Services • Helping Hands Respite Care • Hertz Car Rental • Hettler's Towing • HKP Corp • Hobbs+Black Architects • Holt Chiropractic Center • Home Care Alternatives • Home Goods • Home Instead Senior Care • Hop Cat • Hope Network • Horizon Bank • Hospice of Lansing • Housing Services for Eaton County • HTA Companies Inc. • Hub Tire Center • Hunt Club c/o Concord Mgt

I T H Staffing • i2Integration • Immaculate Cleaning Services • Informatix Inc. • Ingham County • Ingham Intermediate School District • Inovalon (formerly MedAssurant Inc.) • Integrity Lawn Maintenance • Inverve Marketing & Web • Invisible Fence • Irish Developments • ITEC • IUPAT District Council 1M Michigan

J & L Restoration & Cleaning, Inc. • J C Electric LLC • J L Handyman • J&F Cleaning • JA Quality Assurance • Jackson National Life • Jani-King • JC Penney • JWR Enterprises LLC

Kairos Healthcare • Kalkidan AFC Corp. • Katie's Kleaning • Kebs Inc. • Keller Williams Realty • Kellogg Center • Kelly Services • Kimco Services • Konnech • Koppers Railroad Structures • Kroger, Holmes Rd • KTM Industries, Inc. • Kuntzsch Solutions • Kurt's Appliance Center

L & W Engineering • L&S Associates (formerly Human Arc) • La Seniorita restaurant • Labor Ready • Lakeshore Home Health Care Services, Inc. • Lane Bryant • Lansing Board of Water & Light • Lansing Community College • Lansing Courtyard by Marriott • Lansing Economic Area Partnership (LEAP) • Lansing Flooring Supplies • Lansing Forge,



Inc. • Lansing Party • Lansing Real Green  
LawnCare • Lansing Sanitary Supply, Inc. •  
Lansing School District • Laura Delong Real  
Estate • LawnsCapes LawnCare Inc. • Layne  
Christensen • Lea's Auto Body • Lectronix •  
Legacy Parke Apartments • Legacy Staffing •  
Leif Distribution • Leisure Living Management  
• Liberty Tax Service (MLK Location) •  
Lightspeed Communications, LLC • Lily  
Elizabeth Logistics Inc. • Linger Holdings  
Sign\*A\*Rama • List True • Logical Logistics  
• Lovejoy Rehabilitation (Michigan Ave  
Residential Care Inc) • Luna Trucking • Luxury  
Janitorial & Carpet Cleaning • Lyke Law

MacAllister Machinery/Michigan CAT •  
MacDonald Broadcasting • Macy's (Meridian  
Mall) • MAHLE Engine Components USA •  
Main Street Cafe - 3, Inc. • Mancino's, Mt.  
Hope • Manpower • Marco's Pizza • Martin-  
Brower Company • Mason Area Chamber  
of Commerce • Matrix Quality Services •  
Maurer's Textiles • MAYOTTE group Architects  
• McAlister's Deli • McCardel Restoration LLC  
• McLaren Greater Lansing • McLaren Medical  
Group • Medical Management Systems •  
Medical Staffing Network (MSN) • Meijer-Bath  
Twp. • Melvin S McWilliams PC • Meridian-  
Magnesium Products of America, Inc. •  
Metro Development Corporation • Michelle's  
Professional Cleaning • Michigan Air National  
Guard • Michigan BAC (Bricklayers) Trng Ctr  
• Michigan Farm Bureau • Michigan Farmers  
Market Association • Michigan Milk Producers  
Association • Michigan Orthopedic Center  
• Michigan Pizza Hut • Michigan Plumbing •  
Michigan Polymer Reclaim Inc • Michigan  
Public Health Institute (MPHI) • Michigan  
Recycling Coalition • Michigan State Police  
• Michigan State University • Michigan State  
University Health Team • Michigan Supreme  
Court • Michigan Wire Cloth (Unified Screening  
& Crushing, MI) • Mid Michigan Lawn Stars  
• Mid Michigan Leadership Academy •  
Mid-Michigan Gentle Dentistry • Midwest  
Communications • Miller Excavating & Grading  
Inc. • Millwrights Institute of Technology •  
Montessori • Moore Living Connections  
• Morgan Stanley • Morrow Roofing •  
Mourer Foster Insurance • Mouthpiece  
Communications • Mrs's Clean Services • MS  
Companies • MSUFUCU (MSU Federal Credit  
Union) • Mulliken Thriftway • Multi-Packaging  
Solutions • Mutt and Jeff Painting

Namal LLC c/o Clean Net USA • Negro Red  
Eagle Productions • Neogen Corporation •  
NeuroCare Home Health, LLC • NeuroCare  
Home Health, LLC • Nexient (formerly Systems in  
Motion) • Next Step • Niowave, Inc. • Noah's AFC  
Home • Northern Concrete Pipe Inc. • Northern  
Home Improvements • Northern Logistics •

Northwest Initiative • Northwind Rehab & Health •  
Northwinds Heating & Cooling

O'Donnell's Auto & Truck Repair • Office Max  
on Edgewood • Olde World Builders Inc. •  
Omega Express • Operating Engineers Local  
324 • Origami Brain Injury and Rehabilitation  
• Otis PC • OtterBase Inc. • Outshiner Car  
Wash • Overhead Door Co. of Lansing • Ovid  
Healthcare Center

Paint Master Painting • Paradise Motors •  
Party City, Frandor • PDP Foods • Pembroke  
Security • Personnel World • Phillips Pet Food  
& Supplies • Pizza House • Playhouse Child  
Development Center • PM Environmental  
• PNC Financial Services Group • Pollard  
Banknote • Popeyes Chicken and Biscuits •  
Potterville Housing Commission • Potterville  
Public Schools • Pratt & Whitney AutoAir, Inc.  
• Precision Resources Company • Prestige  
Child Development • Prestige Way • Prevention  
& Training Services Pats • Primerica Online •  
Princess Riverboats • Principal Financial Group  
• ProAssurance • Professional Home Repair  
• Profile Metal Forming Inc • Pro-Soil Site  
Services • Pro-Tech Mechanical • Providence  
Family Chiropractic • PSI (Professional Service  
Industries)

Qualified Staffing • Quality Dairy • Quest  
Software, Inc.

R. Knott Lawn Landscape & Snow • Radisson  
Lansing Hotel • Rainbow Homes • Rassel-  
Daigneault Family Chiropractic • Regency  
at Lansing West • Renewal By Andersen •  
Rent A Center • Residential Options Inc •  
Resource Mfg (formerly Employment Plus) •  
Richards Appliances • Rieth Riley Construction  
• RMC Agency • Road Dog Drivers • Robert  
Half International • Robinhill Catering/Nip  
N Sip Catering • Robin's Nest • Rocket Fuel  
Inc. • Royal Care Link Inc. • Royal Lawn and  
Landscape • RSDC of Michigan • RSI Logistics  
• Russell Speeder's Car Wash • Ryder  
Integrated Logistics

Sahr Building Supply Inc. • Sam's Club (E.  
Edgewood) • Sam's Club (Eastwood) • Save  
a Lot • Saylor-Beall Manufacturing Company  
• Schultz Inc. • Schupan Recycling • Sears  
Outlet • SecurAlarm Systems Inc. • Securitas  
USA • Sensations Memory Care • Shaheen  
Chevrolet • Shrontz Trucking • Sieloff Glass •  
Signal 88 Security • Sigma Alpha Expsilon •  
Soup Spoon Cafe • Sparrow Health System  
• Spartan Commercial Roofing • Spartan  
Healthcare • Spartan Lawn Care • Spartan  
Motors, Inc. • Specialized Staffing • Speedway  
SuperAmerica LLC • Spherion Staffing •  
Square One Transport Inc. • St. Johns Public  
Schools • St. Martha • Staffworks Group  
• Standard Office Cleaning • State Farm

Insurance, Greg Hanlin • State of Michigan •  
Stonegate Manufactured Home Community  
• Story Roofing • Stratosphere Quality •  
Streamline Enterprises Inc • Student Painters •  
Sulzer Mix Pack (formerly Cox North America)  
• Sunset Food Market • Suntime Apartments •  
Superior Electric • Superior Growers Supply/  
Hydrodynamics International • Superior  
Lawn & Snow • Superior Skylights and Solar  
Solutions • Supernova • Susan KH

T I C International • T.J. Maxx, Frandor •  
Tabernacle of David (& LMT Child Care) •  
Teachout Security • Team One • TechSmith  
Corporation • Tecomet • Tenneco • The First  
Tee of Mid-Michigan • The Griffin Partnership  
• The Kitchen Shop • The Michigan Trap  
Shooters Association • The Teachers Store  
• Thompson Lawn Care • Tony R Schmidt  
Realtor • Torres Cleaning of America • Town  
Pizza • Towne Mortgage • Toys R US, Okemos •  
Tradesmen International • Tri-County Regional  
Planning Commission • Trillium Staffing •  
Trilogy Health Services • Trinity AME Church  
• Trugreen • Trumble Builders/LJ Trumble  
Builders • Turn Key Home Improvement •  
Turning Leaf Residential Services • Twistars  
USA Gymnastics Club • Two Men and a Truck  
International

UA Local 333 Plumbers Pipefitters Service  
Trades • Uniform Center • Union Bank •  
Unity Spiritual Center of Lansing • Universal  
Protection Service • Universal Solutions • US  
Army Recruiting Center • US Staffing • USDA,  
Food Safety and Inspection Service

Valley Residential Services, Inc. • Veolia  
Environmental Services • Vertafore • Volz  
Family Chiropractic

Walgreen's • Walgreens, MLK & Holmes •  
Wal-Mart • Water Management Specialists  
• Wee Willies • Wellness InX • Wells Brooke •  
Wellspring Lutheran Services • West Property  
Services LLC • West Trucking • Westaff • White  
House Black Market • Whole Foods • Williams  
Auto World • Williamston Products, Inc. • WILX  
• Windy Brook Companies Inc. • Wireless  
Zone of Lansing • WKAR TV • Wolf Run •  
Woodbridge Group • World Interactive Events  
LLC • Wright's Tree

YMCA of Metropolitan Lansing

# EMPOWERING PARTNERSHIPS

## CAPITAL AREA MICHIGAN WORKS! ADMINISTRATIVE STAFF

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**ANDREA RAGAN** | Executive Director, Capital Area IT Council  
**ARMANDO AREVALO** | Talent Specialist  
**BECKY POWERS** | Chief Financial Officer  
**BREEYN TINKLE** | Talent Specialist Assistant  
**BRETT CORNWELL** | Talent Specialist/Reemployment  
**CARRIE ROSINGANA** | Chief Operating Officer  
**DEBBIE SIGHT** | Grant Financial Analyst  
**EDYTHE HATTER-WILLIAMS** | Chief Executive Officer  
**ELLEN RUSSELL** | Receptionist  
**EZATULLAH SHAMSZAI** | Talent Specialist Asst.  
**GEORGE THOMPSON** | Talent Specialist Asst.  
**JILL BARR** | Talent Team Leader  
**JIM BUNN** | Business Services Liaison/Manufacturing  
**JOSEPH WINKIEL** | Business Services Liaison/Healthcare, IT  
**MICHELLE CORDANO** | Executive Director, Capital Area  
Manufacturing Council  
**RAY TREVINO** | Talent Specialist/TAA  
**ROSANNE ALLEN** | Executive Assistant  
**TEKEA NORWOOD** | Program Compliance Officer  
**TERI SAND** | Business Services Team Leader  
**THERESA RUPLEY** | Prisoner Reentry Executive Director  
**TYLER WYSONG** | Chief Technology Officer

## CAPITAL AREA MICHIGAN WORKS! ADMINISTRATIVE BOARD

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**DAVID POHL** | Clinton County Commissioner  
**GLENN FREEMAN III** | Eaton County Commissioner  
**JODY WASHINGTON** | Lansing City Council Member  
**JOSEPH MCDONALD** | Office of the Mayor of Lansing  
**JOSEPH BREHLER** | Eaton County Commissioner  
**JUDI BROWN CLARKE** | Lansing City Council Member  
**KATHIE DUNBAR** | Lansing City Council Member  
**MARK MEADOWS** | East Lansing City Council Member  
**PENELOPE TSERNOGLOU** | Ingham County Commissioner  
**REBECCA BAHAR-COOK (CHAIR)** | Ingham County  
Commissioner  
**ROBERT SHOWERS** | Clinton County Commissioner  
**SARAH ANTHONY** | Ingham County Commissioner

## PROGRAM PARTNERS

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Advent House Ministries  
\*Caliper, Inc.  
Capital Area Information Technology Council  
Capital Area Manufacturing Council  
Capital Area Michigan Works! Administration Offices  
Career Quest Learning Centers, Inc.  
Catholic Charities of Jackson, Hillsdale & Lenawee Counties  
Clinton Task Force on Employment, Inc.  
Disability Appeals Advocates, L.L.C.  
EagleVision Ministries  
Housing Services of Mid-Michigan  
International Trucking School, Inc.  
Lansing Community College  
Lansing School District  
Michigan AFL-CIO Human Resource Development Inc. (HRDI)  
Michigan Rehabilitation Services DHHS  
National Council on Alcoholism  
New Horizons Computer Learning Center  
Peckham, Inc.  
Potterville School District  
Southeast Michigan Community Alliance (SEMCA)  
State of Michigan Veterans Services Division

## CAPITAL AREA MICHIGAN WORKS! WORKFORCE DEVELOPMENT BOARD

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**ANDY KOTARBA** | Dewpoint  
**CHRIS HOLMAN** | Michigan Business Network  
**DARCY KERR** | Accident Fund Insurance Company of America  
**DAVID HOLLISTER** | Hollister Solutions  
**DEAN POGGIALI** | Capital Area United Way  
**EDITH SUTTLES** | Diversified Environmental Services, Inc.  
**GLENN FREEMAN III** | Greater Lansing Labor Council  
**JANE DOTY (CHAIR)** | H&H Restaurants  
\***JANET LILLIE** | Michigan State University  
**JIM DRAVENSTATT-MOCERI** | IBEW Local 352/Greater Lansing  
Labor Council  
\* **KAREN KAFANTARIS** | AARP Michigan  
**MARK BURNHAM** | Michigan State University  
\* **MAUREEN WEBSTER** | Michigan Rehabilitation Services DHHS  
**MIKE KING** | WILX  
**PAULA CUNNINGHAM** | AARP Michigan  
**REY GUZMAN** | State of Michigan Workforce Development Agency  
**ROBERT PROCTOR** | Lansing Community College

# TO STIMULATE OUR REGION

**ROBERT TREZISE** | Lansing Economic Area Partnership (LEAP)

**ROSANNE RENAUER** | Michigan Rehabilitation Services DHHS

**SANDRA PEARSON** | Habitat for Humanity of Michigan

**\*SCOTT SOWULEWSKI** | Accident Fund Holdings, Inc.

**\*SERGIO KECK** | Lansing School District

**SHAWN DAVIS** | General Motors

**SHERRY PFAFF-DOODY** | Sparrow Health System

**SHIRLEY HYDE** | Eyde Company

**\*SU A'LYN HOLBROOK** | Ingham County Department  
of Health & Human Services

**THOMAS RUIS** | Fifth Third Bank

**WILLIAM BREWER II** | Global Business Resource Group

**WILLIAM KIMBLE** | C2AE

**\* Alternate**

## TEACH. TALENT. THRIVE. (T3) BUSINESS COUNCIL

**APRIL CLOBES** | Michigan State University Federal Credit Union

**CHRIS HEDBERG** | Right at Home

**CHRIS HOLMAN** | Michigan Business Network

**DARYL ADAMS** | Spartan Motors

**DENNIS SWAN** | Sparrow Health System

**EDITH SUTTLES** | Diversified Environmental Services

**JEFF WESLEY** | Two Men and a Truck

**JEFFREY BENSON** | Case Credit Union

**JENNIFER KIRKLAND** | Burcham Hills

**JIM ROBINSON** | Farm Bureau Insurance

**KELLIE DEAN** | Dean Transportation

**LISA CORLESS** | AF Group

**MARK ALLEY** | Emergent BioSolutions

**MATT HEDBERG** | Right at Home

**MATT RUSH** | Hayes Green Beach Memorial Hospital

**MICHAEL FLOWERS** | Lansing Board of Water & Light

**MIKE KING** | WILX

**MITCHELL TOMLINSON** | Peckham, Inc.

**SAGAR SHETH** | Moebius Technologies

**STAN KOGUT** | Executive Director, T3

**TERRY GRIMM** | Niowave

**TOM MEE** | McLaren Greater Lansing

## TEACH. TALENT. THRIVE. (T3) ADVISORY COUNCIL

**ARNOLD WEINFELD** | MSU Outreach & Engagement

**ROBERT TREZISE** | Lansing Economic Area Partnership (LEAP)

**BRENT KNIGHT** | Lansing Community College

**CHRIS HOLMAN** | Michigan Business Network

**CINDY ANDERSON** | Eaton Regional Education Service Agency

**DAVE HOLLISTER** | Hollister Solutions

**\*DELSA CHAMPMAN** | Lansing School District

**DENNIS THEIS** | Maner Costerisan

**EDITH SUTTLES** | Diversified Environmental Services

**EDYTHE HATTER-WILLIAMS** | Capital Area Michigan Works!

**GARY REID** | WKAR

**GENE SHANAHAN** | WLNS

**HIRAM FITZGERALD** | MSU Outreach & Engagement

**JANE DOTY** | H & H Restaurants

**JASON VANDERSTELT** | Adams Outdoor Advertising

**JIM DRAVENSTATT-MOCERI** | IBEW Local 352/Greater Lansing  
Labor Council

**KATE SNYDER** | Piper & Gold Public Relations

**KAREN STEFL** | Such Video

**KIRK RILEY** | Information Technology Empowerment Center

**KRISTIN BELTZER** | Lansing Regional Chamber of Commerce

**LAWRENCE HIDALGO, JR.** | Lansing Community College

**MARK CASCARELLA** | Lansing School District

**MAUREEN HIRTEN** | Capital Area District Library

**MELISSA LORD** | Comcast Spotlight

**MIKE KING** | WILX

**NARDA MURPHY** | Williamston Community Schools

**OWEN JOHNSTON/AMY WILHELM** | Bekum America  
Corporation

**\*PAT JACKSON** | Clinton County RESA

**PATRICK HARRISON** | Dean Transportation

**PAUL ELAM** | Public Policy Associates

**ROSANNE RENAUER** | Michigan Rehabilitation Services DHHS

**SAGAR SHETH** | Moebius Technologies

**STAN KOGUT** | Executive Director, T3

**SUE PIGG** | Tri-County Regional Planning Commission

**TERESA KMETZ** | Capital Area United Way

**WAYNE PETROELJE** | Clinton County RESA

**\* Alternate**

# FINANCIAL SUMMARY

FOR THE YEAR ENDED JUNE 30, 2016

## Total Expenditures: \$10,311,716

### WORKFORCE INNOVATION & OPPORTUNITY ACT

Adult	\$1,105,147	10.8%
Youth	\$1,253,610	12.3%
Dislocated Worker	\$765,213	7.5%
Dislocated Worker Job Driven National Emergency Grant	\$120,718	1.2%
Statewide Activities	\$93,271	0.9%

### PARTNERSHIP, ACCOUNTABILITY, TRAINING & HOPE (PATH)

Temporary Assistance for Needy Families FY16	\$2,081,416	20.4%
General Fund / General Purpose FY16	\$376,477	3.7%

## Other Expenditures

### PY15 PROGRAMS

Wagner-Peyser Employment Services	\$615,051	6.0%
H1-B Technology Skills Training	\$776,095	7.6%
Jobs For American Graduates	\$15,000	0.1%

### FY16 PROGRAMS

Skilled Trades Training Fund (STTF)	\$1,493,212	14.5%
Food Assistance Employment & Training Program	\$95,165	0.9%
Migrant & Seasonal Farmworker Outreach Program	\$32,770	0.3%
Career Jump Start Initiative	\$24,000	0.2%
Trade Adjustment Assistance (TAA)	\$90,144	0.9%
TAACCT (TAA For Community College & Career Training)	\$72,154	0.7%
Prisoner Reentry	\$1,181,609	11.6%
Foster Care Summer Youth—Department of Health & Human Services	\$32,141	0.3%

## RISING TO THE CHALLENGE

As a former educator at Flint Community Schools, providing each and every student with a proper and comprehensive education is something I hold near and dear to my heart. The education system faces an uphill battle. And it takes a village to educate future generations – a collaborative effort between parents, grandparents, guardians, teachers, employers, nonprofit organizations and local state government.

The demand for talent to fill these high-skill, high-wage jobs is abundant not just in Michigan, but around the U.S. Throughout the next 10 years, 2 million of the 3.5 million U.S. manufacturing jobs are expected to go unfilled due to a lack of candidates with the necessary skills, according to The Manufacturing Institute.

But, there is a stigma associated with skilled trades. Individuals often believe these jobs are less valuable than those that require a four-year degree. A vital component to fill these jobs is education. We need to talk to children and students about all the career opportunities available to them. We need students to be college and career ready. There are excellent paying jobs that do not require a college degree but do require additional training beyond a high school education.

To do our part to fulfill the talent needs in Greater Lansing and educate the workforce of tomorrow, Capital Area Michigan Works! and community members launched Teach. Talent. Thrive., or T3, this year to support education and empower talent development in the capital area. T3 is committed to helping the capital

area become the exemplary STEAM (science, technology, engineering, arts and mathematics) region in America, and is just one example of our region's focus on innovative solutions for talent attraction and development.

As we look into 2017, we're rising to the challenge of moving the Greater Lansing region forward. We're committed to serving as advocates for education in the skilled trades and fostering opportunities. On behalf of Capital Area Michigan Works!, I thank each partner for their commitment to empowering our region. We are dedicated to helping employers and career seekers in Greater Lansing and beyond have the talent and necessary skills to boost our economy.

Sincerely,



*Edythe Hatter-Williams*

Chief Executive Officer  
Capital Area Michigan Works!

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**“The demand for talent to fill high-skill, high-wage jobs is abundant not just in Michigan, but around the U.S.”**



2110 S. Cedar Street  
Lansing, Michigan 48910

101 W. Cass Street, Suite A  
St. Johns, Michigan 48879

945 Reynolds Road  
Charlotte, Michigan 48813

[www.camw.org](http://www.camw.org)  
1-800-285-WORK

Capital Area Michigan Works! is a proud partner of the American Job Center network. In accordance with the Americans with Disabilities Act, this annual report will be made available in an alternative format upon special request to Capital Area Michigan Works! Relay Center.

Funding for Capital Area Michigan Works! is received in part from the U.S. Department of Labor, the State of Michigan and the Talent Investment Agency.

Call 711 or 844-578-6563 (Voice and TDD).

An Equal Opportunity Employer/Center.

