



2021 ANNUAL REPORT:

Building an Inclusive Culture

A LETTER FROM THE Chief Executive Officer



Dear colleagues,

In the world and within workforce development, we face a number of inequities and barriers daily. We also recognize growing challenges exist as a result of the pandemic and intergenerational poverty. Capital Area Michigan Works! has been dedicated to reducing inequities and challenges, working to build and embrace an inclusive culture internally and ensuring that inclusivity is represented throughout all programs, community relationships and job seekers.

CAMW! is committed to uniting with partners across the region and our state to make a meaningful impact in workforce development that will live long past the pandemic. This year, our staff and partners made it a priority to ask questions, listen and learn to advance progress toward an inclusive workforce for our agency while also helping to share best practices and resources with those we work alongside in the communities we serve.

The work is far from over and, in many cases, we've just scratched the surface of what needs to be done. But it's time to celebrate progress as we move into the new year and continue to embrace opportunities to grow together as an organization.

With gratitude,

Carrie Rosingana

Carrie Rosingana
Chief Executive Officer
Capital Area Michigan Works!

2021

YEAR IN REVIEW

CAPITAL AREA MICHIGAN WORKS!

4,436 PROGRAM PARTICIPANTS

2 FOOD ASSISTANCE EMPLOYMENT AND TRAINING (FAE&T)

15 TRADE ADJUSTMENT ASSISTANCE

26 NEW AMERICANS

68 BUSINESS RESOURCE NETWORK

81 CLEAN SLATE

462 PARTNERSHIP, ACCOUNTABILITY, TRAINING, HOPE, (PATH)

3,304 WAGNER-PEYSER EMPLOYMENT SERVICE

181 YOUTH **194** ADULTS

103 DISLOCATED WORKERS

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

MEASURABLE SKILL GAIN (MSG)

Individuals who are active in the WIOA program year have participated in a WIOA supported training activity that will lead to an industry recognized credential.

YOUTH	ADULT	DISLOCATED WORKER
TARGET: 47.3%	TARGET: 32.4%	TARGET: 32.4%
ACTUAL: 62.5%	ACTUAL: 50%	ACTUAL: 52.8%

CAPITAL AREA MICHIGAN WORKS! SERVICES

1,500 NUMBER OF PHONE APPTS

6,774 REMOTE JOB SEEKER SERVICES AND VIRTUAL APPOINTMENTS

12,000 PHONE CALLS MADE TO AJCS

14 NUMBER OF LANGUAGES OF INDIVIDUALS SERVED

ACCESSIBILITY & CONNECTION

4 HOTSPOTS PROVIDED TO WIOA YOUTH BY LANSING SCHOOL DISTRICT

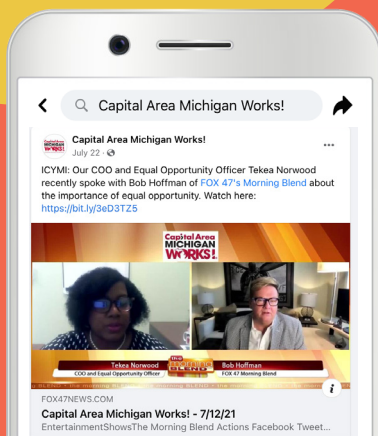
35 WIOA PARTICIPANTS RECEIVED ASSISTANCE WITH OFFSETTING THE COST OF INTERNET ACCESS

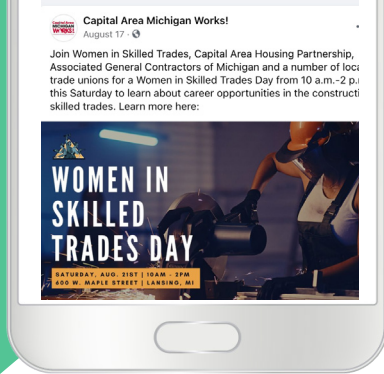
148 CHROME BOOKS PROVIDED



49 NUMBER OF PARTNERS AND PROGRAMS HIGHLIGHTED IN MEDIA OUTREACH

39.1K PEOPLE REACHED THROUGH FACEBOOK LIVE EVENTS





SUPPORTING EMPLOYERS: **Addressing the Talent Mismatch in our Region**

Every year, the Business Services Team (BST) at Capital Area Michigan Works! partners with hundreds of employers in the Capital region to customize and implement recruitment strategies to attract top talent. In a year of staffing shortages and increased recruiting challenges because of the ongoing pandemic, BST staff provided support through job fair assistance and resources for employers to address training and skills needs.

The Business Resource Network (BRN) is dedicated solely to helping employers with retention efforts by providing confidential, one-on-one support to employees struggling with external impacts on their job performance, from transportation barriers to homelessness to financial planning.

Previously, the BRN often worked with employers in the manufacturing sector, but this year,

they supported one of the largest employers in the medical community: Sparrow Health System. This addition of a health care employer, thanks to the dedication of Business Services Officer Joe Winkiel and Business Resource Coach, expands the opportunity to support a more diverse group of employers in the future.

Our team also supported employers with skilled workers through apprenticeships. Apprenticeships help develop and grow a highly skilled workforce in the region by retaining institutional knowledge that is passed on by experienced workers nearing retirement.

Jay LaNew, our Apprenticeship Success Coordinator (ASC), organized a Women in Skilled Trades Day where attendees tried hands-on construction activities, spoke with women who currently work in the trades and learned about community resources available to assist them in achieving their career goals. Partners included CAMW!, Associated General Contractors, Michigan Department of Transportation, veterans services and the construction trade unions. LaNew also participated in several career fairs and presented apprenticeship information to students at secondary education providers.

The demand for highly skilled workers only continues to rise, and those seeking work don't always have the necessary skills to meet employers' needs. We're here to help employers find, recruit and retain top talent. Through the Going PRO Talent Fund, apprenticeships and our Business Resource Network, our team provided on-the-job training and education for employers to address the talent mismatch in our region.

\$2.25M

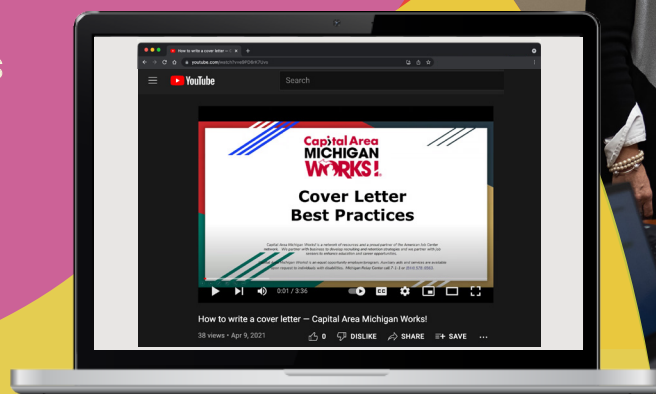
GOING PRO TALENT
FUNDS AWARDED

58

RECIPIENT
COMPANIES

1,763

PEOPLE TRAINED



“Creating a process that ensures all clients who enroll in the Clean Slate Program receive valuable information, assistance or referral to the right partner to remove barriers and sustainability was our biggest accomplishment this year,” Richardson said. “As a result, we’re able to provide guidance to these job seekers and help them navigate life with barriers that can seem insurmountable and move toward removing the barrier altogether through expungement.”

— AMIRIKA RICHARDSON, OUR CLEAN SLATE NAVIGATOR



EMPOWERING OUR COMMUNITY:

Reaching Job Seekers with Specialized Resources

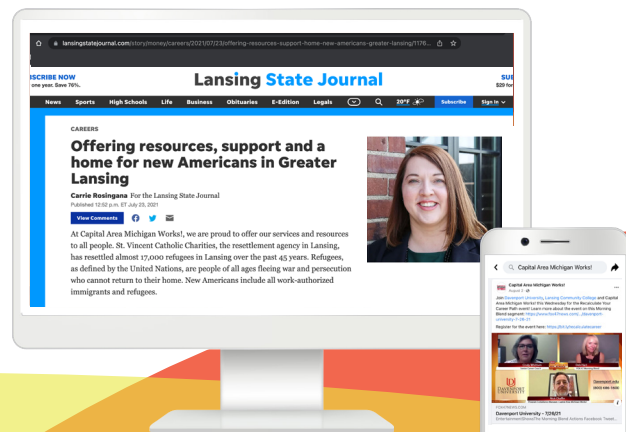
While COVID-19 pandemic conditions presented unique challenges to workforce development, Capital Area Michigan Works! has worked to re-engage with and serve the community. Job seeker services were limited to virtual formats for most of the year, however increased outreach efforts and the adoption of virtual service mediums prevented a drop in the number of customers we served.

For the Partnership. Accountability. Training. Hope. (PATH) program, orientations and workshops were provided virtually, allowing participants to meet program requirements from the safety of their homes. The Workforce Innovation and Opportunity Act (WIOA) program moved to an online orientation through CAMW! Connections, and a record number of people attended. Historically, dislocated workers have been a challenging population to reach; this year, no such struggles were present, and online orientation was the driving factor.

The Department of Labor and Economic Opportunity - Workforce Development (LEO-WD), implemented the Clean Slate Program to assist returning citizens in expunging eligible convictions from their criminal record to aid them in their pursuit of full-time, self-sufficient employment. Our Clean Slate Navigator, Amirika Richardson, assists people seeking expungements to remove barriers that prevent them from reentering the workforce or sustaining employment. Since the program’s implementation in May, Richardson has created a process that ensures all enrolled clients receive valuable information, assistance or referral to the right partner to remove barriers and improve sustainability.

At CAMW!, we’re dedicated to providing specific resources for specialized populations. One of those populations is New Americans. We support refugees and immigrants — regardless of their length of stay in the U.S., immigration status or family structure — through eliminating language and cultural barriers to ensure successful transition into Michigan’s workforce by helping them find jobs and resources related to language acquisition, housing, health care, education, mental health, child care, hygiene and family development. This year, we spent much of our time helping New Americans navigate the nuances of unemployment processes — which can be challenging for the general public, and even more complicated for immigrants.

Our work supporting New Americans became particularly timely with the announcement of 300 additional refugees from Afghanistan expected to arrive within a year. We work closely with the Immigrant and Refugee Resource Collaborative, St. Vincent Catholic Charities, the Michigan Department of Health and Human Services and the Refugee Development Center to address the challenges these new arrivals will face with employment, child care and housing.



549

JOB SEEKERS PARTICIPATED
IN VIRTUAL JOB FAIRS

67

EMPLOYERS
PARTICIPATED

“The COVID-19 pandemic forced many people in education to look more intentionally at ways to nurture the whole student. That includes prioritizing mental health and wellness in their curriculums and structures, as well as more conversations around diversity, equity and inclusion in education. We’ve built stronger relationships during this time of needed flexibility, and I’m proud of how we can use our partnerships to benefit students.”

— J. MOORE
T3 EDUCATION OFFICER

NURTURING PARTNERSHIPS:

Working Together to Affect Change

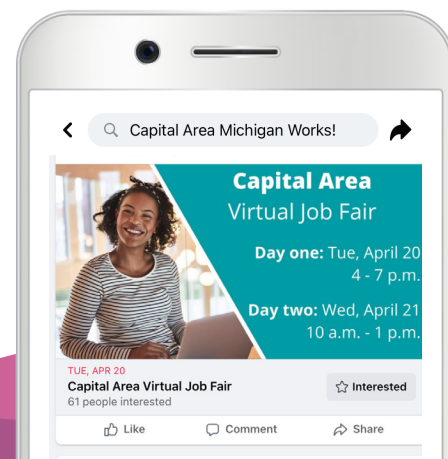
At Capital Area Michigan Works!, we know our partnerships make us even stronger. We value the relationships we have with community organizations and nonprofits, government entities, education partners and industry groups.

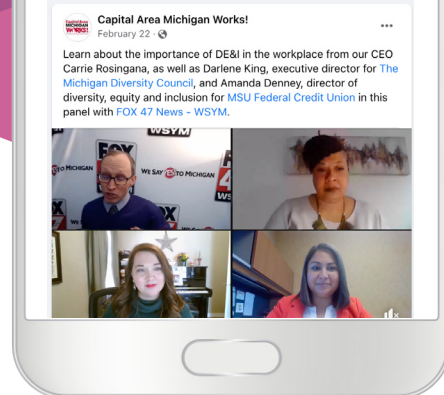
This year, our partnership with the Michigan LEO-WD led to CAMW!’s involvement in promoting Futures for Frontliners and participation in Governor Gretchen Whitmer’s Sixty by 30 Talent Tour, which included virtual panels and discussions about Michigan Reconnect. LEO-WD provided the virtual platform Brazen to Michigan Works! agencies for hosting virtual hiring events at no cost to employers.

CAMW! became a statewide leader in successful virtual job fairs this year. A total of 549 job seekers attended virtual job fairs through CAMW!, with 67 participating employers. Joe Winkiel, business service officer, presented at the Michigan Works! Annual Conference and participated in calls and panels with LEO-WD and Michigan Works! agencies statewide to share strategies for successful virtual job fairs.

We know partnerships are necessary for creating a talent pipeline, so we continued to cultivate our relationships with our education partners, including the Lansing Promise, Michigan Department of Agriculture, Ingham ISD, Lansing School District, Eaton RESA, Clinton RESA, Peckham, Inc. and the Capital Area Manufacturing Council. These partnerships, among many others, allowed our Teach. Talent. Thrive. (T3) Council to participate in important conversations about education’s role in workforce development and provide guidance.

Our partnerships are at the core of who we are, and they have been integral for the people we serve — newcomers, students, returning citizens, employers, dislocated workers and everyone else who walks through our doors or logs onto our virtual services.





ELEVATING OUR TEAM: **Committed to Equitable Growth**

The work we do in our community to serve job seekers and employers at Capital Area Michigan Works! is impactful, and we couldn't do it without our dedicated team. This year, we grew and evolved our team in the tri-county region to ensure that services to job seekers and employers met their needs.

2021 marked Carrie Rosingana's first full year as CEO after serving as CAMW!'s chief operating officer since 2015. Tekea Norwood, who has 16 years of experience in workforce development and previously served as CAMW!'s program compliance manager, was promoted to COO. Nick Chaffin, previously a data officer for CAMW!, is now our program compliance manager. Robert Ramon, previously part of client support services with Peckham, Inc., joined our administrative team. Amirika Richardson transitioned from our Business Resource Network to become our first clean slate navigator. And we welcomed Derek Manchip, accounting assistant.

With support from our partners at Peckham, our Clinton County American Job Center moved to a new, even more physically accessible location, and our Clinton County team worked tirelessly to make our new center welcoming and functional for all who enter the doors.

Not to mention all of the other passionate, driven staff at CAMW!. We simply couldn't be prouder of our entire team and their dedication to serving our community.

"When we work with employers, we always emphasize the economic benefits of retaining employees. But the pride and gratification of witnessing your employees reach their full potential is just as valuable. Our team truly cares about the work we do — every single person has a heart for helping others, and that's what makes our team so unique."

— CARRIE ROSINGANA
CAPITAL AREA MICHIGAN WORKS! CEO

As our team grew, we looked internally at our processes. It's not surprising that workforce development faces a lot of inequities and barriers — and the CAMW! team has always been dedicated to addressing these injustices and biases both internally and externally. We knew if we were advocating for inclusive spaces by encouraging employers we work alongside to examine their workplace environments, hiring practices and physical spaces, we needed to do the same.

In our three-year strategic plan, developed in 2018, we committed to conducting a diversity, equity and inclusion audit to assess areas for improvement. We examined every aspect of what we do at CAMW! to determine not only what we're doing well, but how we can improve. We looked at our physical spaces, our program materials and our external communications — including our website, social media, programmatic and employer-focused collateral, annual reports, media articles and brand standards to ensure communications materials and approaches represent diverse audiences. Along with observations of each of these areas, the audit includes recommendations for increased inclusivity and diversity. Some of those areas we're working to improve are accessibility on our website and social media, additional resources for people who are not English speakers and using images that are more diverse in body size and age. These are direct action steps we can — and will — implement from the audit.

We're also working on portions of our audit that aren't tied directly to communication. This includes evaluating our American Job Center locations on a consistent basis to ensure that they are physically accommodating to people of all abilities and ensuring policies and processes consider DEI best practices as they are developed and implemented. Our hope is to continually improve to make our spaces and services always welcoming to all.

We're proud of the progress we continue to make each year, and we're looking forward to the ways we can continue to become even more inclusive and welcoming for all job seekers and all employers.

WORKING TOGETHER TO BUILD AN INCLUSIVE CULTURE

CAMW!

ADMINISTRATIVE BOARD MEMBERS:

Adam Hussain | Lansing City Council Member
Bryan Crenshaw | Ingham County Commissioner
David Pohl | Clinton County Commissioner
Jeanne Pearl-Wright | Eaton County Commissioner
Joseph Brehler | Eaton County Commissioner
Kathie Dunbar | Lansing City Council Member
Mayor Andy Schor | Lansing City Council Member
Mayor Jessy Gregg | Mayor of East Lansing
Peter Spadafore | Lansing City Council Member
Robert Showers | Clinton County Commissioner
Ryan Sebolt | Ingham County Commissioner
Victor Celentino | Ingham County Commissioner

CAMW! WORKFORCE DEVELOPMENT BOARD MEMBERS:

Bob Trezise | Lansing Area Economic Partnership
Chris Holman | Michigan Business Network
Edith Suttles | Diversified Environmental Services Inc.
Jamie Lovelace | SOM Clinton and Eaton County Dept. of Health and Human Services
Jane Doty | H&H Restaurants
Jane Mitchell | Jungle Jane Promotions
Janet Lillie, Ph.D. | Michigan State University
Jim Dravenstatt-Moceri | IBEW Local 352, Greater Lansing Labor Council AFL-CIO
Joseph Brehler | Attorney at Law
Karen Kafantaris | AARP Michigan
Mary Riley | AF Group
Matt Schneider | UAW Local 652
Paula Cunningham | AARP Michigan
Rebecca Bahar-Cook | Capital Fundraising Associates
Rey Guzman | SOM Labor Economic Opportunity/Workforce Development
Robert Proctor | Lansing Community College
Sandra Pearson | Habitat for Humanity of Michigan
Sergio Keck | Lansing School District
Shelly Neal | Michigan Rehabilitation Services
Sherry Pfaff-Doody, SPHR | Sparrow Health System

Su A'lyn Holdbrook | SOM Ingham County Dept. of Health and Human Services
Tom Ruis | PNC
William Brewer II | Global Business Resource Group
William Kimble | C2AE

Amanda Johnson | Business Resource Coach
Amirika Richardson | Clean Slate Navigator
Becky Powers | Chief Financial Officer
Carrie Rosingana | Chief Executive Officer
Debbie Sight | Grants Officer
Derek Manchip | Accounting Assistant
D'LANEY CONNER-Wellman | Employment Specialist
Ellen Russell | Receptionist/Employment Specialist
Emma Selby | Communications Assistant
Erin McKenzie | Business Services Officer
Ezatullah Shamszai | Employment Specialist
Genell Dorty | Employment Services Manager
J. Moore | T3 Education Officer
Jay LaNew | Business Services Officer/Apprenticeships
Joe Winkiel | Business Services Officer/Healthcare & IT
Jordan Davis | Executive Director/CAITC
Kayla Schultz | Employment Specialist
Noreen Saul | Employment Specialist
Nick Chaffin | Program Compliance Manager
Ray Trevino | Employment Specialist/TAA
Robert Ramon | Executive Assistant
Stephanie Witgen | Employment Specialist
Tekea Norwood | Chief Operating Officer
Teri Sand | Business Services Manager
Tyler Wysong | Chief Information Officer

CAMW! PARTNERS/ON-SITE PARTNERS

AARP Foundation
Capital Area Information Technology Council (CAITC)
Capital Area Michigan Works Administration Offices
Disability Appeals Advocates LLC
DRM International Learning Center

Lansing Community College
Lansing School District
Peckham, Inc.
Pottsville School District
State of Michigan: LEO Veterans Employment Services
State of Michigan: Michigan Rehabilitation Services

T3 COUNCIL MEMBERS:

Amy Busch | Roberts Cinto
Arnold Weinfeld | Michigan State University
Bob Trezise | Lansing Area Economic Partnership
Chris Holman | Michigan Business Network
Cindy Anderson | ERESA
Cindy Kangas | Capital Area Manufacturing Council
David Pohl | Clinton County Commissioner
Teri Bernero | Lansing School District
Dennis Theis | Maner Costerisan
Edith Suttles | Diversified Environmental Services
Jamie Engel | Ingham Intermediate School District
Jane Doty | H&H Restaurants
Jason Mellema | Ingham Intermediate School District
Jason Benson | Case Credit Union
Jay Ediger | Junior Achievement of Mid-Michigan
Jennifer Branch | Clinton County Educational Center
Jennifer Roster | Junior Achievement of Mid-Michigan
Kathleen A. Szuminski | Eaton RESA
Kellie Dean | Dean Transportation
Lory Thayer | Mid-Michigan MiSTEM
Mark Alley | Emergent BioSolutions
Matt Hedberg | Right at Home Mid-Michigan
Michael Flowers | Lansing Board of Water and Light
Michele Strasz | Capital Area College Access Network
Rey Guzman | SOM Labor Economic Opportunity/Workforce Development
Sagar Sheth | Moebius Technologies
Scott Duimstra | Capital Area District Library
Shelly Neal | Michigan Department of Health and Human Services
Sherry Pfaff-Doody, SPHR | Sparrow Health System
Teresa Kmetz | Capital Area United Way
Tim Damon | Lansing Regional Chamber of Commerce
Toni Glasscoe | Lansing Community College

BUSINESSES SERVED

10 Reps to Freedom LLC
A Wright Facility Management; 917 Chittcock St LLC
A-1 Mechanical
Accessivity
Ace Ride Med Trans
Advance ABA Care
Advance Employment
Advanced Pool Services
Advanced Sleep Diagnostic of MI
Aerotek Staffing
AF Group
Agape Building & Restoration
Agate Software Inc.
AGC of Michigan (Associated General Contractors)
Ageatia Global Solutions
Agile Tech Labs
Air Lift Company
Aire Serv
Airgas Great Lakes
Ajay & G Jeet Associates (formerly Ajay Badhwar & Associates)
Alliance Interiors LLC
Allied Universal
Alumni Hall
Amazon
American Plumbing Contractors Inc.
America's Preferred Home Warranty (APHW)
Am-Rail Construction Inc.
Angla Contracting
Anthony's Cleaning Company
Apco Inc.
Applebee's Okemos/TSFR Apple Venture LLC
Application Insight LLC
Applied Imaging
April Fresh Carpet Cleaning
Arcosa Shoring Products Inc.
Arts Council of Greater Lansing
Ashley Homestore Furniture
Asplundh Tree
Aspire of Mid Michigan
Autokiniton (formerly L&W Engineering)
Auto-Owners Insurance Company
Avancez (Android Industries LLC)
B&L Janitorial & Carpet Cleaning
Ballard Cleaning Service
Bango Gifts
Bannasch Welding
Barnes Aerospace
Bean Management

546

NUMBER OF
BUSINESSES SERVED

Bed Bath & Beyond
 Bernal LLC
 Best One Fleet Service of Lansing;
 Jam Best One
 Biggby Coffee Corporate/Global
 Orange Development
 BKD
 Boys and Girls Club of Lansing
 Bridgewater Interiors LLC
 Brookdale Meridian-Senior Living
 Brown's Painting & Services
 BRP/Manitou Boats
 Builders' Hardware Co.
 BuilderTrend
 Bull Janitorial
 Burcham Hills Retirement
 Community
 C2AE/Capital Consultants
 Cameron Tool Corporation
 Campus Advantage
 Capital Area College Access
 Network
 Capital Area IT Council
 Capital Area Manufacturing
 Council (CAMC)
 Capital Area Transportation
 Authority
 Capital Internal Medicine
 Associates (CIMA)
 Capital Region Airport Authority
 Capital Steel & Wire
 Capitol National Bank
 Cardinal Staffing
 Career Quest Learning Centers
 Carefree Medical And Dental Inc.
 Caring Animal Hospital
 Carite
 Carolyn's Care Home
 CASE Credit Union (main office)
 Caterpillar Corner Child Care
 CBI Rehabilitation Services Inc.
 Central State Community
 Services/Coleman House
 CentralStar Cooperative
 (formerly Northstar)
 Chandra Engineers
 Christian Insurance Group
 Christman Constructors Inc.
 Cintas Corporation
 City of East Lansing
 City of Lansing
 City of Pottsville
 Clean Investment Inc.
 Clean Team
 Clinton County Catalyst (formerly
 CC Economic Alliance)
 Clinton Machine Inc.
 Clinton Transit (formerly Clinton
 Area Transit System)
 COG Marketers/AgroLiquid
 Comcast Cable
 Commercial Consulting and
 Appraisal Services LLC
 Community Mental Health (CMH)
 Community Mental Health Board
 Association
 Complete Enclosures Inc.
 Computer Aided Technology (CATI)
 Conrad's Grill/Conrad's III LLC
 Consolidated Electrical
 Contractors
 Core-Mark
 Coronado Gardens
 CorrChoice (formerly Michigan
 Packaging Mason)

County Journal
 CSL Plasma
 CSL Plasma – West Lansing
 D Squared Facilities Management
 Dairy Farmers of America/
 Country Fresh
 Dakota Integrated Systems LLC
 Dan Henry Distributing Co.
 Dart Bank
 Dart Container Corporation
 Davenport Masonry
 David M. Johnson & Associates LLC
 Davis Auto Mart/Davis Pontiac
 Buick GMC
 Dazzle Cleaning Service
 DC Engineering
 Dean Transportation & Dean
 Trailways of MI
 Del Rio Solutions
 DeLaval Inc.
 Delhi Charter Township
 Delivery.com
 Dewpoint
 Dimondale Nursing Care Center
 Disability Network – Capital Area
 Dish Network
 DK Security
 DNV GL
 Doberman Technologies LLC
 Doerr Real Estate
 Dowding Industries
 DR Electronic Systems LLC
 Dr. Hina Shah
 DriverSource
 DRM International Learning Center
 Duckett Brothers Distributing Inc.
 Eagle Monk Pub & Brewery
 Earth Tones Landscaping
 Earthcom Inc.
 East Lansing Lodging/University
 Quality Inn
 Eaton County Health &
 Rehabilitation Services
 Eaton County RESA
 Effective Safety Pro Company
 EG Workforce Solutions (formerly
 Employment Group)
 EJ USA
 Elara Healthcare
 Elderly Instruments
 Elite Logistics Services
 Elite Parking
 EM Services
 Emergent BioSolutions
 Endurance Logistics LLC
 ENG
 EnovaPremier LLC
 Enprotech Industrial Technologies
 Enterprise Logistics Solutions
 ERM Total Facility Services
 (Meridian Mall)
 Everything is Cheesecake
 Executive Living
 Express Employment
 Professionals
 F.D. Hayes Electric
 Facility for Rare Isotope Beams
 Family Farm & Home
 Fast Finance Auto Sales
 Feighner Lifts & Docks
 Ferguson Enterprises
 Fibertec Environmental Services
 First National Bank and
 Acceptance/FNB of America
 FirstLight Homecare

Fleetwood Diner
 Flexible Staffing
 Fountain of Wisdom and Hope
 Group Counseling Practice
 Franchino Mold and Engineering
 Franklin Energy Services LLC
 Fraunhofer USA, Center for
 Coatings and Diamond
 Technologies
 Freight Handlers Inc (FHI)
 G&G Tax Service
 G.A. Hunt Excavating; GA Hunt
 Septic Service
 G4S USA (formerly G4S Secure
 Solutions)
 GC Services
 General Equipment Maintenance
 and Language LLC
 George F. Eyde Family LLC
 Gestamp Mason LLC
 Glynn Farms LLC
 GO Destination Services
 GoldenSpear
 Goodwill Industries
 GPM Investments (Admiral)
 Granger Construction
 Granger III & Associates
 Gravity Works Design
 Great Harvest Bread Company
 in Okemos (Ulrich Family
 Bakeries)
 Great Lakes Christian Homes
 Great Lakes Window Cleaning
 Greater Lansing Convention &
 Visitors Bureau
 Green Point Consulting
 Grenon Enterprises
 Groovy Donuts
 Gunnisonville Meadows Assisted
 Living
 H&H Welding and Repair
 H.A. Eckhart
 H2O Cleaning Pros
 Habitat for Humanity Capital
 Region
 Hager Fox Heating & Air
 Conditioning
 Ha-Jon Inc. dba Jon Anthony
 Florist
 Harmony Logistics
 Hayhoe Asphalt
 Hazel I. Findlay Country Manor
 Heavens Hired Hand dba The
 RFC Group
 Helping Hands Christian
 Learning Center
 Helping Women Period.
 High Grade Materials
 Holiday Retirement
 Holt & Dimondale Insurance
 Agency
 Holt Plumbing
 Holt Products Company
 Holy Cross Children's Services/
 Holy Cross Services
 Home Builders Association of
 Greater Lansing
 Home Electronics
 Home Instead Senior Care
 Horizon Bank
 Housing Services for Eaton
 County
 HR Collaborative
 HRU Technical Resources
 HTA Companies Inc.

Huntsman Advanced Materials
 Americas Inc
 I.O. Express Inc.
 i2Integration
 ICHANGE
 IGT (formerly GTech)
 IMPCO Machine Tools
 Incompass Michigan
 (formerly MARO)
 Ingham County
 Ingham Medical Care Facility
 Initial Brands Incorporated
 International Market One
 Inverve Marketing & Web
 Ionetix Corporation
 IRS Small Business Self-Employed
 J&L Restoration & Cleaning Inc.
 J America
 Jackson (formerly Jackson
 National Life)
 Janest Morway Trucking and
 Logistics
 JB Construction
 JC Electric
 Jill's Movers
 Jones Lang LaSalle (JLL)
 Journal Broadcast Group WSYM
 Fox 47
 JWR Enterprises LLC
 KP Auto Body
 Katranji Hand Center
 Kim Hart Homecare LLC
 KIRCHHOFF Automotive
 Konnech
 Koppers Railroad Structures
 Kroger (Okemos)
 Kroger Grocery Store (West
 Saginaw)
 Kroger Holt
 Kroger Store 890 (East Lansing)
 Kroger, Holmes Road
 K's Precious Care/KS Precious Care
 KTM Industries Inc.
 Kunz, Leigh And Associates
 Kurt's Appliance Center
 L.O. Eyecare
 LaFontaine Ford
 Lansing Art Gallery
 Lansing Board of Water & Light
 Lansing Car Care Center
 Lansing Community College
 Lansing Economic Area
 Partnership (LEAP)
 Lansing Housing Commission
 Lansing Institute of Behavioral
 Medicine
 Lansing Lugnuts
 Lansing Pediatric Associates
 Lansing Real Green Lawn care
 Lansing Regional Chamber
 of Commerce
 Lansing Tile & Mosaic
 Lansing Urgent Care
 Lectronix
 Lee's Excavating
 Leisure Living Grace Haven
 Leo Cancer Care
 Liquid Web
 Loaves and Fishes
 Loc Performance
 Locum Care
 Lores Trucking
 Lothamer
 Loud Sirens Inc. dba
 Firehouse Subs

LR Management
 Luxury Janitorial & Carpet Cleaning
 M&M Moving and Storage
 M.C. Molds Inc.
 M.L. Chartier
 MacDonald Broadcasting
 Magna International Inc.
 Magna/DexSys
 MAHLE Engine Components USA
 Marshalls Dept. Store (Okemos)
 Maru Hospitality Group
 Mary Free Bed
 Mason Christian Childcare
 (Mason First United)
 Master Mowing LLC
 Matrix Consulting Engineers Inc.
 Mayotte Group Architects
 McKesson Corporation
 McLaren Greater Lansing
 McPhee Electric &
 Telecommunications
 MDOT (MI Dept of Transportation)
 Medawar Jewelers
 Medilodge of Capital Area
 Meijer (Capital City Market)
 Meijer Store W. Saginaw
 Meraki Spa & Wellness
 Meridian Charter Township
 Meridian Magnesium Products
 of America Inc.
 Meridian Screen Printing
 & Embroidery
 MESSA
 MessageMakers
 Metro One LPSPG/Metro One Loss
 Prevention Services Group
 MI Department of Natural
 Resources and Environment
 Michael's Plumbing
 Michigan Agricultural
 Commodities Inc.
 Michigan Air National Guard
 Michigan Conference United
 Church of Christ
 Michigan Credit Union League
 & Affiliates
 Michigan Crossroads Council,
 Boy Scouts of America
 Michigan Department of
 Education
 Michigan Dyslexia Institute
 Michigan Economic Development
 Corporation
 Michigan Energy Options
 Michigan Infrastructure &
 Transportation Association
 Michigan Manufacturing
 Technology Center
 Michigan Milk Producers
 Association
 Michigan Nursery & Landscape
 Association
 Michigan Orthopedic Center
 Michigan Society of Association
 Executives
 Michigan State University
 Michigan State University
 Extension
 Michigan State University/
 IMPART Alliance
 Michigan Supreme Court
 Michigan Therapeutic
 Consultants, PC
 Michigan Veneer Ltd.
 Midas (Okemos)
 Midway Die

Midwest Press and Automation
 MMI Engineered Solutions
 MMR Mobile Medical Response
 Modern Metal Processing Inc.
 Moebius Technologies
 Molded Plastics Industries
 Molly Maid
 Money Attorneys
 Morley Companies
 Mouthpiece Communications
 MSUFCU (MSU Federal
 Credit Union)
 Municipal Employees' Retirement
 System (MERS)
 Munters Aerotech
 Murphy Family Dentistry
 MWC/Glanbia Nutritionals
 National Alliance on Mental
 Illness (NAMI Michigan)
 National Composites
 National Home Care Services
 Natural Capital Forestry
 Neogen Corporation
 New York Life Insurance
 Niles Steel Tank
 Niowave Inc.
 Nitrex Inc. – Michigan Operations
 NonSlip Society LLC DBA
 Northern District 23
 Norm Fasteners Co.
 North Winds Heating & Cooling
 Northern Concrete Pipe Inc.
 NuWave Technology Partners
 NWH Roof and Floor Truss Systems
 O'Donnell's Auto & Truck Repair
 Office Depot Max (Edgewood)
 O'Leary Paint
 Olympian Tool LLC
 Open Arms
 Opti O2 LLC
 Optimal Medical Staffing &
 Home Care
 Orchid Orthopedic Solutions
 Origami Brain Injury and
 Rehabilitation
 OtterBase Inc.
 Outshiner Car Wash
 PAE
 PAE Plumbing LLC
 Paint Master Painting
 Panera Bread (Frondor)
 Paramount Recruitment Agency/
 Blue Enterprise
 Paschal Security
 Peak Performance Physical
 Therapy
 Pearle Vision Dr. Marvin J. Martin
 Peckham Industries
 Performance Auto Care
 (ABSales517LLC)
 Personnel World
 Pink Slate
 Piper & Gold Public Relations
 Pizza Hut
 PK Companies/Housing
 Pollard Banknote
 Popeyes Chicken and Biscuits/
 Bean Mgt (MLK Blvd)
 Popeyes/Bean Mgt (West
 Saginaw)
 Potterville Adult Education
 Pratt & Whitney AutoAir Inc.
 Precision Prototype &
 Manufacturing Inc.
 Premier Thermal (formerly
 Atmosphere Annealing)

Prestige Pines
 Prestige Way
 Profile Metal Forming Inc.
 Proliant Dairy Ingredients
 Pro-MEC Engineering Inc.
 Public Sector Consultants
 PureGreen Lawn & Tree
 Professionals
 Qualified Staffing
 Quality Building Services
 Quality Dairy
 QuestX (Formerly Quest Software)
 Rally's (Metro HNN)
 RAMPF (formerly Innovative
 Polymers)
 Red Cedar Podiatry
 Red Letter
 Reflections Hair Design
 Regency at Lansing West
 Reliable Aftermarket Parts
 Residential Options Inc
 ResourceMFG
 REV Group/Spartan Fire Chassis
 Rich's Residential and Home
 Care Options
 Right at Home – East
 Rite Aid District Manager
 Roberts Sinto Corporation
 Romanow Building Service
 Ronald McDonald House of
 Mid-Michigan
 Royal Lawn and Landscape
 RSDC of Michigan
 Ryder Integrated Logistics
 Safe Haven Pet Hotel
 Safe Health Center
 Sakaiya Company of America, Ltd.
 Saylor-Beall Manufacturing
 Company
 SC Environmental
 Schram Auto Parts;
 U-Pull & Save
 Schultz Inc./1800 Pit Clean
 Schwans Food Company
 Securitas USA
 Sergeant Results Group
 Service Master
 Sheridan Books Inc.
 Shinwon USA
 Shrontz Trucking
 Simon Brothers Inc
 SK & Properties
 Sliding Systems
 Small Business Association
 of Michigan
 Small Talk Children's
 Advocacy Center
 Smiles of Michigan
 SMS Group of Companies
 Snyder's Auto Care
 SodexoMAGIC
 Sparrow Health System
 Spartan Dental Lab
 Spartan Precision Machining
 Speedway SuperAmerica LLC
 Spicer Group
 Sportsman's Warehouse
 St. Moritz Security
 St. Vincent Catholic Charities
 Stahl and Sons
 State of Michigan
 Staybridge Suites
 Steritech Rentokil North America
 Stokosa Prosthetic Clinic
 StreamlineHR Services LLC
 Suburban Inns/HHI Incorporated

Sunrise Cleaning & Construction
 Services
 Sunrise SRL Seed Company
 Sunset Food Market
 Superior Satellite
 Swift Motors & Swift Towing
 SWRT Solutions (Soil Water
 Retention Technology)
 TIC International
 T.J. Maxx (West Lansing)
 Tazmanian Tire, KJB Ventures
 Teachout Security
 TechSmith Corporation
 Tecomet
 Tekwissen
 Telamon Corportion
 Texas Roadhouse (S. Lansing)
 The Brook of Portland
 The Business Law Group
 The Martin-Brower Company
 The Shyft Group
 Tina S. Gray, PC
 Total Security LLC
 TownePlace Suites by Marriott/
 North Mich Hospitality Mgt
 Transdev
 Tri Fitness
 Triangle Exteriors
 Trick Titanium/Scitex
 Tri-County Office on Aging
 Trilogy Health Services
 Tri-Star Trust Bank
 Triterra
 Trouble Shooters Technical Support
 Trumble Builders/
 LJ Trumble Builders
 U.S. Dept of Agriculture
 Wildlife Services
 UFP Industries (formerly Universal
 Forest Products)
 Unified Screening & Crushing
 United Fire Protection
 United Freedom Painting LLC
 United Rentals
 United Training (dba New Horizons
 Computer Learning Center)
 UPS Store #0811 East Lansing
 UrbanBeat Event Center Inc.
 Value Engineering
 Venture HR LLC
 VFW St. Johns
 Victor Township
 Victory Heating and Cooling
 Vista Springs Timber Ridge
 Volunteers of America
 (Saginaw Hwy.)
 Volunteers of America
 Michigan Store
 Walgreen's (Waverly & Saginaw)
 Waverly Community Schools
 Wells Brooke
 WestRock
 Wilbur-Ellis
 Willow Creek Farms Trucking LLC
 WILX – News 10
 Wind Beneath Your Wings
 WIS International
 WLNS
 Women's Center of Greater Lansing
 Woodbridge Group
 Young Bros. & Daley
 Zenfreed LLC

FINANCIAL SUMMARY

FOR YEAR ENDED 6/30/21

TOTAL EXPENDITURES	\$ 7,520,655
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WORKFORCE INNOVATION & OPPORTUNITY ACT

ADULT	\$ 1,046,182	13.9%
YOUTH	\$ 1,081,338	14.4%
DISLOCATED WORKER	\$ 549,877	7.3%
STATEWIDE ACTIVITIES	\$ 585,183	7.8%

PARTNERSHIP. ACCOUNTABILITY. TRAINING. HOPE. (PATH)

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) FY21	\$ 2,206,657	29.3%
GENERAL FUND/GENERAL PURPOSE FY21	\$ 224,836	3.0%

OTHER EXPENDITURES

Program Year 2020 Programs

WAGNER-PEYSER EMPLOYMENT SERVICES	\$ 842,143	11.2%
RE-EMPLOYMENT SERVICE – ELIGIBILITY UNEMPLOYMENT COMPENSATION (EUC)	\$ 57,189	0.8%
DISLOCATED WORKER NATIONAL EMERGENCY COVID-19 RECOVERY	\$ 58,589	0.8%
JOBS FOR AMERICAN GRADUATES	\$ 81,770	1.1%

Fiscal Year 2021 Programs

GOING PRO TALENT FUNDS (FORMERLY SKILLED TRADES TRAINING FUNDS)	\$ 239,707	3.2%
FOOD ASSISTANCE EMPLOYMENT & TRAINING PROGRAM	\$ 50,293	0.7%
TRADE ADJUSTMENT ASSISTANCE (TAA)	\$ 108,242	1.4%
FOSTER CARE SUMMER YOUTH – DHHS	\$ 7,464	0.1%
COMMUNITY VENTURES/ BUSINESS RESOURCE NETWORK	\$ 328,075	4.4%
HEALTHY MICHIGAN PLAN NAVIGATOR	\$ 53,110	0.7%



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