

2025

Strength that Endures.  
**A Team that Serves.**

Capital Area Michigan Works!  
Annual Report 2025



# A Letter From the Chief Executive Officer

Dear CAMW! Community,

The power of resiliency is often overlooked but never underappreciated. When peace and tranquility give way to turbulence and uncertainty, people turn to individuals and institutions they know will stand firm.



We know that 2025 was a difficult year for many people in many ways. There are times of trouble that build character, and there are those that reveal it. Capital Area Michigan Works! proved once again in 2025 that resiliency — the power to endure and remain hopeful during challenging times — is at the heart of everything we do.

One of the defining moments of the past year was the decision to close two of our three American Job Centers. While CAMW! prides itself on being close to the communities it serves, a shift in federal funding led to having to make a difficult decision.

Bringing our team together under one roof meant we could more easily support one another, making it easier to support those resilient job seekers looking to take the next step or bounce back from a loss.

Our inner strength,  
combined with theirs,  
led to CAMW!  
serving more than

**59k**

individuals  
last year.

We also have to acknowledge the departure of those who strengthened us, and we felt none more acutely than the retirement of Chief Financial Officer Becky Powers, whose 40 years of experience made her the bedrock into which the foundation of today's CAMW! was built.

Organizations that endure find ways to not just recover but build back stronger. Our new CFO, Zeba Naveed, worked for a CAMW! partner organization before joining the CAMW! family, and has hit the ground running. And with the decision to hire a chief communications officer, it's never been easier to connect with us.

No matter how resilient a person or organization is, they simply can't do it all on their own. This is true of CAMW!, too, but we don't see it as a weakness — it's an opportunity. We grew the number of on-site partners at our Lansing AJC to 10 with the addition of Ascend Skills, an organization focused on upskilling workers through classroom and hands-on training without a crippling debt load, and Workbox Staffing, helping connect talented job seekers to the right businesses to help both sides succeed.

It's thanks to all our partners, from Peckham and the Lansing School District to state departments and Lansing Community College, that we were able to provide more than 900 people from Greater Lansing with opportunities for education, training, employment and more.

Resiliency is in our DNA. It's what makes us who we are. We exist to lift people, businesses and communities from where they are now to someplace better.

And we're not going anywhere.

In Strength and Service,



Carrie Rosingana, CEO  
Capital Area Michigan Works!

We see hope and determination in our more than

**500**

employer partners, who helped us invest more than

**\$12.4m**

into the Capital region. We see compassion and care in our business and employee services teams, who helped fill nearly

**1.5k**

jobs last year.

# Economic Endurance

It's no secret that 2025 was a challenging year for the economy locally, nationally and globally. Government budgets shrank; companies laid off employees; less grant money was available.

*It takes a lot more than that to slow us down.*

In fact, these are the times when investment in workforce development is the most crucial. Periods of economic uncertainty reveal the gaps in our local talent base and employer competitiveness. That's where we come in.

As the state-designated workforce development agency for Clinton, Eaton and Ingham counties, Capital Area Michigan Works! is doing the work to drive our communities, our businesses and our neighbors forward.

One of the singularly most appreciated **(and effective!)** programs we help administer is the Going PRO Talent Fund, which reimburses businesses that train their workers on new technology or in-demand skills.

For fiscal 2026, Michigan's budget *cut* this program by

**42%**

Despite that, CAMW! helped deliver nearly **20%** more in awards to Lansing-area businesses than in 2025.

Those businesses upskilled more than

**2,500 workers.**



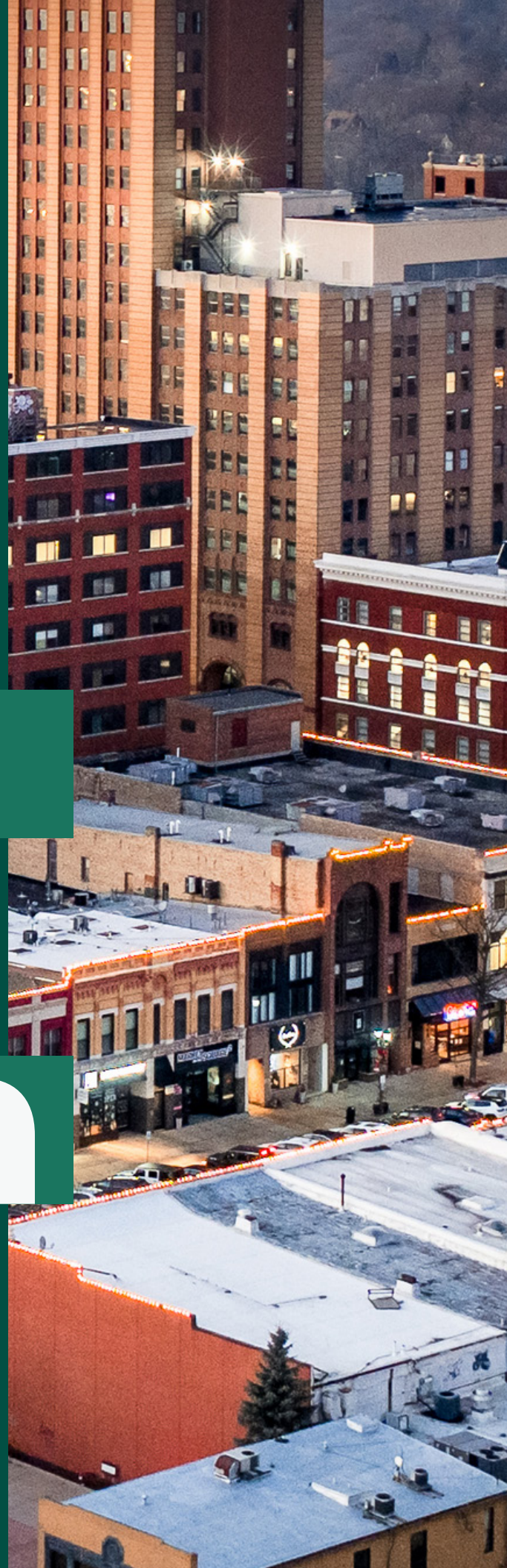
*Imagine what we  
could have done  
without those cuts.*  
**Our estimates state  
that employers in  
the Capital region  
lost out on**

**\$1m**

**in awards, which  
would have generated**

**\$1.4m**

**in economic activity.**

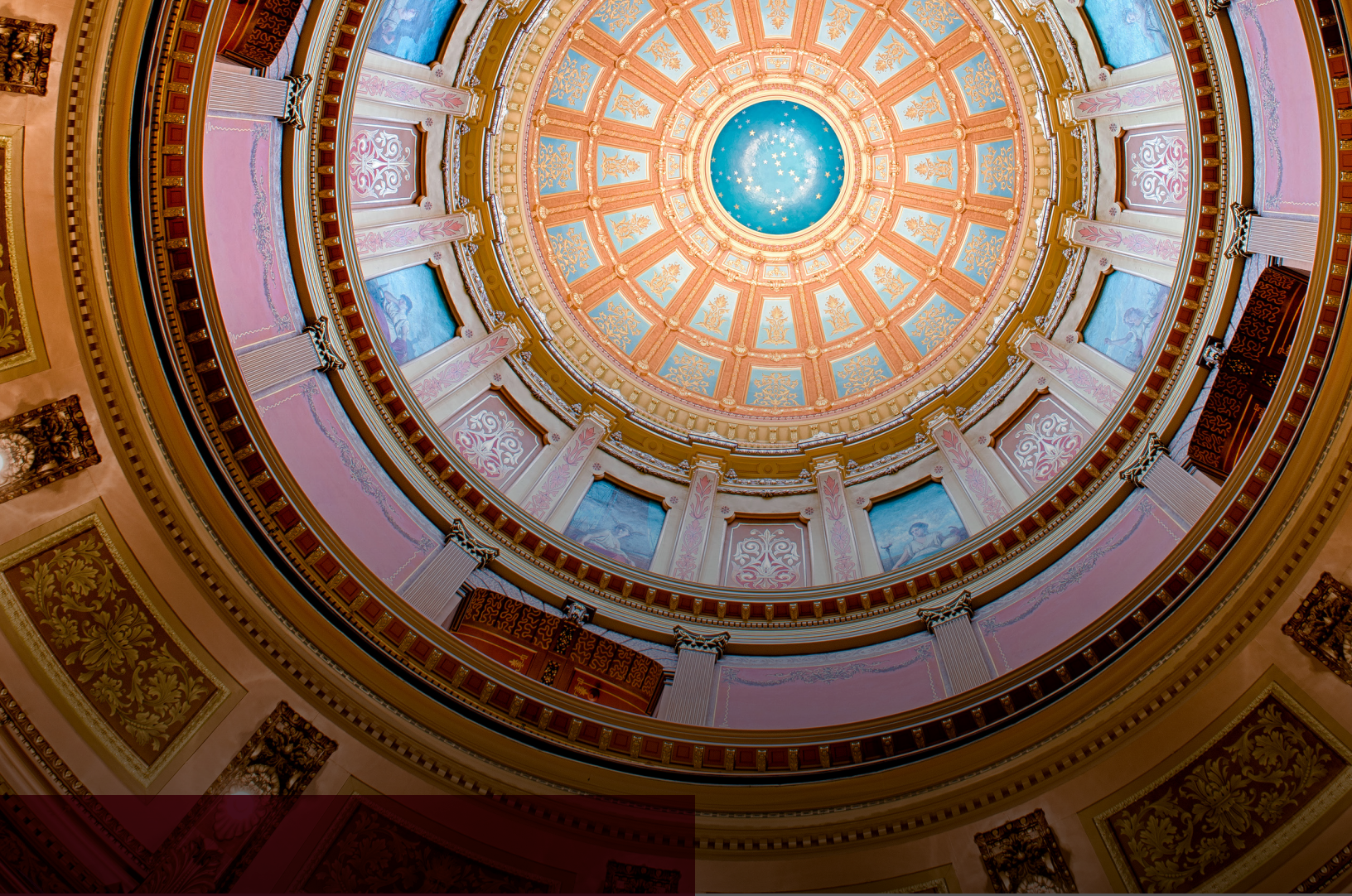


# 40%

return on  
investment?

*That's the kind  
of result you get  
with CAMW!*





Our business partners host Employer of the Day events that draw hundreds of applicants and often result in dozens of on-the-spot job offers. Companies that participated in our Business Resource Network retained almost

**75%**

of the employees who engaged with the program, instead of having non-work-related challenges like housing and transportation impact their ability to stay employed.

Greater Lansing businesses also receive CAMW!'s guidance and expertise on federal Registered Apprenticeship opportunities. We assist employers in "traditional" apprenticeship fields like construction and manufacturing, but we also help businesses develop apprenticeships for medical technologists (UM Health-Sparrow), firefighters and EMTs (Lansing Fire Department) and even early education teachers and child care aides.

When motivated employers meet dedicated service and a proven track record of success, you can count on CAMW! to continue delivering results like these.

## Doing More with Less

Despite decreases in funding from the state and federal governments, CAMW! *increased its operational output in 2025.*

Businesses Served

**+14.5%**

Going PRO Talent Fund Awards

**+19.3%**

Going PRO Talent Fund Trainees

**+6.9%**

New Americans Served

**+27.6%**

# Employer Partners

3 Cloud  
7C Lingo  
A&D Repair and Collision Auto Shop  
A. J. Boggs  
Aalberts Surface Technologies - Livonia  
Aalberts Surface Technologies (formerly Premier Thermal)  
Absolute Solar  
ACD.net  
Actually Clean LLC  
Adecco  
Adiska General Contracting  
Adna Technologies  
Advance ABA Care  
Advent House  
AF Group  
Aflac  
AGC of Michigan (Associated General Contractors)  
AGO Company (American Gas & Oil)  
Air Lift Company  
Aire Serv/Mechanical Contractors and Consultants, Inc./MCCI  
AIS Construction Equipment  
ALDI, Inc. (Webberville)  
Allegra Print & Mail  
All-Tech Auto Sales and Service/MJ2  
Amazon  
American Board of Emergency Medicine  
American Business Management (DBA Biggby Coffee franchise)  
American Heritage Barn Preservation LLC  
American Plumbing Contractors, Inc.  
American Red Cross- Central and Northern Michigan Region  
American Rheinmetall Vehicles (Formerly Loc Performance)  
American Tooling Center - Grass Lake  
American Tooling Center - Lansing  
AMI Strategies  
Another Look Hair Institute  
Arcadia Home Care and Staffing  
ARIA Nursing & Rehabilitation  
Ascend Skills  
ASPPIRE of Mid Michigan  
Atesteo GmbH  
Aunex  
Austin-Fuller Heating & Cooling  
Autokiniton (fka L&W Engineering)  
Auto-Owners Insurance Company  
Autorica LLC  
Autumnwood

Autumnwood - Deckerville  
AVI-SPL  
Ayers Basement Systems  
Best One Fleet Service of Lansing; Jam  
Best One  
Beyond Basics  
Bickford of West Lansing  
Biggby Coffee Corporate/Global Orange  
Blarney Castle Oil  
Block Imaging  
Boulevard Temple Care Center  
Box  
BRD Printing Incorporated  
Bridgewater Interiors, LLC - Detroit  
Bridgewater Interiors, LLC - Lansing  
Bridgewater Interiors, LLC - Warren  
Bright Star Care  
BS&A Software  
Builders' Hardware Co.  
Burcham Hills Retirement Community  
By Dawn's Early Light Home Care Services Inc.  
C & D Hughes Inc.  
C2AE/Capital Consultants Inc.  
C2AE/Capital Consultants Inc. GAYLORD  
CADC-LLC  
Campbell Inc Press Repair  
Capital Area Community Services & Head Start  
Capital Area District Libraries  
Capital Area Housing Partnership  
Capital Area Humane Society  
Capital Area Transportation Authority (CATA)  
Capital Internal Medicine Associates (CIMA)  
Capital Steel & Wire  
Capitol Bedding

Cardinal Staffing  
Carefree Medical And Dental Inc  
Cargill  
CASE Credit Union (Main office)  
Caterpillar Corner Childcare Center LLC  
Chick-fil-A W. Saginaw  
Chipotle Mexican Grill  
CHR Services  
Christian Insurance Group  
Christman Constructors, Inc.  
Cintas Corporation  
City of Eaton Rapids  
City of Grand Ledge  
City of Lansing  
Clark Construction  
Clark Construction - Alpena  
Clean Investment Inc.  
Clinton Area Ambulance Service  
Clinton County Road Commission  
Clinton Transit (formerly Clinton Area Transit System)  
COG Marketers/AgroLiquid  
Colliers Engineering & Design  
Communities First, Inc.  
Community Building Services LLC  
Community Development to Success  
Community Mental Health (CMH) CEI  
Compass Healthcare  
Complete Enclosures Inc.  
Consolidated Electrical Contractors  
Core Engineering  
Country Club of Lansing  
Country Harbor Agency  
Cravings Popcorn  
Crown Staffing Solutions  
Crowne Plaza Lansing  
CSL Plasma  
Custom Built Design & Remodeling

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Businesses Served  
in 2025.

CVS Health  
D Squared Facilities Management  
Dart Bank  
Dart Container Corporation  
Datadog  
Dave & Buster's  
Davenport University  
Dean Transportation & Dean Trailways of MI  
Delhi Charter Township  
Delta Dental  
DENSO Manufacturing Michigan  
Detroit Auto Dealers Association  
Detroit Automotive Technologies (fka Alliance Interiors LLC)  
Devcare Solutions  
Dewpoint  
DexSys (Magna)  
Dimondale Nursing Care Center  
Disability Network - Capital Area  
Ditch Witch Sales of Michigan  
DK Security  
Douglas J Management  
Dowding Industries  
Do-Well Remodel  
Downtown Lansing, Inc./Macotta Club  
DQ Staffing Solutions/Detroit Quality Staffing  
DRB Transport & Duane Lalone, Inc.  
Driven Collision  
DS Huber Real Estate Group  
DT Electric  
Duckett Brothers Distributing, Inc.  
Dun-Rite Machining, Inc.  
E.T. MacKenzie Company  
Earthcom Inc.  
Eaton County Health & Rehabilitation Services  
Eaton Rapids Medical Center  
Eaton Regional Education Service Agency (RESA)  
Elara Healthcare  
Elco Enterprises  
Elderly Instruments  
Elieff Brothers Roofing  
Elwood Staffing  
Emergent BioSolutions  
Empire Hospitality Group/Spartan Subs/Subway  
EnovaPremier, LLC  
Enspired Solutions  
ETM Enterprises, Inc.

EVE (End Violent Encounters)  
Everett Communications  
Everstream (formerly Comlink)  
Express Employment Professionals  
Eyde Development  
F.D. Hayes Electric Company  
FasTemps  
FBI (Federal Bureau of Investigation)  
FedEx  
Feighner Lifts & Docks  
Fenton Healthcare  
First National Bank and Acceptance/FNB of America  
First Student  
Five Below W. Lansing  
Flexfab  
Foundation Specialist LLC  
Fountain View  
Frisco's Mechanical & Fabricating Inc.  
Front Line Media  
GC Services  
General Motors - Flint Assembly  
General Motors - Flint Engine  
General Motors - Flint Metal Center  
General Motors - Grand Rapids Operations  
General Motors - Lansing Delta Township  
General Motors - Lansing Grand River  
General Motors - North American Engineering and Tooling Center  
Gestamp Mason, LLC.  
Global Alliance Solutions Foundation  
GNUTTI CARLO USA INC.  
Gordon Food Service  
GPM Investments (Admiral)  
GPS Guide to Personal Solutions  
Gracious AFC  
Grand Ledge Public Schools  
Grandhaven Living Center  
Granger Construction  
Granger Waste  
Greater Hope Home + Care  
Green Titan Management  
Greenstone Farm Credit Services  
Groovy Donuts

H&R Electrical Contractors LLC  
Habitat for Humanity Capital Region  
Hakikisho Labs  
Hamp, Mathews & Associates, Inc.  
Harper Hill Forestry Products  
Hazel I. Findlay Country Manor/Clinton Area Care Center  
Headspace Counseling Services LLC  
Health Care Association of Michigan  
Healthcare Career Advancement Program (H-CAP)  
Help at Home  
Helping Hands Christian Learning Center  
Heritage Hollow  
Hickory Ridge  
High Caliber Karting & Entertainment  
Higher Ground Development  
Highfields  
HMK Landscaping  
Holt Senior Care & Rehab Center  
Holy Cross Services/New Hope Community Center  
Home Builders Association of Greater Lansing  
Home Care Alternatives  
Home Depot  
Home Instead Senior Care  
Hope Network  
Hospice of Lansing  
HuMindWise  
Hyacinth House  
I.O. Express Inc.  
IBEW  
ICHANGE  
ImaniJ Business Consulting  
IMPCO Machine Tools  
Impression 5 Science Center  
Incompass Michigan (formerly MARO)  
Independence Village of Grand Ledge  
Ingham County  
Ingham Intermediate School District (IISD)  
Ingham Medical Care Facility  
Ingstrup Construction, Inc./Ingstrup Garage Doors  
Insight Global





Instructional Technology Services Inc.  
 Interoperability Institute  
 Invio Automation - Grand Rapids  
 Invio Automation, Inc (Eckhart)  
 Ionetix Corporation  
 IQI Academy for Quality Management  
 Fundamentals  
 Island City Assisted Living  
 Jackson (formerly Jackson National Life)  
 Jackson Area Manufacturers Association  
 (JAMA)  
 JC Electric  
 Jones Lang LaSalle (JLL) - GM Brownstown  
 Jones Lang LaSalle (JLL) - GM Orion  
 Assembly  
 Jones Lang LaSalle (JLL) - GM Pontiac  
 Engineering Center  
 Jones Lang LaSalle (JLL) - GM Pontiac  
 Stamping  
 Jones Lang LaSalle (JLL) - GM Romulus  
 Engine  
 Jones Lang LaSalle (JLL) - Lansing Delta  
 Township  
 Jones Lang LaSalle (JLL) - Lansing Grand  
 River  
 Jos. A. Bank/Tailored Brands  
 Journal Broadcast Group WSYM Fox 47  
 Juice Nation  
 JWR Enterprises LLC  
 Kenneth Mark Burkett II/KMB Burkett's  
 Beef  
 Keurig/Dr. Pepper  
 Kith Haven  
 K's Precious Care/KS Precious Care  
 Kunz, Leigh & Associates  
 Kwik Car Wash & Express Detailing  
 Kyla Marsh  
 L&G Building and Maintenance LLC  
 La Mulata Private Events  
 Labor Rocket  
 Lakeview Manor  
 Lansing Board of Water & Light (BWL)  
 Lansing Community College  
 Lansing Economic Area Partnership (LEAP)  
 Lansing Entertainment & Public Facilities  
 Authority (LEPFA)

Lansing Housing Commission  
 Lansing Regional Chamber of Commerce  
 Lansing School District  
 Lansing Tile & Mosaic  
 Lansing Urgent Care  
 Launstein Hardwoods  
 Laurels of Fulton  
 Laurels of Galesburg  
 Laurels of Kent  
 Lead With Collective  
 LG Energy Solution  
 Liquid Web  
 Little Blessings Childcare Center  
 Little Dreamers Daycare Center  
 Little Miracles Academy  
 Loaves and Fishes Ministries  
 Lockwood, Andrews & Newnam, Inc.  
 (LAN; Leo a Daly)  
 LorAnn Oils  
 Lothamer  
 Lotus Beauty Lounge LLC  
 Lowe's (West Lansing)  
 Luv4Kidz Childcare  
 M.C. Molds Inc  
 M.L. Chartier Excavating Inc.  
 MadeLabs  
 MAHLE Aftermarket  
 MAHLE Engine Components USA  
 Manpower  
 Maple Creek Golf Course/The Emerald  
 Markdom International  
 Maru Hospitality Group  
 Mary Free Bed  
 Massage Bliss and Beauty  
 Matrix Consulting Engineers, Inc.  
 Maurer's Textiles  
 MedCerts  
 Medilodge - The Lodge at Taylor  
 Medilodge at the Shore  
 Medilodge of Alpena  
 Medilodge of Campus Area  
 Medilodge of Capital Area  
 Medilodge of Cass City  
 Medilodge of Cheboygan  
 Medilodge of Clare  
 Medilodge of East Lansing

Medilodge of Farmington  
 Medilodge of Frankenmuth  
 Medilodge of Gaylord  
 Medilodge of Grand Blanc  
 Medilodge of Grand Rapids  
 Medilodge of Green View  
 Medilodge of GTC  
 Medilodge of Hillman  
 Medilodge of Holland  
 Medilodge of Howell  
 Medilodge of Kalamazoo  
 Medilodge of Lansing  
 Medilodge of Leelanau  
 Medilodge of Livingston  
 Medilodge of Ludington  
 Medilodge of Marshall  
 Medilodge of Midland  
 Medilodge of Milford  
 Medilodge of Monroe  
 Medilodge of Montrose  
 Medilodge of Mt. Pleasant  
 Medilodge of Munising  
 Medilodge of Okemos  
 Medilodge of Plymouth  
 Medilodge of Port Huron  
 Medilodge of Portage  
 Medilodge of Richmond  
 Medilodge of Rochester Hills  
 Medilodge of Rogers City  
 Medilodge of Sault Ste. Marie  
 Medilodge of Shoreline  
 Medilodge of Southfield  
 Medilodge of St. Clair  
 Medilodge of Sterling  
 Medilodge of Sterling Heights  
 Medilodge of Tawas City  
 Medilodge of Taylor  
 Medilodge of Traverse City  
 Medilodge of Westwood  
 Medilodge of Wyoming  
 Medilodge of Yale  
 Medina Resources Group LLC  
 Meijer DC  
 Meridian Charter Township  
 Meridian Magnesium Products of America,  
 Inc.

Metro Express  
MI Department of Technology,  
Management & Budget  
MI Department of Treasury  
MI Dept. of Licensing & Regulatory Affairs  
(LARA)  
Michigan Asset Group  
Michigan Association for the Education of  
Young Children (MiAEYC)  
Michigan College Access Network  
(MCAN)  
Michigan Department of Health and  
Human Services (DHHS)  
Michigan Department of Insurance and  
Financial Services (DIFS)  
Michigan Dept. of Corrections  
Michigan Dyslexia Institute  
Michigan Economic Development  
Corporation  
Michigan Educational Transportation  
Services (METS)  
Michigan First Credit Union  
Michigan Health Information Network  
Shared Services (MIHIN)  
Michigan Manufacturing Technology  
Center  
Michigan Minority Supplier Development  
Council  
Michigan Paving and Materials/CRH  
Americas Materials, Inc.  
Michigan Public Health Institute (MPHI)  
Michigan Public Service Commission  
Michigan Rehabilitation Services  
Michigan Senate  
Michigan Society of Professional  
Surveyors  
Michigan State Police (Trooper Division)  
Michigan State University  
Michigan Trowel Trades Apprenticeship  
and Training Program  
Michigan United Conservation Clubs  
Michigan Works! Association  
Mid-Michigan Recovery Services  
Midwest Press and Automation  
Mike Gerig, Independent Contractor  
MMI  
MMR Mobile Medical Response  
Mobile Health Resources MHR  
Monarch Early Learning Center/SOAR  
Childcare and Youth Org  
Morrison Healthcare/Compass Group  
Motor Cars of Lansing  
MSUFCU (MSU Federal Credit Union)  
Munters Aerotech  
Muralmatics LLC  
Mutually Human  
MWC/Glanbia Nutritionals  
My Handyma'am  
MY1 Cleaning Services, LLC

National Manufacturing Group (National  
Composites)  
Naturally Chic Dread Bar  
Neogen Corporation  
Next Chapter Construction  
Niowave, Inc.  
Northwind Rehab & Health  
Oak Street Health Center  
Oh Mi Organics  
Okemos Public Schools  
Olivet Machine Tool Engineering  
Omni Continuing Care  
Origami Rehabilitation  
Orthopaedic Rehab Specialists, P.C.  
Ovid Healthcare Center  
P I Engineering  
P.K. Contracting, Inc. St. Johns Division  
Parallel Contracting  
Peak Management  
Peak Performance Physical Therapy  
Peckham Industries  
Personnel World  
Phillip Patrick  
PIE & G  
Pine Brook Manor apartment complex  
Piper & Gold  
Pollard Banknote  
Polly Products, LLC  
Pomp's Tire Service, Inc.  
Power Panel/RG Resource  
Pratt & Whitney AutoAir - Holt  
Pratt & Whitney AutoAir - Lansing  
Preuss Pets  
ProAssurance  
Proliant Dairy Ingredients  
Protect Michigan Families  
Providence Consulting  
PureGreen Lawn & Tree Professionals  
Qualicare Nursing Home  
Quality Building Services  
QuestX (Formerly Quest Software)  
Rainbow Homes  
Rathbun Insurance Agency  
REACH Studio Art Center  
Regency at Canton  
Regency at Freemont  
Regency at Grand Blanc  
Regency at Lansing West  
Regency at Livonia  
Regency at Shelby Twp  
Regency at St. Clair Shores  
Regency at Waterford  
Regency at Westland  
Regency at Whitmore Lake  
Regency Bluffs Park  
REGENCY HEIGHTS DETROIT Nursing  
and Rehab Center  
Reliable Aftermarket Parts  
Research Tool Corporation





Resolution Services Center  
Resource MFG  
Reyes Holdings  
RiceFW Technologies  
Riverwalk Theatre  
Roberts Sinto Corporation  
Romanow Building Services  
Ronald McDonald House of Mid-Michigan  
Royalton Manor - St Joseph  
RX Ride  
Salvation Army  
Sandalwood Ranch  
SCG Solutions LCC  
Schlegel Sand and Gravel  
Schneider Concrete  
Schultz Inc./1800 Pit Clean  
Sensations Memory Care  
Sheffield Manor Nursing and Rehab  
Simtech Outdoor Solutions & Landscape Supplies  
Small Business Association of Michigan/SBAM  
Smith Lawnsapes  
Soap Slingers/Good Work Team  
Spartan Healthcare  
Specialty Certs Institute  
Spicer Group  
Square One Transport Inc.  
St. Francis Retreat Center  
Star of the West Milling Company  
State of Michigan  
State of Michigan Center for Forensic Psychiatry  
StayDry Basement Waterproofing Inc.  
Steve Cantin Productions LLC  
Streak Geek Detail LLC  
Streamline Enterprises Inc  
Stunio (formerly Uniservices)  
Summit Contractors  
Superior Cam

Superior Electric  
Sweet Encounter Bakery LLC  
Swift Motors & Swift Towing  
Sylvan Learning Center Headquarters  
T. L. Hart, Inc  
T.A. Forsberg  
Tantay  
Teachout Security  
TechSmith  
Tecomet  
TEKsystems  
Telamon Corporation  
Terminix  
Terra Labor Consulting Group, LLC  
Thatch Computer Consulting  
the Comfort Zone  
The House of Promise  
THE LAURELS OF CARSON CITY  
The Laurels of Mt. Pleasant  
THE LAURELS OF SANDY CREEK - Wayland  
The Manor of Farmington Hills  
The Manor of Novi  
The Martin-Brower Company/Reyes Holdings  
The Plant Professionals, Inc  
The Shyft Group  
Time To Shine Commercial Cleaning LLC  
Tina S. Gray PC  
TopDuck Products, LLC  
Total Quality Logistics  
Trader Joe's store  
Traffic Management International  
Transdev  
Transfast Trucking Co  
Tri-County Regional Planning Commission  
Trilogy Health Services  
Triterra  
Tru Solutions Commercial Painting  
Trugreen  
Turnaround Place

Turning Leaf Behavioral Health Services  
Tuskegee Airmen National Museum  
U. S. Post Office  
Ultium Cells LLC  
Underground Contractors Inc  
Unique Movers & Solutions  
United Electrical Contractors  
United Rentals  
United States Postal Service  
University Of Michigan Health -Sparrow  
US Army Recruiting Center  
Velatura  
Vertafore  
Victory Heating and Cooling  
Village Caregiving  
Wacousta Cooperative Preschool  
Walmart (Charlotte)  
Warner Bros. Tree  
Water Management Specialists  
Waverly Community Schools  
Wellness InX  
Wells Brooke  
West Michigan International  
WestRock  
Wickens Group  
Williamston Community Schools  
Willow Creek Farms Trucking LLC  
WILX - News 10  
WiseMan Tree Experts  
WITRON  
WKAR TV  
Woldumar Nature Center  
Wolverine Building Group  
Woodbridge Group  
Woodlands of DeWitt  
Workbox Staffing  
Xavier Express  
YiQi America  
ZL A Solutions

# Strength through Service

Here at Capital Area Michigan Works!, we don't have to look far to find what inspires us. We see it every day in the everyday people we serve.

Asking for help isn't easy when society expects us to lift ourselves up by our bootstraps.

The path to success isn't a straight line or one-size-fits-all.

Despite that, job seekers come through our doors to better themselves. In fact, we served more than

# 59k

people last year.

To put that in perspective, that's more than the entire populations of East Lansing and Charlotte combined.

These are our friends, our neighbors, our family members, from cities of thousands to villages of hundreds. Some need a second chance, a third chance, a double-digit chance. Our doors and our arms are open. Age, ability and background don't matter.

Young people and adult learners can come to CAMW! to get their GED. Workers who want to change careers can get guidance and resources. We support those referred to us by the Department of Health and Human Services to ensure they meet requirements and keep their assistance.

Before you think we only serve a general population, our services reach specific communities, too.

One of the areas in which CAMW! stands out is in our New American population and the services we provide them.

Compared with other Michigan cities, Lansing has a robust New American population, with settlers arriving in the Capital region from 19 different countries. To that end, we are proud to offer support for eight languages.

The ability to serve these populations from different cultures doesn't happen by accident. We endure because when we see a challenge, we rise to meet it. We have New American navigators specifically to help those trying to find a better life in Lansing. They're certified translators to eliminate language barriers. They live in the communities they serve, building rapport and trust.

## **Resilience. Determination. Hope.**

These are our values, reflected from the people we serve, and delivered to improve lives, economies and communities.

# Partnership in Purpose

There's a lot that CAMW! does for the people and businesses we serve, but we can't do everything. It might be rules and regulations, a lack of resources or simply not enough hours in the day. When we can't assist customers the way they need, we don't throw in the towel — ***we reach out to collaborate.***

We welcomed two new members to the CAMW! team last year. First, Workbox Staffing opened its office in our American Job Center. Workbox is more than just a job placement agency; it engages in the community to help others beyond its clientele.

We also joined with Ascend Skills, a training company based in Arizona that expanded to Michigan this past year. Ascend offers fast-paced, affordable training and education for people interested in health care, information technology and the skilled trades.

Having 10 partner organizations under our roof means that when additional services are needed, referral to the next step is as easy as walking down the hall.

When a veteran comes through our doors to file their unemployment claim, a veteran career adviser from the Michigan Department of Labor and Economic Opportunity is available. CAMW! also continues to offer priority of service to eligible veterans and their spouses across workforce programs.

When a recent high school graduate is looking for resources, they'll find an adviser from Lansing Community College or an apprenticeship success coach to offer possible career pathways.

CAMW! adult service provider Peckham Inc. works with adult workers and learners alike to remove barriers and help program participants connect to employment opportunities. CAMW! youth partners Peckham and the Lansing School District support youth in reaching their educational goals and connecting them to their next career steps through the Workforce Innovation and Opportunity Act and Jobs for Michigan's Graduates programs.

This one-stop-shop approach is known nationally as the "Michigan model," and it's how we set the gold standard for workforce development.

Still, that's not all. We built on our already strong relationship with Michigan State University with the College of Social Science's Employer Advisory Board, a group of public and private entities we co-chair, dedicated to keeping homegrown talent in our community.

We also continue to support LCC's Coalition for College and Career Readiness (C3R) to address the preparedness of K-12 Tri-County-area students for college and the workforce, with the CEO of CAMW! chairing the C3R Advisory Council.

# 10

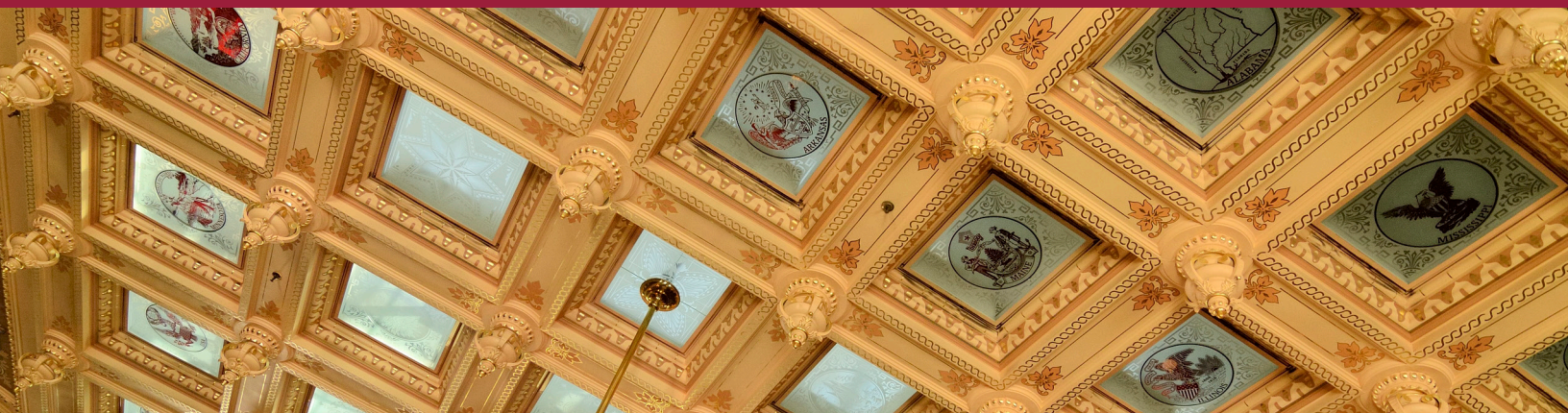
## In-house Partner Organizations:

- Ascend Skills
- Disability Appeals Advocates LLC
- DRM International Learning Center
- Eaton Regional Educational Services Agency
- Lansing Community College
- Lansing School District
- Michigan Rehabilitation Services — State of Michigan
- Peckham Inc.
- Veterans Employment Services — State of Michigan
- Workbox Staffing

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## Programs:

- Registered Apprenticeships
- Business Resource Network
- Food Assistance Employment and Training (FAE&T)
- Jobs for Michigan's Graduates
- Michigan Skilled Immigrant Integration Program
- New American Programming, including the Michigan Skilled Immigrant Integration Program
- Partnership. Accountability. Training. Hope. (PATH)
- Trade Adjustment Assistance (TAA)
- Workforce Innovation and Opportunity Act (WIOA) Adult
- WIOA Dislocated Worker
- WIOA Youth
- Wagner-Peyser Employment Services



# A Culture of Compassion

The work we do at Capital Area Michigan Works! is incredibly rewarding. The business of people helping people provides a fulfillment like no other.

It can also be incredibly difficult. People often come to us at their lowest — unemployed and unsure what to do, where to go, whom to see. Tensions sometimes run high. Tears are sometimes shed.

What keeps us showing up day after day, other than that drive to help those who need it, is each other. CAMW! is a team, and it shows in the success we achieve.

Our Lansing School District and Peckham partners who administer the Jobs for Michigan's Graduates program were recognized at the national level with the prestigious 6 for 6 Award, received for excellence in every measured category.

We said goodbye last year to a one-woman institution with the retirement of Chief Financial Officer Becky Powers. In addition to the priceless and innumerable contributions — not just to CAMW!, but to the entire Michigan Works! system — over 40 years of service, two figures stand out:

**1** The number of times in its history that the Michigan Works! Association's Christine Quinn Excellence in Leadership Award was given to someone other than an agency CEO. *Guess who?*

The number of negative findings in every audit performed for CAMW! during Becky's 25 years as CFO:

**0**





Those sound like giant shoes to fill, but fortunately for us, the right replacement was waiting in the wings. Zeba Naveed spent years in accounting for Peckham before joining the CAMW! team, and working directly with Becky before her retirement. Thank you for everything, Becky!

Because that wasn't enough, CAMW! also made changes to its outreach last year. Working with Piper & Gold — a Lansing-based, woman-owned public relations firm — for more than 10 years was an amazing partnership, but our needs shifted during that time, and we took the opportunity to hire a dedicated communications professional to help amplify the work we do in the community. Our Chief Communications Officer, Joe Clark, brings more than 20 years of experience in journalism and advocacy communications to CAMW! and made an immediate impact.



## Our team members deliver for one another, and that's what keeps us delivering for you.

Amanda Johnson | *Workforce Development Program Liaison*  
Amirika Richardson | *Career and Education Director*  
Becky Powers | *Chief Financial Officer*  
Carrie Rosingana | *Chief Executive Officer*  
Dakota Piper | *Business Services Officer*  
Dar Baker | *Business Services Assistant*  
Derek Manchip | *Accounting Assistant*  
Ellen Russell | *Employment Specialist*  
Erin McKenzie | *Special Projects Liaison*  
Ezatullah Shamszai | *New American Navigator*  
Genell Dorty | *Employment Services Manager*  
Hailey Cuzcó - Romero | *Employment Specialist Assistant*  
Jay Benitez | *Workforce Development Program Liaison*  
Jay LaNew | *Business Services and Apprenticeship Officer*  
Jodi Blanchard | *Employment Specialist*  
John Adams | *Business Services Officer*  
Joe Clark | *Chief Communications Officer*  
Joseph Winkiel | *Business Services Officer*  
Kayla Schultz | *Employment Specialist*  
Leah Jones | *Business Resource Coach*  
Michelle Dillingham | *Employment Specialist*  
Mohibullah Israr | *New American Navigator*  
Nick Chaffin | *Program Compliance Manager*  
Norean Saul | *Employment Services Manager*  
Robert Ramon | *Executive Office Coordinator*  
Tekea Norwood | *Chief Operating and Equal Opportunity Officer*  
Teri Sand | *Business Services Manager*  
Tyler Wysong | *Chief Technology Officer*  
Yolanda Riley | *Business Resource Coach*  
Zeba Naveed | *Financial Accountant/Chief Financial Officer*

## Administrative Board:

Irene Cahill | *Chair*  
Robert Showers | *First Vice Chair*  
Jeanne Pearl-Wright | *Second Vice Chair*  
Robin Anderson-King  
Tamera Carter  
Nicole Fickes  
Chuck Grigsby  
Ryan Kost  
Clara Martinez  
Mark Mudry  
Karla Ruest  
Ryan Sebolt

## Workforce Development Board:

Dennis M. Louney   <i>Chair</i>	Cindy Kangas
Shelly Neal   <i>First Vice Chair</i>	Sergio Keck
Robert Trezise   <i>Second Vice Chair</i>	William Kimble
Rebecca Bahar-Cook	Janet Lillie
William Brewer II	Heidi Lowe
Paula Cunningham	Sherry Pfaff-Doody
Jim Dravenstatt-Moceri	Robert Proctor
Kathy Dunbar	Tom Ruis
Rey Guzman	Matt Schneider
Su A'lyn Holbrook	Fathy Shetiah
Chris Holman	Laura Stoken
Rich Howard	

## T3 Council:

Amy Busch	Justin Sheehan
Amy Rich	Matt Hedberg
Arnold Weinfeld	Michael Flowers
Bob Trezise	Michele Strasz
Candace Williams	Nicole Milsap
Chris Holman	Rey Guzman
Cindy Kangas	Scott Koenigsknecht
Nicole Fickes	Sean Williams
Erik Larson	Shelley Lowe
Jamie Engel	Shelly Neal
Jason Mellema	Susan Shilton
Jay Ediger	Teresa Kmetz
Jeffrey Benson	Tim Damon
Jeffrey Parks	Toni Glasscoe
Jennifer Smith	Vlad Lebedintsev
Jim Dravenstatt-Moceri	Laura Stoken

# Financial Fortitude

Financial Summary  
For Year Ended 6/30/25

**Total Expenditures**

**\$12,482,383.00**

## Workforce Innovation & Opportunity Act

Adult	\$1,051,583.00	8.4%
Youth	\$1,420,822.00	11.4%
Youth Young Professionals	\$159,994.00	1.3%
Dislocated Worker	\$350,853.00	2.8%
Statewide Activities	\$547,707.00	4.4%

## Partnership. Accountability. Training. Hope. (PATH)

Temporary Assistance for Needy Families (TANF) FY25	\$1,907,801.00	15.3%
General Fund/General Purpose FY25	\$286,482.00	2.3%





## Other Expenditures

### Program Year 2024 Programs

Apprenticeship Expansion Program	\$156,116.00	1.3%
Re-employment Services Eligibility Act - Unemployment (RESEA-UC)	\$166,238.00	1.3%
HI-B WIN One Workforce Grant	\$83,300.00	0.7%
Jobs for America Graduates	\$118,717.00	1.0%
Wagner-Peyser Employment Services	\$769,032.00	6.2%

### Fiscal Year 2025 Programs

Barrier Removal Employment Services	\$420,168.00	3.4%
BRES Expansion Federal Fiscal Funding	\$323,680.00	2.6%
Food Assistance Employment & Training Program	\$58,320.00	0.5%
Going Pro Talent Funds	\$4,595,734.00	36.8%
Global Talent Attraction Program	\$65,836.00	0.5%



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[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 piece will be made available in an alternative format upon request to Capital Area Michigan Works! Relay Center. Call 711 or 844-578-6563 (Voice and TDD). Funding for Capital Area Michigan Works! is received in part from the U.S. Department of Labor and the State of Michigan. An Equal Opportunity Employer/Center.