



Connected Together

2019 ANNUAL REPORT



Capital Area
**MICHIGAN
WORKS!**

CAMW.ORG

Dear colleagues,

For the past six years as CEO, I've had the pleasure of sharing a letter with you each year celebrating our successes at Capital Area Michigan Works!, showcasing our partnerships and sharing the challenges we face as a region and state.

This year, I'm sharing my thoughts for my last annual report letter, formally. While 2020 will inevitably bring change for our system, our region, our state and our country, I will also be learning and growing as I adjust to my upcoming retirement in 2020.

After more than 22 years with Capital Area Michigan Works!, and a lifetime working in education and talent, I have a lot to think about as I reflect back and look forward.

In my first annual report letter as CEO, I wrote: Our ability to change and evolve is a reflection of a robust and integrated network of employers, education partners, councils, labor partners, economic development, regional planning, subcontractors and leadership boards.

That remains as true today as it was then.

There's much I am proud of in my time at Capital Area Michigan Works!. It's almost impossible to distill down a career's worth of impact and reflection into one letter.

But perhaps the accomplishment of which I'm most proud is building connections in our community. Connecting with K-16 education is a personal passion of mine. Connecting businesses directly with our students, through MiCareerQuest Capital Area and more. Connecting with economic development leaders through my service on the LEAP executive committee to help shape our region's economic and workforce landscape. Connecting with my Michigan Works! peers through my service with the Michigan Works! Association, its Board of Directors and through my work on the Directors' Council for Michigan Works! agencies. Connecting with fellow workforce CEOs throughout the Midwest and nation in my role with the Great Lakes Employment and Training Association and through education and outreach work in Washington, D.C. Connecting daily with



Copeland leading a VIP tour at MiCareerQuest Capital Area, a new event she's dreamed of bringing to the region for years.

veterans, students, parents, job seekers and entrepreneurs as they walk through the doors of our American Job Centers.

And connecting with each and every team member who works every day at Capital Area Michigan Works! to strengthen our workforce.

I am proud of all that WE have accomplished, because it is through our connections and the work of our team that we've been able to succeed and thrive.

Thank you. Thank you for the opportunity to connect and lead. Thank you for the privilege of working with the talented team who will continue to ensure Capital Area Michigan Works! is a national leader in workforce development. And thank you for our work together.

We are connected together, and I am better for it.

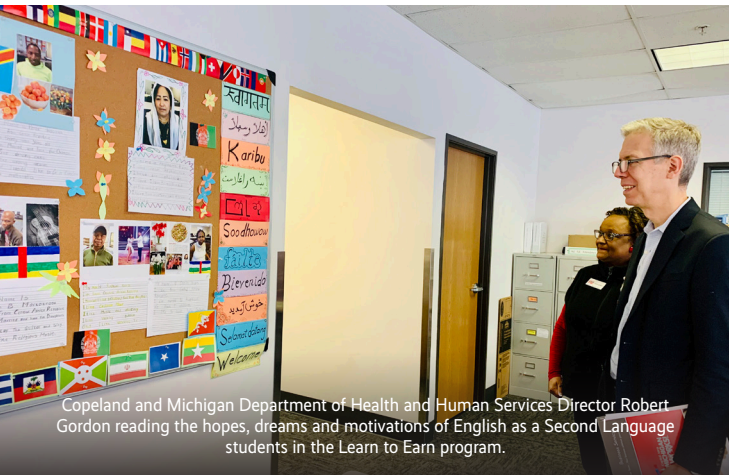
With appreciation and gratitude,

Edythe Copeland
Chief Executive Officer
Capital Area Michigan Works!



“For years, I’ve wanted to showcase only local employers and job seekers in our photographs. It seems fitting in my last annual report as CEO, we’ve been able to do this. Special thanks to AF Group, Dart Bank, Dowding Industries, Sparrow Health System and our own team at the Lansing American Job Center for allowing us to document our partnerships and work together. Showcasing successful workers on the job and the important contributions they make every day to strengthen our local economy matters.”

– Edythe Copeland, CEO, Capital Area Michigan Works!



Copeland and Michigan Department of Health and Human Services Director Robert Gordon reading the hopes, dreams and motivations of English as a Second Language students in the Learn to Earn program.



Copeland (second from left) joined other leaders (from left) Reshane Lonzo of DRM International Learning Center, Carmen Thomas of Transformation GEMS, and Laura Hosey of CASE Credit Union in judging Lansing Community College's Black Business Expo and Entrepreneurial Pitch Competition.



Connecting innovation in action

At CAMW!, we pride ourselves on employer connections that span years, and often decades.

Sparrow Health System is one of those partnerships. With nearly 10,000 employees and a geographic footprint in five counties, Sparrow is a significant contributor to the greater Lansing labor market and economy as the region's largest health care provider.

They lead by workforce development example and are connected to nearly every aspect of our work:

- Sparrow representatives have served on CAMW!'s Workforce Development Board for more than a decade, helping shape the region's talent landscape.
- Sparrow was a founding member of the health care-focused Regional Skills Alliance for the capital area.

- Sparrow was a founding member of the Capital Area IT Council.
- Sparrow was a founding member of T3: Teach. Talent. Thrive.'s Business Council and helped shape the education and talent-focused organization that now serves as the region's Career and Educational Advisory Council.

"For Sparrow, the MiCareerQuest Capital Area event was an exciting way to see the students take interest in careers they never thought existed or they otherwise wouldn't have known about."

*– Sherry Pfaff-Doddy,
Talent Acquisition Director,
Sparrow Health System*

Sparrow Health System's commitment to talent development also reaches into our K-12 system. In 2019, Sparrow contributed sponsorship dollars, resources, people and time to the first MiCareerQuest Capital Area event held at the Lansing Center, providing 10 engaging and active displays for students in greater Lansing, staffed by dozens of Sparrow employees throughout the day.



Connecting businesses with new ways to grow

48 total new apprentices

65 total new businesses engaged

4 new apprenticeship programs



Sparrow Health System understands the complexity of the tight job market. In 2017, they came together with other health care organizations in greater Lansing to form a Medical Assistant Apprenticeship Program. Not wanting to simply participate, but to lead, Sparrow provided five internal candidates — the majority of the students within the cohort — in cooperation with Lansing Community College and its Business and Community Institute. These opportunities gave Sparrow employees the chance to move up within their organization.

Sparrow Health System human resource recruiters have worked with CAMW! Business Services customizing recruiting strategies including referring job seekers, posting on Pure Michigan Talent Connect and holding Employer of the Day events at the American Job Centers. If an applicant does not meet a requirement preventing them from being hired, Sparrow will refer the person to programs at CAMW! to improve their skills, including the GED program. Sparrow understands the meaning of developing talent not only for their organization, but also for the region.

Sparrow embodies the spirit of connected together.

- After participating in Apprenticeship in a Day held at Capital Area Michigan Works! in collaboration with the U.S. Department of Labor, Sparrow Health System now solely holds the standards for their own MA Apprenticeship Program, committing 16 internal candidates in 2018-19. With this leadership mindset, they are already scouting and preparing more apprentices to come next year and looking at other areas to promote talent within their company.
- Sparrow received Skilled Trades Training Fund/Going PRO Talent Fund awards for the past three years, providing the area with 50 new hires and a combined 21 medical assistant apprentices.
- In the past two years, Sparrow invested \$396,235 to establish five apprenticeships and train 61 workers.



Connecting our students to career exploration

An unprecedented level of community collaboration and connection happened in 2019, ensuring thousands of students in our region had access to career exploration. Nothing demonstrated this opportunity more clearly than the region's first MiCareerQuest Capital Area, spearheaded by T3: Teach. Talent. Thrive. — the region's Career Educational Advisory Council — and a group of dozens of education, nonprofit and employer partners.

Anyone who walked through the Lansing Center that day in April was treated to an unforgettable experience. Students were laughing, smiling and literally bouncing as they interacted with the jobs of their futures. Employers were doing nearly the same. There were massive machines to inspect, microscopes to peer through and gurneys with simulated patients to examine. Students raced to suit up in 60-pound firefighting suits, then rolled up hoses.



“The energy is incredible among the students. I’ve even talked with adults who are just as excited as the kids.”

– Edith Suttles, Co-chair, T3



Connecting youth to support

256 youth served through the Workforce Innovation and Opportunity Act

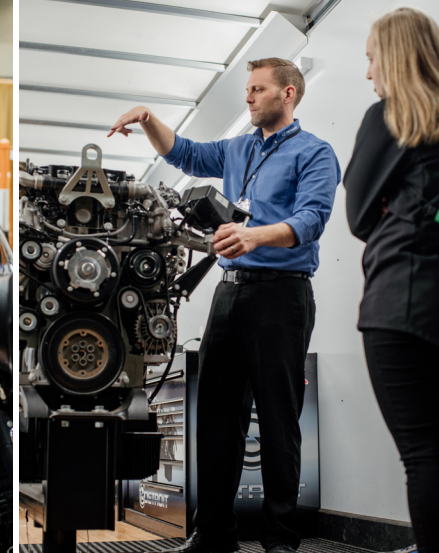
109 Jobs for Michigan's Graduates participants

“As I looked around, I saw diversity at its finest,” said CAMW! CEO Edythe Copeland. “If our children are exposed to jobs and opportunities in this community at a young age, there is a better chance they will stay here and positively contribute to our region.”

MiCareerQuest Capital Area brought students and employers together for a day of hands-on career exploration.

Local partners at Ingham Intermediate School District, Eaton Regional Education Service Agency, Clinton County Regional Educational Service Agency and Lansing School District stepped up to ensure the region's school districts were aware of this extraordinary event and able to attend. Because of their efforts, 30 schools from four counties brought nearly 3,000 students to the Lansing Center.

“I learned there's a lot of careers, and there's a lot of choices for me to look at once I grow and go to college,” said one eighth grade student.



This event would not have been possible without the strong connection with employers. More than 50 employers brought nearly 300 staff members to showcase 96 occupations — all available right here in greater Lansing — through 68 hands-on, interactive exhibits.

“Since I became CEO of Capital Area Michigan Works! more than five years ago, it has been my dream to put on an event like this,” Copeland said. “It feels good to have that dream finally realized for our young people.”

“When you get local businesses signed up for something like this, it's not only a great opportunity for our students, but also for our region and our economy in being proactive about keeping our kids here and working.”

– Mayor Andy Schor, City of Lansing



Connecting resources, programs and people

Connection for CAMW! goes much deeper than bringing together job seekers and employers. We've spent decades connected together with our local, state and federal government partners to be among the nation's best in everything we do.

And as talent development liaison for the Michigan Department of Labor and Economic Opportunity — Workforce Development, Rey Guzman has long been a part of that work.

Guzman has spent his career committed to workforce and economic development, including time spent as a team member at CAMW!. We were honored to nominate him to be recognized for his work as the Michigan Works! Association 2019 Collaborator of the Year.

In his role as talent development liaison, Guzman is responsible for engaging employers and educators to comprehensively address talent needs focused on mid- and long-term development skill gaps in key industries in each region statewide.



Rey Guzman, Workforce Development Board member, was recognized as Michigan Works! Association's 2019 Collaborator of the Year.

In addition to his role as talent liaison, Guzman is a member of the Capital Area Michigan Works! Workforce Development Board, where he actively engages with private and public sector board members to discuss talent-related topics and support the system. He also participates in career exploration and planning activities that are crucial to building the talent pipeline.

Guzman leverages his connections every day to strengthen Michigan's workforce and the many hardworking partners building the connections that help our employers and job seekers thrive.

“Rey always works hand-in-hand with his local Michigan Works! partners. He has a commitment to excellence and a drive for getting the job done that not many people possess. Rey epitomizes the definition of leadership by inspiring others and influencing outcomes through his service-based leadership skills.”

– Luann Dunsford, CEO, Michigan Works! Association



Connecting people to programs

191,930

people served at Capital Area Michigan Works!
American Job Centers during Fiscal Year
2018-2019

3,409

people served through eight intensive programs

201

Workforce Innovation and Opportunity Act
Adult program participants

132

Workforce Innovation and Opportunity Act
Dislocated Worker program participants



Shamszai and one of his daughters after he was recognized by his colleagues at CAMW! for his hard work and contributions.



Shamszai and his colleagues, along with his local elected officials, at the Michigan Works! Association's 2019 Impact Awards, where Shamszai was recognized.

Connecting with a past Impact Award recipient

Capital Area Michigan Works! 2019 Impact Award recipient, Ezatullah Shamszai, continues to support job seekers at the Lansing American Job Center.

As a former PATH: Partnership. Accountability. Training. Hope. Program participant, he was highlighted in the 2018 annual report. This year, in addition to Michigan Works! Association's recognition with an Impact Award, he received his American citizenship.

Shamszai has made a difference for thousands of job seekers and his co-workers during his time at CAMW! Now, he'll continue to do so as a proud American citizen.

"Life always gives us a chance. We need to show that we are able to do something. This job has changed not only my life, but the life of all my family – me, my wife and our seven kids."

*– Ezatullah Shamszai,
Employment Specialist,
Capital Area Michigan Works!*





Connecting to a PATH forward

500 Reemployment Services and Eligibility Assessment appointments

452 PATH: Partnership. Accountability. Training. Hope. Program enrollees

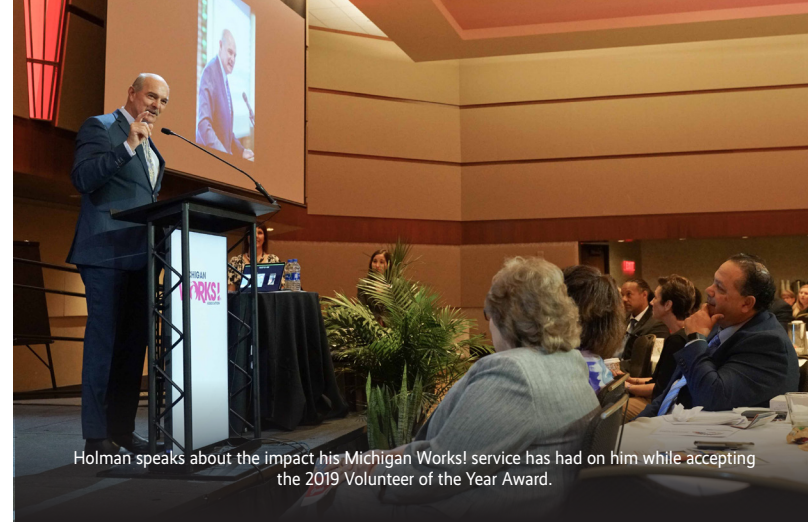
307 Food Assistance Employment and Training Program enrollees



Connecting with our community leaders

Chris Holman joined the Capital Area Michigan Works! Workforce Development Board in 2001 to help the organization better connect with and understand the region's business community. In the 18 years since, he has done so much more than that. In addition to his long-standing service to the Workforce Development Board, Holman has served on several committees and executive committees.

Through his role with the Michigan Future Business Index and Michigan Business Network, he has ensured our team members are connected with businesses and has worked to educate the business community on the role and value of CAMW! in talent attraction and growth in the region.



Holman speaks about the impact his Michigan Works! service has had on him while accepting the 2019 Volunteer of the Year Award.

“Chris, I can confidently say our region, CAMW!, T3 and I wouldn’t be where we are today without your stalwart support. Thank you.”

*– Edythe Copeland, CEO,
Capital Area Michigan Works!*

But perhaps his most significant contribution — and certainly his CAMW! legacy — is tied to his leadership with T3: Teach. Talent. Thrive. In 2006, when former CAMW! CEO Doug Stites approached Holman about a possible initiative to provide business leadership for the region's education community, Holman accepted his then-unknown responsibilities without a moment's hesitation. Since then, he has been the official and, at times, unofficial chair or co-chair of some version of T3 for the past 12 years.

For his hard work and contribution to the progress of T3 and years of service to CAMW!, Holman was recognized in 2019 by the

Michigan Works! Association as the statewide Volunteer of the Year. And CAMW! granted Holman its highest honor — the Leonard Peters Lifetime Achievement Award — in recognition of those who have given a lifetime of outstanding service to Capital Area Michigan Works!.

Holman has connected CAMW! to countless opportunities, devoted years of leadership and guidance, and, perhaps most significantly, delivered on his passion to make our region a better place.



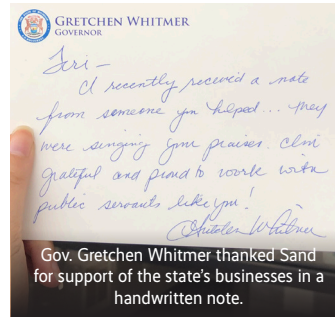
Administrative Board Member Robert Showers (from left), Holman, Copeland, former Administrative Board Member Leonard Peters, and Workforce Development Board Chair Jane Doty, pose for a photo shortly after Holman was surprised with the Leonard Peters Lifetime Achievement Award for his nearly 20 years of service to CAMW!.

Connecting our businesses with more than just talent

When someone mentions connecting with businesses, Teri Sand immediately comes to mind. She is the Capital Area Michigan Works! Business Services Manager, but that title doesn't begin to describe what she actually means to our system.

Sand began her career in workforce development more than 20 years ago as a business liaison within the Capital Area Michigan Works! system.

In this role, she was responsible for working with employers before business services teams were developed across the state. Sand was a liaison for employers regarding their recruitment and retention efforts, she coordinated "Employer of the Day" events, trained job seekers to submit resumes and search for jobs, and she guided employers to learn how to more effectively create job postings and search for resumes.



"Our system is stronger for having Teri be a part of it."

**– Carrie Rosingana, COO,
Capital Area Michigan Works!**



Teri Sand (center) receiving the Shining Star Award from Michigan Works! Association Chairperson Charlie Mahoney (left) and Capital Area Michigan Works! CEO Edythe Copeland.

Connecting with tools for talent development

474

businesses served

1,227

jobs filled

\$1,651,227

Going Pro Funds secured
for local businesses

When it came time for CAMW! to create a formal Business Services Team in 2012, Sand was the natural fit for the team leader position thanks to the innovative work she already was doing with employers in the region. Under Sand's leadership, the Business Services Team worked with 474 unique employers last year and led the charge to have more than \$4.5 million awarded to the region under the Going Pro Talent Fund in the past two years, resulting in more than 5,000 people being trained.

While the numbers are an achievement to celebrate, of equal importance are the traits Sand continually exemplifies in her character. She can always be counted on to tackle projects and tasks that continually better the organization. Whether it's helping pack up offices when the building is being renovated, preparing materials for a group coming in, or arriving early to greet visitors for a morning meeting, Sand volunteers without hesitation or being asked to assist.

Her organizational skills are second to none, which has been tremendously valuable in creating a Business Services Team and balancing working with employers while managing and mentoring her staff.

"Our system is stronger for having Teri be a part of it," said Carrie Rosingana, CAMW! COO. And her colleagues, local businesses and partners weren't the only ones to notice Sand's commitment to connection. In 2019, she was recognized by the Michigan Works! Association with the Shining Star Award.



PROGRAM AND ON-SITE PARTNERS

AARP Foundation
Capital Area Information Technology Council (CAITC)
Capital Area Michigan Works! Administrative Offices
Career Quest Learning Centers Inc.
Disability Appeals Advocates LLC
DRM International Learning Center
Lansing Community College
Lansing School District
Peckham Inc.
Potterville Public Schools
Ross Medical Education Center
State of Michigan Department of Labor and Economic
Opportunity Michigan Rehabilitation Services
State of Michigan Department of Labor and Economic
Opportunity Veterans Employment Services
State of Michigan Department of Labor and Economic
Opportunity Unemployment Insurance Agency

CAPITAL AREA MICHIGAN WORKS! ADMINISTRATIVE STAFF

Amanda Johnson | *Business Resource
Career Coach*
Becky Powers | *Chief Financial Officer*
Carrie Rosingana | *Chief Operating Officer*
Debbie Sight | *Grants Officer*
Edythe Copeland | *Chief Executive Officer*
Ellen Russell | *Receptionist/Employment Specialist*
Erin McKenzie | *Business Resource Network Manager*
Ezatullah Shamszai | *Employment Specialist*
Genell Dorty | *Employment Services Manager*
Jay LaNew | *Apprenticeship/Business Services Officer*
Jay Moore | *Business Services Officer*

Joe Winkiel | *Business Services Officer*
Kayla Schultz | *Employment Specialist*
Luke Schroeder | *New Americans Navigator*
Nicholas Chaffin | *Data Officer*
Norean Saul | *Employment Specialist*
Ray Trevino | *Employment Specialist/TAA*
Samantha Bohm | *Executive Assistant*
Stephanie Witgen | *Employment Specialist*
Tekea Norwood | *Program Compliance Manager*
Teri Sand | *Business Services Manager*
Tyler Wysong | *Chief Information Officer*

CAPITAL AREA MICHIGAN WORKS! ADMINISTRATIVE BOARD

Aaron Stephens | *East Lansing City Council Member*
Adam Hussain | *Lansing City Council Member*
Bryan Crenshaw | *Ingham County Commissioner*
Carol Koenig | *Ingham County Commissioner*
David Pohl | *Clinton County Commissioner*
Glenn Freeman III | *Eaton County Commissioner*
Jeremy Garza | *Lansing City Council Member*
Jody Washington | *Lansing City Council Member*
Joseph Brehler | *Eaton County Commissioner*
Kathie Dunbar | *Lansing Mayor's Representative*
Robert Showers | *Clinton County Commissioner*
Ryan Sebolt | *Ingham County Commissioner*

CAPITAL AREA MICHIGAN WORKS! WORKFORCE DEVELOPMENT BOARD

Andy Kotarba | *Consultant*
Bob Trezise | *Lansing Area Economic Partnership*
Chris Holman | *Michigan Business Network*

Darcy Kerr | *AF Group*
Dean Poggiali | *Capital Area UAW CAP Council*
Edith Suttles | *Diversified Environmental Services Inc.*
Edythe Copeland | *Capital Area Michigan Works!*
Glenn Freeman III | *Greater Lansing Labor Council*
Jamie Lovelace* | *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*
Paula Cunningham | *AARP Michigan*
Rebecca Bahar-Cook | *Capital Fundraising Associates*
Rey Guzman | *Michigan Department of Labor and
Economic Opportunity – Workforce Development*
Robert Proctor | *Lansing Community College*
Sandra Pearson | *Habitat for Humanity of Michigan*
Scott Sowulewski* | *AF Group*
Sergio Keck | *Lansing School District*
Shelly Neal | *Michigan Rehabilitation Services*
Sherry Pfaff-Doody, SPHR | *Sparrow Health System*
Su A'lyn Holbrook | *State of Michigan Ingham County
Dept. of Health and Human Services*
Tom Ruis | *PNC Financial Services*
William Brewer II | *Global Business Resource Group*
William Kimble | *C2AE*

* indicates an alternate.

T3: TEACH. TALENT. THRIVE. CAREER EDUCATIONAL ADVISORY COUNCIL

Amy Busch | *Bekum*
April Clobes | *Michigan State University Federal Credit Union*
Arnold Weinfeld | *Michigan State University*
Bob Trezise | *LEAP Inc.*
Brent Knight | *Lansing Community College*
Carrie Rosingana* | *Capital Area Michigan Works!*
Chris Holman | *Michigan Business Network*
Cindy Anderson | *Eaton RESA*
Daryl Adams | *Spartan Motors*
Dave Pohl | *Clinton Co. Commission*
Delsa Chapman | *Lansing School District*
Dennis Theis | *Maner Costerisan*
Edith Suttles | *Diversified Environmental Services*
Edythe Copeland | *Capital Area Michigan Works!*
Jack Davis | *Loomis Law*
Jane Doty | *H&H*
Jason Mellema | *Ingham ISD*
Jason Vanderstelt | *Adams Outdoor Advertising*
Jeff Benson | *Case Credit Union*
Jim Dravenstatt-Moceri | *IBEW Local 352*
Kellie Dean | *Dean Transportation*
Lori Bernstein* | *AF Group*
Lynette Long | *AF Group*
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*
Mike Vitale | *Comcast Spotlight*
Mitch Tomlinson | *Peckham Industries*
Rey Guzman | *Michigan Department of Labor and Economic Opportunity – Workforce Development*

Sagar Sheth | *Moebius Technologies*
Scott Duimstra | *Capital Area District Libraries*
Shelly Neal | *Michigan Dept. of Health and Human Services*
Sherry Pfaff-Doddy, SPHR | *Sparrow Health System*
Teresa Kmetz | *Capital Area United Way*
Tim Daman | *Lansing Regional Chamber of Commerce*
Toni Glasscoe* | *Lansing Community College*
Troy Bancroft | *Agro-Culture Liquid Fertilizers*
Wayne Petroelje | *Clinton County RESA*

* indicates an alternate.



The Capital Area Michigan Works! team is comprised of dozens of hardworking staff and partners who connect with our community daily to strengthen our workforce and support our businesses.

CONNECTING WITH BUSINESSES: COMPANIES SUPPORTED IN 2019

1-800 Hansons	American Red Cross – Central and Northern Michigan Region	Boynton Fire Safety Service	Cherry Oak Landscaping
21st Century Plastics	Amerilodge Group	Bright Beginnings Learning Center #3	Chick-fil-A (West Saginaw)
25 East c/o Campus Advantage	Application Insight LLC	Bright Star Care	Cinnaire
7C Lingo	Approved Cash Advance	BTT Insurance Agency	Cintas Corporation
A&D Repair	Arcadia Home Care and Staffing	Burcham Hills Retirement Community	City of East Lansing
A. J. Boggs	Art Craft Display Inc.	C2AE	City of Eaton Rapids
Aaron's Plumbing	Ashley Furniture	Camelot Hills Apartments	City of Lansing
Able Concrete	ASK	Cameron Tool Corporation	Clark Construction
ACD.net	Astera Credit Union (South Waverly)	Capital Area Community Services & Head Start	Clark Schaefer Hackett/Layton Richardson
Action Associates	Atmosphere Annealing LLC	Capital Area Humane Society	Clinton County Senior Center
Adecco	Avancez (Android Industries LLC)	Capital Area Michigan Works!	Clinton Machine Inc
Advance Auto Parts	Avery Clean	Capital Area Transportation Authority	Club Demonstration Services
Advance Employment	Ayers Basement Systems	Capital Asphalt	Coetic HR
Advance Security/U.S. Security Associates	Baker Inc. (formerly Baker Drivetrain)	Capital Imaging	COG Marketing Agroliquid
Advanced Osteopathic Health	Banfield Pet Hospital	Capital Internal Medicine Associates	Combined Insurance
Adventure Club Childcare Center	Barkham & Company Landscaping	Capital Steel & Wire	Comcast Cable
AF Group	Bekum America Corporation	Capstone Logistics	Comfort Keepers
AGA Express	Bernal LLC	Career Quest Learning Centers	Community Mental Health (CMH)
AGC of Michigan (Associated General Contractors)	BHouseOriginals	Causie Contracting Inc.	Community Mental Health Board Association
Air Handling Equipment	Biggy Coffee	CB Mining	Complete Concrete
Air Lift Company	Biggy Coffee Corporate/Global Orange	Celink Reverse Mortgage Services	Complete Enclosures Inc.
Aire Serv	Blue Cross Blue Shield of Michigan	Central State Community Services/Coleman House	Consolidated Electrical Contractors
AIS Construction Equipment	BluFish Design Group	Champion's	Consumers Energy
Alliance Interiors LLC	Boji Group	Chapel Hill Memorial Gardens/Stonemor	Core-Mark
Allied Universal	Bornor Restoration	Charlotte Police Department	Creekside Residential Care
American Heritage Barn Preservation LLC		Cherry Capital Foods	Crossroads Construction Services LP
American Plumbing Contractors Inc.			Crowne Plaza Lansing
American Preferred Home Warranty			Crystal Cleaning LLC
			CSL Plasma
			Culligan
			CVS
			CYOD Repair Service
			Dale Carnegie
			Dart Bank
			Dart Container Corporation
			Davenport Masonry
			Davenport University
			DC Engineering
			Dean Transportation & Dean Trailways of MI
			Del Rio Solutions
			Delhi Charter Township
			Delta Retirement Center
			Dewpoint
			Dimondale Nursing Care Center



Discount Tire
 Diverse Staffing
 Diversified Engineering & Plastics LLC
 Done Right Restoration
 Don's Auto Fleet Services
 Doty Mechanical
 Dowding Industries
 Dr Rita Walters (Home Health Care)
 Drake-Shinaver Employment Services LLC
 Duckett Brothers Distributing Inc.
 Eagle Auto Clinic
 Eagle Car Wash

Earthcom Inc.
 Eastlund Concrete
 Eaton County Health & Rehabilitation Services
 Eaton County RESA
 Economic Consultants for Housing Opportunities
 EDR Pro Installers/EDR Inc.
 EduStaff
 Eisen Electric Corporation
 EJ USA
 Element National Management
 Elevate Marketing
 Emergent BioSolutions
 Empower Success

Enliven Software
 Enova Premier LLC
 Enprotech Mechanical Services Inc.
 ESS Midwest Inc.
 ETM Enterprises Inc.
 Evergreen Place
 Exploring Potential
 Express Employment Professionals
 Exteriors of Lansing
 Farm Bureau Insurance Co.
 Faurecia Interior Systems
 FD Hayes Electric
 FedEx
 Fibertec Environmental Services
 FirstLight Homecare
 Five Star Pizza Company
 Flexible Staffing
 Fluid Chillers Inc
 Foresight Group
 Franchino Mold and Engineering
 Franklin Energy Services LLC
 Fraunhofer USA, Center for Coatings and Diamond Technologies
 Fresenius Medical Care Lansing West
 Frook Plumbing
 GC Services
 GE Appliances
 General Motors
 Gestamp Mason LLC

Girl Scouts Heart of Michigan
 Global Alliant
 Good Fruit Video
 Gordmans
 Gracious AFC
 Grand Limousine
 Grand Mere's Adult Day Health Club
 Grandhaven Living Center
 Great Lakes Ace Hardware
 Great Lakes Energy Service
 Greater Detroit Graduate Consortium
 Groovy Donuts
 GSE Machining & Fabrication Inc.
 H & R Block
 H. A. Eckhart
 Harris & Harris
 Harvest Solar
 Hayes Green Beach Memorial Hospital
 Hayhoe Asphalt
 Hazel Findlay Country Manor
 Health Wellpreneurs Center
 Helping Hands Respite Care
 Herman House
 Highfields
 Holiday Inn Express (Dimondale)
 Holt Senior Care & Rehab Center
 Home Care Alternatives
 Hope Network
 Hospice of Lansing
 HTA Companies Inc.
 i2Integration
 IGT (formerly GTech)

IHOP
 IMPCO Machine Tools
 Ingham County
 Ingham Intermediate School District
 Ingham Medical Care Facility
 Inverve Marketing & Web
 Inviting Grace Home Health Care J America
 Jackson National Life
 JC Electric LLC
 Jersey Giant Subs
 Johnstone Supply Company
 Jones Lang LaSalle (JLL)
 Journal Broadcast Group WSYM Fox 47
 JRGO
 K P Auto Body
 Kamps Pallets Inc.
 Katie's Kleaning
 Kebs Inc.
 Kellum Security Consulting
 Kelly Services
 Kleen Team Inc.
 Koppers Railroad Structures
 KTM Industries Inc.
 Kurt's Appliance Center
 L&W Engineering
 Lake Trust Credit Union
 Lansing Board of Water & Light
 Lansing Community College
 Lansing Economic Area Partnership (LEAP)
 Lansing Entertainment & Public Facilities Authority (LEPFA)



Dart Bank partners with the Business Services Team to support employee development through the Going PRO Talent Fund. "Capital Area Michigan Works! is vital to the ongoing advancement of our employees in the technology environment," said Karla Spoor.

Lansing Forge Inc.
 Lansing Housing Commission
 Lansing Ignite
 Lapienski Package Services Inc.
 Lectronix
 Legg Lumber
 Lighthouse Party & Limousine
 Lightspeed Communications LLC
 Linda Next Gen Helping Hands
 Linn Products
 Liquid Web
 Loc Performance Products Inc.
 Logicalis
 Louis Padnos Iron and Metal
 Lour Home Rehab
 Luxury Janitorial &
 Carpet Cleaning
 M.C. Molds Inc.
 MacAllister Machinery/
 Michigan CAT
 MacDonald Broadcasting
 Magna Powertrain
 Magna/DexSys
 MAHLE Engine Components USA
 Main Street Cafe – 3 Inc.
 Manpower
 Mantissa Industries Inc.
 MARO (MI Assoc of
 Rehabilitation Organizations)
 Marshall's (Okemos)
 Martin-Brower Company
 Maru Hospitality Group
 Masters Auto Wash and Quick
 Lube Center

Maurer's Textiles
 McLaren Greater Lansing
 MDH Painting
 Medilodge of Campus Area
 Medilodge of Capital Area
 Medilodge of East Lansing
 (formerly White Hills
 Retirement)
 Medilodge of Lansing
 Medilodge of Okemos
 Meet Fresh
 Meijer (Charlotte)
 Meijer DC
 Meijer Store (West Saginaw)
 Meridian Company
 Meridian Magnesium Products
 of America Inc.
 Merit Laboratories Inc.
 Meritain Health an
 Aetna Company
 Merry Maids c/o JGJ Inc.
 MESSA
 Metro By Team Mobile
 MI Capital Area Chapter PMI
 MI Department of Education
 MI Department of Treasury
 Michigan Agricultural
 Commodities Inc.
 Michigan Army National Guard
 Michigan Crossroads Council,
 Boy Scouts of America
 Michigan Health Information
 Network Shared Services
 Michigan Home Rehab

Michigan Milk Producers
 Association
 Michigan Polymer Reclaim Inc.
 Michigan Protection &
 Advocacy Service
 Michigan Realtors
 Michigan State University
 Michigan State University
 Extension
 Michigan State University
 Health Team
 Michigan State University/
 IMPART Alliance
 Michigan Supreme Court
 Michigan Woodwork LLC
 Michigan Works! Association
 Michigan Youth Arts
 Midway Die
 Midwest Power Equipment
 Midwest Press and Automation
 Mikey 23 Foundation
 Millwrights Institute of
 Technology
 Modern Woodmen
 of America
 Monarch Investment &
 Management Group
 Mosquito Squad
 Mr. Taco
 MSU Federal Credit Union
 MW Advantage LLC
 MWC/Glanbia Nutritionals
 National Electrical Contractors
 Association

Neogen Corporation
 New Horizons Computer
 Learning Center
 Nexcare
 Nexient (formerly Systems
 in Motion)
 Next Step
 Niowave Inc.
 Nitrex Inc. – Michigan Operations
 Northstar Cooperative
 NuWave Technology Partners
 O'Donnell's Auto &
 Truck Repair
 O'Leary Paint
 Olympian Tool LLC
 Omega Express
 Operative Plasterers & Cement
 Masons Local 514

Optimal Medical Staffing
 & Home Care
 Orchid Orthopedic Solutions
 Origami Brain Injury and
 Rehabilitation
 PAE Plumbing LLC
 Pam Babcock: My Chores
 are Yours
 Parker Hanifan
 Paul Davis Restoration &
 Remodeling of Mid-Michigan
 Paul Jenks Masonary
 Peak Performance
 Physical Therapy
 Peckham Diversified Inc.
 Peckham Industries
 Performance Auto Care
 (ABSales517LLC)



PGK Services
 Phillips Pet Food & Supplies
 Piper & Gold
 PK Companies/Housing
 Pollard Banknote
 Popeyes Chicken and Biscuits
 (MLK Blvd.)
 Popeye's (West Saginaw)
 Pratt & Whitney AutoAir Inc.
 Precision Tool Incorporated
 Prime Housing Group
 Professionals Around the World
 Project Apple
 Pro-Soil Site Services
 Proliant Dairy
 Providence Consulting
 PTD Technology
 Public Sector Consultants
 Qualified Staffing
 Quality Dairy

Quest Software Inc.
 Radisson Lansing Hotel
 Rainbow Homes
 Randstad Technologies
 RC Contractors
 Reliable Aftermarket Parts
 ResourceMFG
 Rieth-Riley Construction
 Right at Home Mid-Michigan
 RJG Cleaning LLC
 Roberts Sinto Corporation
 Robinhill Catering/
 Nip N Sip Catering
 Rod's Plumbing & Heating
 Romanow Building Service
 Royal Care Link Inc.
 RSDC of Michigan
 RSI Home Improvement/
 Wayne Door
 Ryder Integrated Logistics

Salon 130
 Sam Logistics
 Samaritas
 Sandler Training
 Schultz Inc.
 Sensations Memory Care
 Simon Brothers Inc.
 Smiles of Michigan
 Snug Home
 Sohn Linen
 SOS Security
 Southside Community Coalition
 Spark Talent
 Sparrow Health System
 Spartan Healthcare
 Spartan Motors Inc.
 Special Projects Engineering
 Specialty Eye Institute
 Spectrum Health
 Spirit Industries
 Sportsman's Warehouse
 Square One Transport Inc.
 St. Vincent Catholic Charities
 Staffworks Group
 Stahl and Sons
 State of Michigan
 State Office on Aging
 State Side Deli
 Stockbridge Schools
 Stratosphere Quality
 Suburban Truck Driver
 Training School
 Sunny Crest Youth Ranch
 Sunrise Cleaning &
 Construction Services

Sunshine Laundromat
 TIC International
 T. A. Forsberg Inc.
 T.J. Maxx Lansing Mall
 Teachout Security
 Tech One Auto Repair
 TechSmith Corporation
 Tecomet (formerly Symmetry
 Medical)
 TEKsystems
 Telamon Corportion
 Tenneco
 TG Fluid Systems
 The Doctor's Co.
 The Groomery LLC
 The Pink Glove
 The Secret of Home Health
 THK Rhythm North
 America Co. Ltd.
 Thomas Janitorial Inc.
 Total Security Solutions Inc.
 Touchstone Distributing Inc.
 Town Square (formerly
 Cumulus)
 Tribus Services (Corix Utilities)
 Trilogy Health Services
 Triton Industries, Inc./Manitou
 Trugreen
 Trumble Builders/LJ Trumble
 Builders
 Turf Jockies
 Turning Leaf Behavioral
 Health Services
 UA Local 333 Plumbers
 Pipefitters Service Trades

UMS AT&T
 UPS
 U.S. Department of
 Commerce, U.S. Census
 Bureau
 U.S. Ecology
 Utility Resource Group
 Value Engineering
 Vertafore
 Volunteers of America PACE
 Healthcare Program
 Walmart (West Lansing)
 Wazzle Solutions
 Weed Man
 Wells Equipment
 West Property Services LLC
 WestRock
 Whispering River LLC
 Williamston Products
 WILX – News 10
 WIS International
 WKAR TV
 WLP Security/Executive
 Protection Group
 Wolverine Building Group
 Woodbridge Group
 Workhorse Staffing Company
 WPI (Williamston
 Products Inc.)
 XG Sciences Inc.
 YES! Communities
 Young Bros. & Daley
 Zeta Tau Alpha

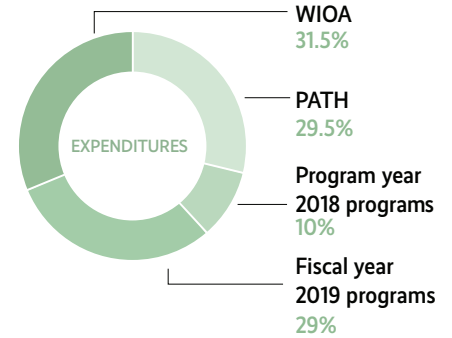


Financial Summary

FOR YEAR ENDED 6/30/19

TOTAL EXPENDITURES

\$8,191,451



WORKFORCE INNOVATION & OPPORTUNITY ACT

ADULT	\$889,716	10.9%
YOUTH	\$946,220	11.5%
DISLOCATED WORKER	\$531,659	6.5%
STATEWIDE ACTIVITIES	\$215,149	2.6%

PARTNERSHIP. ACCOUNTABILITY. TRAINING. HOPE. (PATH) Program

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) FY19	\$1,997,250	24.4%
GENERAL FUND/GENERAL PURPOSE FY19	\$420,489	5.1%





OTHER EXPENDITURES

Program Year 2018 Programs

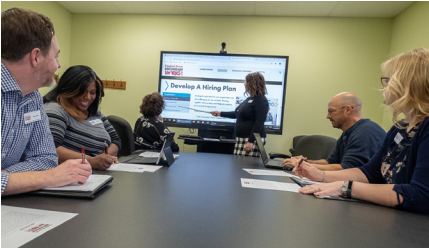
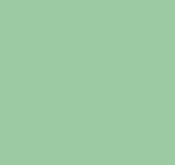
WAGNER-PEYSER EMPLOYMENT SERVICES	\$587,150	7.2%
RE-EMPLOYMENT SERVICE-ELIGIBILITY UNEMPLOYMENT COMPENSATION (EUC)	\$63,056	0.8%
WOMEN IN SKILLED TRADES	\$28,820	0.4%
JOBS FOR AMERICAN GRADUATES	\$133,227	1.6%

Fiscal Year 2019 Programs

GOING PRO TALENT FUNDS (formerly Skilled Trades Training Funds)	\$1,804,999	22.0%
FOOD ASSISTANCE EMPLOYMENT & TRAINING PROGRAM	\$144,645	1.8%
TRADE ADJUSTMENT ASSISTANCE (TAA)	\$215,877	2.6%
FOSTER CARE SUMMER YOUTH-DHHS	\$42,647	0.5%
COMMUNITY VENTURES/BUSINESS RESOURCE NETWORK	\$112,180	1.4%
REFUGEE NAVIGATOR	\$58,367	0.7%

Capital Area MICHIGAN WORKS!

2110 S. Cedar St., Lansing, MI 48910
101 W. Cass St., Suite A, St. Johns, MI 48879
945 Reynolds Road, Charlotte, MI 48813
www.camw.org 1-800-285-WORK



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