

# WORKFORCE

## CAREER & RESOURCE GUIDE 2023-2028

# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK





# The **WORKFORCE SYSTEM** in Michigan

represents a large network of resources and organizations supporting students, new jobseekers, and incumbent workers by connecting them to education and training opportunities leading to high demand and high wage jobs.

The Workforce Intelligence Network (WIN), a non-profit workforce collaborative comprised of ten community colleges and seven Michigan Works! agencies, developed this career and resource guide to make it easier to understand high demand and emerging occupations, wage information, point of contact information and websites to academia and Michigan Works! agencies for wraparound support services, training funds, and regional training initiatives that are underway.

Regional training strategies are chiefly developed by examining the skills gaps and labor shortages in the region, while evaluating employer demand information. Plus, there are larger statewide goals and objectives that are considered to strengthen the Michigan economy. As an example, in the federally-funded Industry Infinity initiative, community colleges across southeast Michigan are making a consorted effort to deliver postsecondary cybersecurity frontline worker certification training that will lead a more secure automotive supply chain to enable connected autonomous vehicles (CAV) on Michigan roadway systems. If you are a jobseeker entering a cybersecurity certification training program, you are supporting the larger goal of CAV.

Another workforce initiative and growing trend, with significant federally-funded training grants, is apprenticeship, which constitutes an “earn while you learn” strategy providing jobseekers with a salary through employment while obtaining postsecondary training and education and on-the-job, work-based learning in support of high demand occupations where there are current labor shortages. Apprenticeship has traditionally been offered in the manufacturing sector, but, in recent years, through multiple federal training grants, has expanded into non-traditional sectors such as healthcare and information technology.

The Michigan Works! agency, secondary and postsecondary profile pages in this guide are a great place to start for jobseekers and incumbent workers in need of upskilling, support services and training funds and opportunities. There are significant training funds and educational opportunities available in Michigan, and it is a great time to be entering or advancing in the Michigan labor force!

Sincerely,

*Michele Economou Ureste*

Michele Economou Ureste, MPA  
WIN Executive Director

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## WORKFORCE INTELLIGENCE NETWORK FOR SOUTHEAST MICHIGAN (WIN)

**Mission:** to help cultivate a cohesive talent system by facilitating data-driven workforce solutions to ensure responsiveness to changing labor market demands.

### Contact Information:

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### Organizational Background

The **Workforce Intelligence Network for Southeast Michigan (WIN)** is a division of the Southeast Michigan Community Alliance (SEMCA) and WIN represents a partnership of ten community colleges and seven Michigan Works! Agencies in the greater Southeast Michigan region.

WIN was established in May 2011 to create a comprehensive and cohesive workforce development system in Southeast Michigan to provide employers with the best workforce, and to develop the talent of the region, so that workers are prepared to succeed in the workplace. Accordingly, WIN serves three primary roles of labor market data analysis, convening employers, and workforce solutions.

WIN primarily focuses on a 19-county region, which includes Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, and the City of Detroit. [Click here to learn more about WIN's board member organizations.](#)


Activities at WIN are centered around three pillars: **research, engagement, and solutions.**

[Click here to view the WIN Matrix of current initiatives and funding opportunities.](#)

**Workforce Intelligence Network for Southeast Michigan (WIN)**

25363 Eureka Rd., Taylor, MI 48180

[www.WINintelligence.org](http://www.WINintelligence.org) | [info@WINintelligence.org](mailto:info@WINintelligence.org)

	Closing the Skills Gap	Health Careers Alliance	Michigan Alliance Greater Mobility Advancement	One Workforce Industry Infinity	Michigan Learning & Education Advancement Program (Southeast Michigan)	Michigan Rural Enhanced Access to Careers in Healthcare	EV Jobs Academy	Apprenticeship Building America
	MiApprenticeship	HCA	MAGMA	OWII	MILEAP	MIREACH	EVJA	ABA
Grantee /Fiscal Agent	Oakland Community College	ABA	Corporate Dues / One Workforce Industry Infinity & MIREV	SEMCA	SEMCA	State of Michigan	SEMCA	SEMCA
Period of Performance	2020-2024	Ongoing WIN Priority	Ongoing since 2009	2021-2025	2021-2024	2021-2025	2022-2027	2022-2026
Grant Award	\$4 million	-	Dues	\$10 million	\$2 million	\$2.5 million	\$5 million	\$5.8 million
WIN Partners	All WIN Partners, excluding Jackson College, Capital Area Michigan Works! & Lansing Community College	All WIN Partners	-	All WIN Partners	DESC, SEMCA, Macomb-St.Clair Michigan Works!, Michigan Works! Southeast, Monroe County Community College & Jackson College	GST Michigan Works! & Michigan Works! Southeast	All WIN Partners	All WIN Partners, excluding, Jackson College, Mott Community College, Wayne County Community College, Lansing Community College and GST Michigan Works!
Training Reimbursement Funding	\$720,000	-	-	\$4.6 million	Estimate: \$1.4 million	-	\$7 million	\$150,000 employer incentives only
Case Management / Wraparound Support Funding	-	-	-	\$1 million	Estimate: \$278,000 and WIOA Funding	\$100,000	Misc. Amounts Per Partner	Not allowed
Industry Sectors	Advanced Manufacturing	Healthcare	Advanced Manufacturing	Advanced Manufacturing, Information Technology, Transportation, Logistic and Distribution	All Sectors	Healthcare	Advanced Manufacturing (EV/Mobility)	All Sectors, traditional and non-traditional
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# WIN REGION GRANT-FUNDED TRAINING INITIATIVES



# REGIONAL WORKFORCE TRAINING INITIATIVES: CLOSING THE SKILLS GAP APPRENTICESHIP & APPRENTICESHIP BUILDING AMERICA

## BACKGROUND

Apprenticeship, as a career pathway alternative to entering into a four-year postsecondary program directly following high school, is on a serious growth trend!

Due to labor shortages in every industry sector, businesses are investing in developing their talent, and as an earn-while-you-learn model, apprentices can earn income while gaining in-demand skills and education.

Apprenticeship is expanding from traditional manufacturing and building trades to non-traditional sectors such as healthcare, transportation, agriculture, and hospitality.

## CONTACT INFORMATION:

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## Advance Michigan Center for Apprenticeship Innovation

The Advance Michigan Center for Apprenticeship Innovation (AMCAI) hub has been in development since 2015 with three U.S. Department of Labor grants, American Apprenticeship Innovation, Closing the Skills Gap, and Apprenticeship Building America (ABA).

## APPRENTICESHIP TOOLS & RESOURCES

 [MiApprenticeship.org](http://MiApprenticeship.org)



### MI APPRENTICESHIP

Connect with WIN staff and browse free tools and resources in this one-stop shop for everything apprenticeships!

[MiApprenticeship.org](http://MiApprenticeship.org)

### EEO & AAP RESOURCES

Access Equal Employment Opportunity and Affirmative Action Plans and templates, developed by WIN's legal team specifically for registered apprenticeships.

[MiApprenticeship.org/eao-aap/](http://MiApprenticeship.org/eao-aap/)

### WORKHANDS

Log time cards, education courses, view wage increases, and more with this helpful app.

[WorkHands.us](http://WorkHands.us)

### DIGITAL REGISTRATION

Don't let paperwork bog you down – build a registered apprenticeship program through WIN's Intermediary with access to digital registration, document submission, apprenticeship tracking software, and more!

### APPRENTICESHIP HOTLINE

Use the apprenticeship hotline to request a free consultation from an apprenticeship professional.

Call: 734-229-3559  
Email: [info@winintelligence.org](mailto:info@winintelligence.org)

### INTERMEDIARY TRAIN THE TRAINER

Interested in sponsoring employers for apprenticeship programs? Connect with WIN to navigate the USDOL requirements, access document templates, learn best practices, and more!

### ROI CALCULATOR

See the value of your occupation as a registered apprenticeship program! Visit the ROI Calculator to calculate the return on your apprenticeship investment.  
[miapprenticeship.org/employers/roi-calculator/](http://miapprenticeship.org/employers/roi-calculator/)

### RAPID SKILLS GENERATOR

Browse a library of pre-approved apprenticeship programs to update curriculum, job descriptions, and generate work process schedules for registered apprenticeship programs.

[rapidskillsgenerator.org](http://rapidskillsgenerator.org)



\* Tools & resources provided at no cost through the life of the the Advance Michigan Center for Apprenticeship Innovation, a USDOL Apprenticeship Building America grant awarded to WIN.



### **Mission**

The Michigan Alliance for Greater Mobility Advancement (MAGMA) is an employer-led collaborative that was formed in 2009 and is comprised of five automotive Original Equipment Manufacturers (OEMs), five manufacturing suppliers, and nine industry stakeholder partners.

MAGMA's objectives are to: 1) Prepare individuals for emerging technologies in connected, autonomous, lightweight, hybrid, electric, alternative fuel, and other advanced vehicle technologies through rapid/accelerated training and re-training; and 2) Target training to incumbent and displaced workers and students seeking opportunities in the mobility and automotive sectors.

Electrified vehicles are defined as Battery Electric Vehicles (BEV), Plug In Hybrid Electric Vehicles (PHEV), Hybrid Electric Vehicles (HEV), and Fuel Cell Electric Vehicles (FCEV).

### **Contact Information:**

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[Michigan.gov/evjobsacademy](http://Michigan.gov/evjobsacademy)

### **Organizational Background**

The mission of the EV Jobs Academy is to catalog, develop, and scale new training and education which supports the automotive mobility and electrification industry skills needs. Led by the Michigan Alliance for Greater Mobility Advancement (MAGMA), the EVJobs Academy initiative is aimed at aligning education and training programs with the most critical workforce needs and facilitates recruitment, placement, and retention solutions to fill talent gaps for in-demand and emerging EV occupations.

The EV Jobs Academy will strengthen the relationship between education and the automotive industry to support the transformative technology advancements for connected automated vehicles, increasing fuel efficiency, minimizing environmental impact and increasing safety.

In 2022, the State of Michigan Labor and Economic Opportunity office awarded a \$5 million grant to the Southeast Michigan Community Alliance Workforce Intelligence Network division to convene and manage the EV Jobs Academy employer-led collaborative. With over 135 employer and stakeholder partners statewide the EV talent pipeline operates on the same five-year timeline as the Infrastructure Investment and Jobs Act.

With an additional \$7 million in training funds approved in late 2022 through the State of Michigan, the initiative expanded statewide to all Michigan Works! Agencies to not only support incumbent training, but also to drive new talent into the broad range of career opportunities in EV.

## Contact Information

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## HCA EMPLOYERS

**Advantage Living Centers**  
**Amada Senior Care**  
**American Indian Health and Family  
Services**  
**Ascension MyHealth Urgent Care**  
**Comfort Keepers Homecare**  
**CSL Plasma**  
**Corewell Health**  
**Health Care Association of Michigan**  
**Henry Ford Health**  
**Hillsdale Hospital**  
**Honor Community Health**  
**IHA**  
**Lapeer County Medical Care Facility**  
**McLaren Health**  
**Michigan County Medical Care Facilities  
Council**  
**Michigan Health Council**  
**Michigan Health and Hospital  
Association**  
**Michigan Primary Care Association**  
**Oak Street Health**  
**PACE Southeast Michigan**  
**Right at Home of Central Michigan**  
**St. Joseph's Health**  
**Scheurer Health**  
**Sparrow Health**  
**Trinity Health**  
**University of Michigan Health Systems**  
**Veterans Homes of Michigan**

## Background

The **Health Careers Alliance for Southeast Michigan (HCA)** is an employer-led collaborative which is co-facilitated by the State of Michigan Labor and Economic Opportunity, Workforce Development. There are over 24 major healthcare systems that meet to develop talent development solutions.

The goal of the HCA is to support and facilitate healthcare employers in developing a comprehensive approach to workforce planning by using the U.S. Chamber of Commerce Talent Pipeline Management model. The high demand occupations of HCA focus are: **Medical Assistants, Sterile Processing Technicians, and Registered Nurses.**

The HCA partners recently achieved the first U.S. Department of Labor recognized pre-licensure **Registered Nurse (RN) apprenticeship** standards in the country. Apprenticeship is an earn-while-you-learn model.

Nearly all community colleges and Michigan Works! agencies in the greater southeast Michigan region participate in HCA and can assist jobseekers interested in this field of work.

The **Michigan Rural Enhanced Access to Careers in Healthcare (MIREACH)** grant initiative recognizes that rural communities in Michigan face unique challenges related to healthcare access and workforce. According to the Michigan Department of Health and Human Services Primary Care Office (PCO), there is a maldistribution of healthcare providers throughout Michigan with most providers residing in urban areas. Rural healthcare employers regularly report a shortage of **EMTs and Paramedics, Medical Assistants, Nurses, Nurse Assistants, and Environmental Services.**

The MiREACH grant was awarded to the state of Michigan to support participants enrolled in healthcare programs with intent to relieve the critical need for healthcare workers by working in rural Michigan communities. The grant serves all or parts of counties in SE Michigan defined by [Rural Health Grants Eligibility Analyzer \(hrsa.gov\)](http://hrsa.gov).



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### JOB DEMAND & KEY OCCUPATIONS

**In 2022, there were 148,039 Total  
Job Postings in Advanced  
Manufacturing:**

- Robotics and Automation
- CNC Programmers
- CNC Operators
- Industrial Mechanics
- Mechanical Technicians
- Engineering Technicians
- Welders

**In 2022, there were 279,438 Total  
Job Postings in Information  
Technology:**

- Cybersecurity
- Software Developer
- Programmer

**In 2022, there were 46,057 Total Job  
Postings in Transportation,  
Distribution and Logistics:**

- Surveyor
- Civil Engineer

### Background

Industry 4.0, the Fourth Industrial Revolution, is defined as the convergence of digital and physical technologies disrupting the manufacturing industry. Industry 4.0 was defined several years ago, and now experts are replacing it with **Industry Infinity** by recognizing that a continuous industrial innovation and revolution is underway.

Information technology is integrated throughout Industry 4.0 with an emphasis on cybersecurity and robotics and automation, two of eight Industry 4.0 technology sectors recognized by Automation Alley, and the focus of this H1-B One Workforce strategy.

In Southeast Michigan, high growth advanced manufacturing and cybersecurity H-1B occupations include, but are not limited to, **software developers, CNC programmers and operators, industrial mechanics, electro-mechanical, industrial and mechanical engineering technicians, commercial/industrial designers, and various welders.**

In 2019, the SEMCA WIN organization completed a U.S. Department of Defense grant which included 18 labor market studies and SWOT analysis. As a result, key stakeholder partners, including U.S. legislators and their key staff, recognized **cybersecurity frontline worker certification training** and a cybersecure supply chain as the primary enabler for **connected automated vehicles** in Michigan and a strong Michigan economy.

As a result of the new Industry Infinity regional Curriculum Development Committee, all WIN community colleges in southeast Michigan have new or expanded programs, including cybersecurity training boot camps and robotics and automation short-term certification programs.

# LABOR MARKET DATA & WAGE INFORMATION 11 OCCUPATION SECTORS



**WIN** WORKFORCE  
INTELLIGENCE  
NETWORK

**Macomb Community College**  
Education • Employment • Economic Development  
Discover. Connect. Advance.

**MICHIGAN WORKS!**  
MACOMB/ST. CLAIR

**DETROIT EMPLOYMENT**  
**DESC**  
Solutions Corporation

**HENRY FORD COLLEGE**  
FUTUREDRIVEN

**Jackson College**

**OAKLAND COMMUNITY COLLEGE**

**Capital Area MICHIGAN WORKS!**

**GST MICHIGAN WORKS!**  
GENESEE SHIAWASSEE THUMB

**Wayne County Community College District**

**MICHIGAN WORKS!**  
SOUTHEAST

**MONROE COUNTY COMMUNITY COLLEGE**

**MOTT COMMUNITY COLLEGE**

**Oakland County MICHIGAN WORKS!**

**LANSING COMMUNITY COLLEGE**

**Schoolcraft College**

**SEMCA MICHIGAN WORKS!**

**Washtenaw Community College**



**TOTAL  
EMPLOYMENT**  
**155,674**

	ENTRY	MEDIAN	EXPERIENCED
Landscaping and Groundskeeping Workers	\$14.03	<b>\$14.62</b>	\$18.27
Buyers and Purchasing Agents	\$23.43	<b>\$30.08</b>	\$38.71
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.02	<b>\$12.23</b>	\$16.45
Animal Caretakers	\$11.32	<b>\$13.42</b>	\$14.48
Compliance Officers	\$23.86	<b>\$31.53</b>	\$43.63

## TOP FIVE OCCUPATIONS:

**Landscaping and  
Groundskeeping Workers**  
(30,587 jobs)

**Buyers and Purchasing Agents**  
(14,519 jobs)

**Farmworkers and Laborers,  
Crop, Nursery, and  
Greenhouse** (14,213 jobs)

**Animal Caretakers** (8,554  
jobs)

**Compliance Officers** (8,225  
jobs)

Of the top agriculture-related jobs, **half of the top ten occupations offer median wages of more than \$17.00 per hour**

The **highest posted job**, Landscaping and Groundskeeping workers, offers median hourly earnings of \$14.62, which translates to **annual earnings of approximately \$30,410**.



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network

# LABOR MARKET INFORMATION: BUSINESS AND FINANCE OCCUPATION GROUP

**TOTAL  
EMPLOYMENT  
291,751**

	ENTRY	MEDIAN	EXPERIENCED
General and Operations Managers	\$21.29	<b>\$47.08</b>	\$71.78
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.71	<b>\$29.86</b>	\$45.65
Accountants and Auditors	\$22.90	<b>\$34.66</b>	\$44.43
Business Operations Specialists, All Other	\$18.69	<b>\$34.12</b>	\$39.64
Project Management Specialists	\$23.89	<b>\$39.17</b>	\$50.05

## TOP FIVE OCCUPATIONS:

A total of 507,830 Business and Finance jobs were employed in 2023 and a total number of Jobs are 537,795 projected through 2028

General and Operations Managers occupation is projected to be the largest occupation through 2028 with 91,147 expected total positions (jobs)

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is projected to be the second-highest with a projection of 53,037 through 2028

Accountants and Auditors (40,823 jobs), Business Operations Specialists, All Other (33,285 jobs), and Project Management Specialists (25,036 jobs) round out the five highest of the top ten projected occupations



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network



# LABOR MARKET INFORMATION: CONSTRUCTION OCCUPATION GROUP

**TOTAL  
EMPLOYMENT**  
**176,392**

	ENTRY	MEDIAN	EXPERIENCED
Construction Laborers	\$14.12	<b>\$18.62</b>	\$28.62
Electricians	\$17.51	<b>\$29.77</b>	\$44.79
Carpenters	\$16.67	<b>\$23.09</b>	\$36.15
First-Line Supervisors of Construction Trades and Extraction Workers	\$23.00	<b>\$31.31</b>	\$48.55
Plumbers, Pipefitters, and Steamfitters	\$17.60	<b>\$30.66</b>	\$40.56

## TOP FIVE OCCUPATIONS:

**Construction Laborers**  
(29,792 jobs)

**Electricians** (24,763 jobs)

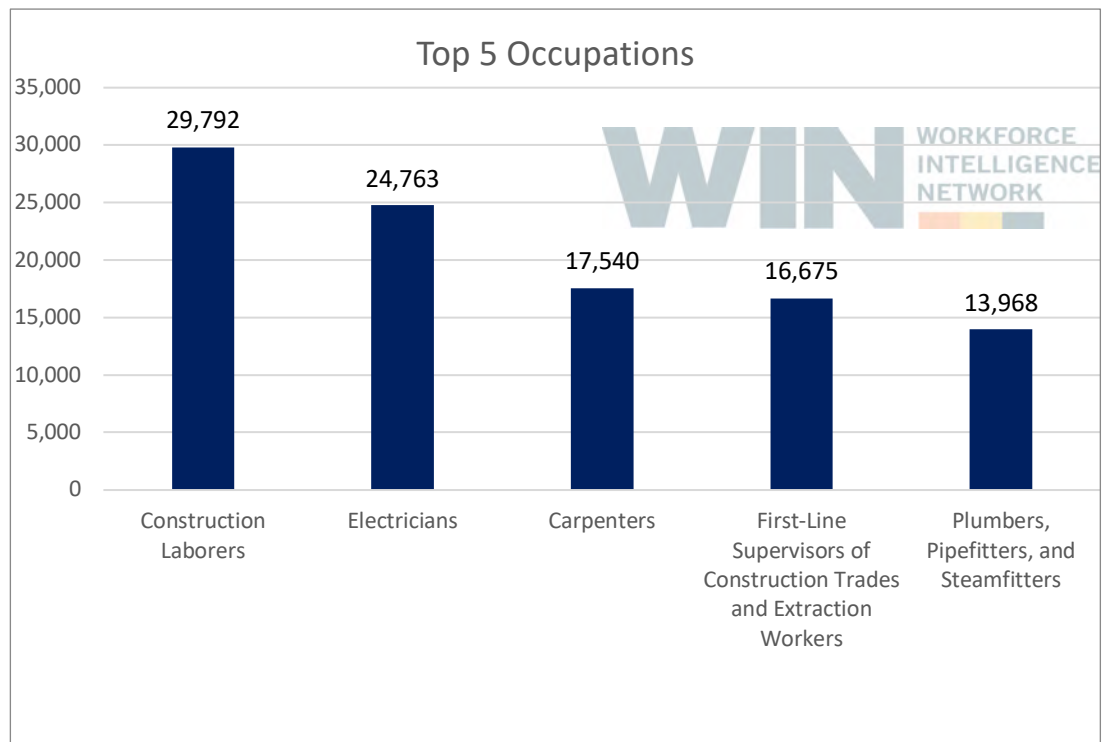
**Carpenters** (17,540 jobs)

**First-Line Supervisors of  
Construction Trades and  
Extraction Workers** (16,675  
jobs)

**Plumbers, Pipefitters, and  
Steamfitters** (13,968 jobs)

Of the top construction-related jobs, **seven of the top ten occupations offer median wages of more than \$23.00 per hour.**

The **highest posted job**, Construction Laborers, offers median hourly earnings of \$18.62, which translates to **annual earnings of approximately \$38,730.**



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network

**TOTAL  
EMPLOYMENT  
1,088,204**

	ENTRY	MEDIAN	EXPERIENCED
Fast Food and Counter Workers	\$10.86	<b>\$11.38</b>	\$14.04
Retail Salespersons	\$10.98	<b>\$13.81</b>	\$22.47
Cashiers	\$10.78	<b>\$11.37</b>	\$14.36
Customer Service Representatives	\$11.60	<b>\$17.59</b>	\$28.19
Stockers and Order Fillers	\$11.18	<b>\$14.39</b>	\$22.57

## TOP FIVE OCCUPATIONS:

**Fast Food and Counter Workers** (111,747 jobs)

**Retail Salespersons** (110,931 jobs)

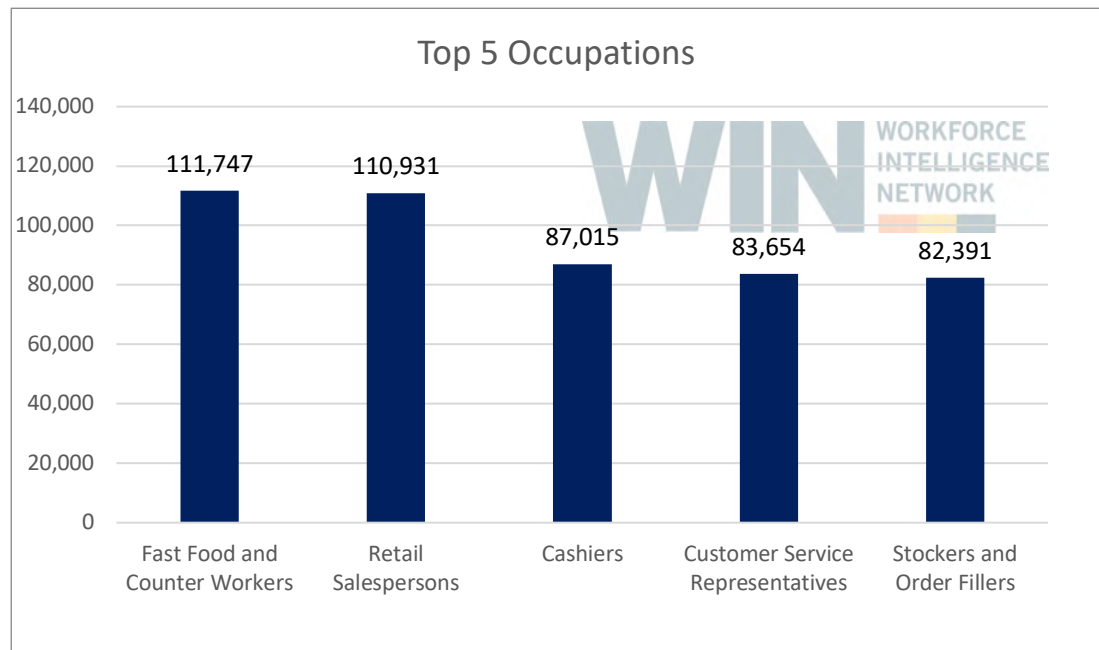
**Cashiers** (87,015 jobs)

**Customer Service Representatives** (83,654 jobs)

**Stockers and Order Fillers** (82,391 jobs)

Of the top Customer service-related jobs, **four of the top ten occupations offer median wages of more than \$17.00 per hour.**

The **highest posted job**, Fast Food and Counter Workers, offers median hourly earnings of \$11.38, which translates to **annual earnings of approximately \$23,670.**



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network

# LABOR MARKET INFORMATION: EDUCATION OCCUPATION GROUP

**TOTAL  
EMPLOYMENT**  
**198,528**

## TOP FIVE OCCUPATIONS:

**Postsecondary Teachers**  
(40,640 jobs)

**Elementary School Teachers, Except Special Education**  
(34,128 jobs)

**Teaching Assistants, Except Postsecondary** (29,742 jobs)

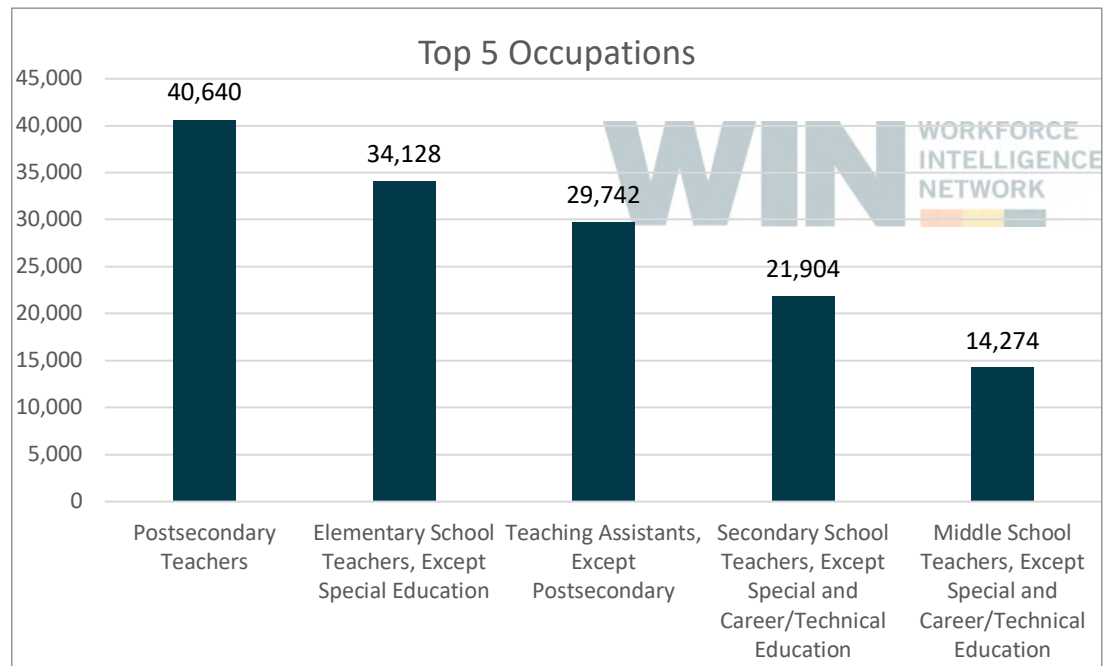
**Secondary School Teachers, Except Special and Career/Technical Education**  
(21,904 jobs)

**Middle School Teachers, Except Special and Career/Technical Education**  
(14,274 jobs)

Of the top Education-related jobs, half of the top ten occupations offer median wages of more than \$29.00 per hour.

The highest posted job, Postsecondary Teachers, offers median hourly earnings of \$38.44, which translates to annual earnings of approximately \$79,955.

	ENTRY	MEDIAN	EXPERIENCED
Postsecondary Teachers	\$20.08	\$38.44	\$63.99
Elementary School Teachers, Except Special Education	\$18.81	\$29.63	\$46.10
Teaching Assistants, Except Postsecondary	\$10.84	\$13.97	\$17.95
Secondary School Teachers, Except Special and Career/Technical Education	\$18.52	\$29.32	\$39.16
Middle School Teachers, Except Special and Career/Technical Education	\$18.29	\$29.28	\$45.58



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network



**TOTAL  
EMPLOYMENT  
381,847**

	ENTRY	MEDIAN	EXPERIENCED
General and Operations Managers	\$21.29	\$47.08	\$100.00
Mechanical Engineers	\$29.23	\$44.47	\$61.36
Industrial Truck and Tractor Operators	\$14.48	\$18.74	\$28.26
Industrial Engineers	\$29.21	\$38.69	\$61.11
First-Line Supervisors of Construction Trades and Extraction Workers	\$23.00	\$31.31	\$48.55

## TOP FIVE OCCUPATIONS:

**General and Operations Managers** (91,147 jobs)

**Mechanical Engineers** (34,337 jobs)

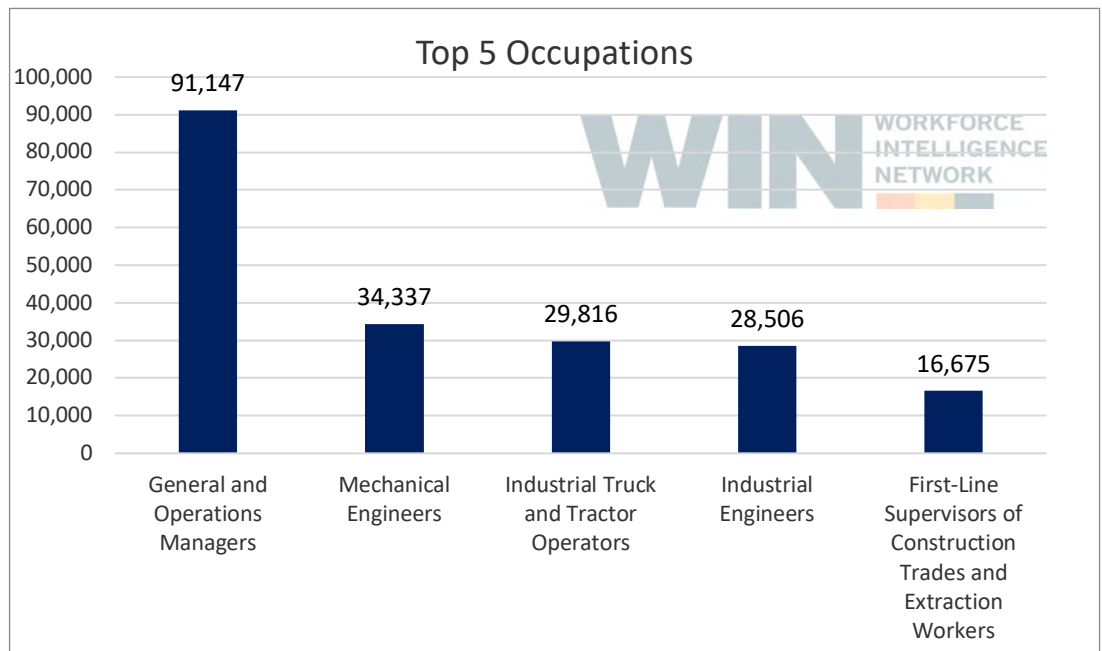
**Industrial Truck and Tractor Operators** (29,816 jobs)

**Industrial Engineers** (28,506 jobs)

**First-Line Supervisors of Construction Trades and Extraction Workers** (16,675 jobs)

Of the top Energy-related jobs, **seven of the top ten occupations offer median wages of more than \$31.00 per hour.**

The **highest posted job**, General and Operations Managers, offers median hourly earnings of \$47.08, which translates to **annual earnings of approximately \$97,926.**



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network

# LABOR MARKET INFORMATION: ENGINEERING AND DESIGN OCCUPATION GROUP

**TOTAL  
EMPLOYMENT**  
**138,155**

	ENTRY	MEDIAN	EXPERIENCED
Mechanical Engineers	\$29.23	\$44.47	\$61.36
Industrial Engineers	\$29.21	\$38.69	\$61.11
Electrical Engineers	\$29.89	\$47.30	\$62.79
Engineers, All Other	\$28.10	\$47.76	\$62.64
Civil Engineers	\$28.76	\$37.24	\$58.96

## TOP FIVE OCCUPATIONS:

**Mechanical Engineers**  
(34,337 jobs)

**Industrial Engineers** (28,506  
jobs)

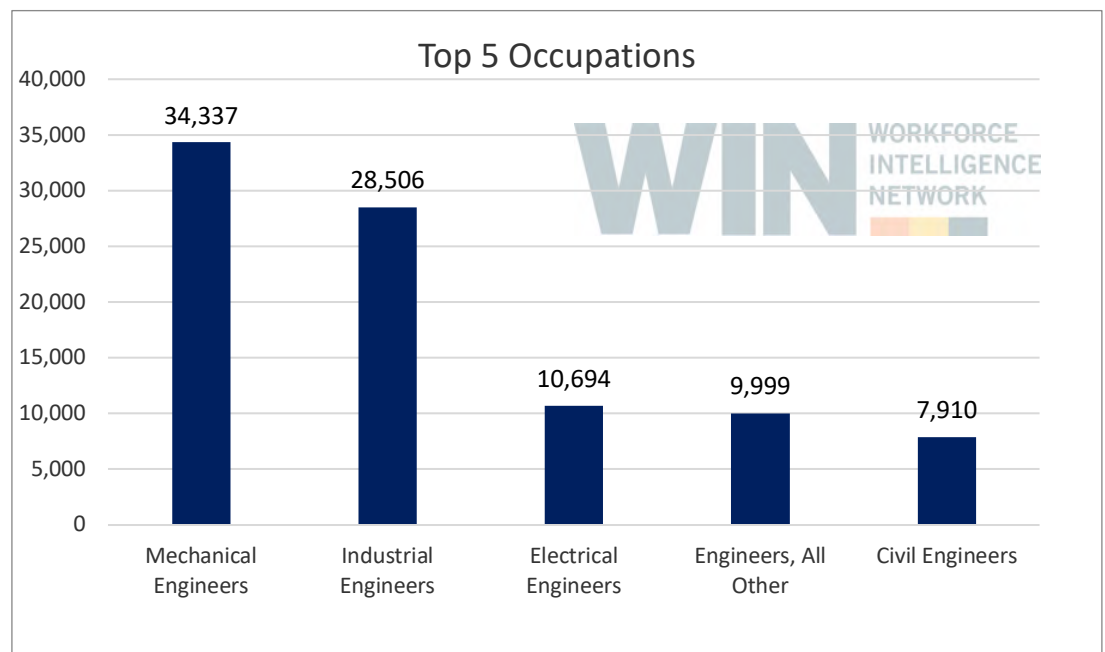
**Electrical Engineers** (10,694  
jobs)

**Engineers, All Other** (9,999  
jobs)

**Civil Engineers**  
(7,910 jobs)

Of the top Engineer and Design-related jobs, **seven of the top ten occupations offer median wages of more than \$37.00 per hour.**

The **highest posted job**, Mechanical Engineers, offers median hourly earnings of \$44.47, which translates to **annual earnings of approximately \$92,498.**



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network

# LABOR MARKET INFORMATION: HEALTHCARE OCCUPATION GROUP

**TOTAL  
EMPLOYMENT**  
**516,244**

## TOP FIVE OCCUPATIONS:

**Registered Nurses**  
(109,072 jobs)

**Home Health and Personal Care Aides** (102,262 jobs)

**Nursing Assistants** (42,370 jobs)

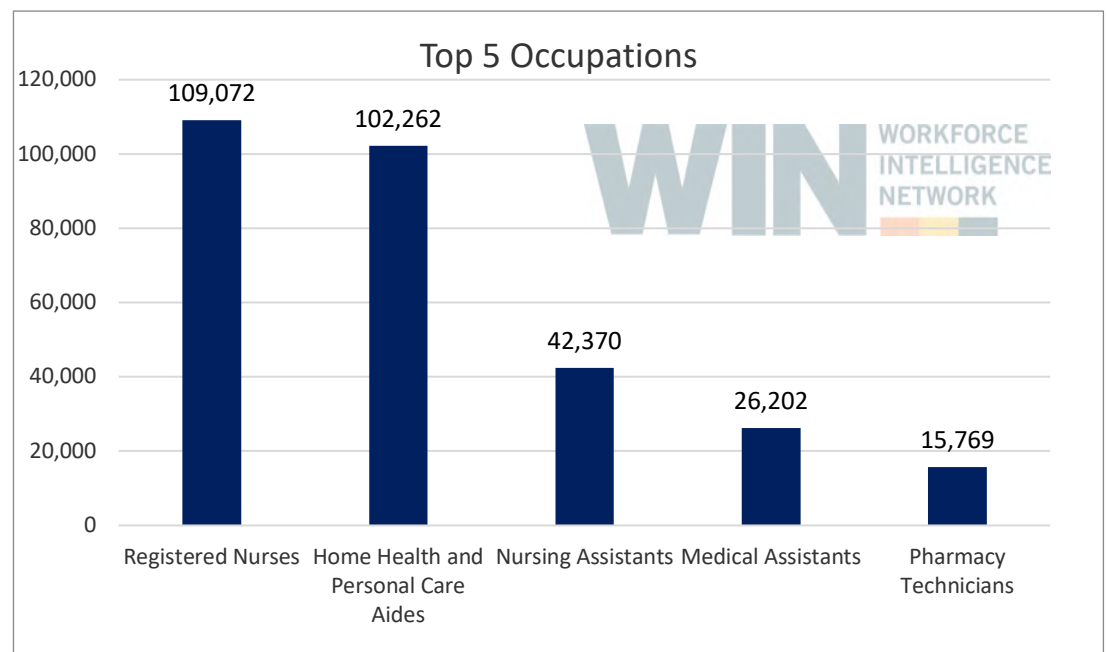
**Medical Assistants** (26,202 jobs)

**Pharmacy Technicians**  
(15,769 jobs)

Of the top Healthcare-related jobs, **half of the top ten occupations offer median wages of more than \$24.00 per hour.**

The **highest posted job**, Registered Nurses, offers median hourly earnings of \$36.88, which translates to **annual earnings of approximately \$76,710.**

	ENTRY	MEDIAN	EXPERIENCED
Registered Nurses	\$28.90	<b>\$36.88</b>	\$38.40
Home Health and Personal Care Aides	\$10.92	<b>\$13.53</b>	\$14.20
Nursing Assistants	\$13.89	<b>\$17.11</b>	\$18.01
Medical Assistants	\$14.01	<b>\$17.85</b>	\$18.37
Pharmacy Technicians	\$13.54	<b>\$17.59</b>	\$18.15



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network



# LABOR MARKET INFORMATION: INFORMATION TECHNOLOGY OCCUPATION GROUP

**TOTAL  
EMPLOYMENT**  
**136,327**

	ENTRY	MEDIAN	EXPERIENCED
Software Developers	\$29.48	\$47.39	\$63.29
Computer User Support Specialists	\$14.43	\$23.12	\$36.92
Computer Systems Analysts	\$29.67	\$47.76	\$62.99
Computer and Information Systems Managers	\$38.89	\$61.74	\$96.55
Computer Occupations, All Other	\$21.15	\$37.80	\$61.72

## TOP FIVE OCCUPATIONS:

**Software Developers**  
(45,286 jobs)

**Computer User Support  
Specialists** (23,070 jobs)

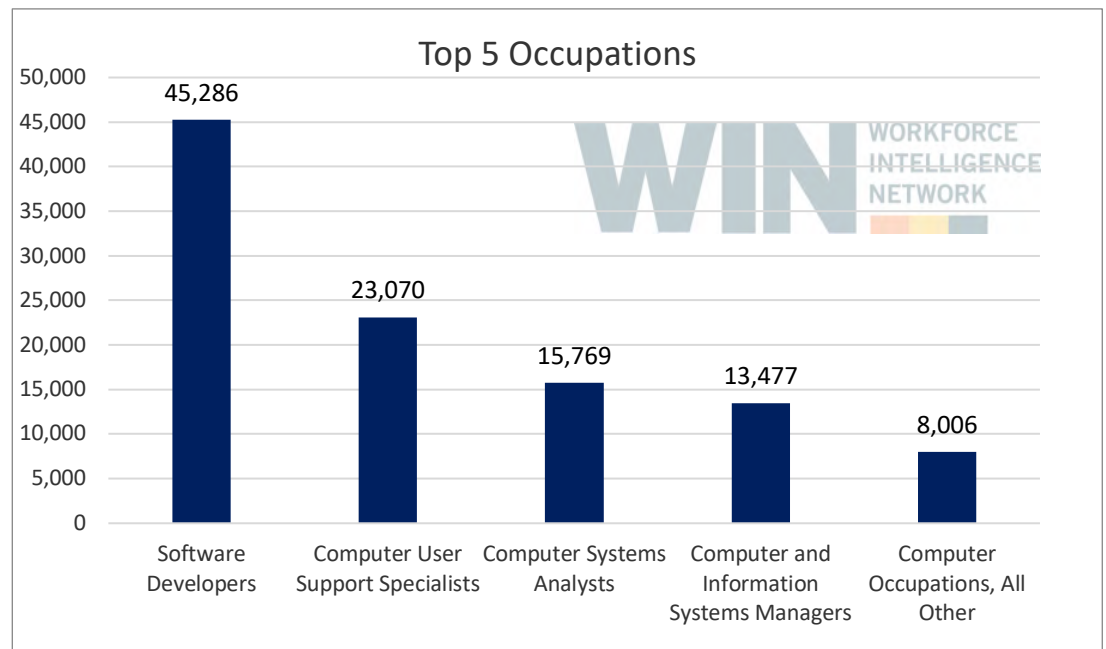
**Computer Systems  
Analysts** (15,769 jobs)

**Computer and Information  
Systems Managers**  
(13,477 jobs)

**Computer Occupations, All  
Other**  
(8,006 jobs)

Of the top Information Technology-related jobs, **nine of the top ten occupations offer median wages of more than \$37.00 per hour.**

The **highest posted job**, Software Developers, offers median hourly earnings of \$47.39, which translates to **annual earnings of approximately \$98,571.**



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network

**TOTAL  
EMPLOYMENT**  
**296,813**

	ENTRY	MEDIAN	EXPERIENCED
Maintenance and Repair Workers, General	\$13.54	\$18.23	\$29.10
First-Line Supervisors of Production and Operating Workers	\$18.35	\$29.61	\$47.95
Industrial Machinery Mechanics	\$17.97	\$28.42	\$37.24
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.34	\$18.41	\$28.83
Machinists	\$14.51	\$22.53	\$30.10

## TOP FIVE OCCUPATIONS:

**Maintenance and Repair Workers, General** (43,566 jobs)

**First-Line Supervisors of Production and Operating Workers** (30,400 jobs)

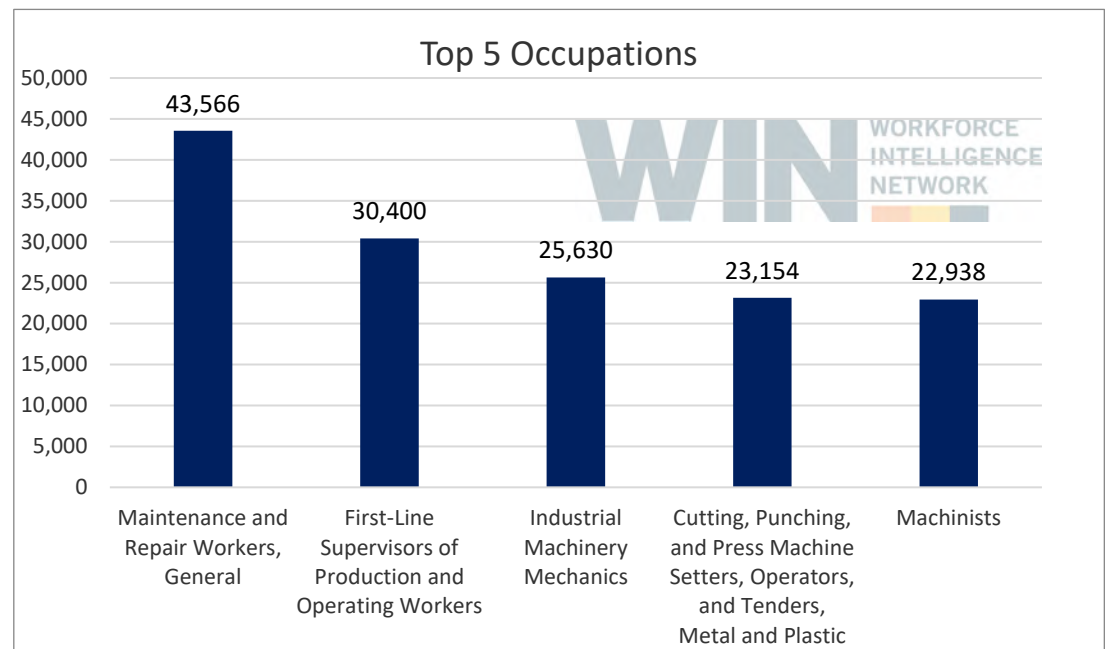
**Industrial Machinery Mechanics** (25,630 jobs)

**Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic** (23,154 jobs)

**Machinists** (22,938 jobs)

Of the top Information Skilled Trades-related jobs, **half of the top ten occupations offer median wages of more than \$22.00 per hour.**

The **highest posted job**, Maintenance and Repair Workers, General, offers median hourly earnings of \$18.23, which translates to **annual earnings of approximately \$37,918.**



Data Sources: Lightcast, 2022  
Analysis: Workforce Intelligence Network

# LABOR MARKET INFORMATION: TRANSPORTATION, DISTRIBUTION & LOGISTICS OCCUPATION GROUP

**TOTAL  
EMPLOYMENT**  
**636,667**

	ENTRY	MEDIAN	EXPERIENCED
Stockers and Order Fillers	\$11.18	\$14.39	\$22.57
Laborers and Freight, Stock, and Material Movers, Hand	\$11.34	\$14.58	\$22.87
Heavy and Tractor-Trailer Truck Drivers	\$14.72	\$23.30	\$30.45
Business Operations Specialists, All	\$18.69	\$34.12	\$58.19
Industrial Truck and Tractor Operators	\$14.48	\$18.74	\$28.26

## TOP FIVE OCCUPATIONS:

**Stockers and Order Fillers**  
(82,391 jobs)

**Laborers and Freight, Stock,  
and Material Movers, Hand**  
(80,288 jobs)

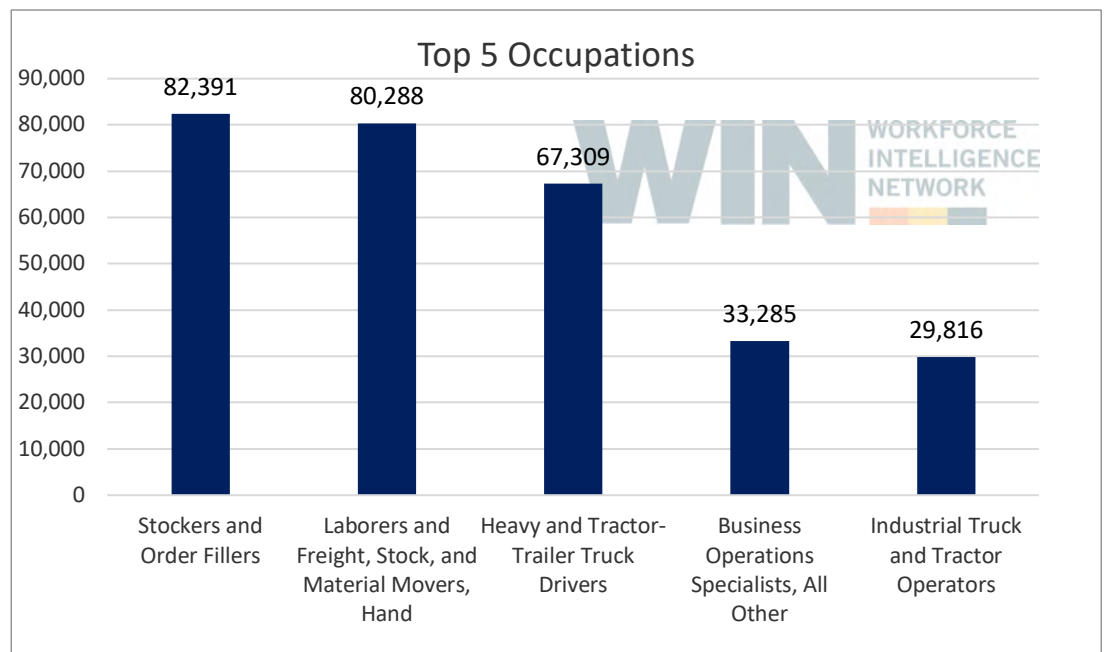
**Heavy and Tractor-Trailer  
Truck Drivers** (67,309 jobs)

**Business Operations  
Specialists, All Other** (33,285  
jobs)

**Industrial Truck and Tractor  
Operators**  
(29,816 jobs)

Of the top Information TDL-  
related jobs, **half of the top  
ten occupations offer  
median wages of more than  
\$22.00 per hour.**

The **highest posted job,**  
Stockers and Order Fillers,  
offers median hourly earnings  
of \$14.39, which translates to  
**annual earnings of  
approximately \$29,931.**



Data Sources: Lighcast, 2022  
Analysis: Workforce Intelligence Network



# WIN BOARD OF DIRECTOR ORGANIZATIONS



**WIN** WORKFORCE INTELLIGENCE NETWORK

**Macomb Community College**  
Education • Enrichment • Economic Development  
*Discover. Connect. Advance.*

**MICHIGAN WORKS!**  
MACOMB/ST. CLAIR

**DESC**  
Detroit Employment Solutions Corporation

**HENRY FORD COLLEGE**  
FUTUREDRIVEN

**Jackson College**

**OAKLAND COMMUNITY COLLEGE**

**Capital Area MICHIGAN WORKS!**

**Wayne County Community College District**

**LANSING COMMUNITY COLLEGE**

**MICHIGAN WORKS!**  
SOUTHEAST

**MONROE COUNTY COMMUNITY COLLEGE**

**MOTT COMMUNITY COLLEGE**

**Oakland County MICHIGAN WORKS!**

**Schoolcraft College**

**SEMCA MICHIGAN WORKS!**

**Washtenaw Community College**



**CONNECTING WITH BUSINESS.  
STRENGTHENING OUR  
WORKFORCE.**

## **Organizational Background**

Capital Area Michigan Works! (CAMW!) is a network of resources for employers and career seekers. We partner with businesses to develop recruiting and retention strategies, and we partner with job seekers to enhance education and career opportunities.

CAMW! is a proud partner of the American Job Center network serving three counties in the greater Lansing region. Our three American Job Centers in Charlotte, Lansing and St. Johns provide mid-Michigan employers and career seekers with the best resources to fulfill their employment needs.

CAMW! partners with more than two dozen agencies running programs and services to help job seekers find a career in greater Lansing. We partner with career seekers to enhance education and career opportunities, and have relationships with the top employers in mid-Michigan.

Our team at CAMW! supports employers across mid-Michigan recruit talent for high-wage, in-demand positions. CAMW! has resources available to address employer hiring barriers and can help identify solutions for the challenges employers face through our Business Services Team and our Business Resource Network.

## **Contact Information:**

Charlotte American Job Center  
945 Reynolds Road  
Charlotte, MI 48813  
Phone (517) 816-6980

Lansing American Job Center  
2110 S. Cedar Street  
Lansing, MI 48910  
Phone (517) 492-5500

St. Johns American Job Center  
1501 Glastonbury Dr.  
St. Johns, MI 48879  
Phone (989) 224-2000

Center Hours  
Monday - Friday // 8 a.m. - 5 p.m.

Website  
[www.camw.org](http://www.camw.org)



## Detroit Employment Solutions Corporation / Detroit at Work

### MISSION:

To cultivate local workforce talent to align with the needs of the business community through partnerships with key workforce agencies, faith, and community-based organizations, education and training institutions, and philanthropic, economic development, and government entities.

### CONTACT INFORMATION:

**Admin Office:**  
**(313) 876-0674**

**Admin Address:**  
**115 Erskine, Detroit, MI 48201**

**Call Center:**  
**(313) 962-WORK (9675)**

**Website:**  
**[detroitatwork.com](http://detroitatwork.com)**

**Email:**  
**[info@detroitatwork.com](mailto:info@detroitatwork.com)**

**Career Center Locations:**  
**<https://detroitatwork.com/locations>**

### Organizational Background

Detroit Employment Solutions Corporation is a 501(c)(3) non-profit and the workforce agency for the city of Detroit. It is designated by the Mayor's Workforce Development Board (MWDB), which is appointed by the Mayor of Detroit. DESC is responsible for execution of the workforce strategy set by the MWDB.

DESC is the lead agency for the "Detroit at Work" program, which provides job placement, search, training, career advisement and other supportive services to tens of thousands of Detroiters every year through a number of career centers located around the city.

DESC is also the lead agency for 'Grow Detroit's Young Talent', a program that provides six-week summer job experiences to over 8,000 Detroit youth every summer.



# GST MICHIGAN WORKS!

## OUR MISSION

GST MICHIGAN WORKS!  
CONNECTS AND PROVIDES  
INDUSTRY AND TALENT WITH  
THE ASSETS THEY NEED TO  
WORK TOGETHER IN BUILDING  
A PROSPEROUS REGION.

## KEY CONTACTS

### Jody Kerbyson

Chief Executive Office

Ph. (810) 233-5974 Ext. 163

[jkerbyson@gstmiworks.org](mailto:jkerbyson@gstmiworks.org)

### Sharon Bowen

Chief Operations Office

Ph. (810) 233-5974 Ext. 154

[sbowen@gstmiworks.org](mailto:sbowen@gstmiworks.org)

### Shakesha Watson

Employment Services and Special  
Grants Manager

Ph. (810) 233-5974 ext. 510

[swatson@gstmiworks.org](mailto:swatson@gstmiworks.org)

GST Michigan Works! is one of sixteen (16) Michigan Works agencies across the State of Michigan operating workforce development programs designed to assist employers in finding the talent they need. Ensuring that job seekers obtain the skills that make them employable for jobs today and in the future is vital, and the key to economic prosperity in the region. GST MI Works! serves Genesee, Shiawassee, Lapeer, Sanilac, Tuscola, and Huron Counties. They have a region-wide team of employer-focused Business Solutions Professionals available in all six counties to serve the needs of businesses, as well as seven America's Job Centers to serve job seekers. They offer a wide range of services to upskill and prepare people for employment. Building relationships with community partners and training providers is at the heart of the work they do every day.

## LEARN MORE AT: [GSTMIWORKS.ORG](http://GSTMIWORKS.ORG)

711 North Saginaw, Flint, Michigan 48503 • [info@GSTMIWorks.org](mailto:info@GSTMIWorks.org) • 810-233-5974

*Supported by the State of Michigan. GSTMW materials and programs paid for with State and Federal funds. Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-285-9675 TTY: 711.*

*A proud partner of the American Job Center Network.*

Henry Ford College transforms lives and builds better futures by providing outstanding education. As a student-centered, evidence-based college, our success is measured by the success of our students. We empower learners through the development of independent, critical, and creative thinking, and we foster diversity, inclusion, understanding, and acceptance to prepare learners to succeed in a global society. We anticipate and respond to the needs of our stakeholders, exceed their expectations, and serve the public good.

**Henry Ford College**  
5101 Evergreen Rd.  
Dearborn, MI 48128  
313-845-9600  
[www.hfcc.edu](http://www.hfcc.edu)

Russell Kavalhuna, J.D.  
President

Michael Nealon, Ph.D.  
Vice President of Academic Affairs

John Satkowski, J.D.  
Vice President, Financial, Facilities, IT, and Auxiliary Services

A. Reginald Best, M.A.  
Vice President of Institutional Advancement

Amy Clark, J.D.  
General Counsel and Vice President of Legal Services

Rhonda DeLong, M.S.  
Vice President of Marketing and Communications

Lori Gonko, Ed.D.  
Vice President of Strategy and Human Resources

Holly Diamond, M.S.  
Vice President of Student Affairs

## Organizational Background

Henry Ford College (HFC) is a public community college in Dearborn Michigan, USA, enrolling about 12,000 students per semester. The College offers more than 150 program options, including a bachelor's degree in Culinary Arts, 3+1 university degrees, associate degrees, and a variety of certificate and workforce development and training programs, as well as dual-enrollment options. HFC also specializes in customized workforce training programs and skilled-trades preparation for business and industry.

HFC offers classes on its two Dearborn campuses and other regional locations and offers many popular online and hybrid courses in a variety of academic programs. Non-credit and free course options are also available to qualifying participants.

We also offer a wealth of extra-curricular and co-curricular experiences, including women's and men's varsity and club sports, and nearly 40 student organizations.

The College is continuously accredited by the Higher Learning Commission. Individual programs that have national accrediting organizations are also continuously accredited by those organizations.

HFC's Main Campus is on the southwest corner of Ford Road and Evergreen, north of and adjacent to the University of Michigan-Dearborn campus.

HFC's East Campus is home to HFC's Michigan Technical Education Center (M-TEC) and the state-of-the-art Nursing building. East Campus is on Schaefer Road just north of Rotunda.

## Beginnings

Henry Ford College was originally founded as Fordson Junior College, established by the Dearborn Fordson Public Schools Board of Education in 1938. For a brief period, it shared physical space with Fordson High School, operating functionally as "grades 13 and 14" for students in the district, before broadening its audience, its programs, and its mission as a standalone College.

The Henry Ford College legacy (but not history) began 22 years before its founding, with the opening of a separate entity, the Henry Ford Trade School, in 1916. Founded by Henry Ford, the Trade School gave underprivileged young men the opportunity to earn a living while learning a trade that could support them and their families in the long term. It was the beginning of an educational model that had a long and substantive reach in American society.

The Henry Ford Trade School provided Ford Motor Company with trained draftsmen and technicians. The school started with just six students and one instructor. By 1931 there were 135 faculty members teaching 2,800 students. The school was kept up to date with modern shop equipment to help students gain the latest technical skills while studying a demanding trade-based curriculum.

### **Trade school closing leads to College growth, name changes**

During its 36 years, the Henry Ford Trade School graduated more than 8,000 students. In 1952, it liquidated its assets and closed. Its assets of \$1.25 million were donated to the then Dearborn Junior College (DJC), which had been founded in 1938 as Fordson Junior College and was renamed Dearborn Junior College in 1946. (HISTORIC NOTE: The Trade School and the College were always separate entities. The two schools operated entirely independently from one another. The Trade School, which enrolled only young men, had a singular focus on training tradesmen for the Ford Motor Company. The College, which enrolled both women and men, focused on preparing learners for successful careers and lives in a broad variety of fields.)

The Trade School's assets were given to the College to extend existing College programs, and to provide scholarships for Trade School alumni who might wish to continue their education. The College renamed itself Henry Ford Community College in honor of the Trade School's bequest, and in honor of the middle-class work ethic that Henry Ford instilled in all the entities he created or inspired.

### **Future Driven**

The HFC tagline, Future Driven, reflects the value of student-centered, community-focused education that prepares our graduates for the lives they aspire to lead. We believe it is critical to keep education affordable, while preparing our students for long-term professional and personal success.

Our in-district tuition is among the lowest in the state, and our overall tuition rates are a fraction of the costs at other colleges and universities. The reach of our student body is geographically broad, extending across southeast Michigan to students from countries around the world. Our academics are exceptional in breadth and in quality. While our academic offerings are much broader and more diverse than they were at our founding, we continue to believe that partnering with businesses to respond to their workforce needs ensures mutual success for them and for our graduates.

Our legacy now spans more than 80 years. We have our feet in the present and our mind toward the future, while tipping our hat toward a past that has led us, our community, and tens of thousands of alumni to successful learning, careers, and lives.

We are dedicated to providing a rigorous education, combined with the technical and technological acumen needed for students to thrive, no matter what their field of study. When it comes to decision time, we are your FutureDriven college.

## Mission

Together we inspire and transform lives.

## Contact Information:

Heather Ruttkofsky, Dean of Health Sciences, Career & Technical Education  
[ruttkofheatherm@jccmi.edu](mailto:ruttkofheatherm@jccmi.edu)

Jamie Vandenburg, Assistant Dean of Instruction  
[vandenbJamieA@jccmi.edu](mailto:vandenbJamieA@jccmi.edu)

[jacksoncac.org](http://jacksoncac.org)



## Organizational Background

For 95 years, Jackson College has been educating students from South Central Michigan to around the world! Students may choose from a wealth of educational opportunities, whether pursuing a degree, updating job skills, or taking classes for fun. Students enjoy the convenience of choosing from various class lengths, online or in-person learning, to fit their needs.

With over 60 majors to choose from, there is a variety of programs of study at Jackson College, including associate, certificate, and baccalaureate programs. Programs are arranged into pathways, designed to create a clear path to a degree or certificate. Dedicated teaching faculty take time to get to know students and to help them find success.

At Jackson College, total commitment to student success matters. No student should hesitate to apply to because of financial circumstances. Jackson College offers scholarships and financial aid to help students and their families make the best use of all resources available to reach their educational goals. Contact financial aid to see if you qualify.

Jackson College strives to enhance students' educational experience by sponsoring diverse social, cultural and leadership development activities.

The College seeks to promote active learning both inside and outside the classroom with an emphasis on building friendships and having fun.







## **Mission**

Lansing Community College's Technical Careers Division prepares students to enter and remain competitive in today's workplace by offering experiential and work-based learning opportunities, industry certifications, and academic degrees. Students will gain high-level technical skills, equipping them to be life-long learners.

## **Organizational Background**

Lansing Community College is one of the largest community colleges in Michigan, serving more than 17,700 students each year. It offers more than 200 associate degree and certificate programs in addition to career and workforce development and personal enrichment options.

The college was founded in 1957 and has since grown from its flagship campus in downtown Lansing to include locations in Delta Township, East Lansing, Mason, and Livingston County.

## **Contact Information:**

LCC West Campus  
5708 Cornerstone Drive  
Lansing, Michigan 48917

517-483-1319

[lcc.edu/techcareers](http://lcc.edu/techcareers)

LCC is consistently named one of Michigan's best community colleges, and students enjoy unsurpassed instruction, beautiful facilities, cutting-edge technology and comprehensive support services to help them succeed.

Macomb's mission is to transform lives and communities through the power of education, enrichment, and economic development.

### **Contact Information:**

#### **For general information contact:**

Call 586.445.7999 or email [answer@macomb.edu](mailto:answer@macomb.edu)

#### **For workforce development contact:**

Call 586.498.4100 or email [workforcedev@macomb.edu](mailto:workforcedev@macomb.edu)

#### **For admissions and registration contact:**

[admissions@macomb.edu](mailto:admissions@macomb.edu)

## **Organizational Background**

Macomb Community College offers a comprehensive range of education and training opportunities. Macomb meets individuals where they are and helps them get to where they want to be, concurrently addressing talent development needs for local business and industry.

The college's programs range from early college for high school students to university transfer and career preparation programs, workforce education, certifications, and continuing education and professional development. The college also creates customized training solutions to help employers reskill and upskill their current workforce.

Macomb keeps in step with community and employer needs by maintaining deep partnerships with K-12 school districts, business and industry, economic development agencies and other higher educational institutions. The college's short-term training provides individuals with a jumpstart into in-demand fields, creating a talent pipeline to help sustain and grow local businesses, and positioning individuals with sustainable career pathways that support economic prosperity.

**14500 E. 12 Mile Rd., Warren, MI 48088**

[www.macomb.edu](http://www.macomb.edu) | [answer@macomb.edu](mailto:answer@macomb.edu) | 586.445.7999

## MISSION STATEMENT

Connect and support employers and job seekers to strengthen our economy and community

## Contact Information:

Justin Al-Igoe, Executive Director  
[Justin.al-igoe@msc-mw.org](mailto:Justin.al-igoe@msc-mw.org)

Kandyce Smith, Deputy Director  
[Kandyce.smith@msc-mw.org](mailto:Kandyce.smith@msc-mw.org)

Beth Diehl, Program Coordinator WIOA & TAA  
[Beth.diehl@msc-mw.org](mailto:Beth.diehl@msc-mw.org)

Julie Reilly, Special Projects Coordinator  
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Susan Paternoster, PATH Coordinator  
[Susan.paternoster@msc-mw.org](mailto:Susan.paternoster@msc-mw.org)

Colin Miller,  
Business and Employment Services Coordinator  
[Colin.miller@msc-mw.org](mailto:Colin.miller@msc-mw.org)

Cristine Robson, Youth Program Coordinator  
[Cristine.robson@msc-mw.org](mailto:Cristine.robson@msc-mw.org)

## Organizational Background

Michigan Works! Macomb/St. Clair is committed to being a leader in coordinating and providing quality, comprehensive workforce development, employment, and training services. We are comprised of trained professionals to assist you in the areas of Career Development and Business Development. Our goal is to prepare job seekers for in-demand careers and help employers connect with those job seekers who have the right skills.

The Michigan Works! Career Centers, located in Macomb and St. Clair Counties community offer youth, adults and the business community customer-friendly, easily accessible services. Whether you're looking for your first job or a better job, interested in discovering a new career, need financial assistance for training programs, or you're a veteran or an individual with a disability and wish to learn about quality specialized services that can help you enter or re-enter the workforce, Michigan Works! services can work for you.

Our Certified Business Solutions Professionals have assisted more than 2,000 employers with their employment and business needs collectively saving them more than \$1,000,000. We offer a wide range of services that include pre-hire, talent recruitment, job development, training and more. Our customized approach allows us to align our services with the needs of the employer.



## Mission, Vision, & Values:

**Our purpose** is to create connections to a better future.

**Our mission** is to develop today's workforce and tomorrow's economy by engaging employers, jobseekers, and partners.

**Our vision** is a community which fosters and sustains a strong, diverse economy where people can live, work, and prosper.

## Contact Information:

**[www.mwse.org](http://www.mwse.org)**

### **Hillsdale:**

517-437-3381  
21 Care Dr.  
Hillsdale, MI 49242

### **Jackson:**

517-841-5627  
209 E Washington Ave., Ste. 100  
Jackson, MI 49201

### **Lenawee:**

517-266-5627  
1040 S Winter St., Ste. 1014  
Adrian, MI 49221

### **Livingston:**

517-546-7450  
1200 Byron Rd.  
Howell, MI 48843

### **Washtenaw:**

734-714-9814  
304 Harriet Street  
Ypsilanti, MI 48197

## Organizational Background

Michigan Works! Southeast seeks to understand and advocate for the needs of the Southeast Michigan region. Connecting individuals and organizations with helpful resources: creating hope for a better future.

We're on the front lines, meeting the talent demands of local employers and responding to the unique needs of the communities in the five counties of Southeast Michigan: Hillsdale, Jackson, Lenawee, Livingston, and Washtenaw.

We are focused on creating connections to a better future!

Visit [www.mwse.org](http://www.mwse.org) to learn more.



## MISSION

Monroe County Community College enriches lives in our community by providing opportunity through student-focused, affordable, quality higher education and other learning experiences.

## Contact Information:

[www.monroeccc.edu](http://www.monroeccc.edu)

### MAIN CAMPUS

1555 S. Raisinville Rd., Monroe, MI 48161  
734.242.7300

### WHITMAN CENTER

7777 Lewis Avenue, Temperance, MI 48182  
734.847.0559

**Dr. Kojo Quartey**, President

[kquartey@monroeccc.edu](mailto:kquartey@monroeccc.edu)

**Dr. Grace Yackee**, Vice President of Instruction

[gyackee@monroeccc.edu](mailto:gyackee@monroeccc.edu)

**Dr. Scott Behrens**, Vice President of Enrollment Management and Student Success

[sbehrens@monroeccc.edu](mailto:sbehrens@monroeccc.edu)

**Leon Letter**, Dean of the Business Division

[lletter@monroeccc.edu](mailto:lletter@monroeccc.edu)

**Barry Kinsey**, Director of Workforce Development

[bkinsey@monroeccc.edu](mailto:bkinsey@monroeccc.edu)

**Tina Pillarelli**, Director of Lifelong Learning

[tpillarelli@monroeccc.edu](mailto:tpillarelli@monroeccc.edu)

**Joe Verkennes**, Director of Marketing and Communications

[jverkennes@monroeccc.edu](mailto:jverkennes@monroeccc.edu)

## Organizational Background

Monroe County Community College is a public, two-year higher educational institution that provides student-focused, affordable, quality higher education and other learning experiences. MCCC offers:

- Post-secondary pathways for students who plan to pursue further education, as well as occupational, programs and certificates for students preparing for immediate employment upon completion
- Curriculum that prepares students to effectively communicate, think critically, and be socially and culturally aware
- Comprehensive student support services
- A wealth of opportunities for intellectual, cultural, personal and career enhancement
- Training and retraining to meet the needs of an evolving economy
- Key partnerships to enhance educational services and opportunities

MCCC's credit-bearing academic pathways include: Applied Technology and Apprenticeships; Business, Accounting and Management; Communication, Digital and Fine Arts; Computer Technology; Criminal Justice; Education; Health Sciences; Human Services, and Math, Science and Engineering.

MCCC also offers non-credit, continuing education programs for personal interest or professional development, as well as serves as the area's local training partner, providing training needs assessments and plans, customized curricula and expert, industry-specific trainers. The college also connects area employers with qualified candidates from MCCC's alumni and student bases and the community.

**MONROE COUNTY COMMUNITY COLLEGE**

1555 S. Raisinville Rd., Monroe, MI

[www.monroeccc.edu](http://www.monroeccc.edu)



## MCC Workforce & Economic Development Mission

Empower individuals and provide the support necessary to pursue education and training leading to gainful employment and advancement in their career pathways.

Partner with employers to match their workforce skill needs with highly qualified candidates and engage in community improvement initiatives.

## Contact Information:

### Mott Community College

1401 E. Court Street

Flint, MI 48503

[www.mcc.edu](http://www.mcc.edu)

### MCC Workforce

### & Economic Development

Workforce Education Center

709 N. Saginaw Street

Flint, MI 48503

Call: 810-232-2555

Email: [workforce@mcc.edu](mailto:workforce@mcc.edu)

Visit: [mcc.edu/wfed/index.shtml](http://mcc.edu/wfed/index.shtml)

## Organizational Background

MCC's Workforce & Economic Development Division (WED) serves Genesee and surrounding counties providing a variety of offerings including: non-credit programs such as short-term Career Training, Adult Education/Gateway to College, Youth Programs, Corporate Services, Continuing Education/Lifelong Learning, Career Pathways/Financial Opportunity Center, and the Choice Neighborhoods Initiative.

WED offers a wide variety of course modes including in-person, hybrid and online offerings while being able to utilize state of the art augmented and virtual reality options in technical and health fields (including virtual welding, ZSpace, and Anatomage).

## Short-term training options include:

Accelerated Welding	Certified Nursing Assistant (CNA)
Computer Numerical Control	Medical Assistant
Heating, Ventilation, & Air Conditioning	Medical Administrative Specialist
Information Technology Support Specialist	Emergency Medical Technicians
Computer Repair/A+ Certification	Pharmacy Technician
Google Data Analytics	Sterile Processing Technician
Google Information Technology	Truck Driving (CDL)
Google Project Management	Multi-Skilled Robotics
Google UX Design	Public Works Academy
Apple Swift	Marine Maintenance Technician
Virtual Reality with Meta Spark	Electric Lineworker Pre-Apprenticeship

## Summer Youth Programs include:

Summer Youth Initiative and Teens Creating Economic Opportunity (Teen C.E.O.)

[mcc.edu/wfed/summer-youth-initiative.shtml](http://mcc.edu/wfed/summer-youth-initiative.shtml)

[mcc.edu/wfed/teen-ceo-program.shtml](http://mcc.edu/wfed/teen-ceo-program.shtml)

WED also operates a Mobile Learning Lab (MLL) making education and training more accessible by eliminating transportation and technology barriers for students and employers with workforce development needs. The MLL is a 48-foot expandable semi-trailer offering 1,000 sq/ft. of classroom space that can accommodate 22 students. Lab and classroom space can be configured to meet the needs of the training.

[mcc.edu/wfed/mobile-learning-lab.shtml](http://mcc.edu/wfed/mobile-learning-lab.shtml)



**OAKLAND  
COMMUNITY  
COLLEGE®**

## **Mission**

OCC is committed to empowering our students to succeed and advancing our community.

## **Organizational Background**

Oakland Community College offers nearly 100 degrees and certificate programs with the resources students need to be successful and advance our community.

As a top transfer institution, OCC offers one of the state's most affordable tuition rates and flexibility in scheduling with face-to-face and online options.

The College is nationally recognized for its high-demand career training with expert faculty in their fields.

More than 1 million students have enrolled in the College since it opened in 1965. Learn more at [oaklandcc.edu](https://www.oaklandcc.edu).

## **Contact Information:**

<https://www.oaklandcc.edu/>

[ContactUs@oaklandcc.edu](mailto:ContactUs@oaklandcc.edu)

248.341.2000

### **Joseph Petrosky**

Associate Provost-Academic Affairs

Engineering, Manufacturing &

Industrial Technology

[jlpetros@oaklandcc.edu](mailto:jlpetros@oaklandcc.edu)

### **Kim Madeleine**

Marketing & Communications

[krmadele@oaklandcc.edu](mailto:krmadele@oaklandcc.edu)

In partnership with employers, educators, economic developers and community organizations, our mission is to lead in the creation of a diverse, qualified workforce that meets the current and future talent needs of the county's businesses.

### Contact Information:

(248)858-5520

[OaklandCountyMiWorks.com](http://OaklandCountyMiWorks.com)  
[oaklandcountymiworks@oakgov.com](mailto:oaklandcountymiworks@oakgov.com)

### Social Media:

Facebook: [@OaklandCountyMIWorks](https://www.facebook.com/OaklandCountyMIWorks)

Twitter: [@OaklandMIWorks](https://twitter.com/OaklandMIWorks)

LinkedIn: [Oakland County Michigan Works!](https://www.linkedin.com/company/OaklandCountyMichiganWorks!)

Instagram: [@oaklandmiworks](https://www.instagram.com/oaklandmiworks)

### Program Information:

General Questions/Information  
[oaklandcountymiworks@oakgov.com](mailto:oaklandcountymiworks@oakgov.com)

Clean Slate  
[cleanslateprogram@oakgov.com](mailto:cleanslateprogram@oakgov.com)

MiCareerQuest Southeast  
[micareerquestse@oakgov.com](mailto:micareerquestse@oakgov.com)

Oakland80  
[oakland80@oakgov.com](mailto:oakland80@oakgov.com)

[OaklandCountyMiWorks.com](http://OaklandCountyMiWorks.com)  
[oaklandcountymiworks@oakgov.com](mailto:oaklandcountymiworks@oakgov.com)  
**248-858-5520**

### Organizational Background

Oakland County Michigan Works! operates six American Job Centers. Combined, they assist more than 105,000 job seekers annually.

- Career coaching
- Interviewing and job search workshops
- Training courses
- Job trend information

The centers work with more than 3,000 employers annually.

- Talent recruitment
- Apprenticeships
- Training grants
- Employee retention and support

### 2021-22 Highlights:

- 6,000 residents participated in 525 virtual career workshops
- 1,000 businesses participated in the Employer Workshop Series since 2021
- 77 new apprenticeships were developed across Oakland County

### Office Locations

**Novi:** 31186 Beck Road  
Novi, MI 48377

**Oak Park:** 22180 Parklawn, Room 111  
Oak Park, MI 48237

**Southfield:** 21415 Civic Center Drive, Suite 116  
Southfield, MI 48076

**Troy:** 550 Stephenson Highway, Suite 400  
Troy, MI 48083

**Waterford:** 7500 Highland Road  
Waterford, MI 48327

**Pontiac:** 1850 North Perry  
Pontiac, MI 48340



## Mission

To provide innovative leadership to create an inclusive, life-long talent and career development system that is responsive to labor market and industry demands.

## Contact Information:

Gregory Pitoniak, Chief Executive Officer  
[gregory.pitoniak@SEMCA.org](mailto:gregory.pitoniak@SEMCA.org)

Katherine Brady-Medley, Chief Operating Officer  
[kate.bradymedley@SEMCA.org](mailto:kate.bradymedley@SEMCA.org)

Bill Hellar, Chief Information Officer  
[bill.hellar@SEMCA.org](mailto:bill.hellar@SEMCA.org)

Suzanne Stolz, Chief Financial Officer  
[suzanne.stolz@SEMCA.org](mailto:suzanne.stolz@SEMCA.org)

Charmarrah Bantom,  
Workforce Program Manager  
[charmarrh.bantom@SEMCA.org](mailto:charmarrh.bantom@SEMCA.org)

J.V. de la Fuente, GEM Director  
[jv.delafuente@SEMCA.org](mailto:jv.delafuente@SEMCA.org)

Tim Johnston, Director of Communications  
[tim.johnston@SEMCA.org](mailto:tim.johnston@SEMCA.org)

Colleen Mallory, Workforce Program Manager  
[colleen.mallory@SEMCA.org](mailto:colleen.mallory@SEMCA.org)

Daniel Martinez, Director of New Initiatives  
[daniel.martinez@SEMCA.org](mailto:daniel.martinez@SEMCA.org)

Deborah J Taylor, Workforce Program Manager  
[deborah.taylor@SEMCA.org](mailto:deborah.taylor@SEMCA.org)

## Organizational Background

SEMCA, the Southeast Michigan Community Alliance, is a public, non-profit corporation that has been providing strategic leadership for workforce development initiatives and programs in Monroe County and Wayne County, excluding the City of Detroit, since 1996. As a designated Michigan Works! Agency, SEMCA works in partnership with local government, community, and educational partners to deliver and procure services and training to meet the needs of various customer groups, including employers, unemployed individuals, under-skilled working adults, and youth.

Most of SEMCA's programs are funded by the State of Michigan's Department of Labor and Economic Opportunity and delivered by SEMCA contractors. Primary funding is from the federal Workforce Innovation and Opportunity Act (WIOA) that establishes local partnerships between elected officials and workforce development boards to oversee effective uses of our funding and to provide strategic guidance and coordination of workforce development services in the local labor market areas. SEMCA is known for its high performance standards and dedication to the residents of southeast Michigan, and is accredited by the Council on Accreditation, the first nonprofit organization in the country to receive such accreditation under the Council's newest network standards.

SEMCA is also actively engaged in advancing the professionalism of the workforce development system by working with peer regions, the State of Michigan, and the National Association of Workforce Boards. Through its commitment to quality assurance and maximizing return-on-investment for workforce development activities, SEMCA has established itself as a national leader in the field.

SEMCA  
25363 Eureka Rd, Taylor, MI 48180  
[www.SEMCAMiWorks.org](http://www.SEMCAMiWorks.org) | [semca@SEMCA.org](mailto:semca@SEMCA.org)



## MISSION

The mission of Schoolcraft College is to provide a transformational learning experience designed to increase the capacity of individuals and groups to achieve intellectual, social, and economic goals.

## Contact Information:

Dr. Glenn Cerny, President

Dr. Robert Leadley, Executive Director of  
Business Services and Talent Development

Dr. Keambra Pierson, Dean of Occupational  
Programs, Education and Business

### For general information contact:

734.462.4426

[answer@schoolcraft.edu](mailto:answer@schoolcraft.edu)

<http://www.schoolcraft.edu>

### For admissions and registration contact:

734.462.4426

[admissions@schoolcraft.edu](mailto:admissions@schoolcraft.edu)

<https://www.schoolcraft.edu/admissions/>

### For workforce development contact:

734.462.4438

[workforcedevelopment@schoolcraft.edu](mailto:workforcedevelopment@schoolcraft.edu)

<https://home.schoolcraft.edu/bdc/about/workforce-training-solutions>

### Social Media:

[www.facebook.com/SchoolcraftCollege](https://www.facebook.com/SchoolcraftCollege)

[www.twitter.com/schoolcraftnow](https://www.twitter.com/schoolcraftnow)

[www.instagram.com/schoolcraftnow/](https://www.instagram.com/schoolcraftnow/)

[www.linkedin.com/school/schoolcraft-college/mycompany/](https://www.linkedin.com/school/schoolcraft-college/mycompany/)

## Organizational Background

Schoolcraft College is a public community college offering learning in a variety of formats:

30,000+ students/year	Enrolled in credit and personal and professional learning courses
130 academic majors and programs	Leading to a skills certificate, certificate, associate degree, or post-associate certificate
Bachelor of Science degree	In Culinary and Dietary Operations Management

### Schoolcraft College serves the school districts of:

Livonia	Plymouth-Canton	Northville
Garden City	Clarenceville	

Approximately 50% of our students reside outside of these districts, with most of these “out-of-district” students residing in Wayne County. The College has three locations in Livonia, the main campus on Haggerty and 7 Mile, the Public Safety Training Center on Industrial Ave, and the Manufacturing and Engineering Center on Merriman Rd.

Schoolcraft College continually supports the development and maintenance of a strong talent pipeline in our region by closely aligning with employers, K-12 school districts, economic development agencies and other higher education partners. Our short-term training offerings meet unique and immediate needs of the workforce.

### Browse our Academic Programs!

<https://catalog.schoolcraft.edu/>

### Apply Now!

<https://www.schoolcraft.edu/admissions/apply-to-sc/>

### Tour Our Campus!

<https://www.schoolcraft.edu/admissions/visit-tour/>



### Mission

The Division of Workforce and Community Development provides talent development solutions. We are committed to working with your business to identify your training needs and helping to close the skills gap through cost-effective training solutions.

### Contact us for your talent development solutions.

Workforce Development  
734-390-WORK (9675)  
[workforcedevelopment@wccnet.edu](mailto:workforcedevelopment@wccnet.edu)

Washtenaw Economic Club  
734-477-8536  
[washtenaweconclub@wccnet.edu](mailto:washtenaweconclub@wccnet.edu)

Center for Career Success  
Center for Career Success Recruitment  
734-677-5155  
[careers@wccnet.edu](mailto:careers@wccnet.edu)

Office of Apprenticeship  
734-677-5221  
[apprenticeship@wccnet.edu](mailto:apprenticeship@wccnet.edu)



[wccnet.edu/business/workforce-development](http://wccnet.edu/business/workforce-development)



WORKFORCE DEVELOPMENT

4800 E. Huron River Drive  
Ann Arbor, MI 48105

### Train. Excel. Advance.

Washtenaw Community College's Workforce and Community Development Division builds strong partnerships with employers by understanding and assessing their needs and developing and delivering targeted and effective workforce training programs in response to ever-changing market demands. Our team will collaborate with you to address skills gaps and offer solutions for your organization to remain competitive.

### About WCC

Located in Ann Arbor, Michigan, [Washtenaw Community College](http://WashtenawCommunityCollege.edu) educates students through associate degree and certificate programs in health care, business, information technology, advanced transportation and mobility, and a wide range of STEM programs.

WCC offers accelerated and online programs and is ranked the number one community college in Michigan by Intelligent.com and Schools.com. The college also works through community, business and union partnerships to develop highly specialized training programs to meet the region's workforce talent needs.

Why choose WCC as your training partner?

- Award-winning team
- Highly experienced and certified instructors, trainers, and consultants
- Value of money/great ROI
- Responsive to inquiries
- Flexible talent development solutions

WCC's Workforce and Community Development division received the Michigan Works! Southeast Partner Impact Award for working with local employers to provide a solution to the health care workforce shortage. The result is the Foundation of C.A.R.E. Boot Camp, a two-week customized training program that introduces a career path for individuals considering a health care career and close a workforce gap.

Our team uses contemporary strategies to build a skilled workforce and foster a continuous learning environment. Our solutions include customized training, boot camps, apprenticeships, up-skilling, reskilling, soft skills and more. Here is a sample of training programs we offer:

- Cybersecurity Boot Camp
- CDL Class A Truck Driver Training
- Forklift Operator Training
- Leadership Training

## MISSION

Wayne County Community College District's mission is to empower individuals, business, and communities to achieve their higher education and career development goals through excellent, accessible, culturally diverse, and globally competitive programs and services.

## Contact Information:

### WCCCD Workforce & Economic Development

**Glenda Wapegan-Magarrell**  
District Dean Career Programs

**313-496-2809**

**[gmagarr1@wcccd.edu](mailto:gmagarr1@wcccd.edu)**

## Organizational Background

Wayne County Community College District has more than 50 years of uninterrupted operation and development of comprehensive educational services. WCCCD services 34 cities and 7 townships located in Wayne County.

## Vision Statement

Wayne County Community College District will be known as a premier community college and innovator in the areas of high quality academic and career education, talent development in support of regional economic growth, diversity and inclusion, and technological advancement.

## Wayne County Community College District's Values

### 1. Supporting Excellence in Teaching and Learning:

We value and support effective teaching and learning. We are committed to excellence in teaching and learning as defined by high standards for student learning outcomes. We are committed to providing a supportive, caring, safe, and responsive learning environment for students that will maximize their opportunity for academic and career success. We value our faculty and staff as productive contributors to the future of the college and its students.

### 2. Honoring Diversity

We honor the worth of individuals of all racial, gender, ethnic, and national origins, and we value persons from all socio-economic, educational, and experiential backgrounds. We value our role as "Democracy's College," providing an open door of educational opportunity to all who can benefit from our services. We help our students live responsibly in a global society by nurturing in them an increased appreciation and understanding of diverse cultures and ideas.

### 3. Serving the Common Good

We value being an integral part of the communities we serve, providing community services that improve the economic, social, cultural, and educational life of these communities.

### 4. Being Accountable

We are accountable to the students who depend on us to provide them with a quality education, to the citizens who support us with their tax dollars, and to the businesses that depend on us to provide them with highly trained employees. We commit to being good stewards of the resources that are provided to us to carry out our mission.

### 5. Operating with Integrity

We exemplify the values of honesty, responsibility, trust, fairness, reliability, and mutual respect in every aspect of our work.



# STAKEHOLDER RESOURCES PAGES



# Entrepreneurial Services



## Supporting Innovative Startups

In 2020, SPARK's entrepreneurial services team assisted more than 267 innovation startups – nurturing and supporting those businesses creates new jobs and increases local investment. Whether the goal is to kickstart a new venture, find affordable space, gain access to funding and expert counseling, or simply to network and connect to partner programs in the greater Michigan entrepreneurial ecosystem, the SPARK team is here to help. We enable startups to commercialize and scale successfully.

### Entrepreneurial Services At-A-Glance

Ann Arbor SPARK can help you find the financial resources available to assist businesses making a significant investment in the greater Ann Arbor region. SPARK has years of experience managing incentive programs and can save you time and identify your best opportunities.

- Access to funding opportunities
- Affordable office space for startups
- Entrepreneur Boot Camp
- Expert counsel to entrepreneurs
- Hard & soft skills educational training
- Networking events
- Marketing services & consulting

### Funding for Training

#### Funds Available for Training Talent

There are a number of training resources available to growing startups and SPARK can help identify top tier talent to help your organization grow. Michigan Works! provides competitive awards for training that enhances talent, productivity, and employee retention while increasing the quality and competitiveness of Michigan's employers.

Ann Arbor SPARK clients are also eligible for a digital marketing boost through a collaborative program between Ann Arbor SPARK and Eastern Michigan University's Center for Digital Engagement (CDE). Participating companies gain skills from the students who work on projects directly with the startups and clinic interns receive valuable work experience that builds their resumes.

**\$5.96** million in grants to startups

**\$432** million private equity raised

LDFA ACCOMPLISHMENTS FY 2015-2020:

<b>428</b>	<b>980</b>	<b>153</b>
companies served	jobs created	incubator graduates

The Ann Arbor/Ypsilanti SmartZone LDFA provides capital to commercialize products developed locally. LDFA grows these companies in Ann Arbor and Ypsilanti, funded by the State of Michigan.

#### FOR MORE ENTREPRENEURIAL SERVICES INFORMATION

**VISIT:** [annarborusa.org/entrepreneurial-services](http://annarborusa.org/entrepreneurial-services)

**CALL:** (734) 372-4063

**EMAIL:** [EntrepreneurialServices@annarborusa.org](mailto:EntrepreneurialServices@annarborusa.org)



#### INTVO

- Received \$50K in grants from SPARK for legal support, financial planning and marketing
- Located at SPARK Central since 2019
- Deployment of technology at Ann Arbor Intersection in partnership with University of Michigan Transportation Institute
- Benefited from bootcamp, funding for interns, Entrepreneur-in-Residence consulting

#### Groundspeed

- \$10K in grants from SPARK supported critical early stage marketing
- Incubated by SPARK since 2015, graduated to its own offices in 2017
- To date, successfully raised \$32M
- Expanded workforce via SPARK internship program

#### SKVSPECS

- Received nearly \$40K in grants from SPARK to support marketing and legal work
- Joined SPARK Central in 2012, graduated to offices in downtown Ann Arbor in 2017
- Raised \$43M to date



## Business Incubators

Ann Arbor SPARK's business incubators offer the space and programming that accelerate the growth of startups. These incubators provide a range of options for affordable work spaces — from single desks to furnished offices that can accommodate multiple employees — that start as low as \$75 per month.

### Our incubators also offer essential business services startups need to thrive:

- Grants and other funding opportunities
- Networking and educational events
- Entrepreneur Boot Camp
- Entrepreneur-in-Residence
- Meeting and conference room spaces

### Incubator Locations

#### SPARK Central Innovation Center

330 E. Liberty St., Ann Arbor, MI 48104

#### SPARK East Innovation Center

215 W. Michigan Ave., Ypsilanti, MI 48197

SPARK Central & East Innovation Centers  
2020 Hosted Event Totals:

65 events held

3,264 attendees

32 U.S. states  
represented



“Ann Arbor SPARK was there for my company when it was just me and an idea. And they didn't just provide the most reasonably priced space for a tech company: They connected us with talent to help us build our product, provided classes to me as a CEO to sharpen my skills, and helped us build a community around our product through events like a2Tech360, meetups, and pitch opportunities. And when we were ready for the next stage, SPARK was there to help us find a new home.

SpellBound wouldn't exist without SPARK and anyone who is serious about starting a business needs to put 'connect with SPARK' as the first thing on their to-do list.”

CHRISTINA YORK  
Founder, SpellBound

### FOR MORE ENTREPRENEURIAL SERVICES INFORMATION

**VISIT:** [annarborusa.org/entrepreneurial-services](https://annarborusa.org/entrepreneurial-services)

**CALL:** (734) 372-4063

**EMAIL:** [EntrepreneurialServices@annarborusa.org](mailto:EntrepreneurialServices@annarborusa.org)



[AnnArborUSA.org](https://AnnArborUSA.org)

## Student Intern Program

Ann Arbor SPARK's internship program pairs qualified students with startups, giving young professionals a chance to build their resume and growing companies access to talent that can advance their growth. Through the internship program, SPARK provides a funding match to incentivize startups to hire interns. To date, more than **100 companies** and **300 interns** have benefited from the program.

- 📍 **41%** stayed on with their company longer than five months
- 📍 **84%** remained in Michigan
- 📍 **17%** are currently students (including grad school and doctoral)
- 📍 **11%** have “intern” in their most recent title



MOLLY MCFARLAND

“We've worked with SPARK for multiple years where they have helped us find and fund summer interns. These interns have been invaluable as they filled critical gaps that, as a lean startup, we couldn't have filled otherwise. And, it's been amazing to see how the program has helped interns get the invaluable work experience needed to bridge the gap between school and “the real world”

MOLLY MCFARLAND  
AdAdapted, Founder



**Mission:** Conduct and facilitate development, research, training, and education in technologies for clean, efficient, safe, and sustainable mobility and power systems.

### Contact Information:

[apslabs@mtu.edu](mailto:apslabs@mtu.edu)

[apslabs.me.mtu.edu](http://apslabs.me.mtu.edu)

### Executive Team:

Dr. Jeffrey D. Naber, Director

[jnaber@mtu.edu](mailto:jnaber@mtu.edu)

Dr. Jeremy J. Worm, P.E., Associate Director

[jjworm@mtu.edu](mailto:jjworm@mtu.edu)

Lauren Beastall, Director, Bus. Ops.

[lbeasta@mtu.edu](mailto:lbeasta@mtu.edu)

### Workforce Development Team:

Dr. Vinicius Bonfochi Vinhaes, Manager,  
Training & Curriculum Development

[vbvinhae@mtu.edu](mailto:vbvinhae@mtu.edu)

Grant Ovist, Operations Manager; Education &  
Training

[giovist@mtu.edu](mailto:giovist@mtu.edu)

### Organizational Background

The **Advanced Power Systems Research Center** (APS LABS) at Michigan Technological University (Michigan Tech) is a multidisciplinary collaboration that conducts, promotes, and facilitates activities to foster research and education in the areas of clean, efficient, safe, and sustainable mobility and power generation technologies.

With an emphasis in propulsion systems and energy, APS LABS leads and supports projects ranging from fundamental research to engineering services for federal and state agencies as well as industrial partners including startups to Fortune 50 companies.

[Click here to view more about the APSRC](#)

Along with its research, the APSRC is well-known and respected for offering **customizable on-site and online professional development courses** that are **EVJA recognized** through its **mobile learning facility, the MOBILE LAB**, which provides people in the mobility industry with the fundamental competencies and skills they need to keep pace with technology and upskill their careers.

[Click here to learn more about the Mobile LAB](#)

[Click here to visit the Michigan Tech Global Campus](#)



Clinton County Regional Educational Service Agency  
**Career Connections**  
dream it... connect it... accomplish it

# Clinton County Regional Educational Service Agency

## Mission Statement:

**To help prepare all  
students for life beyond  
high school**

## Contact Information:

**989. 224.6831**

**Dr. Wayne Petroelje**  
**CCRESA Superintendent**  
**[wpetroelje@ccresa.org](mailto:wpetroelje@ccresa.org)**

**Jennifer Branch**  
**Career Education Director**  
**[jbranch@ccresa.org](mailto:jbranch@ccresa.org)**

## Organizational Background

The Clinton County RESA Career Education Department provides career-focused education programs for the six in-county and neighboring school districts. Programming at the middle school level includes Life Unplugged and Career Expo, while high school programming includes the Career Connections program, Work-Based Learning, Pave Your Own Path, Mock Interview Days, College Night, Career Expo, and more! The Career Education Department works in collaboration with the State, the Region, local school districts, colleges and universities, and local communities and business communities to provide quality programming for the students of Clinton County.

## Career Connections

Clinton County Regional Educational Service Agency proudly presents our Career Connections courses. As juniors and seniors, you have many decisions to make about the rest of your life. Where will you be in two years...five years...or even ten? Your plans very likely include entering the workforce at some time. Our courses may be what you need to get a jump-start on your career. A Career Connections course may be the map you've been looking for as you begin the journey down your CAREER PATHWAY!

## Programs of Study

AgriScience, Food and Natural Resources; Allied Health; Auto Services; Business Management; CAD & Design Technology; Computer Networking & Technology; Construction Trades; Criminal Justice; Education – Early Childhood; Emergency Service/Fire Science; Sports Medicine; Video & Audio Production; Welding

**Career Connections programs are housed on-site and at local high schools. Students can  
earn articulated and direct credit through post-secondary partners:**

Lansing Community College; Mid Michigan College; Baker College; and Delta College





## **CSW's Mission:**

CSW catalyzes change in educational and labor market systems, policies and practices to increase economic mobility, particularly for people of color and others historically excluded from success. We focus on achieving scalable improvements in worker skills, lifelong learning, and job quality. CSW collaborates with change makers to develop strategies, identify evidence to inform strategies, build the capacity of organizations, manage initiatives, and evaluate lessons learned.

## **Contact Information:**

[www.skilledwork.org](http://www.skilledwork.org)  
[info@skilledwork.org](mailto:info@skilledwork.org)  
(734) 769-2900  
PO Box 17, Hartland, MI 48353

## **Organizational Background:**

Corporation for a Skilled Workforce (CSW) seeks to significantly increase the competitiveness of companies and advance sustainable prosperity in communities through effective partnerships. We focus on policies and practices that support skill development and employment progression by bringing together business and community stakeholders. Major CSW current initiatives center on improving credentialing policy and practice, helping communities develop and implement workforce skill building and employment strategies, advancing workforce development within industry sectors, and strengthening community organizations through leadership development and data analysis. Our work centers on five primary strategy areas, including: Competencies & Credentials; Federal, State, & Local Systems Change; Improving Practices & Outcomes; Research & Evaluation; and Trauma & Resilience at Work. We have worked with all fifty states and at a national level since 1991.



**Detroit  
Public TV**



## FUTURE OF WORK

To help the community understand Michigan's changing work economy, and to provide students, parents, and teachers with easy-to-access information about Michigan's career opportunities.

### Contact Information:

**Rich Homberg**  
President and CEO  
[rhomberg@dptv.org](mailto:rhomberg@dptv.org)

*For One Detroit:*

**Ed Moore**  
VP of Content  
[emoore@dptv.org](mailto:emoore@dptv.org)

**Will Glover**  
Future of Work Producer/Host  
[wglover@dptv.org](mailto:wglover@dptv.org)

*For Future of Work on the Michigan Learning Channel:*

**Gillian Gainsley**  
Director, Strategic Initiatives  
[ggainsley@dptv.org](mailto:ggainsley@dptv.org)

**Matt Hamilton**  
Program Director, Michigan Learning Channel  
[mhamilton@dptv.org](mailto:mhamilton@dptv.org)

Learn more at [MIFutureofWork.org](http://MIFutureofWork.org)

## Organizational Background

Detroit Public Television is addressing Michigan's talent shortage by bringing its considerable expertise in production, engagement, and collaborative community work to the **Future of Work** in Michigan.

The problems are clear. New technologies have caused massive disruptions across a wide range of industries, eliminating many traditional jobs and spawning new types of work never seen before. The pandemic and the shift to remote and hybrid work has created its own economic disruption for companies because "going to the office" is no longer a given five days a week.

It can be frustrating for young adults entering the workforce, their parents, and their teachers to access information about their opportunities. Information about growth careers in Michigan is scattered over state government agencies, business associations, community colleges, universities, and a variety of civic organizations. Information and opportunities about career and job preparation is widely variable from one school district to the next. Not every student has an opportunity to enroll in CTE programs, middle college, or other workforce-targeted education.

Detroit Public Television hopes to fill those gaps:

- One Detroit and American Black Journal on DPTV – two locally produced public affairs programs – focus on Future of Work as a key topic area, especially how work is changing and the emerging trends driving the Michigan economy. This coverage takes place in monthly virtual town halls as well as in produced broadcast segments.
- The Michigan Learning Channel has established Monday as "Career Night" for K-12 students and existing workers who want to upgrade their skills and their careers. Michigan's opportunities are outlined in "The Career Center," which is collecting, curating, or creating content that explores high-demand careers in Michigan and the educational path to secure those jobs.

Learn more at [MIFutureofWork.org](http://MIFutureofWork.org)

**1 Clover Court, Wixom, MI 48393**

DPTV.org | MichiganLearning.org | OneDetroitPBS.org



## **Detroit Regional Partnership & Global Epicenter of Mobility (GEM)**

**The Detroit Regional Partnership is an economic development nonprofit dedicated to marketing the 11-county Detroit region. Founded in 2019, DRP offers confidential, no-cost assistance to domestic and international companies seeking to explore and build a footprint in the Southeast Michigan region.**

### **Contact Information:**

<https://www.detroitregionalpartnership.com/contact-us/>

### **Contact our team:**

<https://www.detroitregionalpartnership.com/team-and-board/>

### **Organizational Background**

The Detroit Regional Partnership offers confidential, no-cost assistance to domestic and international companies interested in investing in the 11-county Detroit Region. DRP specializes in helping companies understand and access the competitive advantages of the Detroit region. We work with global companies looking for their next site location and new companies to the market.

The DRP is an efficient, convenient single point of contact to regional resources for the new companies investing in the region. The DRP team works with companies and site selectors to help manage their location and expansion projects, navigate the real estate market, understand regional talent assets and resources, and support their overall transition into the Detroit community. Whether the project is a single-person sales office, a new manufacturing operation, or a global headquarters, we are here to help make the company's vision a reality.

To date, DRP's regional economic impact has created more than 28,000 jobs and \$7 billion in economic activity.



**GLOBAL EPICENTER  
OF MOBILITY**

REVOLUTIONIZING THE DETROIT REGION

DRP also convenes the Global Epicenter of Mobility (GEM). Funded by the Economic Development Administration's

Build Back Better Regional Challenge in 2022, the \$52.2M grant supports six projects submitted under the GEM initiative, designed to accelerate inclusive economic growth by building on the region's 400+ mobility assets. GEM will create a smart, secure, sustainable, and inclusive advanced-mobility industry, starting with the transition to next-generation electric, autonomous, and fully connected vehicles. The goal is to lead the world in the transformation of advanced mobility talent, entrepreneurs, and small to medium-sized businesses to match the rapid transformation from Internal Combustible Engines (ICE) to Electric Vehicles (EV) and beyond.



## Eaton Regional Education Service Agency (RESA)

To serve our community by providing and enhancing educational opportunities for students, families and educators throughout the Eaton RESA service area.

Eaton RESA will maximize the potential of all students within our service area, through collaboration and engagement with stakeholders to increase student achievement and whole child supports.

### Contact Information:

517.543.5500

#### **Dr. Sean Williams**

Superintendent

[smwilliams@eatonresa.org](mailto:smwilliams@eatonresa.org)

517.541.8720

#### **Vlad Lebedintsev**

Assistant Superintendent for  
Career & Technical Education

[vlebedintsev@eatonresa.org](mailto:vlebedintsev@eatonresa.org)

517.483.1341

[www.eatonresa.org](http://www.eatonresa.org)

### Organizational Background

Eaton Regional Education Service Agency (RESA) is an organization committed to providing a wide variety of educational programs and services to districts, schools, children, families and communities in the Eaton RESA service area and throughout the Capital region. Eaton RESA focuses on early childhood education, general education and instruction, special education, career and technical education and school wellness and prevention.

### Career Preparation Center

For more than 40 years, the Eaton RESA Career Preparation Center (CPC) has trained and educated the next generations of highly skilled, talented students in sought after industries.

The CPC offers technical education mainstays like automotive technology and health education. In addition to programs developed and tailored to meet the changing needs of industry while preparing our students for in-demand careers in manufacturing, engineering, welding, robotics, criminal justice and more.

CPC programming also includes computer security, business, digital media, game design, and insurance and risk management. Like many CPC programs, our two newest, construction and aviation, were established to specifically address talent pipeline shortfalls and fast track students to in-demand jobs.

Through our 17 programs, students learn transferable skills, earn high school credits, and have the opportunity to earn college credit and certifications. Students leave the CPC ready to enter apprenticeship programs, continue to community college, go to a four-year university, or go right to work with applicable skills and certifications.

The Capital Region Technical Early College (CRTEC) is an additional option for students in CTE programs. CRTEC is a high school-to-college program where students start in grade 11 and leave after grade 13 with a college degree or certification.

### Programs of Study

Animal Science and Zoo Management    Automotive Technology    Aviation Careers Institute    Business Academy  
Computer Security    Construction    Criminal Justice    Digital Media and Design    Game Design and Programming  
Health Technology    Heavy Equipment Operation and Repair    Insurance and Risk Management    Law Enforcement  
Mechatronics and Robotics    Mechanical Engineering and Manufacturing    Sports Medicine    Welding

### CPC programs are housed on-site with industry partners including:

Lansing Community College    AIS Construction Company    Potter Park Zoo  
Farm Bureau Insurance    Davenport University    Capital Region International Airport

**EDUCATED.  
EXPERIENCED.  
EMPLOYED.**

## Contact Information:



Hillsdale Area Career Center  
3471 Beck Rd  
Hillsdale, MI 49242



(517) 689-1882



[www.hillsdale-isd.org/o/hacc](http://www.hillsdale-isd.org/o/hacc)



Jamie Mueller  
Principal, CTE Director, CEPD 46  
[jamie.mueller@hillsdale-isd.org](mailto:jamie.mueller@hillsdale-isd.org)



Heather Robidoux  
Career Coach  
[heather.robidoux@hillsdale-isd.org](mailto:heather.robidoux@hillsdale-isd.org)



Hillsdale Area Career Center



hacc.fb



@jamiemueller4669

At the **Hillsdale Area Career Center**, we are dedicated to creating *individualized career and technical education* pathways for high school students to *enter* into and *accelerate* in **high-skill, high-wage, high-demand careers**.

## Students will...

- Experience hands-on learning with expert instructors
- Acquire academic, technical and work-readiness skills
- Participate in work-based learning opportunities and gain real-world work experience
- Earn industry-recognized credentials
- Have opportunities to earn embedded high school credits and/or college credits
- Build a talent portfolio

## Programs Offered:

- Criminal Justice
- Construction Trades
- Cybersecurity
- Education Academy
- Health Sciences
- Mechatronics
- Welding, Brazing, Soldering

**For enrollment information or to establish a partnership, visit our website, follow us on social media, and contact us today!**



It is the policy of the Hillsdale Area Career Center and the Hillsdale County Intermediate School District Board of Education that no person, on the basis of race, color, religion, national origin or ancestry, age, sex, marital status or disability shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination in any program or activity.





## MISSION

The Hazel Park Promise and College Access Network is committed to revitalizing the Hazel Park community by increasing its educational attainment and making it an attractive destination for families. We do this by offering a tuition-free path to an associate's degree to resident graduates of Hazel Park Schools and by recruiting and providing college and career preparatory programs to support Hazel Park students.

## Hazel Park Promise Zone

PO Box 514,  
Hazel Park MI 48030

Phone: (248) 658-5183

Email: [promisezone@myhpsd.org](mailto:promisezone@myhpsd.org)

[hazelparkpromise.org](http://hazelparkpromise.org)

## SERVICES WE OFFER

Available to Hazel Park High School Seniors

### COLLEGE ACCESS

Our College Adviser works hard to assist each and every Hazel Park High School senior through the college exploration, admissions, and financial aid processes.

### COLLEGE SUCCESS COACHING

The Postsecondary Success Coach provides academic and personal support to Hazel Park Promise students enrolled in postsecondary education.

### SCHOLARSHIP PROGRAM

A resident student attending an in-state, non-OCC institution is eligible for up to \$1,500 per semester for a total of \$6,000.

### MENTOR PROGRAM

Interest in mentoring a Hazel Park student through the transition out of high school and into postsecondary education.

### SAT TEST PREP

Workshops at Hazel Park High School to help students perform well and gain confidence in taking the SAT test.

### SUPPORT

Nurture support to ensure persistence in the application process and retention of students who have been accepted to college.

### WHY CHOOSE US

The Hazel Park Promise motivates students to Dream Big and Work Hard by providing scholarships regardless of family income.

1. We are making Higher Education affordable.
2. Equips parents with tools to assist students pursuing higher education.
3. Nurture support to ensure persistence and retention.
4. We provide college financial assistance & mentoring relationships.
5. FAFSA workshops help parents & students navigate all the paperwork.

**IF THEY DREAM BIG AND WORK HARD, THEY WILL GO FAR!**

*Ingham ISD exists to lead and serve for the achievement and success of all learners.*

*Ingham ISD, in partnership with all stakeholders, will foster the success of all learners.*

## Contact Information:

**Jason Mellema**

Superintendent

[jmellema@inghamisd.org](mailto:jmellema@inghamisd.org)

517.244.1255

**Jamie Engel**

Executive Director of CTE

[jengel@inghamisd.org](mailto:jengel@inghamisd.org)

517.244.1337

[www.inghamisd.org/wtc](http://www.inghamisd.org/wtc)

## Organizational Background

Ingham Intermediate School District serves as a shared community resource that creates networks of support and enhances educational opportunities for all learners in our service area. Our board, administration and staff collaborate with educational and other community leaders to offer innovative programs and services that fill learning gaps, spark creativity, maximize dollars and create efficiencies. We hope you will visit our website ([www.inghamisd.org](http://www.inghamisd.org)) to learn more about our quality offerings that continually evolve to meet our constituents' changing needs.

## Wilson Talent Center

Celebrating its 50th anniversary with the start of the 2022-23 school year, the Wilson Talent Center (WTC) continues to provide students with educational, hands-on learning opportunities, preparing for their future in high-demand, high-wage career fields. During their time at the WTC, students are earning high school academic credit, free college credit as well as state and national industry certifications. In addition, students have opportunities for workbased learning experiences with local employers through job shadows, internships and apprenticeships.

In the 2023-24 school year we will roll out our 20th program offering at the WTC, Educational Careers, to help meet the demand of the nationwide teacher and paraprofessional shortage. Offering programs in a variety of career pathways including Health Sciences, Human Services, Information Technology and Manufacturing to name a few, students leave the WTC ready for community college, a four-year university, an apprenticeship program or the workforce.

Students also have the opportunity to participate in eight Capital Region Technical Early College (CRTEC) programs at the WTC as an additional option for our Career & Technical Education (CTE) programs. CRTEC is a high school-to-college program where students start in grade 11 and leave after grade 13 with up to an associate degree or certification at no cost to the student.



### Career & Technical Education (CTE) Program Offerings Include:

Automotive Technology	BioScience Careers	Business & Risk Management
Career Start	Construction Technology	Cosmetology
Criminal Justice	Culinary Arts	Cybersecurity & Digital Forensics
Engineering Technologies	Health Foundations	Manicuring
Medical Assisting	New Media	Patient Care Technician
Precision Machining	Programming & Mobile Applications	Sports Medicine & Rehabilitation
Welding Technology		



**Mission of JAMA:**  
**To accelerate the success of our region's manufacturers and workforce by providing access to world-class organizational and talent development solutions.**

### **Contact Information:**

**517-782-8268**  
**jama@mijama.org**  
**jacksonjama.org**

The Jackson Area Manufacturers Association (JAMA) is a not-for-profit association of manufacturers and associate members located or doing business in Jackson County, Michigan, and the surrounding region. We have one goal in mind: the continued prosperity of our manufacturing members and the broader regional community as a whole. We focus on helping to improve the manufacturing climate of south-central Michigan as a leading provider of technology information, training, workforce and economic development support services, and issue advocacy at the local, state and federal levels.

Launched in 2005, the Academy for Manufacturing Careers (AMC) is a Skilled Trades Related Technical Instruction (RTI)/Apprenticeship customized training program designed by manufacturers to meet the needs of manufacturers across south-central Michigan. The AMC is closely affiliated with the Jackson Area Manufacturers Association (JAMA) and delivered in partnership with Michigan Works! Southeast. The AMC is a nationally recognized skilled trades related technical instruction Apprenticeship Program. The AMC is certified as a Registered Apprenticeship Program by the U.S. Department of Labor's Office of Apprenticeship (USDOL-OA) and is approved as a Michigan Licensed Proprietary School by the State of Michigan.

## **Apprenticeship Occupations**

Industrial Maintenance Mechanic, Mechanical Engineering Technician, Mechatronics Technician (Basic, fitter-focus)(CB), Metal Fabricator, Moldmaker, Die-Cast & Plastic Operations Management (CB), Prototype Model Maker, Tool & Die Maker Tool Maker Welder, Combination Welder, Combination (CB) Welder, Machine Operator, Arc 3-D Printing Technician, CNC Set-up Programmer-Milling and Turning (CB), Cyber Security Support Technician (CB), Electrical Technician, Electrician, Electrician Maintenance, Engineering Assistant (CB), Manufacturing Production Technician, Inspector Layout & Set-up, Machine Builder, Machine Repairer, Maintenance Machinist



## **Our Purpose:**

**To empower learners and create opportunities for success.**

## **Contact Information:**

**517.263.2108**  
**[lisdtechcenter.com](http://lisdtechcenter.com)**  
**[@lisdtechcenter](mailto:@lisdtechcenter)**

**Jenny Heath**  
**Executive Director, CTE**  
**& Secondary Programs**  
**517.265.1668**  
**[jenny.heath@lisd.us](mailto:jenny.heath@lisd.us)**

**Ben Murray**  
**LISD TECH Center Principal**  
**517.265.1769**  
**[ben.murray@lisd.us](mailto:ben.murray@lisd.us)**

## **Organizational Background**

The LISD TECH Center is a collaborative facility operated by the Lenawee Intermediate School District that provides career and technical education programs to approximately 1,000 Lenawee County students each year. The LISD TECH Center offers more than two dozen state-approved programs for students to explore careers. Each program is designed based on high-wage, high-skill, and high-demand careers in the region. Programs are a combination of hands-on and minds-on learning, and students have the opportunity to earn college credits and industry-recognized certifications. Lenawee County juniors and seniors can attend the LISD TECH Center free of charge as part of their regular high school schedule. The LISD TECH Center also offers adult learning opportunities and career-based youth summer camps.



**1372 N. Main Street, Adrian, MI 49221**  
**[lisdtechcenter.com](http://lisdtechcenter.com) | 517.263.2108**



Livingston  
**EDUCATIONAL  
SERVICE** Agency

**Promote a Culture of  
Educational Excellence for  
Livingston County through  
Service, Leadership, and  
Collaboration**

### **Contact Information:**

Phone: 517.546.5550

Website: [www.LivingstonESA.org](http://www.LivingstonESA.org)

Michael Hubert, Ed.D., Superintendent

[Mike@LivingstonESA.org](mailto:Mike@LivingstonESA.org)

517.540.6801

Michelle Radcliffe, Executive Director for  
Career Development

[MichelleRadcliffe@LivingstonESA.org](mailto:MichelleRadcliffe@LivingstonESA.org)

517.540.6830

### **Organizational Background**

Livingston ESA is a service agency specializing in education. We are one of Michigan's 56 educational service agencies, also known as Intermediate School Districts. Our 650-plus employees provide a wide variety of special education, early childhood, career development, and collaborative services to the public and private schools in Livingston County daily.

Our services are centered around advancing student literacy, narrowing the socioeconomic achievement gap, supporting student social and emotional well-being, improving student opportunities to learn, and helping our schools by streamlining transportation, broadening the availability of student services, and providing professional development opportunities to enhance the skills of teachers and staff.



Livingston  
**EDUCATIONAL  
SERVICE** Agency





## MICHIGAN CENTER FOR RURAL HEALTH

### MISSION

To coordinate, plan, and advocate for improved health for Michigan's rural residents and communities.

### CONTACT INFORMATION:

**Paige Recker**

**Access to Rural Care Manager**

Michigan Center For Rural Health

Michigan State University

909 Wilson Rd. Rm B-218

East Lansing, MI 48824

(517) 355-7758

[paige.recker@affiliate.msu.edu](mailto:paige.recker@affiliate.msu.edu)

[mcrh.msu.edu/programs/workforce](http://mcrh.msu.edu/programs/workforce)

As Michigan's State Office of Rural Health (SORH), the Michigan Center for Rural Health plays a key role in rural health care by assisting in creating and implementing partnerships among organizations, health departments, hospitals, government, and academia.

Those collaborations and alliances go on to create new opportunities in the areas of providing assistance in workforce development, telehealth, and behavioral health. As well as guidance for college students in the areas of federal and state loan repayment programs and raising awareness about working in rural Michigan to students and health professionals.



To empower education and training providers to support employer workforce talent needs through comprehensive collaborative solutions.

## Contact Information:

### President

**Dr. Amy Lee**

[alee@mwtec.org](mailto:alee@mwtec.org)

269-830-7662

### Director of Workforce

**Dr. Dennis Bona**

[dbona@mwtec.org](mailto:dbona@mwtec.org)

269-275-3814

### EPiC Consortium Coordinator

**Amanda Morgan, RT(R)(MR)**

[amorgan@mwtec.org](mailto:amorgan@mwtec.org)

269-719-6893

### Board Chair

**Dr. Scott Ward**

President, Westshore Community College

[scward@westshore.edu](mailto:scward@westshore.edu)

(231) 843-5802

### Vice Board Chair

**Barbara Wieszciecinski, MSN, RN**

Dean of Health Sciences and Director of

Nursing Mt. Pleasant Campus

EPiC Consortium Advisory Chair

[bwieszciecinski@midmich.edu](mailto:bwieszciecinski@midmich.edu)

(989) 317-4625

### Treasurer

**Dr. Adriana Phelan**

New Jobs Training

Michigan Community College Association

[aphelan@mcca.org](mailto:aphelan@mcca.org)

(734) 474-3812

## Organizational Background

### Michigan Workforce Training and Education Collaborative (MWTEC)

serves as Michigan's central resource for collaborative employer aligned education and training that ensures achievement of the state's economic and education goals. MWTEC focuses on collaborative partnerships between higher education and the workforce. The focus on collaboration provides Michigan residents access to training or education in a desired career field due to limited availability in their community. This ensures equitable access for all citizens of Michigan for career pathway education and training, leading to high paying jobs with advancement opportunities.

MWTEC was established in 2023 to replace the Center for Collaborative Programs, a Center of Excellence at the Michigan Community College Association (MCCA). The growth of the Center under the MCCA created an opportunity for expansion into its own 501c (3) organization to expand beyond healthcare programs and include workforce training.

MWTEC supports the Michigan Community Colleges by serving as the fiscal agent and providing the infrastructure needed to support the Educational Programs in Collaboration (EPiC) Consortium.

For a list of EPiC Consortium programs: [www.mwtec.org](http://www.mwtec.org).



## NATIONAL COALITION OF CERTIFICATION CENTERS (NC3)

### MISSION

NC3 was established to help build a workforce prepared to meet the needs of today's and tomorrow's industries by connecting employers and educational institutions in synergistic partnerships that foster effective training, elevation of skilled careers, and employment opportunities. In fulfilling its mission, NC3 builds deep industry-educational partnerships and develops, implements and sustains industry-recognized portable certifications built on national skills standards. We envision an industrial labor market where all workers have jobs they need to thrive and all companies have well-trained employees they need to operate and grow.

### ORGANIZATIONAL BACKGROUND

The National Coalition of Certification Centers (NC3) is a value-driven non-profit organization and the future model for Career and Technical Education, creating highly-skilled, job-ready professionals through a growing network of educational partners and global industry leaders.

NC3 champions the advancement of standardized stackable multi-industry competency-based certifications developed in partnership with industry and educational leaders in the Transportation, Aviation, Manufacturing, Welding, Construction Trades, Energy, Health & Safety, Coding, STEM sectors and emerging industry technologies such as battery electrical technologies, advanced manufacturing for chip and battery plants, and robotic welding.

The NC3 network serves all education institutions including K-12 organizations, community and technical colleges, universities, local and regional business/industry, and global industry partners.

For more information on the NC3 network, its resources, and industry-recognized credentials, visit [www.nc3.net](http://www.nc3.net).

### CONTACT INFORMATION

Roger Tadajewski  
Executive Director  
405-850-9814  
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Hannah Peltier  
Executive Project Manager  
608-220-7408  
[Hannah.peltier@nc3.net](mailto:Hannah.peltier@nc3.net)



Our mission is to build stronger communities and enhance the quality of life in Northwest Michigan.

**Contact Information:**

Website:  
[nwmiworks.org](http://nwmiworks.org)

(800) 442-1074

Contact:  
[nwmiworks.org/contact/](http://nwmiworks.org/contact/)

Northwest Michigan Works!, a program of Networks Northwest, is the leading workforce development agency serving job seekers and employers in the 10-counties of northwest Lower Michigan.

Building on over 40 years of experience, Northwest Michigan Works! assists employers in finding and retaining qualified employees by ensuring our local talent pipelines have the skills, training, and education that employers are seeking.

The professional staff at our American Job Centers in Cadillac, Manistee, Petoskey, and Traverse City are passionate about connecting job seekers and workers to the employers who need talent. Northwest Michigan Works! provides an array of services that help people reach their education, training and employment goals. Our services include career exploration, résumé and cover letter assistance, interviewing skills, and more.

Our Business Services team works to connect employers with qualified candidates and also provides connections to opportunities for employers to train their existing workforce.

## OUR MISSION

NPower creates pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities.

### Contact Information:

**José Reyes**  
Michigan Executive Director  
[jose.reyes@npower.org](mailto:jose.reyes@npower.org)

**Marletta Boyd II**  
Development Director  
[marletta.boyd.ii@npower.org](mailto:marletta.boyd.ii@npower.org)

**Kaleena Eugene-Louis**  
Program Director  
[kaleena.louis@npower.org](mailto:kaleena.louis@npower.org)

**Website:**  
<https://www.npower.org/locations/michigan/>

## Organizational Background

NPower is a national nonprofit, rooted in the community, that is committed to advancing race and gender equity in the tech industry through skills training, real-world experience, support, and mentorships.

Trainees who enter the free training program, earn industry-recognized certifications and graduate with the competencies of an IT professional with one to two years of experience.

NPower also places trainees in paid internships and apprenticeships with corporate and nonprofit organizations. Eighty percent of NPower graduates get a full-time job or continue their education.

NPower is a vital solution towards bridging the national talent gap that exists in the high-growth technology industry.

For over 20 years, NPower has expanded its program reach and developed a robust network of Fortune 500 companies, mid-sized enterprises, government agencies, staffing firms, and a network of nonprofit partners that host its interns and hire its graduates full-time.





# OAKLAND LITERACY COUNCIL

*FREE literacy services for adults in Oakland County since 1984*

**The mission of the Oakland Literacy Council is to empower adults with literacy skills to thrive in today's dynamic and digital world, fostering confidence, independence, and opportunity.**

## Contact Information:

**248.253.1617**

[info@oaklandliteracy.com](mailto:info@oaklandliteracy.com)

[www.oaklandliteracy.com](http://www.oaklandliteracy.com)

**Executive Director: Lisa Machesky**

[Lisa.m@oaklandliteracy.com](mailto:Lisa.m@oaklandliteracy.com)

**Enrollment:**

<https://www.oaklandliteracy.com/become-a-student/>



## Organizational Background

**ESL ABE GED**

For nearly 40 years, the Oakland Literacy Council (OLC) has enabled adult students to achieve individual literacy goals through a partnership with trained volunteer tutors. OLC serves native-English speaking adults who need reading, writing, and math skills and foreign-born adults who need English reading, writing, or conversation skills. OLC also provides digital literacy support.

Our INDIVIDUALIZED PROGRAM meets the unique needs of each learner with one-on-one instruction from 200+ highly trained volunteer tutors, online self-study, and group learning to accelerate progress and create personal connections.

Our CAREER & COLLEGE READINESS PROGRAM will help individuals prepare for trade entrance exams, increase their CASAS scores for training programs, obtain a WORK KEYS National Career Readiness Certificate, and prepare for obtaining their GED.

To qualify for the program:

- Must 18 years of age;
- Live, work, or go to school in Oakland County;
- Take a qualification exam.

Free tutoring, \$25 initial testing fee, laptop loans and Internet assistance available.

# OFFICE OF EMPLOYMENT & TRAINING MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

## OUR WORK

The Michigan Department of Labor and Economic Opportunity's Office of Employment & Training (LEO-E&T) develops customized workforce solutions for businesses and individuals, including those with disabilities.

## Resources

### Office of Employment & Training

<https://www.michigan.gov/leo/employment-and-training>

### Pure Michigan Talent Connect

<https://www.mitalent.org/>

### Michigan Career Pathfinder

<https://pathfinder.mitalent.org/>

### Bureau of Services for Blind Persons

<https://www.michigan.gov/leo/bureaus-agencies/Bureau-of-Services-for-Blind-Persons>

### Michigan Rehabilitation Services

<https://www.michigan.gov/leo/bureaus-agencies/mrs>

### Workforce Development

<https://www.michigan.gov/leo/bureaus-agencies/wd>

### Adult Education - Learn More, Earn More

<https://www.michigan.gov/leo/bureaus-agencies/wd/education-training/learn-more-earn-more>

### Agricultural and Foreign Labor Services

<https://www.michigan.gov/leo/bureaus-agencies/wd/afls>

### EV Jobs Academy

<https://www.michigan.gov/leo/bureaus-agencies/wd/industry-business/mobility/electric-vehicle-jobs-academy>

### Going PRO Talent Fund

<https://www.michigan.gov/leo/bureaus-agencies/wd/programs-services/going-pro-talent-fund>

### Sector Strategies Employer-Led Collaboratives

<https://www.michigan.gov/leo/bureaus-agencies/wd/industry-business>

### Registered Apprenticeship

<https://www.michigan.gov/leo/bureaus-agencies/wd/apprenticeships>

### Veterans' Employment Services

<https://www.michigan.gov/leo/bureaus-agencies/wd/panel-veterans>

## Organizational Background

The Michigan Department of Labor and Economic Opportunity's Office of Employment & Training's (LEO-E&T) efforts to support job seekers or individuals includes preparing residents for successful employment through programs that remove barriers, support self-sufficiency, and provide smooth transitions. Their programs also provide opportunities for residents to gain educational skills necessary to transition in postsecondary education, job training and employment. And they create and share resources to assist individuals with finding opportunities to re-enter the workforce.

Their services to support employers and businesses include partnering to recruit, upskill and retain valued employees; providing incentives to increase the bottom line while building an inclusive and diverse workplace; and helping connect employers with job seekers to meet their needs.

LEO-E&T is comprised of four areas:

- The **Bureau of Services for Blind Persons** works with individuals who are blind or visually impaired to develop and obtain employment and achieve their independence goals.
- **Michigan Rehabilitation Services** assists people with disabilities to obtain and/or maintain employment, and partners with business to build an inclusive and engaged workplace culture.
- **Workforce Development** removes barriers and provides supports to help individuals find their first job, their next job or another job, and engages employers to help them meet their talent needs.
- **Operations** contributes to the success of more than 40 LEO-E&T programs, services and resources by providing expertise and support through a variety of operational activities.

LEO-E&T provides services to remove barriers, support independence, and increase your educational level – all to help you obtain and retain employment that results in a good job with good pay.

In doing so, LEO-E&T directly supports its other customer – Michigan's employers – to ensure they have access to a pool of talent with the skills necessary to help their organizations grow and thrive.

More information is available at [Michigan.gov/LEO/Employment-and-Training](https://Michigan.gov/LEO/Employment-and-Training).



MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**

**MRS** *PROMOTING  
ABILITIES*  
Michigan Rehabilitation Services

### **Mission:**

Develop customized workforce solutions for businesses and individuals with disabilities.

### **Organizational Background**

Michigan Rehabilitation Services (MRS) is part of the Michigan Department of Labor and Economic Opportunity's Office of Employment and Training. MRS is a statewide network of vocational rehabilitation professionals developing creative, customized solutions that meet the needs of individuals and businesses.

### **Contact Information:**

**517-241-5324**

**1-800-605-6722**

**[MRS-CustomerAssistance@michigan.gov](mailto:MRS-CustomerAssistance@michigan.gov)**

**[www.Michigan.gov/MRS](http://www.Michigan.gov/MRS)**

MRS delivers individualized services that assist employees with differing abilities to prepare for, pursue and retain careers. MRS also partners with businesses in employee development, business consulting and corporate relations.

MRS is committed to building the workforce of tomorrow...today.



# Square One Education Network

A Michigan based Non-Profit STEM Educational Organization  
Serving K-12 Students and Teachers Since 1994

**Square One is on a mission to develop the next generation technical workforce by empowering teachers with REAL - WORLD resources AND ENGAGING students THROUGH AUTHENTIC hands-on, project-based learning.**

## Contact Information:

**Barb Land, Executive Director**  
**248.736.7537**  
[barb@squareonenetwork.org](mailto:barb@squareonenetwork.org)

**Jason Beatty, Program Director**  
**734.718.7605**  
[jason@squareonenetwork.org](mailto:jason@squareonenetwork.org)

[www.squareonenetwork.org](http://www.squareonenetwork.org)  
Twitter: @SquareOneNet  
Facebook: @S1Nation  
LinkedIn: Square One Education Network

## We Need You!

With your help we can provide life changing experiences for under-represented, under-resourced kids.

Collaborative partnerships, meaningful mentorships, and financial resources are powerful components in building tomorrow's innovative, tech-savvy workforce!

Proud Partners in



## Square One - Where STEM Meets the Road

The Square One Education Network (Square One) develops talent within elementary, middle, and high school classrooms by providing authentic, leading-edge content that is real world applicable for tomorrow's workforce needs. Recognized as a premier partner in igniting student potential toward STEM careers in manufacturing and mobility, Square One offers personalized service to partners and schools for optimal results.

Youth participating in Square One programs develop skills that are directly applicable to tomorrow's workforce needs, including:

- Autonomous and connected vehicle technology
- Teamwork
- Light-weighting materials and applications
- Innovation
- Vehicle electrification
- Problem Solving
- 3D printing and manufacturing skills
- Communication
- Programming & Sensors
- Time Management

Square One Education Network offers a unique blend of teacher training, student programming and industry access to future talent that is affordable, high impact, scalable, replicable, and valued.

Who benefits?

- Students gaining skills toward college and career pathways
- Teachers receive training that provides new competencies and career fulfillment
- Colleges, Universities, Trade Schools with future enrollment that has both aptitude and skill
- Industry partners with brand awareness of an interested and skilled talent base

Partners receive direct exposure to future talent, teachers, higher education and industry through Square One's challenge events, media, outbound communications, outreach, and industry events

Our Vision: Prepare students with the essential skillset for higher learning institutions and the rapidly evolving needs of STEM related jobs.



ECONOMIC GROWTH INSTITUTE  
UNIVERSITY OF MICHIGAN

## ADVANCED MANUFACTURING CYBERSECURITY PROGRAM



COLLEGE OF ENGINEERING  
NEXUS  
UNIVERSITY OF MICHIGAN

EGI works to leverage the University of Michigan and other public/private resources, research, technologies, and expertise to foster innovation and equitable economic growth.

### Contact Information:

**Economic Growth Institute:**  
[Advanced Manufacturing Cybersecurity Program](#)

Email:  
[economicgrowth@umich.edu](mailto:economicgrowth@umich.edu)  
Phone: 734-998-6201

**Nexus at the University of Michigan Engineering:**  
[Cybersecurity Bootcamp](#)

### Organizational Background

The [Advanced Manufacturing Cybersecurity Program \(AMCP\)](#) fills a critical need in Michigan by taking a learner from beginner to cybersecurity professional with specific knowledge of manufacturing in less than a year. The program combines online instruction and hands-on learning to build cybersecurity knowledge within a manufacturing setting.

#### For prospective learners:

No experience required! Learners will complete a comprehensive online curriculum of cybersecurity fundamentals over several months. While taking evening and weekend classes, apply what you're learning in the real world. Choose your path to either upskill your career at your current workplace, work with local manufacturers as an intern, or take the entrepreneurial path and create a start-up company that provides cybersecurity consulting services to manufacturers.

#### For Manufacturing and Other Corporate Partners:

Manufacturers, MSP's or cyber consultants working with manufacturers can develop talent by upskilling a current employee, hosting a cybersecurity intern or hiring an apprentice. Participating firms not only receive critical cybersecurity services to protect themselves against potential threats, they play a key role in developing a workforce with foundational skills for advanced manufacturing while providing practical hands-on experience.



**WISD's mission is to promote the continuous improvement of achievement for every student while providing high-quality service to our customers through leadership, innovation, and collaboration.**

#### Contact Information:

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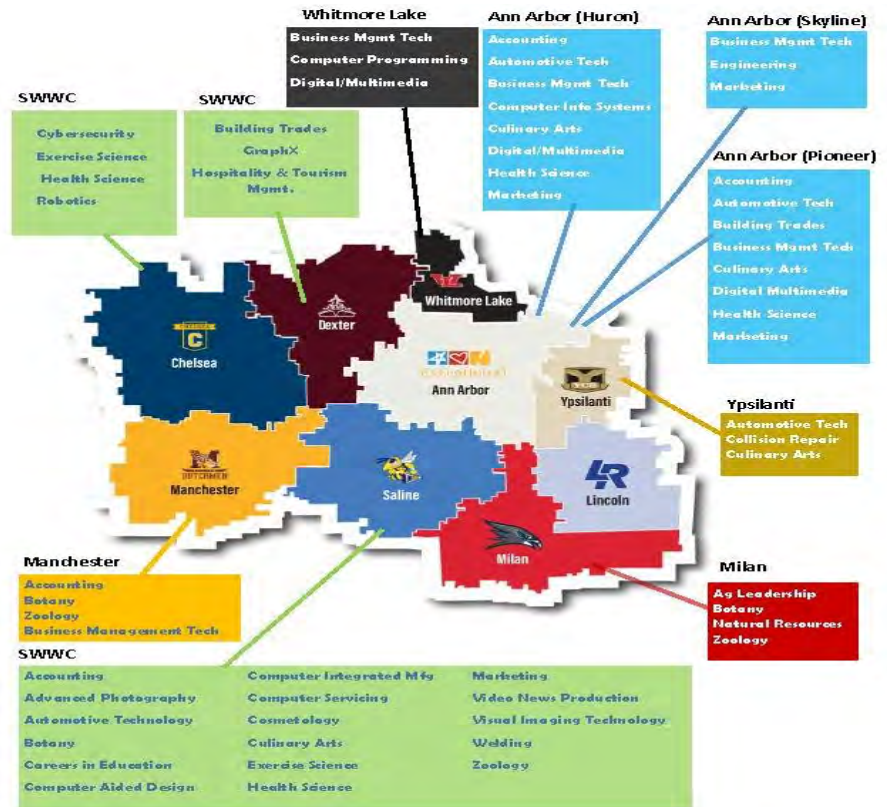
[pachera@aaps.k12.mi.us](mailto:pachera@aaps.k12.mi.us)

**Jen Taylor**

CTE Instructor/Coordinator  
(734) 449-4461

## What is Career and Technical Education (CTE)?

Career and Technical Education (CTE) has evolved significantly as technology has developed. While many CTE programs prepare students to enter a skilled trade directly after high school, 68% of CTE students in Washtenaw enroll in college within one year of graduation. These students often have a jump-start on their associate's or bachelor's degree as a result of transferable CTE credits. Many believe that CTE helps students stand out in the college application process. Students who wish to enter the workforce directly after graduation are also well-prepared. Our twenty-first century labor market demands auto repair technicians, manufacturers, and construction workers to master increasingly complex technical skills, and the programming in Washtenaw County reflects that rigor. Students can earn industry credentials in automotive service, cosmetology, nurse assistant, and more.



1819 South Wagner Road, PO Box 1406

Ann Arbor, MI 48106-1406

[washtenawisd.org/our-services/career-and-technical/](http://washtenawisd.org/our-services/career-and-technical/) | Phone: (734) 994-8100



It is the mission of West Michigan Works! to lead workforce development strategy and resource alignment in West Michigan by understanding the talent needs of employers, and employment needs of jobseekers, and connecting them to solutions.

#### **Locations:**

**Allegan Service Center**  
3255 122<sup>nd</sup> Ave.  
Allegan, MI 49010  
(616) 686-5079

**Grand Rapids NW Service Center**  
215 Straight Ave. NW  
Grand Rapids, MI 49504  
(616) 336-4460

**Grand Rapids SE Service Center**  
121 Martin Luther King Jr. St. SE  
Grand Rapids, MI 49507  
(616) 336-4040

**Greenville Service Center**  
114 S. Greenville W. Dr.  
Greenville, MI 48838  
(616) 754-3611

**Hastings Service Center**  
130 E. State St.  
Hastings, MI 49058  
(616) 649-9850

**Holland Service Center**  
12331 James St., Suite 130  
Holland, MI 49424  
(616) 396-2154

**Ionia Service Center**  
603 W. Adams St.  
Ionia, MI 48846  
(616) 389-8525

**Muskegon Service Center**  
316 Morris Ave.  
Muskegon, MI 49440  
(231) 724-6381

[West Michigan Works!](#) prepares job seekers for careers in our region's high-demand occupations. We create partnerships with employers to develop recruiting and retention strategies. We work with job seekers to help them expand their skillset and continue to move up in their career.

Take advantage of free [job preparedness and job search](#) services such as:

- Interview and resume prep.

- [Career exploration.](#)

- Removing barriers to work.

- [Employability workshops.](#)

[Increase your skillset, further your education](#) and become more employable. We can help you:

- Obtain training that may qualify for a scholarship.

- Access tuition assistance for a certificate or degree.

- Get into an on-the-job training program.

- Enter into an apprenticeship.

Are you between 14 and 24 years old? Connect with [Ascend Youth Services](#) for additional free services such as:

- Jobs For Michigan Graduates.

- Tutoring, mentoring and career development.

- Paid work experience.

- Leadership development.

- Career Coach support.

WMW! creates workforce solutions. We partner with employers, educators, economic developers, and community organizations to create a qualified workforce that meets our region's current and future talent needs and fuels our shared economic future.

Auxiliary aids and services are available upon request to individuals with disabilities.

West Michigan Works! is a division of ACSET, an equal opportunity employer/program and a proud partner of the American Job Center network. WMW! is supported by state and federal funds.



**MISSION:** To break the cycle of intergenerational poverty by empowering marginalized women to advance their lives through basic needs assistance, education, and workforce development.

### Contact Information:

[zamaninternational.org](http://zamaninternational.org)  
[www.risinghopebakery.com](http://www.risinghopebakery.com)  
[info@zamaninternational.org](mailto:info@zamaninternational.org)  
313.551.3994

#### Staff:

Najah Bazy, Founder and CEO  
[nbazy@zamaninternational.org](mailto:nbazy@zamaninternational.org)

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Jess Dailey, Volunteer Coordinator  
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## Organizational Background

Founded as a grassroots group of volunteers in 1996, Zaman has grown to a world-class nonprofit organization that has helped more than 3 million people around the world. Operating from its 40,500 square-foot Hope For Humanity Center in Inkster, Zaman offers assistance ranging from basic necessities to life skills, education and vocational training, and workforce development programs.

As a thought-leader in holistic, person-centric workforce development, Zaman intentionally combines essential support and wraparound services with training in life skills, literacy, culinary arts, sewing, and job readiness. Support services connect clients with necessities such as food, clothing, shelter, and other benefits that create the stability needed to pursue further education, training, and eventual employment.

Internationally, Zaman collaborates with partners to assist those in need of clean water and provide relief from natural disasters.

## Who Zaman Serves

Zaman helps marginalized females ranging in age from 20 to 94 who are heads of households and mothers as they lift their families out of poverty through sustainable employment. The average Zaman client is a mother of two living on \$12,000 or less, annually. Zaman specializes in crisis-stricken women with additional barriers to employment, including refugees and immigrants. Zaman serves Southeast Michigan, but its work concentrates in Inkster, Dearborn, and Dearborn Heights, and other urban areas bordering the City of Detroit.

## Services

- Basic Necessities and Social Work Case Management
- Life Skills Education and Literacy
- Vocational Training and Career Readiness
- Workforce Development and Onsite Employment

## Zaman International

26091 Trowbridge Inkster, MI 48141  
[zamaninternational.org](http://zamaninternational.org) | [info@zamaninternational.org](mailto:info@zamaninternational.org) | 313.551.3994

# Career Profiles

## High Demand Occupations





# ADVANCED MANUFACTURING

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

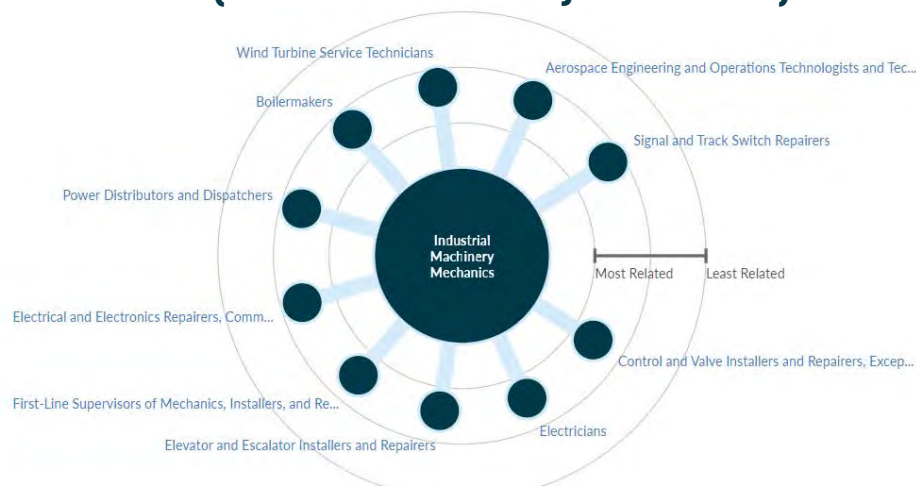
Advanced manufacturing jobs range from assembly and production, to skilled trades and technicians, to designers and engineers and more. Occupations encompassed in advanced manufacturing include First-line Supervisors of Production and Operating Workers, Industrial Machinery Mechanics, Electrical and Electronics Engineering Technologists and Technicians, Industrial Engineering Technologists and Technicians, and Tool and Die Makers, along with Maintenance and Repair Workers, General.

**112,243  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Electrical and Electronic Engineering Technologists and Technicians	\$21.78	\$29.82	\$48.13
Industrial Engineering Technologists and Technicians	\$17.87	\$29.02	\$37.39
Industrial Machinery Mechanics	\$17.97	\$28.42	\$37.24
Maintenance and Repair Workers, General	\$13.54	\$18.23	\$29.10
First-Line Supervisors of Production and Operating Workers	\$18.35	\$29.61	\$47.95
Tool and Die Makers	\$18.31	\$29.28	\$37.18

## RELATED CAREER PROFILES (Industrial Machinery Mechanics )



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## WHAT EDUCATION & SKILLS WILL I NEED?

Advanced manufacturing occupations typically require a high school diploma or equivalent for entry. Technical roles like Tool and Die Makers or engineering technicians require an associate degree or postsecondary non-degree award coupled with long-term on-the-job training. Comparatively, 45.6% of postings require a high school education, and an HVAC certification is a highly demanded qualification.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

In 2021, there were 5,473 advanced manufacturing-related educational program completions, with the Electrical, Electronic and Communications Engineering Technology educational program having the highest completion number. Other programs that had high completion numbers are the Industrial Mechanics and Maintenance Technology program and Industrial Production Technologies/Technicians, Other program.

## WHAT SKILLS SHOULD I DEVELOP?

- Plumbing
- HVAC
- Machinery
- Preventive Maintenance
- Carpentry
- Hand Tools
- Painting
- Housekeeping
- Hydraulics
- Field Service Management
- Communications
- Troubleshooting (Problem Solving)
- Operations
- Management
- Customer Service

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Valid Driver's License
- HVAC Certification
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- EPA 608 Technician Certification
- Forklift Certification
- Pesticide Applicator License
- Chauffeur License

## WHAT ELSE SHOULD I KNOW?

General Maintenance and Repair Worker positions are often available to entry-level workers. Working in maintenance can help provide hands-on learning experiences to build the skills necessary when seeking credentials to become an industrial machinery mechanic or tool and die maker. Salary approximations for advanced manufacturing occupations can range from \$28,000 to over \$101,000.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career in advanced manufacturing visit [www.winintelligence.org](http://www.winintelligence.org).



# BUSINESS AND FINANCE

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

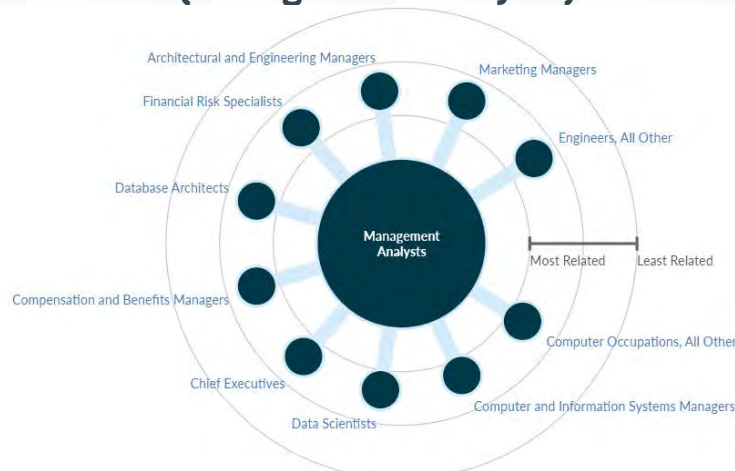
Jobs utilizing business and finance skills can be found in nearly every type of firm. These workers need strong mathematical and accounting abilities along with project management and planning skills. Accountants, Sales Representatives, Management and Financial Analysts, and Insurance Sales Agents are the occupations included here, but many occupations benefit from similar skills and experience.

**130,770  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Management Analysts	\$22.87	\$38.54	\$63.64
Accountants and Auditors	\$22.90	\$34.66	\$58.51
Financial and Investment Analysts	\$23.71	\$37.85	\$59.47
Insurance Sales Agents	\$14.19	\$23.47	\$48.87
Sales Representatives, Wholesale and Manufacturing, Except	\$14.71	\$29.86	\$60.22

## RELATED CAREER PROFILES (Management Analysts)



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## WHAT EDUCATION & SKILLS WILL I NEED?

Three of the occupations analyzed here typically require a bachelor's degree for entry, and two require a high school diploma and on-the-job training according to BLS data. In addition, 71.8% of postings require a college education, and a Master of Business Administration (MBA) is an extremely common posted credential. Of the jobs posting experience requirements, nearly all require five years or fewer.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

The most common program held by business and finance workers is a business administration and management degree, followed by accounting and business/ commerce, general. These programs focus on widely applicable transferable skills across these and other occupations. The total number of completions in the region are reflected in the chart below.

## WHAT SKILLS SHOULD I DEVELOP?

- Accounting
- Finance
- Marketing
- Auditing
- Selling Techniques
- Sales Prospecting
- Customer Relationship Management
- Financial Statements
- Financial Analysis
- Outside Sales
- Sales
- Communications
- Management
- Customer Service
- Microsoft Excel

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Valid Driver's License
- Certified Public Accountant
- Master Of Business Administration (MBA)
- Property And Casualty Insurance License
- Certified Internal Auditor
- Life And Health Insurance License
- Certified Information System Auditor (CISA)
- Insurance License

## WHAT ELSE SHOULD I KNOW?

Starting in positions such as an insurance sales agent, for example, requires only a high school diploma. Entry-level positions help build customer service skills and financial experience. To grow your career, consider later seeking the credentials to become an accountant or financial analyst, or the experience needed for a lucrative position as a sales representative.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career in business and finance visit [www.winintelligence.org](http://www.winintelligence.org).





# CNC MACHINE OPERATORS

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

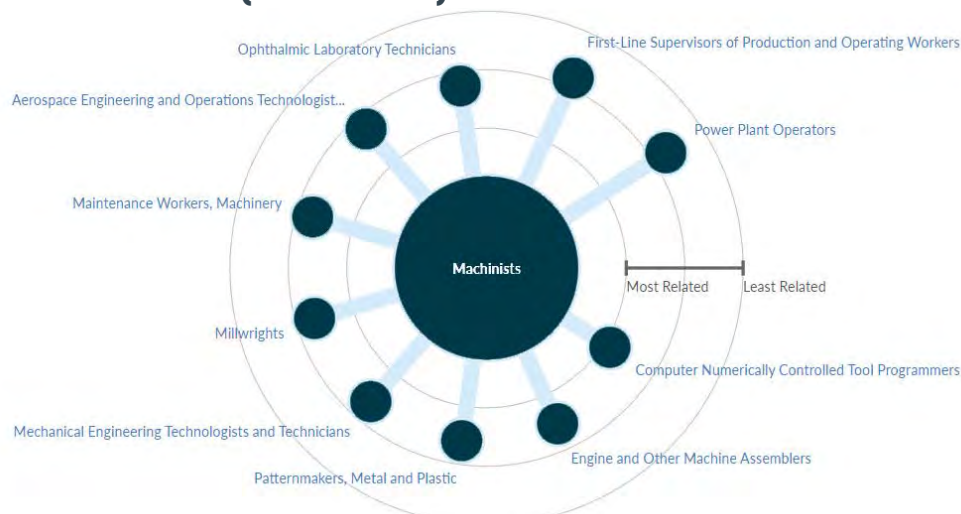
CNC Machinists program tools to manufacture a broad array of materials and parts. A high level of precision and technical proficiency is needed to be successful. These positions are often specialized based on the kind of machinery and materials you will be working with, as well as the amount of programming required. There are five high demand machining occupations included here, but many roles will require a combination of skills.

**38,000  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$14.16	\$18.73	\$28.73
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.24	\$18.61	\$29.12
Machinists	\$14.51	\$22.53	\$30.10
Computer Numerically Controlled Tool Operators	\$14.50	\$19.44	\$29.34
Computer Numerically Controlled Tool Programmers	\$19.74	\$29.22	\$36.86

## RELATED CAREER PROFILES (Machinists)



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## WHAT EDUCATION & SKILLS WILL I NEED?

These occupations typically prefer applicants with a high school diploma or short-term postsecondary credential along with medium to long-term on the job training for entry. About 50 percent of postings list a preference for a high school diploma, and nearly a quarter prefer applicants with between three and five years of experience.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Formal training programs tend to focus on programming and technical skills. Those with the most completions include Computer Programming, General, CNC Machinist Technology, Data Processing Technology, and Machine Tool Technology. The total number of completions for these programs in the region are reflected in the chart below.

## WHAT SKILLS SHOULD I DEVELOP?

- Machining
- Computer Numerical Control (CNC)
- Lathes
- Tooling
- CNC Machining
- Operations
- Mathematics
- Communications
- Detail Oriented
- Troubleshooting (Problem Solving)

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Valid Driver's License
- CDL Class A License
- Commercial Driver's License (CDL)
- Security Clearance
- Tanker Endorsement

## WHAT ELSE SHOULD I KNOW?

CNC Machinists typically work in a manufacturing and production environment, but hiring and staffing for entry-level roles is often managed through staffing companies. The region's top posting employers for highly skilled CNC Machining workers are below.

- Orchid Orthopedics
- Aerotek
- Orchid Orthopedic Solutions
- Randstad
- Sentech Services
- Parker Hannifin
- Amcomm Telecommunications
- Taldeco

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career in CNC Machining visit [www.intelligence.org](http://www.intelligence.org).





# CONSTRUCTION TRADES

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

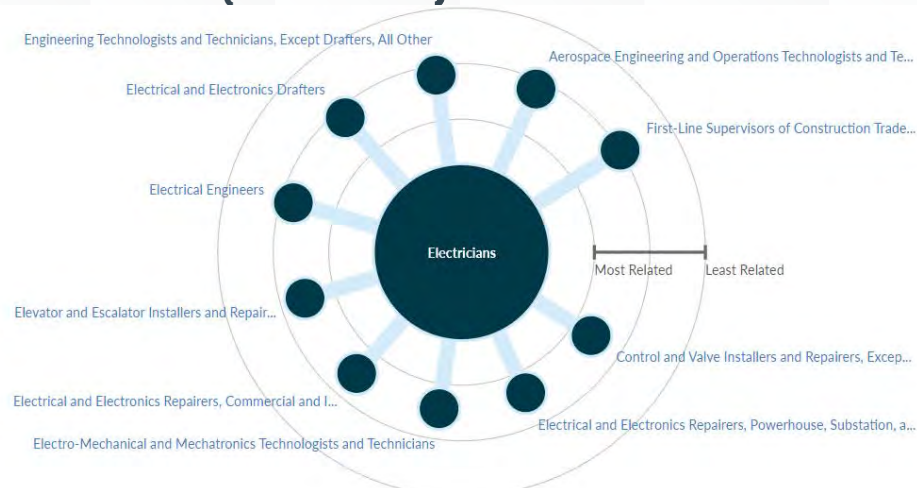
Construction Trades occupations are commonly associated with skilled trades, engineering, management, and planning. Construction employers are slowly adopting online job search methods to augment more traditional pathways, so online job postings may not capture the complete picture of demand for workers. Construction trades detailed here include Cost Estimators, Carpenters, and Electricians.

**46,378  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Cost Estimators	\$18.25	\$30.50	\$49.29
Carpenters	\$16.67	\$23.09	\$36.15
Electricians	\$17.51	\$29.77	\$44.79

## RELATED CAREER PROFILES (Electricians)



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## WHAT EDUCATION & SKILLS WILL I NEED?

Construction trades occupations typically require a high school diploma or equivalent coupled with an apprenticeship for entry. Some positions may require a bachelor's degree and moderate-term on-the-job training. Regarding online job ads, 23.0 percent of postings require a high school education and high-demand certifications are listed below.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

In 2021, construction trades-related educational programs had 5,203 completions in Michigan. Business Administration and Management, General program, which can provide contractors with valuable commerce skills, reported the highest number of completions. Fields such as Mechanical Engineering and Business/Commerce, General can also be valuable to construction trades workers, and report high numbers of completions.

## WHAT SKILLS SHOULD I DEVELOP?

- Carpentry
- Construction
- Electrical Wiring
- Cost Estimation
- Subcontracting
- Communications
- Customer Service
- Troubleshooting (Problem Solving)
- Management
- Operations

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Journeyman Electrician
- Commercial Driver's License (CDL)
- 10-Hour OSHA General Industry Card
- National Apprenticeship Certificate
- Security Clearance
- Certified Cost Professional (CCP)

## WHAT ELSE SHOULD I KNOW?

Top entry level jobs require a high school diploma or equivalent with an apprenticeship. You may start your career as an Electrician, or possibly as a Carpenter. Salary approximations for construction trades occupations can range from \$35,000 to over \$103,000.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career in construction visit [www.winintelligence.org](http://www.winintelligence.org).



# CULINARY ARTS

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

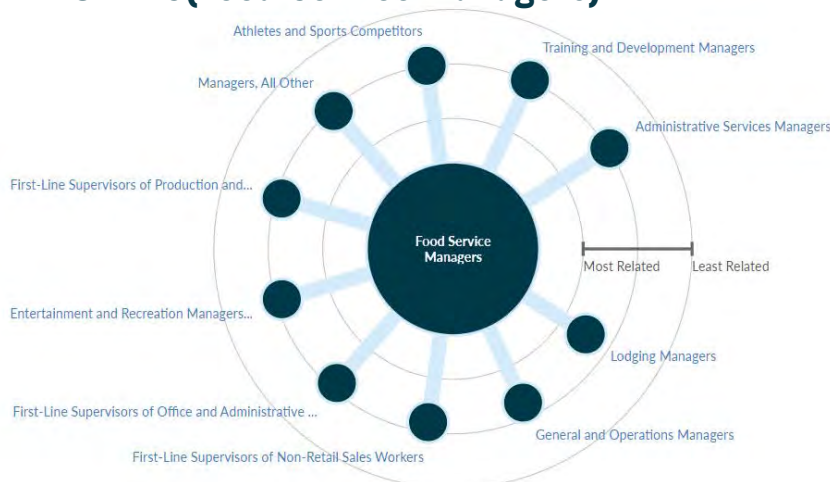
Culinary Arts students learn the fundamentals of cookery and with additional training and experience, become able to create gourmet foods and artistic presentations. Many culinary occupations carry skillsets transferable across hospitality industries. Occupations encompassed in culinary arts include First-line Supervisors of Food Preparation and Serving Workers, Food Service Managers, Chefs and Head Cooks, Bakers, and Food Batchmakers.

**55,592**  
**WORKERS**  
**EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Food Service Managers	\$18.28	\$28.86	\$45.01
Chefs and Head Cooks	\$17.48	\$23.32	\$38.25
First-Line Supervisors of Food Preparation and Serving	\$13.69	\$17.57	\$24.25
Bakers	\$10.93	\$13.78	\$17.97
Food Batchmakers	\$11.57	\$17.47	\$28.27

## RELATED CAREER PROFILES(Food Service Managers)



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## WHAT EDUCATION & SKILLS WILL I NEED?

Many culinary arts occupations require no formal educational credential or a high school diploma or equivalent for entry. Other occupation requirements include moderate-term to long-term on-the-job training. Comparatively, 36.9 percent of postings require a high school education, and a ServSafe Certification is a highly demanded qualification.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

In 2021, there were 1,911 culinary arts program completions, with the Culinary Arts/Chef Training educational program having the highest completion number. Other programs with high completion numbers are the Baking and Pastry Arts/Baker/Pastry Chef program and Cooking and Related Culinary Arts, General program.

## WHAT SKILLS SHOULD I DEVELOP?

- Restaurant Operation
- Food Safety And Sanitation
- Restaurant Management
- Food Services
- Food Preparation
- Customer Service
- Communications
- Leadership
- Management
- Operations

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- ServSafe Certification
- Food Handler's Card
- Food Safety Certification
- Certified Dietary Manager (CDM)
- Registered Dietitian (RD/RDN)
- Food Protection Manager Certification

## WHAT ELSE SHOULD I KNOW?

Top entry level jobs require a high school diploma or equivalent with no training. You may start your career as a Baker, or possibly as a Food Service Manager. Salary approximations for culinary arts occupations can range from \$24,000 to over \$94,000.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career in culinary arts visit [www.winintelligence.org](http://www.winintelligence.org).



# CYBERSECURITY

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

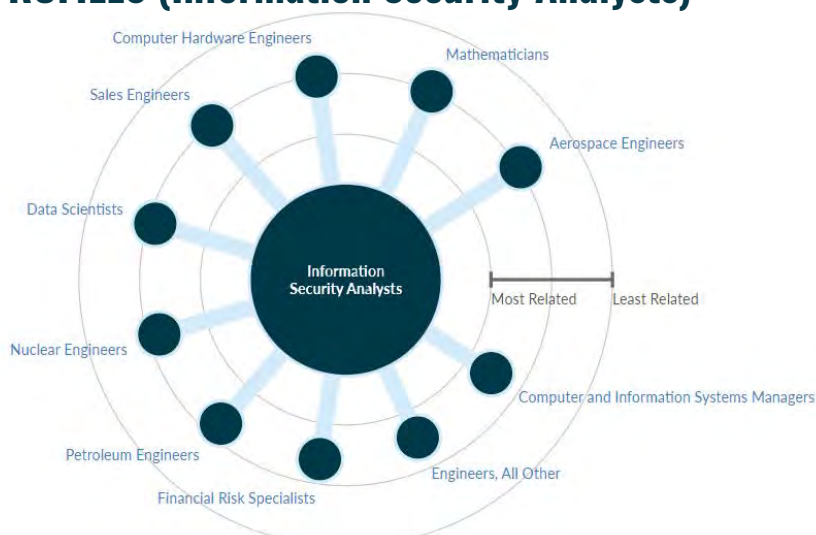
Cybersecurity specialists help build and maintain robust networks to keep data safe, private, and accurate. Information Security Analysts, Computer Programmers, and Database Administrators are the occupations included here, but a wide range of jobs can launch a cybersecurity career. Additionally, a growing number of positions both in and out of information technology roles require familiarity with cybersecurity skills.

**6,300  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Information Security Analysts	\$22.51	\$47.11	\$63.65
Database Administrators	\$22.98	\$38.01	\$60.95
Computer Programmers	\$18.93	\$37.34	\$61.96

## RELATED CAREER PROFILES (Information Security Analysts)



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## WHAT EDUCATION & SKILLS WILL I NEED?

The three occupations analyzed here all typically require a bachelor's degree for entry. About half of online job postings specifically state a requirement for a college degree, and another 14.8 percent prefer a master's degree.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

With the importance placed on certifications, work experience, and evolving practical skills, many fundamental degrees in computer science can help prepare you for a cybersecurity career. Computer and Information Sciences, Computer Programming, Computer Engineering, and Management Information Systems (MIS) have the greatest numbers of local completions. The total number of completions in these and related programs within the region are reflected in the chart below.

## WHAT SKILLS SHOULD I DEVELOP?

- SQL
- Cyber Security
- Python
- Auditing
- Agile Methodology
- Communications
- Management
- Leadership
- Problem Solving
- Operations

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Certified Information Systems Security Professional
- Certified Information System Auditor (CISA)
- Certified Information Security Manager
- GIAC Certifications
- CompTIA Security+

## WHAT ELSE SHOULD I KNOW?

Among these occupations, Computer Programmers are most likely to be open to entry-level applicants. Information Security Analysts typically prefer workers with at least three years of experience. Certifications are important for workers at all levels, so continuous professional development is key to keeping up with new cybersecurity threats.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career in cybersecurity visit [www.winintelligence.org](http://www.winintelligence.org).



# HEALTHCARE TECHNICIANS

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

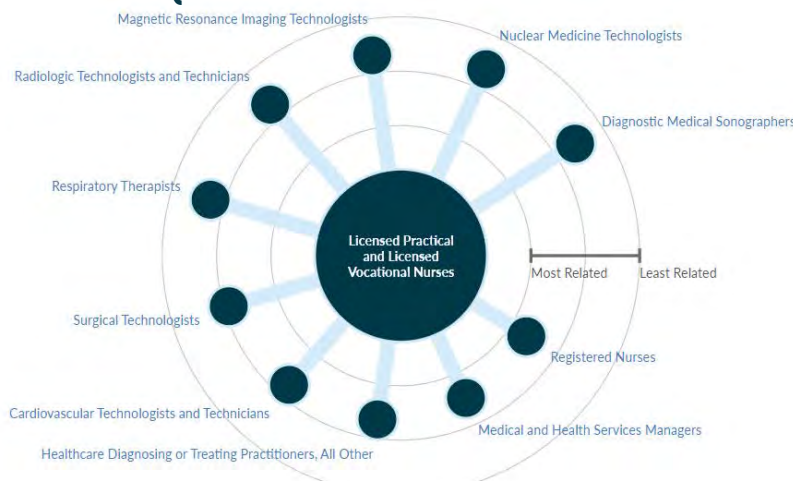
Health care technicians perform specialized tasks to aid physicians and pharmacists and ensure every patient receives excellent care. Responsibilities sometimes include administrative duties, such as scheduling appointments, maintaining medical records, billing, and coding information for insurance. Depending on the specialty you choose, you will also perform clinical tasks like taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, preparing or administering medications or taking x rays and CAT scans.

**57,594**  
**WORKERS**  
**EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Radiologic Technologists and Technicians	\$22.61	\$29.12	\$37.48
Pharmacy Technicians	\$13.54	\$17.59	\$22.53
Licensed Practical and Licensed Vocational Nurses	\$22.20	\$27.07	\$29.45
Medical Assistants	\$14.01	\$17.85	\$21.06

## RELATED CAREER PROFILES (Licensed Practical and Licensed Vocational Nurses)



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## WHAT EDUCATION & SKILLS WILL I NEED?

All of these occupations require a high school diploma along with some additional training; this may include on-the-job training, a short-term postsecondary credential, or an associate degree depending on the position.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Medical and Clinical Assistant programs have the highest number of local completions for these occupations. Other areas of study are closely aligned with your goal occupation; Licensed Practical/Vocational Nurse Training, Pharmacy Technician, and Medical Radiologic Technology/ Science are also among popular programs. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Nursing
- Medical Assistance
- Vital Signs
- Medical Prescription
- Medical Records
- Communications
- Customer Service
- Clerical Works
- Leadership
- Operations

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Licensed Practical Nurse (LPN)
- Basic Life Support (BLS) Certification
- Registered Nurse (RN)
- Certified Medical Assistant (CMA)
- Certified Pharmacy Technician

## WHAT ELSE SHOULD I KNOW?

All of these occupations are open to entry level applicants with the correct training and credentials. LPNs are the most likely to specify candidates with 0-2 years of experience. Here are some skills and qualifications distinguishing the most experienced workers:

- Licensed Practical Nurse (LPN)
- Basic Life Support (BLS) Certification
- Certified Medical Assistant (CMA)
- Registered Nurse (RN)
- Cardiopulmonary Resuscitation (CPR) Certification

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a health care technician visit [www.winintelligence.org](http://www.winintelligence.org).





# HOME HEALTH & PERSONAL CARE AIDES

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

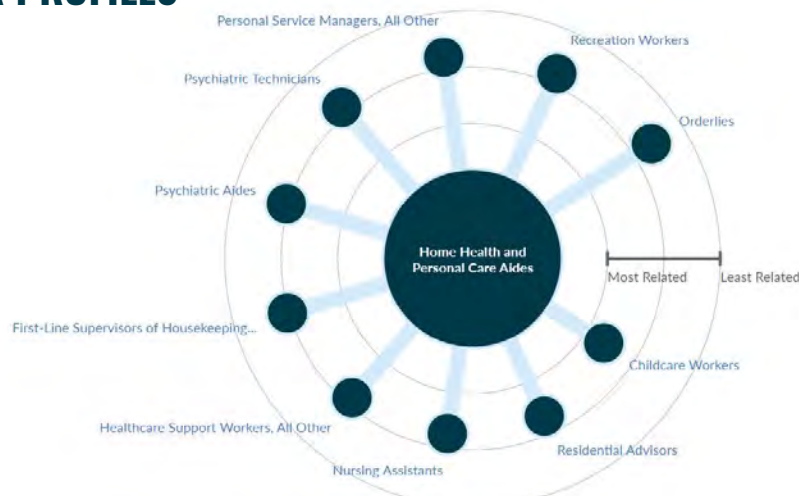
Home Health & Personal Care Aides perform a variety of functions in support of everyday health and hygiene for individuals with disabilities or illness. This may include changing bandages, dressing wounds, or administering medication. In addition to health-related support, they may also provide assistance with daily living activities, such as feeding, bathing, or restroom use. Occasionally, this help may also include meal prep and light housekeeping for affected individuals.

**87,081  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Home Health and Personal Care Aides	\$10.92	\$13.53	\$16.84

## RELATED CAREER PROFILES



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## WHAT EDUCATION & SKILLS WILL I NEED?

These occupations typically require a high school diploma along with some on-the-job training. Some employers may also require a short-term, postsecondary credential, or an associate degree depending on the position.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Health Professions and Related Clinical Sciences, Other programs have the highest number of local completions for these occupations. Other areas of study are closely aligned with your goal occupation; Nursing Assistant/Aide and Patient Care Assistant/Aide and Health/Medical Preparatory Programs, Other are also among popular programs. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Caregiving
- Meal Planning And Preparation
- Companionship
- Housekeeping
- Personal Care
- Communications
- Compassion
- Lifting Ability
- Customer Service
- Management

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Valid Driver's License
- Certified Nursing Assistant (CNA)
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Registered Nurse (RN)

## WHAT ELSE SHOULD I KNOW?

Most of these occupations are open to entry-level applicants who would like to build caregiving skills. These skills may help launch a health care career or determine whether you have an interest in pursuing technician or nursing credentials. Obtaining a CNA, for example, can potentially be a step to a career as a registered nurse or medical assistant.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a medical assistant visit [www.winintelligence.org](http://www.winintelligence.org).



# INFORMATION TECHNOLOGY (IT)

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

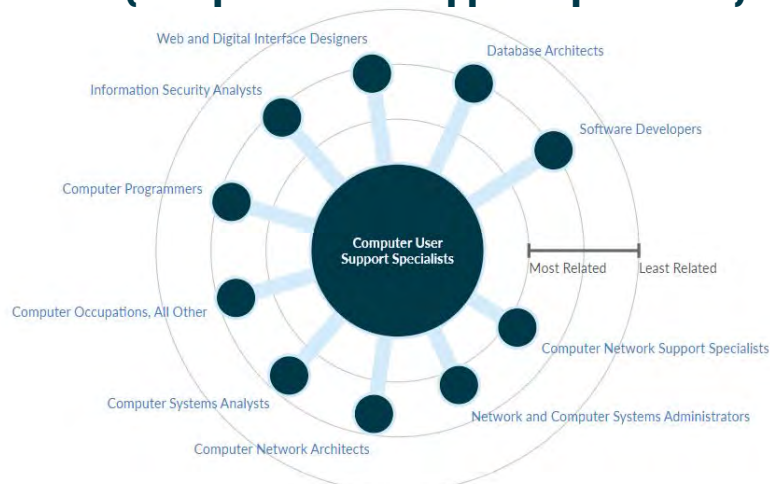
The Information Technology field is quickly growing in Southeast Michigan, and these workers play a major role in technical, professional, software, and systems integration services across many industries. Occupations encompassed in information technology include Computer User Support Specialists, Computer Systems Analysts, Web Developers, and Network and Computer Systems Administrators.

**47,135  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Computer Systems Analysts	\$29.67	\$47.76	\$62.99
Computer User Support Specialists	\$14.43	\$23.12	\$36.92
Network and Computer Systems Administrators	\$24.92	\$37.65	\$58.15
Web Developers	\$17.93	\$37.24	\$50.63

## RELATED CAREER PROFILES (Computer User Support Specialists)



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## WHAT EDUCATION & SKILLS WILL I NEED?

Most information technology occupations require at least some college coursework, with most preferring a bachelor's degree. Most job postings specifying education, or 50 percent of all ads, indicate a college degree. Another 13 percent prefer an associate degree, and certificates like the Microsoft Certified Professional are also in high demand.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

In 2021, there were 25,449 information technology-related educational program completions, with Computer and Information Sciences, General having the highest completion number. Computer Science and Computer and Information Systems Security/Auditing/Information Assurance also had a high number of completions, suggesting that many workers develop their most specialized skills on the job.

## WHAT SKILLS SHOULD I DEVELOP?

- Computer Science
- Technical Support
- Help Desk Support
- Operating Systems
- Agile Methodology
- Communications
- Troubleshooting (Problem Solving)
- Customer Service
- Management
- Problem Solving

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Valid Driver's License
- CompTIA A+
- Microsoft Certified Professional
- CompTIA Network+
- Cisco Certified Network Associate

## WHAT ELSE SHOULD I KNOW?

You may start your career as a Computer User Support Specialist, or possibly as a Web Developer, as both occupations require less than a college degree and provide valuable experience. Salary approximations for IT occupations can range from \$21,000 to over \$120,000 with education and experience.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a medical assistant visit [www.winintelligence.org](http://www.winintelligence.org).





# MEDICAL ASSISTANT

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

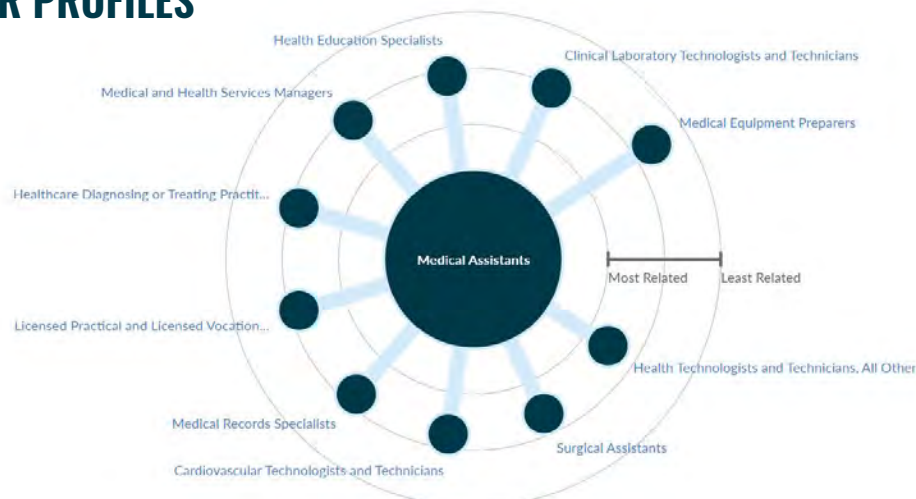
Medical Assistants perform specialized tasks to aid physicians and pharmacists and ensure every patient receives excellent care. Responsibilities sometimes include administrative duties, such as scheduling appointments, maintaining medical records, billing, and coding information for insurance. Depending on the specialty you choose, you will also perform clinical tasks like taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, preparing or administering medications or taking x rays and CAT scans.

00  
WORKERS  
EMPLOYED

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Medical Assistants	\$14.01	\$17.85	\$21.06

## RELATED CAREER PROFILES



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## WHAT EDUCATION & SKILLS WILL I NEED?

All of these occupations require a high school diploma along with some additional training; this may include on-the-job training, a short-term postsecondary credential, or an associate degree depending on the position.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Medical and Clinical Assistant programs have the highest number of local completions for these occupations. Other areas of study are closely aligned with your goal occupation; Licensed Practical/Vocational Nurse Training, Pharmacy Technician, and Medical Radiologic Technology/ Science are also among popular programs. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Nursing
- Medical Assistance
- Basic Life Support
- Cardiopulmonary Resuscitation (CPR)
- Health Sciences
- Customer Service
- Construction
- Innovation
- Operations
- Clerical Works

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Basic Life Support (BLS) Certification
- Certified Medical Assistant (CMA)
- Licensed Practical Nurse (LPN)
- American Medical Technologists (AMT) Certification
- Certified Clinical Medical Assistant (CCMA)

## WHAT ELSE SHOULD I KNOW?

A majority of job postings for Medical Assistants are open to entry level applicants with the correct training and credentials. Here are some skills and qualifications distinguishing the most experienced workers:

- Certified Medical Assistant (CMA)
- Basic Life Support (BLS) Certification
- American Medical Technologists (AMT) Certification
- Registered Medical Assistant (RMA)
- Emergency Medical Technician (EMT)

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a medical assistant visit [www.winintelligence.org](http://www.winintelligence.org).





# NURSING ASSISTANTS

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

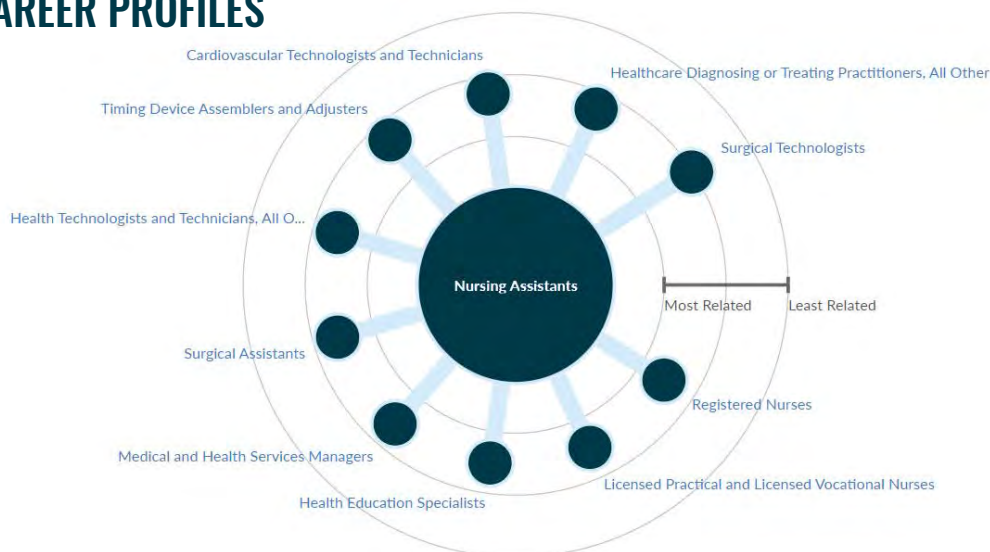
Nursing assistants provide or assist with basic care, often under the direction of licensed nursing staff. Much of their duties involve hygienic care such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. They may also administer medication and other health-related tasks. These positions require excellent communication and keen observational skills to build relationships and best respond to a patient's needs. These positions are not expected to grow as much as similar healthcare-related careers, such as home health and personal care aides.

**41,000  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Nursing Assistants	\$13.89	\$17.11	\$18.31

## RELATED CAREER PROFILES



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## WHAT EDUCATION & SKILLS WILL I NEED?

Nursing Assistants typically require a high school diploma with some on the job training or a certificate for entry. About 15 percent of online job postings state a requirement for an associate degree.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Areas of study for this occupation tend to focus on either nursing or clinical science skills. Health Professions and Related Clinical Sciences programs have the greatest number of completions, followed by Nursing Assistant/Aide and Patient Care Assistant/Aide and Practical Nursing, Vocational Nursing and Nursing Assistants, Other. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Nursing
- Activities Of Daily Living (ADLs)
- Patient Assistance
- Vital Signs
- Direct Patient Care
- Communications
- Customer Service
- Clerical Works
- Leadership
- Lifting Ability

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Certified Nursing Assistant (CNA)
- Registered Nurse (RN)
- Certified Patient Care Technician (CPCT)
- Basic Life Support (BLS) Certification
- Emergency Medical Technician (EMT)

## WHAT ELSE SHOULD I KNOW?

Most of these occupations are open to entry-level applicants who would like to build caregiving skills. These skills may help launch a health care career or determine whether you have an interest in pursuing technician or nursing credentials. Obtaining a CNA, for example, can potentially be a step to a career as a registered nurse or medical assistant.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a nursing assistant visit [www.winintelligence.org](http://www.winintelligence.org).





# PHARMACY TECHNICIANS

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

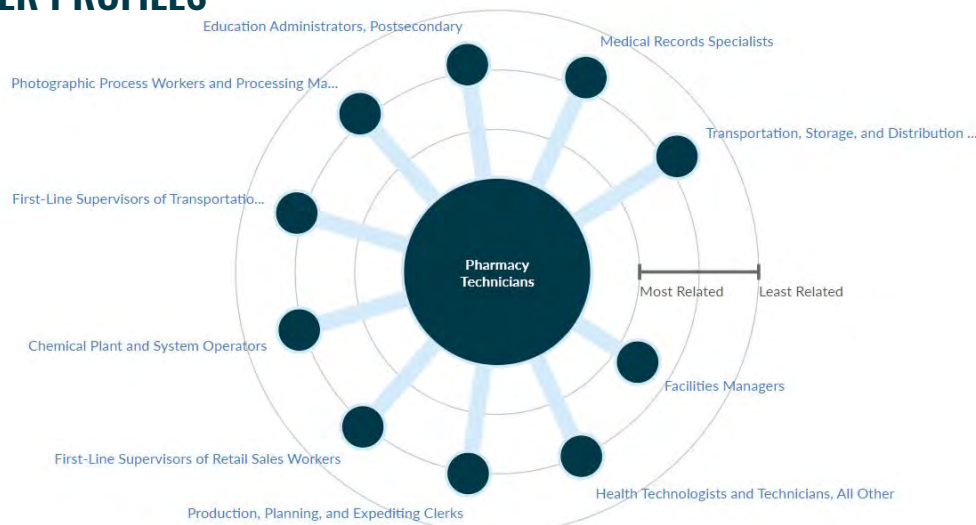
Pharmacy Technicians are the face of operations anytime a person needs a prescription to be filled. Their primary duties are to prepare medications under the direction of a pharmacist, including measuring, mixing and counting. They will also enter prescription information into databases, verify prescription accuracy, and maintain patient profiles. As the first point of contact with the public, customer service skills are very important in addition to a high volume of standard clerical work such as record keeping and maintenance.

**15,600  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Pharmacy Technicians	\$13.54	\$17.59	\$22.53

## RELATED CAREER PROFILES



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## WHAT EDUCATION & SKILLS WILL I NEED?

Pharmacy Technicians typically require a high school diploma, along with moderate on-the-job training or a certificate for entry. About 14 percent of online job postings state a requirement for an associate degree.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Areas of study tend to focus on either pharmacy technician/assistant or health/medical prep skills. Pharmacy Technician/Assistant programs have the greatest number of completions, followed by Health/Medical Preparatory Programs, Other. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Medical Prescription
- Pharmaceuticals
- Pharmacist Assistance
- Inventory Management
- Cash Register
- Customer Service
- Communications
- Mathematics
- Packaging And Labeling
- Operations

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Certified Pharmacy Technician
- NHA Certified
- Registered Pharmacist (RPh)
- Valid Driver's License
- Pharmacy Intern License

## WHAT ELSE SHOULD I KNOW?

Most of these occupations are open to entry-level applicants who would like to work toward a career in healthcare or other non-health clerical positions. Upward mobility may also be available if workers wish to attain the necessary education and credentials toward becoming a Pharmacist.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a pharmacy technician visit [www.winintelligence.org](http://www.winintelligence.org).



# REGISTERED NURSES

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

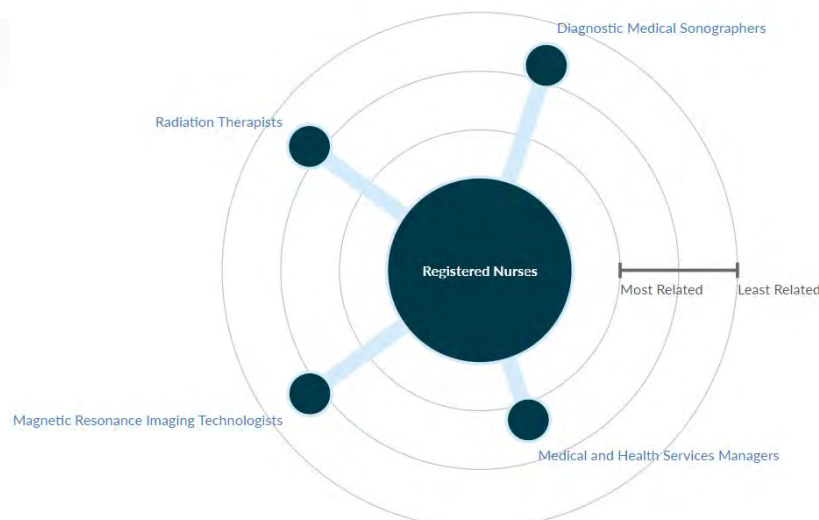
Employment in health care has shown consistent growth, even remaining steady during the recession. Registered Nurses are a consistent top posted occupation both in health care and overall, and require excellent communication and relationship-building skills as well as technical medical knowledge. Nurses work under the direction of physicians and surgeons to assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. They also advise patients on health maintenance and disease prevention.

**103,000  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Registered Nurses	\$28.90	\$36.88	\$47.36

## RELATED CAREER PROFILES



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## WHAT EDUCATION & SKILLS WILL I NEED?

Registered Nurses most often require a Bachelor's degree for entry, though an Associate degree is nearly as commonly highlighted in job postings. Experience and certifications are also taken into consideration; there are many paths leading to this in-demand occupation.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

Completion of a Registered Nursing Program or a Bachelor's of Science in Nursing (BSN) degree are nearly universally required for entry. Certain specific programs, such as Nursing Research and Clinical Nursing, Family Practice Nursing, or Geriatric or Pediatric Nursing, can also help build skills for working with specific populations. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Nursing
- Nursing Care
- Nursing Process
- Medical Records
- Clinical Practices
- Intensive Care Unit
- Home Health Care
- Clinical Nursing
- Nursing Practices
- Discharge Planning

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Licensed Practical Nurse (LPN)
- Cardiopulmonary Resuscitation (CPR) Certification

## WHAT ELSE SHOULD I KNOW?

The majority of online job postings for registered nurses are open to entry-level workers, but additional experience is in demand for management and exceptionally high-pressure positions. Skills and qualifications required for experienced positions are shown here.

- Certified Occupational Health Nurse
- Nurse Practitioner
- Certified Hospice and Palliative Nurse
- Case Management
- Acute Care
- Discharge Planning

## IS THIS FIELD EXPECTED TO GROW?

**3.1% GROWTH  
PROJECTED BY  
2028**



## HOW DO I GET STARTED?

For more information on how to start your career as a health care technician visit [www.winintelligence.org](http://www.winintelligence.org).





# WELDERS

OCCUPATION OUTLOOK IN MICHIGAN, 2023

## WHAT OPPORTUNITIES ARE AVAILABLE?

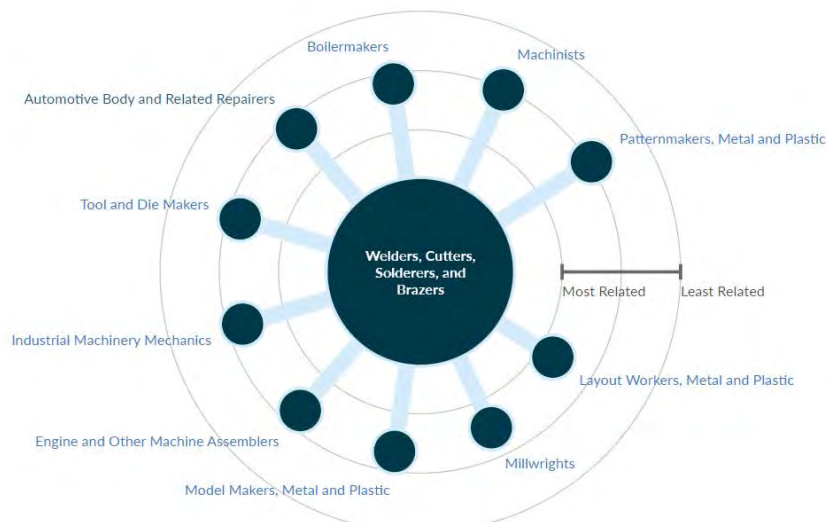
Welding has grown steadily and provides students with opportunities to explore different processes to weld, cut, solder, or braze metals together. Welder programs provide key career skills, safety, and professional knowledge for successful performance. Common processes used by welders include: shielded metal arc, gas metal arc, gas tungsten arc welding, thermal cutting and weld inspection.

**14,862  
WORKERS  
EMPLOYED**

## HOW MUCH COULD I EARN?

	ENTRY	MEDIAN	EXPERIENCED
Welders, Cutters, Solderers, and Brazers	\$14.43	\$18.69	\$29.12

## RELATED CAREER PROFILES



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## WHAT EDUCATION & SKILLS WILL I NEED?

To become a welder, most employers require a high school diploma or equivalent coupled with moderate-term on-the-job training for entry. Nearly all postings specifying education, or 39.9 percent, require a high school diploma or equivalent, and a certification as Certified Welder is a highly demanded qualification.

## WHAT AREAS OF STUDY SHOULD I CONSIDER?

In 2021, there were 491 welder educational program completions, with the Welding Technology/Welder educational program having the highest completion number. Another welding program that had a high completion number is the Welding Engineering Technology/Technician program. Completions in these and similar programs within the region are shown below compared to job openings.

## WHAT SKILLS SHOULD I DEVELOP?

- Metal Inert Gas (MIG) Welding
- Welding
- Gas Tungsten Arc Welding
- Fabrication
- Aluminum
- Welding Equipment
- Hand Tools
- Blueprinting
- Grinding Machine
- Welding Symbols

## WHAT QUALIFICATIONS SHOULD I PURSUE?

- Valid Driver's License
- Certified Welder
- American Welding Society Certification
- Certified Welding Inspector
- Security Clearance

## WHAT ELSE SHOULD I KNOW?

Welding is a hands-on occupation that operates in many fields and has experienced consistent demand. The top posting industries for welders include manufacturing and construction. Salary approximations for welders can range from \$30,000 to over \$60,000 with experience.

## IS THIS FIELD EXPECTED TO GROW?



## HOW DO I GET STARTED?

For more information on how to start your career as a health care technician visit [www.winintelligence.org](http://www.winintelligence.org).





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