



Oakland County Michigan Works!

Business Community Resources

Oakland County Michigan Works!

At Your Service

Monday-Friday, except state holidays

NOVI

31186 Beck Road
Novi, MI 48377
(248) 926-1820

OAK PARK

22180 Parklawn Street
Oak Park, MI 48237
(248) 691-8437

PONTIAC

1850 N. Perry Street
Pontiac, MI 48340
(248) 276-1777

SOUTHFIELD

21415 Civic Center Drive, Suite 116
Southfield, MI 48076
(248) 796-4580

TROY

550 Stephenson Highway, Suite 400
Troy, MI 48083
(248) 823-5101

WATERFORD

7500 Highland Road
Waterford, MI 48327
(248) 617-3600

OaklandCountyMIWorks.com

[f](#) [t](#) @OaklandMIWorks



Oakland County Michigan Works!

- + Approximately \$24 million annually
- + 3rd Largest Michigan Works! Agency
- + 150,000 job seekers
- + 3,000 businesses
- + 100+ Contract Field Staff
- + State and National workforce development leader

At Your Service
Monday-Friday, except state holidays

NOVI 31186 Beck Road Novi, MI 48377 (248) 926-1820	SOUTHFIELD 21415 Civic Center Drive, Suite 116 Southfield, MI 48076 (248) 796-4580
OAK PARK 22180 Parklawn Street Oak Park, MI 48237 (248) 691-8437	TROY 550 Stephenson Highway, Suite 400 Troy, MI 48063 (248) 823-5101
PONTIAC 1850 N. Perry Street Pontiac, MI 48340 (248) 276-1777	WATERFORD 7500 Highland Road Waterford, MI 48327 (248) 617-3600

Business Services

- + Pure Michigan Talent Connect – www.mitalent.org
- + Talent Recruitment
- + Social Media
- + Job Fairs
- + Candidate Pre-Screening
- + Employee Retention (BRN)
- + Training Support
- + Hiring Support
- + Layoff Support/Early Warning
- + Labor Market Information

Oakland County MICHIGAN WORKS!

WE WORK FOR YOU
Benefit from our comprehensive talent system to address your current and future workforce needs.

RECRUIT & RETAIN TALENT
With Our Resources

- Pure Michigan Talent Connect**
MITalent.org
Register your business, post your open positions and access thousands of qualified job seeker profiles and resumes.
- Talent Recruitment**
Access talent through our network of Michigan's world-class colleges and universities, Michigan Works! partners, veterans and community and professional groups — including Chambers of Commerce, Automation Alley and the Michigan Economic Development Corporation.
- Social Media**
Plug into our Facebook, LinkedIn and Twitter connections to cross-promote your job postings, career events and job fairs.
- Job Fairs**
Conduct job fairs, on-site interviews and career events at our Michigan Works! locations.
- Candidate Pre-Screening**
You can request assistance with pre-screening resumes and applications to better facilitate a candidate/business match. We provide veterans with priority of service.
- Employee Retention**
Join the Business Resource Network (BRN)

ACCESS NO-COST
Training And Hiring Support

- Workforce Assessment**
The Business Services team can help you identify workforce needs and challenges. We work with you to develop an action plan and connect you with applicable talent partners.
- Training Support And Hiring Support**
Contact us about the training approaches that could best serve your organization:
 - On-the-Job Training
 - Classroom and incumbent worker training
 - Support for creating internships and apprenticeships
 - Access to special populations with possible hiring incentives, including the Worker Opportunity Tax Credit and Fidelity Bonding Program
 - Other work experience opportunities for adults and youth
 - Skilled Trades Training Fund
- Layoff Support & Early Warning Systems**
Let us support you when a rapid response is needed for mass layoffs and closures. We can provide orientations to educate employees on unemployment insurance, Michigan Works! services and Trade Adjustment Assistance.

KEEP CURRENT WITH WORKFORCE DATA
And Other County Resources

- Labor Market Information**
Access real-time labor market data including wage data, local and regional job market statistics and workforce analyses. Access Oakland County's Apprenticeship Guide and Skills Needs Assessments.

Did You Know?
Oakland County

- has the most workers in Michigan engaged in scientific research and development
- is 10th among U.S. counties for those with degrees in engineering
- is higher than the national average in percentage of residents with college degrees (43% versus 29%)

Skilled Trades Portal
MITradeSchool.org
Refer current or potential employees to this site to research skilled trades training options.

One Stop Shop Business Center
AdvantageOakland.com

Going PRO Talent Fund

- + \$3.4 million awarded in 2022 to Oakland County companies
- + 1,281 Incumbent Workers will be trained
 - Up to \$1,500 per employee for training
- + 1,342 New Hires will be trained
 - Up to \$1,500 per new hire trained/retained
- + 77 New Registered Apprentices
 - Up to \$3,000 per new apprentice
- + Applications for FY23 open in September



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

Local Employer Support Funds

- + On-The-Job Training
 - + 50% of new hires wage
- + Apprenticeship Funding
- + OCC: Michigan New Jobs Training
- + FREE Summer Interns



Oakland County MICHIGAN WORKS!

ON-THE-JOB TRAINING

Employers: Hire, Train and Retain Employees to Build Your Skilled Workforce

Partner with Oakland County Michigan Works! to Launch a Structured On-the-Job Training Program
We assist you with the cost of hiring and training new employees, reimbursing your organization with up to half of a trainee's wages – up to \$5,000, depending on funds available.

The training program is jointly developed with Oakland County Michigan Works!, or you may be able to use an existing plan. Applicants are pre-qualified by us and referred to you for an interview, or you can send candidates to us for eligibility screening.

You hire on-the-job trainees based on needs of your business. Trainees earn wages and learn specific skills on the job, on your equipment and under your team's supervision and mentoring.

Those trainees who successfully complete the program retain permanent employment with your company.

EMPLOYER REQUIREMENTS:

- Year-round operation
- Low employee turnover
- Payment of an hourly wage or salary equal to or more than industry labor market wages
- One or more workers employed

**Some eligibility restrictions apply*

OAKLAND COUNTY MICHIGAN
ECONOMIC DEVELOPMENT
DAVID COULTER
OAKLAND COUNTY EXECUTIVE

Advantage: Apprenticeship

Oakland County
**MICHIGAN
WORKS!**

Employers: An apprenticeship program provides a long-term solution to your workforce needs and talent gaps

Partner with Oakland County Michigan Works! to launch a U.S. Department of Labor Registered Apprenticeship program

A WIN-WIN OPPORTUNITY FOR EVERYONE

Build a Registered Apprenticeship program to expand your skilled workforce and provide a comprehensive, work-based training opportunity.

Apprenticeships combine classroom study with paid, on-the-job training under the supervision of a journey-level craftsman or trade professional as a mentor.

The length of apprenticeships vary, depending on the training requirements that you determine are necessary for apprentices to succeed.

Registered Apprenticeship programs may be eligible for federal and state grant support.

WHAT'S IN IT FOR YOUR COMPANY?

- Build a skilled, nationally recognized credential workforce
- Knowledge transfer to new generation of workers
- Increase employee productivity and collaboration
- Reduce turnover costs
- Lower recruitment investment
- Expand diversity
- Incentives may be available

OAKLAND
COUNTY MICHIGAN
ECONOMIC DEVELOPMENT
DAVID COULTER
OAKLAND COUNTY EXECUTIVE

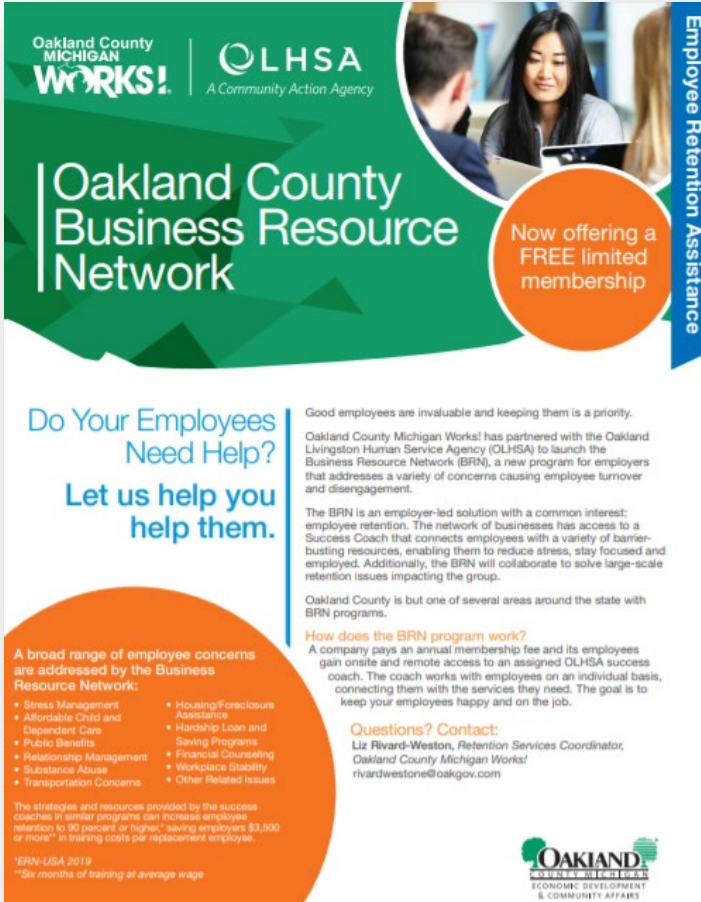
- + More than \$500,000 available to companies starting a registered apprenticeship
- + Lots of different grants to braid together!
 - + \$1,700 towards wage reimbursement
 - + \$1,000 for working with a community college (OCC) for technical training
 - + \$3,000 towards wage reimb. and technical training
 - + \$3,000-\$5,000 in On-The-Job Training (OJT) funds

UP TO \$10,700 SAVED!

Business Resource Network

Employee Retention Program

- + Onsite Success Coach to support employees
- + Network with other businesses
- + Solutions/resources to support employees
- + Improves employee retention!
- + Currently available at no-cost – American Rescue Plan



The flyer is for the Oakland County Business Resource Network (BRN). It features a green and orange color scheme. At the top left, it says "Oakland County MICHIGAN WORKS!" and "OLHSA A Community Action Agency". In the top right, there is a photo of a woman and a man talking, with a vertical blue banner on the right that says "Employee Retention Assistance". The main title "Oakland County Business Resource Network" is in large white letters on a green background. Below this, a blue circle says "Now offering a FREE limited membership". The text "Do Your Employees Need Help? Let us help you help them." is in blue. To the right, it explains that the BRN is an employer-led solution with a common interest: employee retention. It mentions that the network has access to a Success Coach that connects employees with a variety of barrier-busting resources. It also states that the BRN is one of several areas around the state with BRN programs. A section titled "A broad range of employee concerns are addressed by the Business Resource Network:" lists various issues like Stress Management, Affordable Child and Dependent Care, Public Benefits, Relationship Management, Substance Abuse, Transportation Concerns, Housing/Foreclosure Assistance, Hardship Loan and Savings Programs, Financial Counseling, Workplace Stability, and Other Related Issues. It also includes a quote from ERN-USA 2019: "Six months of training at average wage". At the bottom right, it provides contact information for Liz Rivard-Weston, Retention Services Coordinator, at Oakland County Michigan Works! with the email rivardweston@oakgov.com. The Oakland County logo is at the bottom right.

Oakland County MICHIGAN WORKS! | OLHSA A Community Action Agency

Oakland County Business Resource Network

Now offering a FREE limited membership

Do Your Employees Need Help? Let us help you help them.

Good employees are invaluable and keeping them is a priority. Oakland County Michigan Works! has partnered with the Oakland Livingston Human Service Agency (OLHSA) to launch the Business Resource Network (BRN), a new program for employers that addresses a variety of concerns causing employee turnover and disengagement.

The BRN is an employer-led solution with a common interest: employee retention. The network of businesses has access to a Success Coach that connects employees with a variety of barrier-busting resources, enabling them to reduce stress, stay focused and employed. Additionally, the BRN will collaborate to solve large-scale retention issues impacting the group.

Oakland County is but one of several areas around the state with BRN programs.

How does the BRN program work?
A company pays an annual membership fee and its employees gain onsite and remote access to an assigned OLHSA success coach. The coach works with employees on an individual basis, connecting them with the services they need. The goal is to keep your employees happy and on the job.

Questions? Contact:
Liz Rivard-Weston, Retention Services Coordinator,
Oakland County Michigan Works!
rivardweston@oakgov.com

A broad range of employee concerns are addressed by the Business Resource Network:

- Stress Management
- Affordable Child and Dependent Care
- Public Benefits
- Relationship Management
- Substance Abuse
- Transportation Concerns
- Housing/Foreclosure Assistance
- Hardship Loan and Savings Programs
- Financial Counseling
- Workplace Stability
- Other Related Issues

The strategies and resources provided by the success coaches in similar programs can increase employee retention to 90 percent or higher,* saving employers \$3,500 or more** in training costs per replacement employee.

*ERN-USA 2019
**Six months of training at average wage

OAKLAND
MICHIGAN
ECONOMIC DEVELOPMENT & COMMUNITY AFFAIRS

Employer Workshop Series

- + Internships
- + Inclusion in the Workplace
- + Opening Your Door to International Talent
- + Networking
- + Recruiting Today and Tomorrow

<https://www.oakgov.com/workforce/employers/Pages/Business-Workshops.aspx>



EMPLOYER VIRTUAL WORKSHOP SERIES

Get an Inside Look at Internships

Engage talented young people and build your future workforce.

Tuesday, June 15, 2021 | 1:30 - 3:30 p.m.

Internship programs continue to grow in popularity despite the COVID-19 pandemic, providing employers in a variety of industries with access to young talent, while young people ages 16-24 obtain valuable work experience.

A recent survey conducted by the National Association of Colleges and Employers this spring indicated 43 percent of businesses plan to offer hybrid internship programs this summer and beyond, featuring both in-person and remote experiences. The poll also revealed 38 percent plan to exclusively offer virtual internships, with 13 percent plan to offer just in-person experiences.

This free workshop hosted by Oakland County Michigan Works! in partnership with Oakland Community College will provide you with a valuable introduction to internship programs:

Workshop Structure:

- Types of internships and how they are structured
- Options for financing internship programs
- Preparing for an internship program
- How employers can attract the best talent
- Steps to provide the best internship experience possible
- Evaluating intern performance
- How to use interns to help build your future workforce

OaklandCountyMIWorks.com
@OaklandMIWorks

A Proud Partner of the American Job Center Network | Equal Opportunity Employer Program
auxiliary aids and services are available upon request to individuals with disabilities | Michigan Today
Center or 711 | Funded by: David Coulter, Oakland County Executive, Oakland County Workforce
Development Board, Michigan Department of Labor and Economic Opportunity

Hosted by:
Donna DuHame-Schmidt
*Director of Career Services &
Cooperative Education
Oakland Community College*

Thomas Hendricks
*Academic Dean – Business &
Information Technologies
Oakland Community College*

Register at:
https://zoom.us/join/zoom/register/1fEuc8prj8j0911xGob1_fip0CslH3WwvC

After registering, you will receive a confirmation email containing information about joining the meeting.


DAVID COULTER
OAKLAND COUNTY EXECUTIVE

Contact Information

Sarah Hug

Program Coordinator

Oakland County Michigan Works! Waterford

shug@waterfordmiworks.org

(248) 617-3619

www.waterfordmiworks.org

Thank You!