



DETROIT WORKFORCE 2023/2024 BUDGET OVERVIEW

March 17, 2023

DETROIT AT WORK LEADERSHIP TEAM

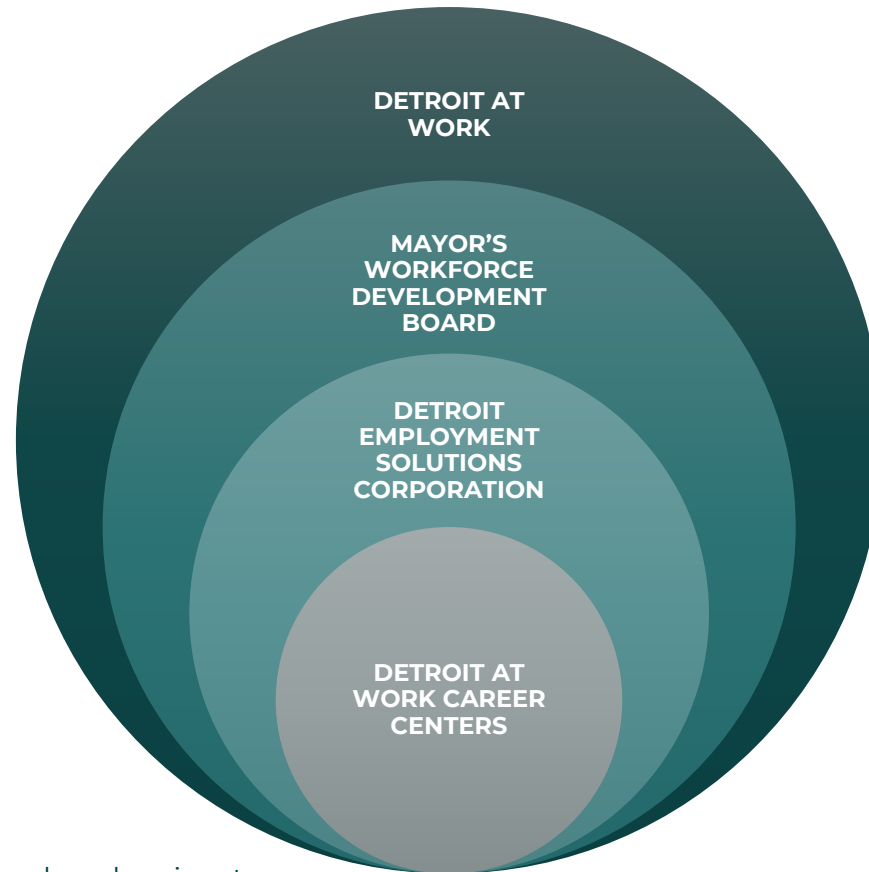
MISSION STATEMENT

Detroit Employment Solutions Corporation (DESC) is a non-profit 501c3 organization organized to carry out the Detroit workforce areas strategic plan, goals and objectives of the **Mayors Workforce Development Board** (MWDB) as the **fiscal and administrative agent** for workforce.

DESC is the lead agency for **Detroit at Work** and is one of 16 **Michigan Works!** Agencies designated by the state and as described in the **Workforce Innovation and Opportunity Act** (WIOA) to provide job placement, search, training, career advisement and other supportive services to our region.

DESC's purpose is to maximize impact and value add to Detroit at Work by effectively administering funds, and meeting program, compliance and fiscal objectives and requirements.

Our aim is to increase residential employment, reduce barriers to employment and advancement and increase economic mobility.



NICOLE SHERARD-FREEMAN

Group Executive – Jobs, Economy, and Detroit at Work
(Executive Director of Mayor's Workforce Development Board)
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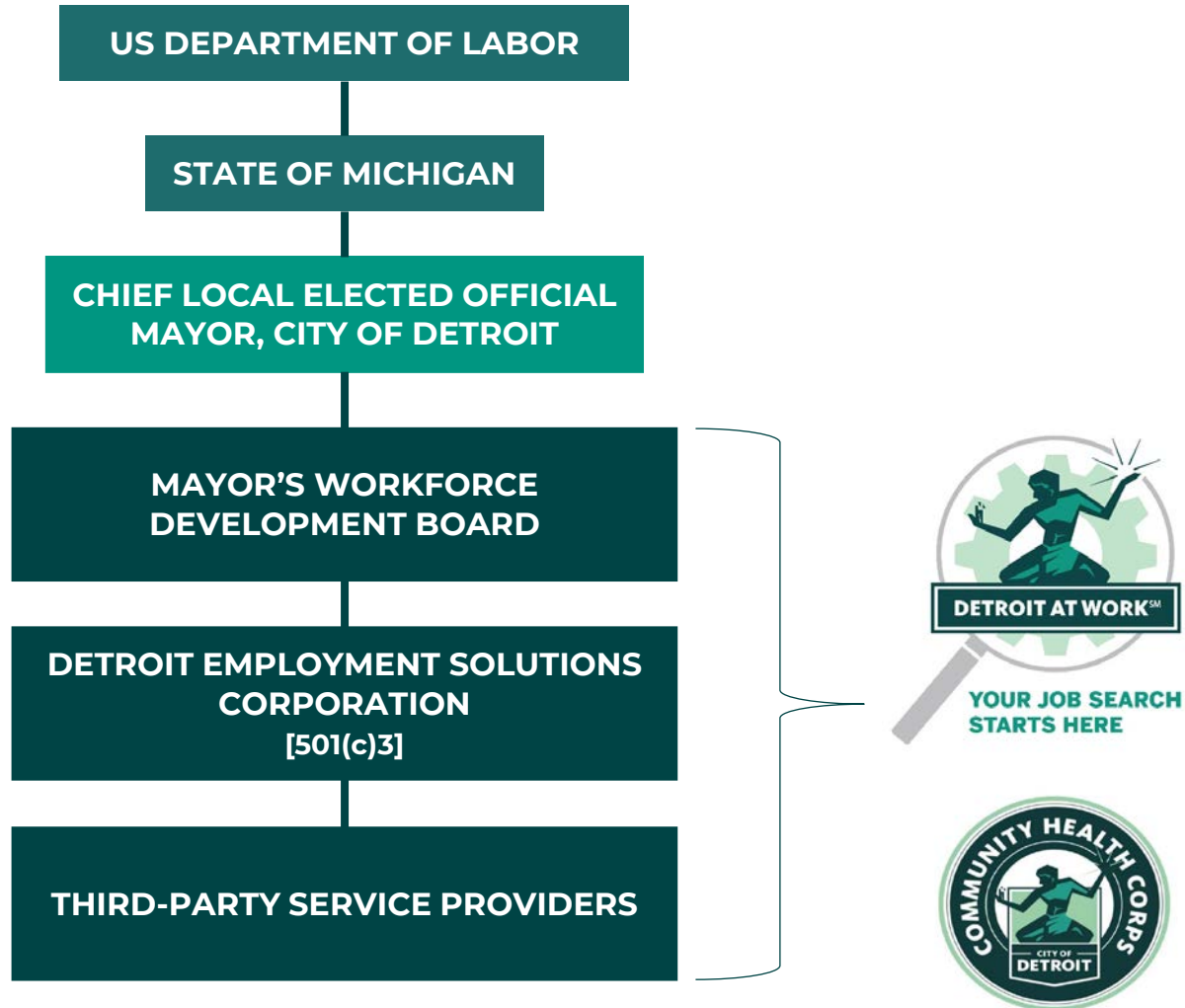


DANA WILLIAMS

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OUR STRUCTURE



The **US Department of Labor** and the **State of Michigan** oversee the public workforce development system

The **Mayor's Workforce Development Board (MWDB)** is appointed by the Mayor to oversee the city's workforce strategy and use of federal funds, as required by federal law

Detroit Employment Solutions Corporation (DESC) is designated by the MWDB to serve as the fiscal and administrative entity that provides workforce services, manages funds, implements programs and oversees the performance of service providers

Third-Party Service Providers are competitively procured by DESC to provide employment and training services directly to job seekers as required by federal law

FINANCIAL & PROGRAMMATIC OVERSIGHT

DESC is subject to regular city, state and federal operational and financial audits

GRANT PERFORMANCE & FINANCIAL MONITORING

(throughout the year)

- City of Detroit (GDYT, EO, etc.)
- Philanthropic Grants

FINANCIAL STATEMENT AUDIT & SINGLE AUDIT Plante Moran

(annually)

- Rigorous, organization-wide audit
- Conducted by independent CPA firm
- Covers financial and compliance components

**Financial statements provided separately*

THREE-CYCLE MONITORING State of Michigan

(three times a year)

Cycle I: DESC Review. Allowable costs, cost allocation, single audit, budgeting, internal controls, and financial reporting

Cycle II: Subcontractor Review. Allowable costs, cost allocation, budgeting, internal controls, financial reporting and procurement

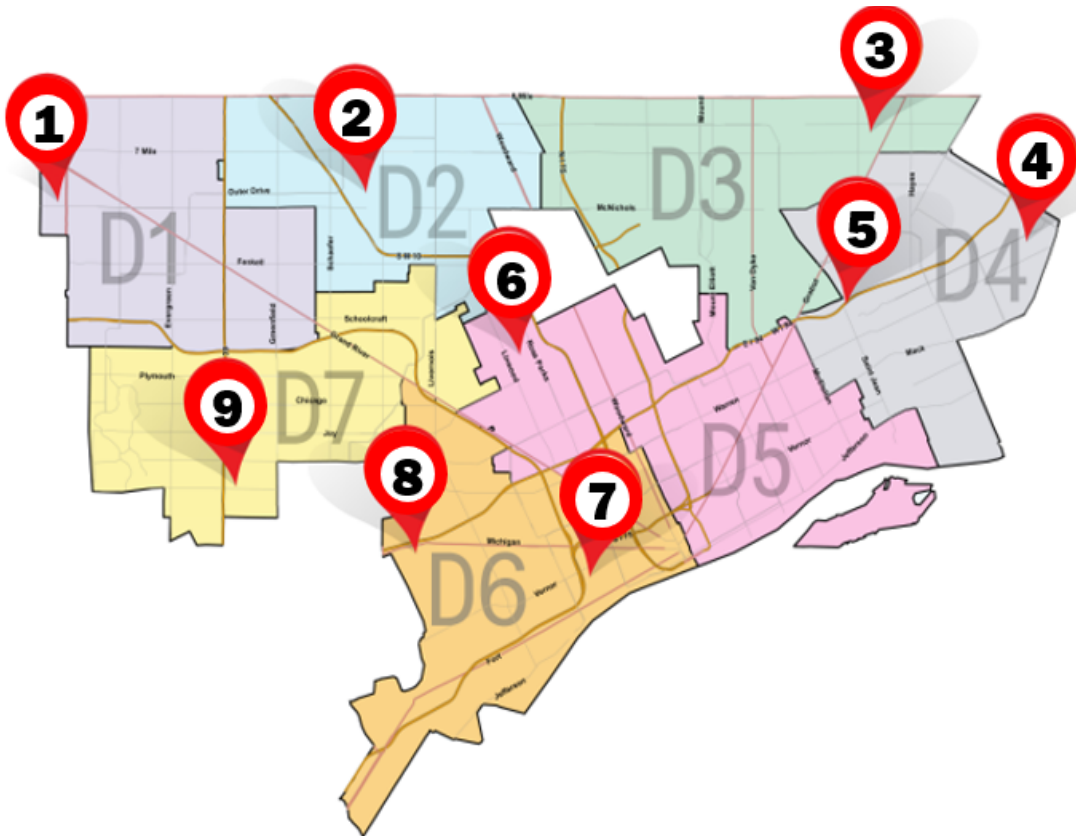
Cycle III: DESC Review. Cash mgmt., grievances, equipment mgmt., procurement, and monitoring

ONGOING AUDITS U.S. Dept. of Labor

(throughout the year)

- Program reviews of grants awarded to DESC
- On-site monitoring visits
- Design & governance
- Program & grant management systems
- Financial management systems
- Service delivery
- Performance accountability
- Technical assistance

9 DETROIT AT WORK CAREER CENTERS



1. **24424 W. McNichols**
Development Centers
2. **18100 Meyers**
SERCO, Inc./Goodwill Industries
3. **14117 E. Seven Mile**
Ross Innovative Employment Solutions
4. **18017 E. Warren**
Payne-Pulliam School
5. **5901 Connor Wayne County Community College District**
Downriver Community Conference
6. **2470 Collingwood**
JVS Human Services/Equus Workforce Solutions
7. **2835 Bagley**
Southwest Economic Solutions
8. **9301 Michigan Ave.**
SERCO, Inc
9. **16427 W. Warren**
ACCESS



Southwest Solutions

PUBLIC WORKFORCE SYSTEM REQUIREMENTS



CAREER CENTERS

- Job search & job placement
- Job readiness training
- Career navigation & coaching
- Resource room (computer lab)
- Coordination with other federally funded workforce programs
- Referrals for barrier removal

FORMULA-FUNDED PROGRAMS

- Job readiness training
- Job search & job placement
- Referrals for barrier removal
- Assist TANF and food assistance recipients in meeting work participation requirements
- Comprehensive youth services



REFERRALS TO TRAINING

- Compile employer demand
- Develop and procure in-demand training from training providers
- Track participants and provide placement services

EMPLOYER SERVICES

- Screen and refer job candidates
- Subsidize customized and on the job training for new and existing workers
- Assist with hiring tax incentives/credits
- Implement industry-wide strategies
- Provide resources to employers and workers impacted by layoffs



BEYOND THE REQUIREMENTS

\$100M FOR DETROIT AT WORK SCHOLARSHIPS

Comprehensive support to refresh reading and math skills, earn a high school diploma or GED, build skills for a new career, work + learn at the City, overcome justice-involvement, and learn the basics of becoming a business owner.



COMMUNITY OUTREACH

Serving special populations like the disabled and immigrant communities through targeted programming, resource navigation, language assistance, and support from members of the Mayor's Workforce Board Disabilities Committee.



EMPLOYER ENGAGEMENT & PRIORITY HIRING

Creating new job opportunities for Detroiters through participation in economic development projects, attending industry convenings, and creating innovative career training initiatives.



MARKETING AND OUTREACH

Maximizing mass media, social media, community organizations, local influencers, Mayor's Workforce & DESC Board, City Council, and City of Detroit departments to design and communicate Detroit at Work services to Detroiters and employers.



JUSTICE-INVOLVED SUPPORT

Serving the justice-involved community and those impacted by violence through targeted programming, resource navigation, and partnerships with Project Clean Slate and the Lawton Parole Office.



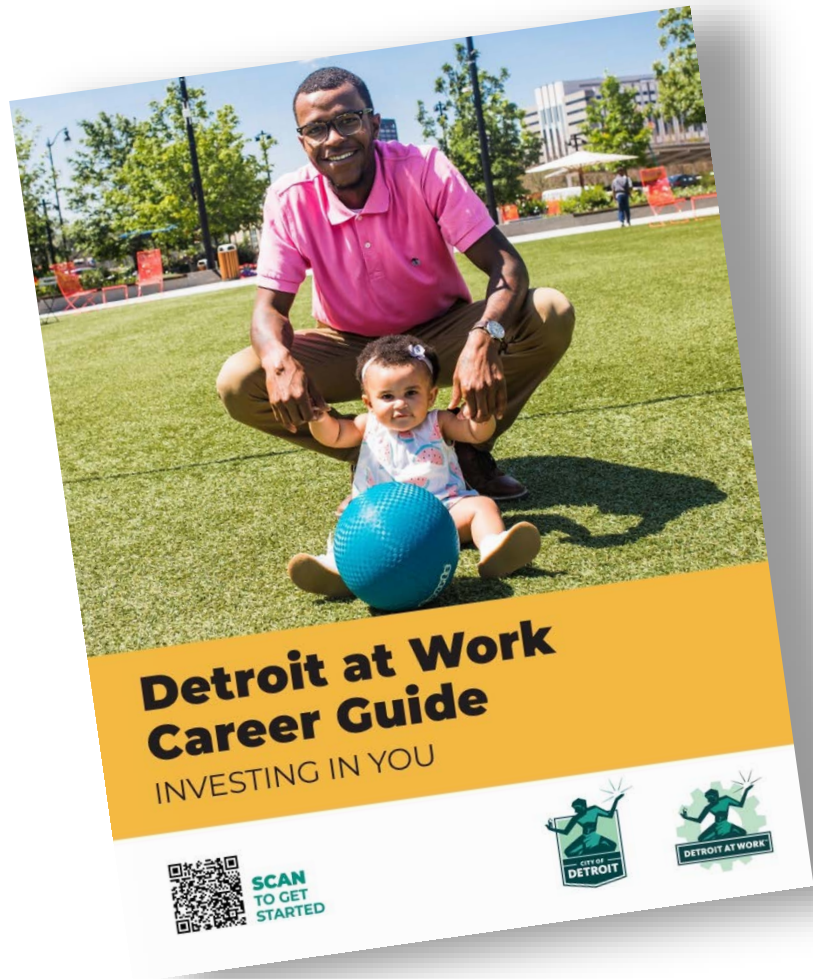
GROW DETROIT'S YOUNG TALENT

Meaningful and progressive summer employment opportunities in high-demand career paths for Detroit youth and young adults ages 14 – 24.



DETROIT AT WORK

The **Detroit at Work** team continued supporting Detroiters with new online and virtual options and increasing access through our call center, both while maintaining paper options for those without digital connectivity



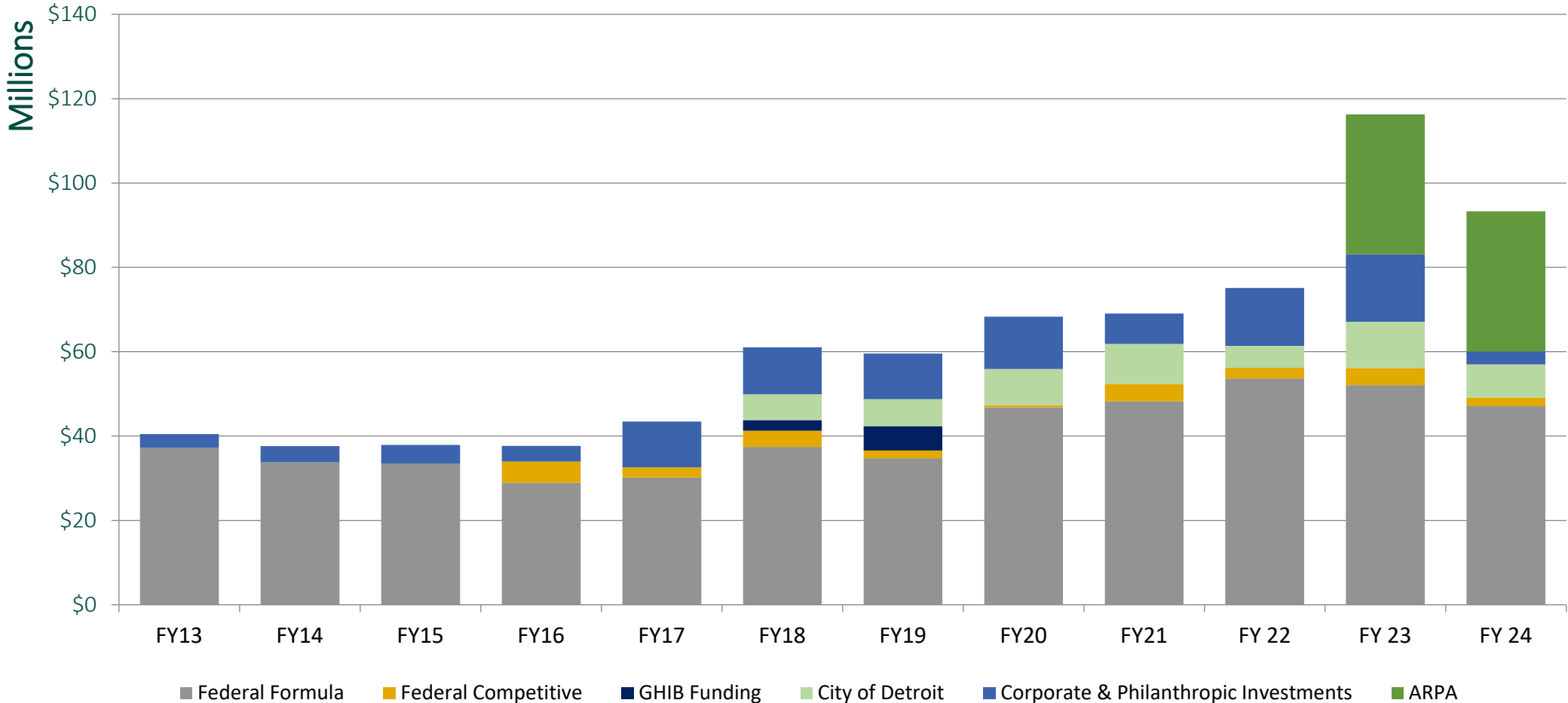
	2017-18	2018-19	2019-20	2020-21	2021-22
Job Seekers Trained	2,755	2,753	2,311	2,612	3,243
Job Placements *	5,067	6,061	4,718	7,287**	4,917
Hourly average wage for Career Center graduates	\$14.39	\$14.67	\$15.50	\$15.76	\$17.49
GDYT Youth Placements	8,201	8,281	8,006	8,048	8,068
Revenue Streams	59	67	90	100+	160

* Not all placements made are reported to us by jobseekers or employers.

** 20/21 Includes 3,295 individuals who started work with Stellantis at the end of PY19 and throughout PY20; In PY 22, Stellantis reported a total of 8,600 Detroiters now hired among all their Metro-Detroit locations.

FUNDING STREAMS

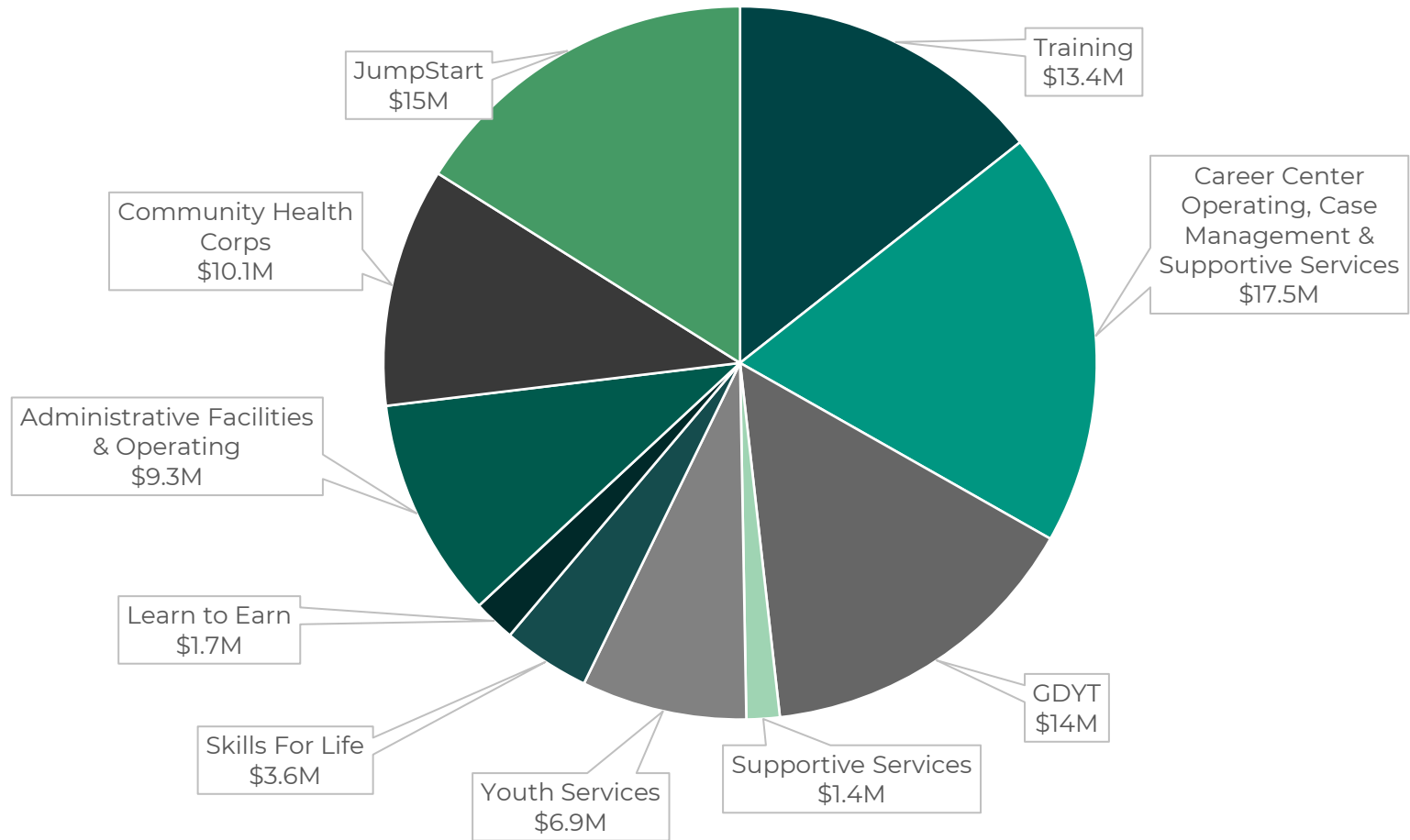
FUNDING SOURCES: Detroit Employment Solutions Corporation



**Estimated budget*

FY24 BUDGET Estimate (\$93.2M)

FY 2023/2024 Budget Estimated



**Draft budget includes projected Federal, State and City allocations and GDYT fundraising targets*

CITY FUNDING

Description	Budget 2021/2022 *	Budget 2022/2023 **	2023/2024 PROPOSED
Staffing	\$665,000	\$665,000	\$665,000
CRIO Workforce Development Fund	\$1,000,000	\$1,000,000	1,000,000
GDYT Summer Jobs	\$2,000,000	\$2,000,000	\$2,000,000
GDYT Summer Jobs - CDBG	\$1,750,000	\$1,500,000	\$1,500,000
ARPA City Grant Funded – Learn to Earn		\$3,467,988	
TOTAL	\$5,415,000	\$8,632,988	\$5,165,000
% OF BUDGET	7%	7%	6%

*In 2021/2022, DESC received additional ARPA awards of \$15 million and \$16 million for Community Health Corp and Skills for Life, respectively.

** In 2022/2023, DESC received an additional ARPA award of \$25,508,208 for the JumpStart Program.



STAFFING GRANT

STAFFING/ADMINISTRATION

In 2022, city funding supported over **60** job fairs with over **10,700** people in attendance

DESC supports the staff of the **Mayor's Workforce Development Board**, who are responsible for developing, growing, and scaling programs that connect **Detroit residents** to **Detroit employers**

A part of the grant supports staff who coordinate job fairs as requested by City Council and employers

Job Fairs

Detroit at Work has hosted over 60 job fairs (more than one per week!) and recorded over 10,000 attendants. We host regular job fairs with major employers across the city, including Stellantis, Amazon, UPS, JPMorgan Chase and more. Efforts like these have led to the lowest unemployment rate in Detroit in 20 years, which currently sits at 7 percent.

For information regarding future job fairs with Detroit at Work, make sure to follow our Facebook page at @DetroitAtWork.



Detroit at Work Autumn Opportunities Job Fair, which took place on September 28, 2022 at Durfee Innovation Society Auditorium



Detroit at Work and Ross Outdoor Hiring Event on September 21, 2022



Detroit at Work and Payne Pulliam Job Fair on April 13, 2022 at Samaritan Center



Detroit at Work October Job-Tober Fair, partnered with City Council President Mary Sheffield on October 26, 2022



Detroit at Work and LM Manufa October



PRIORITY HIRING FOR DETROITERS 2023

14 employers committed to making **Detroiters a priority** in their employment processes

With these companies,

Detroit at Work

has referred

35,000+

residents to

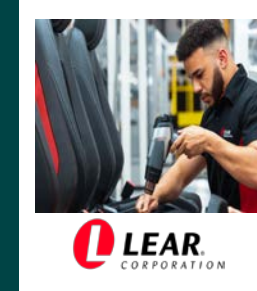
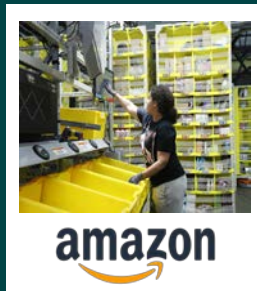
these employers

Over

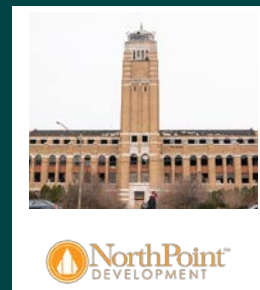
9,900+

Detroiters

were hired



PRIORITY HIRING FOR DETROITERS



534 YOUTH ENROLLED

RANDOLPH



Skilled Trades Training

Continue to support partnerships with employers and labor unions . Financial support is ongoing for expert teachers in various fields.

SOUTHEASTERN HIGH SCHOOL



Advanced Manufacturing Career Academy

This hands-on experience offers career and technical education and pathway courses, leading to industry certifications and professional work experiences

BREITHAUPT



Welding, Culinary & Automotive Technology

Continue to support partnerships with employers and training providers. Financial support is ongoing for expert teachers in various fields.

PAID ADVERTISING

Detroit-based media promotes key programs



EVENT MANAGEMENT

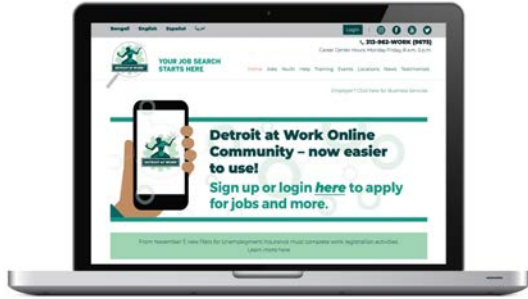
72 job fairs and 150+ community events attended in 2022



DETROIT AT WORK WEBSITE

<https://detroitatwork.com>

852,167 unique page views in 2022



MEDIA EVENTS

Multiple events annually



VIDEO PRODUCTION

90 + Videos



SOCIAL MEDIA PLATFORMS

Facebook reach over 1,540,000 in 2022



TEXT & EMAIL MARKETING

85,000 monthly email subscribers, 2.3M email and 25K SMS messages sent in 2022





**EXECUTIVE ORDER/
WORKFORCE DEVELOPMENT FUND**

WORKFORCE TRAINING FUND FY 23 BUDGET vs. ACTUAL

WORKFORCE TRAINING FUND was established to support programming designed to increase the pool of qualified Detroit applicants for jobs in the skilled construction trades

Budgeted revenue - \$1,000,000
Actual revenue - \$960,000*

**reflects excess fees collected by CRIO from FY22*

PROGRAM & INVESTMENTS

- Ford FastTrack
- Jobs for America's Graduates (JAG)
- Aligned with DAW target industries and occupations
- Commitment from union partners for apprenticeships
- Commitment from employer partners to interview graduates from DPSCD CTE programs & other Detroit at Work training programs

ALLOCATION PROCESS

Adhere to City Council earmarks. Marketing engagement and program management (up to 20%), Administration (up to 10%)

DAW QUARTERLY CUMULATIVE CONSTRUCTION REPORT

July 2018-December 2022

Job Placements: **2,401**

Average Wage: **\$24.28/hr**



Workforce Training Fund dollars are combined with other funding to support these outcomes

TRAINING

2,670 people enrolled into occupational training

Count	Program Type
46	Automotive Technology
94	Blight/Lead Removal
169	Carpentry
105	Electrical Wiring/Residential
189	Heavy Equipment Operator
93	HVAC
79	Masonry
46	Other
230	Pre-Apprenticeship (Access for all)
1,487	Transportation / CDL
132	Welding
2,670	TOTAL

FORD FAST TRACK

*District Detroit Fast Track Program
Coming Soon! (if approved by Council)*

PARTICIPANT DATA

- **100%** Detroit Residents
- **84** Enrolled
 - 77% Completion Rate
 - 78% Placement Rate; 93% into union apprenticeships
- **21%** Women Enrolled
 - 61% Completion Rate
 - 91% Placement Rate; 100% into union apprenticeships
- Average Wage at Placement - **\$20.64**

9 UNION PARTICIPANTS

Bricklayers, Carpenters, Electricians, Iron Workers, Laborers, Operators, Pipefitters, Painters, Heat & Frost Insulators

23 CONTRACTOR PARTICIPANTS

Ajax, Barton Malow, Brand, Brinker, Cashero Grunwell, Christman, Conti, Dixon, Ideal, CA Hull, JC Beal, Leidal & Hart, Miller Brothers, Pullman, Ram, Scaffolding Inc., Siwek, Eugenio, Evergreene, Every Square NCH, Freeman, Master Mechanical Installation, Spence Brothers



JOBS FOR AMERICA'S GRADUATES (JAG)

A national model deployed here in Detroit to engage those aged 14-24 in high school completion or GED attainment and employment. Youth earn industry-recognized construction credentials and secure jobs that lead to middle-class wages.

PY '21-'22

- **233** Youth served
- **99%** Placed in employment or post-secondary education
- **\$20.82** Average wage





SIGNATURE PROGRAMS

GDYT 2022 YOUTH PLACEMENTS

8,068

Youth Placed in Summer Experiences



Professional Work Experiences and Affiliate Partner Placements



Industry Led Training and Pre-Apprenticeships



Junior Police & Fire Cadets Hats & Ladders and Social Emotional Learning (SEL)



Community Based Partners Hats & Ladders/SEL and Customized Experiences

2022 HIGHLIGHTS

2023 GOALS



8,068

Youth Placed

8,000

Youth Placements



\$13.5M

Funding Raised

\$13.8M

In Fundraising



\$15

Hourly Wage for Career Pathway Internships

\$15

Hourly Wage for Career Pathway Internships



Approximately 250

Community Partners

COMMUNITY HEALTH CORPS

Focuses on alleviating poverty and removing barriers to employment by expanding wraparound service assistance to Detroit Residents

OVER 6000 RESIDENTS IMPACTED

- Over \$2 million spent on supportive services for Detroiters
- Over \$1 million spent on housing services for Detroiters
- Nearly \$1 million identified for Detroiters through other community partners (not including public assistance)



SKILLS FOR LIFE & LEARN TO EARN

SKILLS FOR LIFE

A job for today, a career for tomorrow

Participants work 3 days/week in beautifying our city and work on getting their high school diploma or equivalency or attend job training 2 days/week all while earning at \$15/hour.

400+ STARTED A JOB



LEARN TO EARN

A High School diploma or the equivalent opens doors

People are on their way to earning their high school diploma or equivalency. Once achieved, they can go to work right away, or continue with our training programs in a specific industry.

100+ GRADUATES

JUMPSTART



*A partner to walk through it
with you every day*

JumpStart is a first-of-its-kind adult basic education, workforce training, and supportive services strategy for those who have been out of work/training for 6 months or more.

**18 IN-DETROIT
ORGANIZATIONS**

First Class Starts March 17, 2023



SUCCESS STORIES

DETROIT AT WORK

Detroiters who took part...

SKILLS FOR LIFE

Damon Johnson was an entrepreneur, running his own HVAC and home-improvement business until it was hit hard by the Covid-19 pandemic and was eager to participate in the Skills for Life program to obtain a CDL-A license.



Damon graduated SFL in January 2022 and was promoted to General Automotive Mechanic with Alleys in March 2022

DAMON JOHNSON

GET PAID TO LEARN A TRADE

Herman Butler is a returning citizen who qualified for Truck Driver Training in 2020 through Detroit at Work and was certified in 2021.



Herman started working as a Truck Driver for the City of Detroit and now works a General Auto Mechanic at DDOT Shoemaker Terminal.

HERMAN BUTLER

LEARN TO EARN

Octavia Dunn made several attempts to get her GED. She enrolled in Learn to Earn in 2020, and graduated, alongside her daughter, in June 2022.



Octavia now works as a Bus Attendant with DPSCD and is planning to pursue Certified Nursing Assistant Training.

OCTAVIA DUNN

JUSTICE-INVOLVED

Nicholas DuBose completed his expungement process with Project Clean Slate in July 2022, followed by completing a CDL-A course. He now owns his own trucking business, operating a 26' Freightliner.



Nicholas is currently writing a book on how returning citizens can get into the logistics industry and is actively pursuing Diesel Mechanic Training through DAW.

NICHOLAS DUBOSE

CAN YOU HELP US GET THE WORD OUT?

These are opportunities
for **Detroiters** to access
life-changing
experience, training and
supportive services

GET THE WORD OUT BY TELLING
RESIDENTS TO CALL OR VISIT:

 **313-962-WORK**  **www.detroitatwork.com**

\$100 million in Detroit at Work scholarships to help Detroiters

Detroit at Work has many job, training and education programs to help you build a better future and get a better job earning more money.

Who can participate?

Detroiters who are 18 years or older.



We have paid scholarship programs to help you.

No high school diploma?

We have a program to get paid to finish.

Need a certification to move forward in your career?

We have programs where you can get paid while you learn.

Do you want to start your own business?

We can teach you the basics of starting.



We're available Monday through Friday from 9 a.m. to 5 p.m.



THANK YOU & QUESTIONS

APPENDIX

ROLES AND RESPONSIBILITIES

CITY OF DETROIT WORKFORCE DEVELOPMENT INTERMEDIARY

Chief Local Elected Official (Mayor) and Workforce Investment Board (MWDB), and Group Executive - Workforce Development & Detroit at Work

Set vision and strategy for the city of Detroit's workforce system, as driven by data, research, and stakeholder point-of-view on the strategic context for workforce, economic development, career technical education for adults, summer and year-round youth employment, and public-private partnerships.

Set vision and strategy for the city of Detroit's workforce system and Grow Detroit's Young Talent (GDYT), including goals, priorities, resource allocation & WIOA Plan

Fiscal and Administrative Agent and One-Stop Operator, Led by President, Detroit Employment Solutions Corporation

Maximize impact and value add of Detroit at Work by effectively administering funds, and meeting program, compliance and fiscal objectives and requirements. Support learning, continuous improvement across the system.

Lead fiscal, operational, and administrative strategy for Detroit at Work, including DESC Corporate vision and strategy

ROLE OF THE WORKFORCE DEVELOPMENT BOARD



STRATEGY

- ❑ **Align workforce development and economic development** priorities and strategy
- ❑ Use **data, research, and resident input to set vision and strategy** for the **city of Detroit's workforce system including GDYT**,
- ❑ **Set system goals, priorities, resource allocation** & Department of Labor/State of Michigan **Workforce Innovation and Opportunity Act 4-year strategic plan**
- ❑ **Co-lead** vision and strategy for **community health corps**

CONVENE

- ❑ Lead **alignment** w/City of **Detroit Economic Development** and **Detroit Economic Growth Corporation**
- ❑ Establish and lead partnerships **for Career Technical Education** with **DPSCD**
- ❑ Establish and **lead partnerships with 2-year and 4-year institutions** (WCCCD, Wayne State, etc.)
- ❑ Identify and **establish new partnerships** that contribute to **economic stability** and mobility strategies and solutions for Detroiters (e.g., Detroit Future City, Brookings Lab, etc.)
- ❑ **Coordinate** with local, state and national leaders on workforce development and economic development priorities, including Wayne County Executive's office,
- ❑ **Lead public-private partnerships**, including philanthropy and research firms (Brookings, UMich Poverty Solutions, University Corridor, etc.)
- ❑ **Develop** and implement **special programs** in partnership with DESC (e.g. Friends & Family, GDYT, CHC)
- ❑ **Lead industry/employer engagement** for business attraction, business expansion, and Detroit small-medium business workforce strategy

MANAGE AND OPTIMIZE

- ❑ **Initiate research**, data-driven workforce & economic opportunity solutions
- ❑ **Lead fundraising efforts** and philanthropic partner engagement for Detroit at Work and DESC, lending strong support for GDYT
- ❑ Maintain **ultimate accountability** for achieving workforce system goals
- ❑ **Determine directional financial resource** allocation across programs and functional areas (e.g. career services, training, barriers, etc.)
- ❑ Build strategies for **training quality & training strategy** (e.g. % WBL vs. Classroom; occupations/industries to target)
- ❑ Design solutions to **solve for employment barriers** and ensure jobs/career pathways/positive outcomes for **Violence Interruption in 48205**

ROLE OF THE FISCAL AGENT

FINANCIAL

- **Receive, disburse and allocate funds** related to program operations
- Ensure sustained **fiscal integrity and accountability** for expenditures of funds
- Prepare financial reports
- Maintain proper accounting records and adequate documentation
- Respond to financial audit findings. Conduct financial monitoring of service provider
- **Adopt and oversee DESC budget & expenditures**

PROGRAMMATIC

- Provide **technical assistance** to subrecipients
- **Evaluate employment, training programs and contractors**
- Implement **MichiganWorks!** Service Centers
- Collect & manage **program data**

OPERATIONS

- **Procure** contracts or obtain written agreements
- **Oversee contractor** and vendor decisions
- Approve workforce contracts, vendors, personal service contracts and purchases and leases
- **Inform Board & Mayor of progress** in achieving strategic goals/objectives
- Complete administrative and management responsibilities

SIGNATURE PROGRAM PARTICIPANTS BY COUNCIL DISTRICT

COMMUNITY HEALTH CORPS

DISTRICT	# OF HOUSEHOLDS
1	349
2	347
3	288
4	338
5	344
6	156
7	290
No Address (unhoused)	274

GROW DETROIT'S YOUNG TALENT

DISTRICT	# OF PARTICIPANTS
1	1,291
2	1,210
3	887
4	1,049
5	1,049
6	888
7	1,210
Uncategorized	484