

# **JACKSON COLLEGE PROSPERITY REGION 9**

## **Challenge Grant Application**

### **PURPOSE**

In full support of the Prosperity Region 9 collaborative efforts to implement strategic and impactful programs aimed at improving the region's economic conditions and workforce readiness, Jackson College is proposing the research, identification, and/or development of a best-practice approach to implement a short-term regional industry-recognized credential for advanced manufacturing. During this project, Jackson College will engage industry employers, the Region 9 Workforce Functional Workgroup, as well as all four Michigan Works! agencies within Region 9.

The findings of this project will assist in meeting industry needs, as identified in the Prosperity Region 9 Five-Year Strategy, by (1) assisting with growing the talent pipeline, (2) preparing and upskilling the current workforce, and (3) increasing programming awareness to attract new talent in entry-level advanced manufacturing positions. Jackson College and SCMW! will present the recommended best-practice approach to the Region 9 Workforce Functional Workgroup, for potential implementation across Region 9 counties.

### **SCOPE OF WORK**

In response to recent changes to the Workforce Innovation and Opportunity Act (WIOA), Jackson College is partnering with SCMW!, to assist with the research, identification, or development of a short-term industry recognized credential, that will meet the newly defined completion requirements for On-The-Job training (OJT), resulting in training that is industry-recognized, stackable, portable, and accredited. Project objectives include:

- Jackson College and SCMW! will reach out to the four Region 9 Michigan Works! agencies to define the top three positions in advanced manufacturing, utilizing OJT contracts.
- Jackson College and SCMW! will conduct research, relevant to the top OJT positions, of existing short-term industry-recognized credentials, as well as those currently offered at any of the five Region 9 community colleges.
- Jackson College will work with SCMW! to engage an employer advisory committee comprised of industry employers to review the credential research and information, receive feedback, and gain an understanding of employer preferences.
- Jackson College and SCMW! will review findings with the Region 9 Workforce Functional Workgroup, analyzing best-practice implications for Region 9.
- Jackson College and SCMW! will launch a pilot of the identified best-practice.

## PROSPERITY PLAN GOALS AND OBJECTIVES

As one of the three priority industry clusters for Region 9 with expected growth over the next five years, advanced manufacturing not only suffers from a talent shortage, but also faces a shortage of training programs available for the workforce to develop or advance skills in advanced manufacturing (Prosperity Region 9 Initiative, 2015).

Furthermore, as cautioned by the U.S. Department of Labor, Employment and Training Administration, some industry sectors may have more than one industry association, and that the credentials sought by individual companies may vary by geographic region, company demographics, or required skills sought by employer (U.S. Department of Labor, Employment and Training Administration, n.d.) Currently, a common short-term industry-recognized credential is not being incorporated throughout advanced manufacturing training programs available among the education providers within Region 9.

The following Region 9 goal, objective, and strategies identified in the Five-Year Prosperity Strategy will be addressed within this project, through the collaboration among Region 9 partners and development of a best-practice approach.

**Goal:** All levels of education, including K-12, career and technical education, and college and adult education, use a common career pathway model to align and integrate their curricula and career-related experiences to enable all learners to efficiency and achieve their educational and career goals.

**Objective:** Public and private partners will work together to create and implement a common career pathway model throughout the region.

### Goal Strategies:

- Develop common career pathway model using CLASP Policy Solutions model.
- Incorporate stackable credentials and dual enrollments into the career pathway model and encourage agreements between institutions.
- Evaluate options for transitioning to competency-based education and assessment.
- Develop a common regional approach to collecting, compiling, sharing, and utilizing employer input.
- Incorporate employer-driven curricula and education programs into common career pathways model.

## EXPECTED OUTCOMES

The research, identification, and/or development of a best-practice approach to implement a short-term industry-recognized credential for advanced manufacturing offers several positive outcomes for employers and the workforce, as well as expands collaborative opportunities

among educational institutions. In addition, the outcomes will address several assigned goal strategies. Below highlights outcomes anticipated through the findings of this project.

### Common Regional Approach

- In response to changes to WIOA OJT requirements, this project will provide framework for other training institutes to implement the identified best-practice industry-recognized credential for advanced manufacturing occupations with the most OJT contracts.
- As the identified credential will meet WIOA OJT requirements, it will also be transferable and stackable at other institutions, creating a common credential pathway among education institutes in Region 9.
- As a goal within the Five-Year Prosperity Strategy, and with the guidance of the Region 9 Workforce Functional Workgroup, Jackson College is optimistic that this research and development approach can also be applied to additional industries and more advanced occupations.

### Region 9 Partner Collaboration

- The employer advisory committee comprised of industry employers will review the credential research and provide feedback, resulting in employer-driven training. Therefore, the implemented industry-recognized credential will become validated by employers throughout the region.
- Development of a common credential pathway among education institutes will provide an increase in workforce training options accessible throughout Region 9. In addition, Jackson College is optimistic that the identified credential pathways (if continued to additional industries and advanced occupations) will lead to early articulation agreements and prior learning credits.
- Higher education institutions will have collaboration opportunities to develop and implement industry-recognized credentials tailored for the Region 9 workforce and employers.

## TIMELINE FOR EXECUTION

Key project dates are outlined below.

Tasks	Start Date	End Date
Jackson College and SCMW! will reach out to the four Michigan Works! agencies to define the top three positions in advanced manufacturing, utilizing OJT contracts.	10/1/2015	10/15/2015
Jackson College and SCMW! will conduct research, relevant to the top three OJT positions, of available short-term industry-recognized credentials, as well as those currently offered at any of the five Region 9 community colleges.	10/15/2015	11/15/2015

Jackson College will work with SCMW! to engage an employer advisory committee comprised of industry employers to review developing credential research and information, receive feedback, and gain an understanding of employer preferences.	11/15/2015	12/31/2015
Jackson College and SCMW! will review findings with the Region 9 Workforce Functional Team, analyzing best-practice implications for Region 9.	1/15/2016	Ongoing
Jackson College and SCMW! will launch a pilot of the identified best-practice.	1/15/2016	Ongoing

## PROPOSED BUDGET

Jackson College is requesting the grant amount of \$5,000 to fund the scope of work outlined above, with a 1:1 match provided by Jackson College. A detailed budget is outlined below.

Budget Item	Challenge Grant Request	Jackson College Match (In-Kind* or Cash Match**)
<b>Personnel (Director and Support Personnel)</b> <ul style="list-style-type: none"> <li>Research efforts of current industry-recognized credentials</li> <li>Meeting organization and facilitation</li> <li>Project administration and reporting</li> </ul>	\$3,500	\$3,500*
<b>Meeting Expenses</b> <ul style="list-style-type: none"> <li>Room Rental</li> <li>Food and Beverages</li> </ul>	\$1,000	\$1,000**
<b>Materials and Supplies</b> <ul style="list-style-type: none"> <li>Printing</li> <li>Copies</li> <li>Other Disposables</li> </ul>	\$500	\$500*
<b>Total</b>	<b>\$5,000</b>	<b>\$5,000</b>

## References

U.S. Department of Labor, Employment and Training Administration. (n.d.) *Credential Resource*

*Guide*. Retrieved August 24, 2015, from <http://wdr.doleta.gov/directives/attach/TEGL15->

[10a2.pdf](#).

Prosperity Region 9 Initiative. (2015). *Five-Year Prosperity Strategy*. Retrieved August 24, 2015,

from

<https://docs.google.com/viewer?a=v&pid=sites&srcid=chNjaW5jLmNvbXxyOS1wcm9zc>

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August 25, 2015

Tina Matz  
Director of Workforce Training  
Jackson College, Corporate and Continuing Education  
2111 Emmons Rd.  
Jackson, MI 49201

Dear Mrs. Matz,

I am pleased to submit this letter of support for the Region 9 Prosperity Initiative Challenge Grant application, being submitted by Jackson College, in partnership with South Central Michigan Works!. As you know, manufacturers throughout Region 9 find it difficult to find the skilled talent they need to be successful. We understand the value of researching and identifying a best-practice approach for Region 9 to implement an entry-level industry-recognized credential for advanced manufacturing.

Our commitment to this initiative includes working with Jackson College, acting in an advisory capacity, for purposes to research and develop an industry-recognized training program. The development of a best-practice approach will assist in meeting industry needs, as identifies in the Region 9 Five-Year Prosperity Strategy, by (1) assisting with growing the talent pipeline, (2) preparing and upskilling the current workforce, and (3) increasing programming awareness to attract new talent in entry-level advanced manufacturing positions.

Competent, skilled workers are critical to the economic strength of Region 9. Please count on us to support the research and success of this proposed project.

Sincerely,

A handwritten signature in black ink, appearing to read "William S. Sleight".

William S. Sleight, Director  
Livingston County Michigan Works!

**LIVINGSTON COUNTY MICHIGAN WORKS!  
LIVINGSTON COUNTY WORKFORCE DEVELOPMENT COUNCIL  
COMMUNITY MENTAL HEALTH SERVICES OF LIVINGSTON COUNTY**

**ROSS IES  
REHABILITATION SERVICES  
VETERAN'S EMPLOYMENT SERVICE**



August 25, 2015

Tina Matz  
Director of Workforce Training  
Jackson College, Corporate and Continuing Education  
2111 Emmons Rd.  
Jackson, MI 49201

Dear Mrs. Matz,

I am pleased to submit this letter of support for the Prosperity Region 9 Challenge Grant application, being submitted by Jackson College, in partnership with South Central Michigan Works!. As an employer within the Hillsdale, Jackson, and Lenawee tri-county region, I can attest to the value of researching and identifying a best-practice approach for Region 9 to implement an entry-level industry-recognized credential for advanced manufacturing.

Our commitment to this initiative includes working with Jackson College, acting in an advisory capacity, for purposes to research and develop an industry-recognized training program. The development of a best-practice approach will assist in meeting industry needs, as identified in the Prosperity Region 9 Five-Year Strategy, by (1) assisting with growing the talent pipeline, (2) preparing and upskilling the current workforce, and (3) increasing programming awareness to attract new talent in entry-level advanced manufacturing positions.

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Sincerely,

A handwritten signature in blue ink, appearing to read "Donny Crumbsy".

Donny Crumbsy  
Organizational Development and Training Coordinator  
Martinrea Jonesville



August 27, 2015

Tina Matz  
Director of Workforce Training  
Jackson College, Corporate and Continuing Education  
2111 Emmons Rd.  
Jackson, MI 49201

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

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Sincerely,

Sarah Hartzler  
President





August 25, 2015

Tina Matz  
Director of Workforce Training  
Jackson College, Corporate and Continuing Education  
2111 Emmons Rd.  
Jackson, MI 49201

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Sincerely,

*Laura Wright*

Laura Wright  
HR Manager  
517-789-8988 ext. 6000  
[lw@tirps.com](mailto:lw@tirps.com)

*1500 Technology Drive, Jackson, MI 49201*