Talent Recruitment and Development

Jennifer Llewellyn, *Manager*

Workforce Development

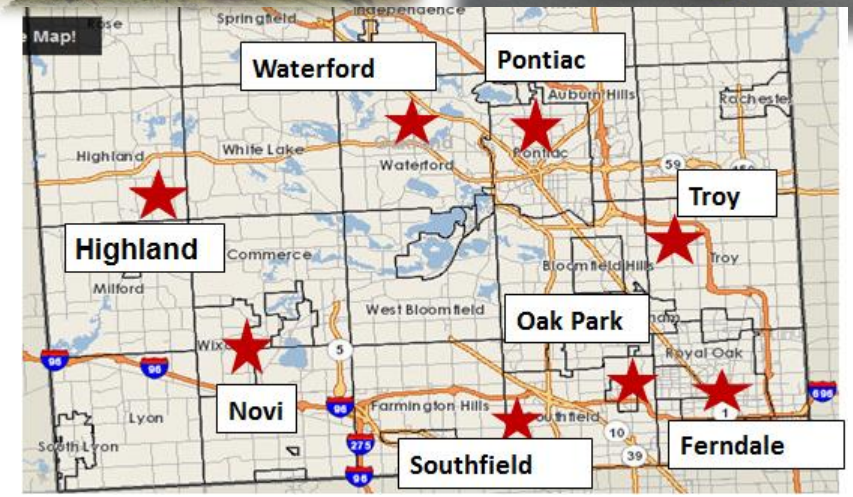
August 9, 2017

Workforce Development

Oakland County Michigan Works!

8 Locations

- Ferndale
- Highland
- Novi
- Oak Park
- Pontiac
- Southfield
- Troy
- Waterford



Michigan Works! Business Services

- Demand-Driven
- Certified Business Solutions Professionals (BSP's)
- Trained to assess workforce needs and implement results
- Serve as **ONE STOP** for workforce and talent needs

In the last three years, the Oakland County Michigan Works! BSP team has met with over 1,800 Oakland County businesses!

Michigan Works! Business Services

- Talent Recruitment
- Candidate Pre-Screening
- Workforce Assessment
- Training Support
- Pure Michigan Talent Connect (mitalent.org)
- Labor Market Information
- Business Attraction/ Development
- Hiring Incentives
- Layoff Support/Early Warning

Michigan Works! Business Services

- **Talent Recruitment**
  - Single Contact
  - Social Media
- **Workforce Assessment**
- **Candidate Pre-Screening**

LEAR CORPORATION

WITZENMANN managing flexibility

VALIANT

Weber Automotive

Over 600+ Michigan Works! placements at these four companies!

Michigan Works! Business Services

Training/Hiring Support

- On-The-Job Training
- Employer-Based Training
- Apprenticeships/Internships
- MAT2 Employer Grant
- Skilled Trades Training Fund
- Tax Credits and Bonding

Michigan Works! Business Services

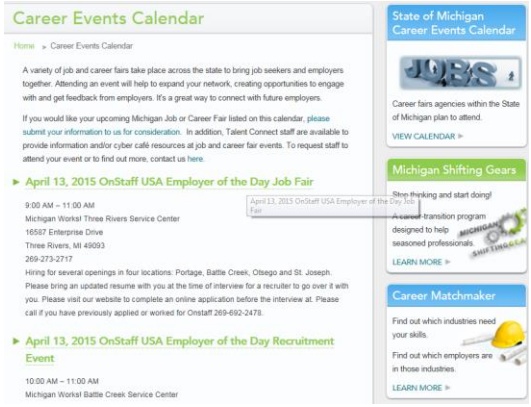
Skilled Trades Training Fund

	Oakland County Results
2014	• 3 Awards • $398,152 • 30 employees trained
2015	• 15 Awards • $721,363 • 1,023 employees trained
2016	• 44 Awards • $1,330,845 • 1,378 employees trained
2017	• 50 Awards • $1.21 funds • 709 existing employees, 280 new hires, and 23 new apprentices trained

Michigan Works! Business Services

Pure Michigan Talent Connect – mitalent.org

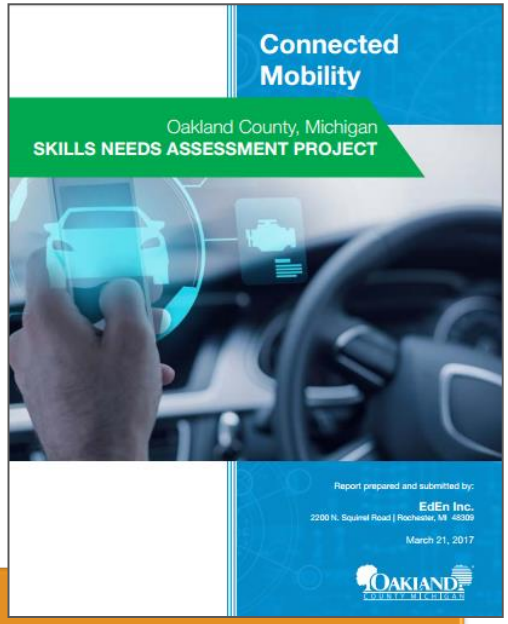
- Post Jobs
- Create impactful postings
- Search job seeker profiles
- Career Events Calendar
- Outreach to candidates



Michigan Works! Business Services

Labor Market Information

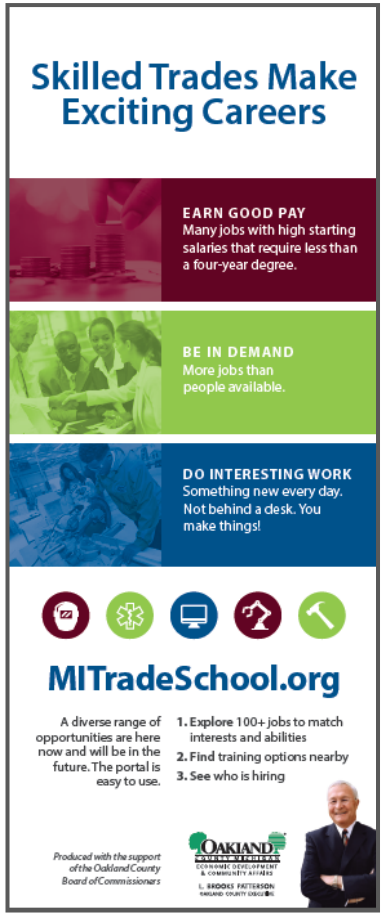
- Wage/salary data
- Workforce trends
- Availability of candidates
- Skills Needs Assessment Project



Hardest to Fill Positions in Oakland County

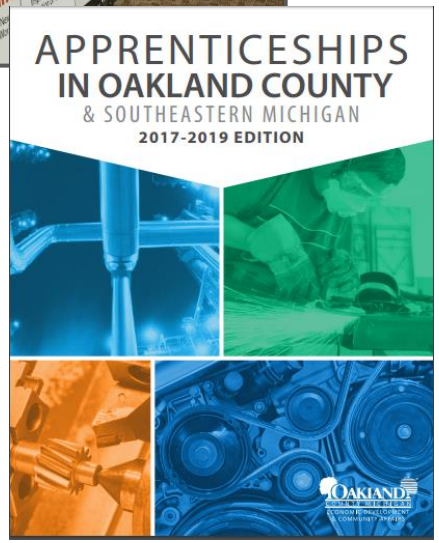
- **IT** - Software Developers, .NET Developers, Embedded Software Engineers
- **Financial** - Audit Managers, Financial Managers
- **Health Care** - Registered Nurse, Occupational Therapists
- **Engineers** - All

Michigan Works! Business Services



K-12 Engagement

- Manufacturing Day
- MI Bright Future
- MiTradeSchool.org
- Oakland County Apprenticeship Guide
- Counselor Awareness
- Partnership with Oakland Schools



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