STATE of the UPPER PENINSULA WORKFORCE - 2022 in Review





Upper Peninsula Michigan Works! (UPMW) is pleased to share our **first annual Upper Peninsula (U.P.) State of the Workforce Report**. It provides a summary of our 2022 work, 2023 priorities, and observations and analysis of U.P. workforce issues. We hope you find the data interesting and will be enlightened by how we have helped businesses, individuals, and partners prosper across this special and unique land.

While we continue to experiment with innovative ways to combat the widespread labor shortage, it is vital to understand that this problem is not short-term. Since January 2019, an unprecedented number of Baby Boomers retired from the labor force—some earlier than planned due to the pandemic. Consequently, the counties with aging populations are showing reduced rates of labor force participation. *Michigan Labor Market News* reports that we are the 11th lowest state in labor market participation. Additionally, the U.P. labor force has lost a disproportionate number of women due to the widespread shortage and prohibitive cost of childcare. Like many other regions, the U.P.-wide housing scarcity impedes new worker recruitment. Sparse geographic distribution and relative isolation of its residents limits access to quality educational programs and job training opportunities. Due to these, and other, reasons we must think differently regarding U.P. workforce recruitment, retention, and growth by building robust partnerships that maximize support, collaboration, communication, and results.

Collectively, we can help disengaged and left-behind populations become successful members of the workforce. Individuals with disabilities and those locked in generational poverty may be unable to envision a means to begin a successful career without help.

Our talented staff tirelessly investigates new and unique methods of solving these issues. As an example, we are researching and brainstorming innovative ideas that use the knowledge, skills, and abilities of retirees to all our benefit.

We can succeed...together! Make no mistake, there are many exciting employment opportunities in the U.P. If we are to keep the services vital to our quality of life (fire, police, healthcare, etc.) we must help our businesses succeed and grow. Let us preserve our quaint small towns and enhance them with modern amenities so we can attract and retain young people. They will work for our businesses, create new ones, and contribute fresh, innovative ideas to our communities. Hopefully, some may even choose to settle in the U.P. to experience our exceptional quality of life while working remotely. Today, the possibilities are limitless.

I admire the quote, "If you're not growing, you're dying." This statement is true for our wonderful communities, as well. We work closely with our economic development partners, local economic development organizations, and our regional economic developer, InvestUP. While we are primarily focused on workforce needs, it is critical we collaborate with economic development agencies to bolster the U.P. economy.

One reason we are successful in achieving our goals is because of the many grants we have received. UPMW has increased the support going to our communities by securing six grants for about \$5 million through 2023. It is challenging work, but it IS injecting funding into the businesses and people that need it most.

UPMW is also a convener. Because we have offices in 14 of the 15 U.P. counties, we are connected. We have a team of talent specialists who are passionate about helping individuals overcome employment barriers to achieve satisfying, sustainable careers. Our business services specialists help companies meet their workforce goals by providing resources for recruiting and training new and existing employees. They also take on the responsibility of managing the cumbersome apprenticeship process and bring businesses together through the OneUP Collaborative to share best practices and overcome challenges.

We are only able to provide this critical workforce support because of our knowledgeable, dedicated team that lives and works in your community and is thoroughly dedicated to achieving successful employment outcomes. We are THE local source entrusted with the state and federal resources that help us all accomplish remarkable things. We are here for you, so let's all...GET READY TO WIN!

Best regards,

Debb Brunell

Interim CEO

Frunell

Vision and Mission

Vision

Upper Peninsula Michigan Works! envisions a healthy, resilient, and globally competitive regional economy, with a workforce that has the knowledge and skills to strengthen and support business success.

Mission

Upper Peninsula Michigan Works! promotes and addresses business needs for current and future work-ready talent, in support of a strong and resilient economy.

Core Values

- Integrity
- Innovation
- Empowerment

- •Teamwork
- Intentionality
- Outcome Driven

U.P. Michigan Works! is a driving force in the competitive world of workforce development and economic prosperity and serves the 15 counties of Michigan's U.P.

We connect employers, job seekers, training institutions, partners, and the community to maximize state and federal workforce resources. We support businesses to recruit, upskill and retain top talent, and coach individuals to be better employees.

Through workforce development, we help people and business **Get Ready to Win!**



The Numbers

Population Distribution, Characteristics, Trends, and More

10 Million

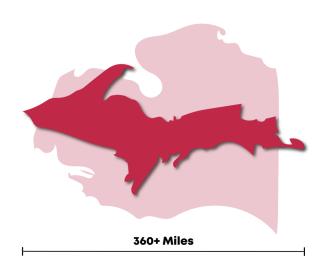
301 Thousand

Michigan Pop.

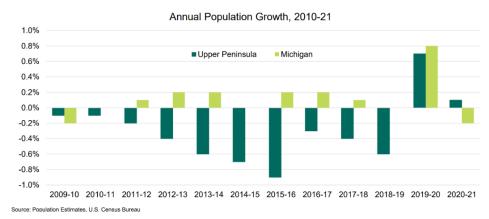
Upper Peninsula Pop.







The U.P. contains 29% of Michigan's landmass yet is home to only 3% of Michigan's population!



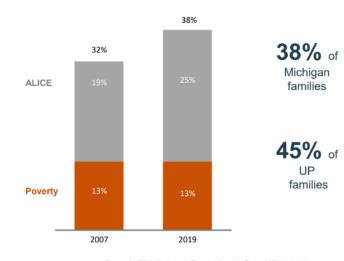
For the first time in the past decade, the U.P. population has increased (2019-2021). This came from a net gain in domestic migration. The U.P. -population aged 65 years or more grew by 23 percent, while numbers of other age groups mostly declined or remained flat.



The U.P.'s ALICE (Asset Limited, Income Constrained, Employed) population is growing at an alarming rate and is seven percent higher than the Michigan average. This problem is one of many we are uniquely suited to address through effective. wide-reaching our partnerships with educators and businesses. We can connect jobseekers with businesses, resources, and demand educational opportunities.

From 2016 to 2021, jobs declined by 3.6% in all U.P. counties from 118,889

Michigan's ALICE Population is growing



Source: ALICE in Michigan: A Financial Hardship Study, 2021; United Way

Fig. 2

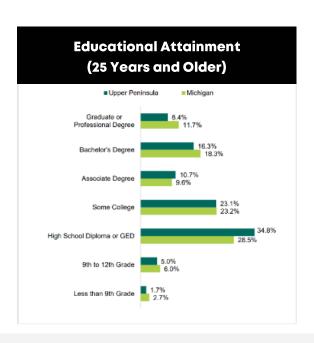
to 114,566. This change fell short of the national growth rate of 1.9% by 5.5%. As the number of jobs declined, the labor force participation rate decreased from



Source: EMSI Data

57.6% to 53.2% between 2016 and 2021. Currently, the U.P. labor force participation rate is 43.76% as of November 2022.

Many industries in the region shared similar distributions to the rest of the state in the second quarter of 2021. However, both Leisure and Hospitality and Construction were nearly double the statewide averages. Professional and Business Services had a much larger share of industry jobs at the statewide level than in the U.P., showing a difference of more than 10 percentage points.



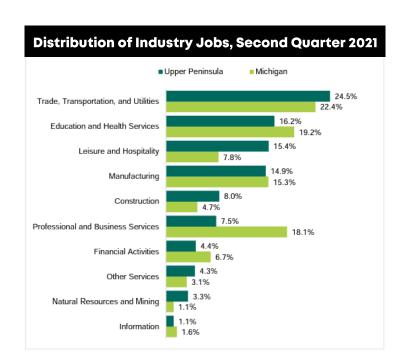


Fig. 4

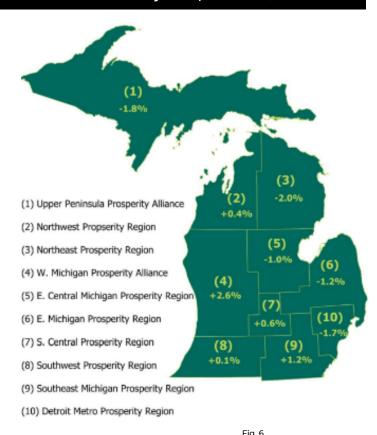
Source: Quarterly Census of Employment and Wages, Bureau of Labor Market
Information and Strategic Initiatives, Michigan Department of Technology, Management
& Budget

The U.P.'s residents have lower educational attainment than the rest of Michigan. According to the American Community Survey, more than one-third of the region's population have obtained just a high school diploma, GED, over six percentage points above the statewide average.

Fig. 5
Source: 2016-2020 American Community Survey Five-Year Estimates, US Census Bureau; 2022 Annual Planning Information and Workforce Analysis, BLMISI

Lower than the statewide average, less than 25 percent of U.P. residents held a

Distribution of Industry Jobs, Second Quarter 2021



bachelor's degree or above, compared to 30.0 percent statewide. Jobs in half of the state's 10 prosperity regions are projected to decline over the next seven years.

In Michigan's Upper Peninsula, occupational employment will contract reach of about two percent.

Source: Population Estimates. U.S. Census Bureau



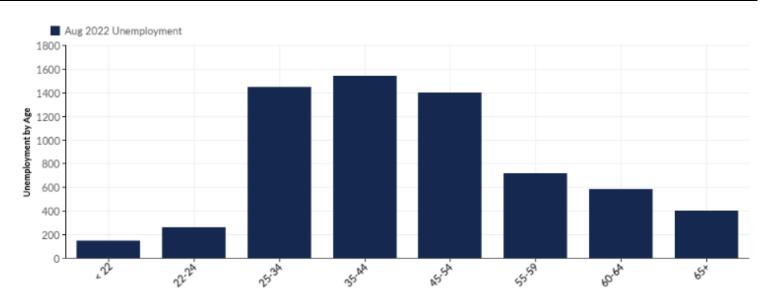


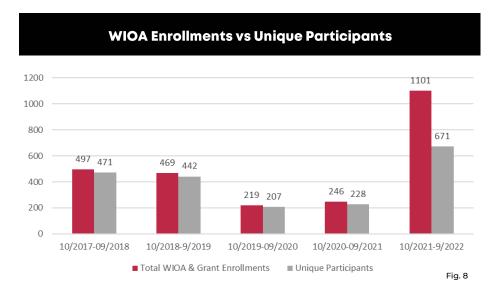
Fig. 7 Source: EMSI Data



Population Distribution, Characteristics, Trends, and More

Figure 8 displays the number of unique Upper Peninsula Michigan Works! participants vs the number of total enrollments that show braided funding from multiple programs. Braided funding has increased tremendously.

The number of Partnership.
Accountability. Training.
Hope. (PATH) program
referrals that attend
orientation is rebounding
after the pandemic.



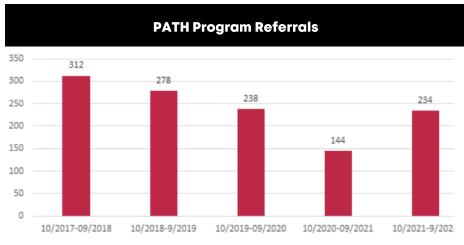
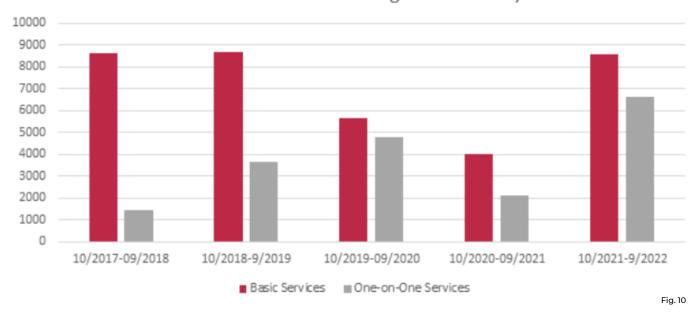


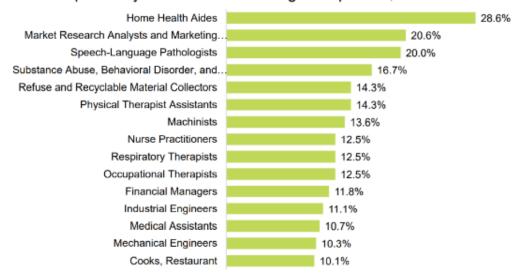
Fig. 9

Individuals who received one-on-one services after receiving basic services is increasing tremendously.



*Basic services include job search, career and occupational research, and program eligibility. One-on-one refers to case management, enrollment, career planning, resume assistance, etc.

Top 15 Projected Fastest-Growing Occupations, 2018–2028*



^{*}An occupation must have a 2018 base employment of at least 100 to be considered

Source: Regional Occupational Employment Projections, Michigan Bureau of Labor Market Information and Strategic Initiatives

Educational Requirements

High school diploma or equivalent
Bachelor's degree
Master's degree
Master's degree
Associate degree
No formal educational credential
High school diploma or equivalent
Master's degree
Associate degree
Master's degree
Bachelor's degree
Bachelor's degree
Postsecondary nondegree award
Bachelor's degree

No formal educational credential

There is a projected decline in overall employment in the U.P. through 2028, but some occupations will show growth. Most of the growth occupations require higher levels of education.

Fig. 11



In 2022, our Business Services team had **record breaking impact with nearly \$2 million dollars in Going Pro Training Fund awards** for Upper Peninsula employers, 10 new registered apprenticeship programs, and more than 20 companies served with training for existing employees.

Every year, our business services specialists (BSS) partner with hundreds of employers to customize and implement recruitment strategies to attract top talent.

Despite pandemic-caused staffing shortages and increased recruiting challenges, the BSS team provided support through job posting and social media assistance, and resources for employers to address training and skills needs.



TV 6 INTERVIEW

We have focused this year on placing Young Professionals and coordinating work-based learnings and on-the-job training for our youth. Our focus on building transformational relationships has resulted in countless positive outcomes throughout the U.P.



"Michigan Works! assisted us through the Going Pro Talent Fund application process and submission. This fund helped us to upskill a number of our employees with key skill sets for our company. We look forward to our ongoing relationship with Michigan Works!"



8 New Registered Apprenticeship Programs

-President Chippewa County Airport



\$2 Million in GPTF Funds





UPMW facilitated training in the following subject matter areas:

- Leadership Skills
- Security+, Data+, and Network+
- Certified Incident Handler
- Certified Ethical Hacker
- Certified Nursing Assistant
- Class A and B CDL
- Hardwood Sawmilling Certification

Employee Training

Employee training helps employers upskill their current staff to meet additional job requirements, avert layoffs, and lessen the need to hire new employees. We have implemented systems to streamline the application and enrollment process for new programs.





During 2021-2022, our organization became a US Department of Labor (DOL) Intermediary, submitted and received approval of standards, and passed our provisional audit. We then went on to register 10 programs with 10 companies and seven apprentices. A Registered Apprenticeship Intermediary acts as the liaison between the employer and DOL, providing updates as needed and negotiating all necessary changes to the program from beginning to end. This takes the administrative burden off the employer. The industry sectors and occupations we have successfully registered include:

- Early Childhood Education
- Medical Assistant
- CNC Operator
- Systems Analyst

Going PRO Talent Fund

The Going PRO Talent Fund (Talent Fund) remains one of the State's most effective resources to upskill and retain existing and new employees and apprentices. Since 2014, more than 5,000 companies have received awards, averaging over \$32,500 each for talent development, improved productivity, and greater employee retention.

The Talent Fund ensures Michigan's employers have the talent they need to compete and grow, and helps individuals gain the skills they need for in-demand jobs. The Talent Fund is designed to create public-private partnerships with employers to develop training models that adapt to changing employer demand. UPMW helped secure \$1.9 million for 74 companies in 2022!



"...We are proud to have trained 21 new employees and have sent 51 managers through the Dale Carnegie Signature program, both funded in part by the Going PRO Talent Fund!

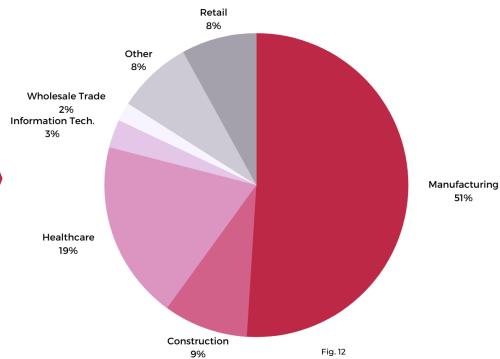
Engineering Services has experienced a **15% reduction** in employee attrition in newly hired employees (less than 6 months) which we attribute in part to the value of our onboarding and new hire training.

Enhanced communication is one of the skills CCI Systems Managers work on through the Dale Carnegie program. Engineering's overall turnover has **declined from 35**% two years ago to **20**% **this year**, which we attribute in large part to our improved management communication and employee relationships. Thank you, U.P. Michigan Works!"

- CCI Systems

Going PRO Talent Fund

Going PRO Talent Fund Award Breakdown, Talent Fund by Industry (2022)



Going PRO Talent Fund

Year	Award Amount	Applications Approved	Applications Not Funded	Percentage Approved
2016	\$291,583	18	22	45%
2017	\$231,212	14	10	58%
2018	\$592,561	33	3	92%
2019	\$874,854	36	0	100%
2020 (COVID-19)	\$0.00	0	0	N/A
2021	\$1,469,526	57	1	98%
2022	\$1,904,793	74	2	97%

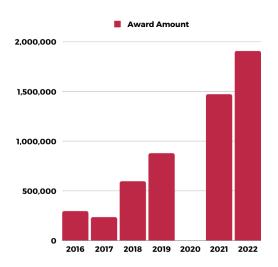


Fig. 13

Workplace Excellence Workshops

Over the past year, we began offering Workplace Excellence workshops across the U.P. Our goal is to establish a solid foundation of workers trained in workplace readiness topics to increase employment retention.

Topics

Trained UPMW facilitators led workshops on the following topics:

- Verbal and nonverbal communication,
- time and priority management,
- understanding business from the employer's perspective,
- adapting to change and managing stress,
- and fitting the company culture.

We held workshops for job seekers, high school students, post-secondary students, and employees.

Results

Initial feedback has been encouraging, and workers have expressed appreciation for the professional development opportunity when our workshops were offered by their employer.

When you hire an employee that has gone through our Workplace Excellence series of workshops, you can be sure that they understand what it takes to be successful on the job.



We understand the importance of meeting people where they are in the post-pandemic environment, and our outreach efforts increased in 2022 as a result.

New Initiatives

To serve employers and job seekers, our teams facilitated application drives, hiring and recruiting events, and employer spotlights. We started new

initiatives to expand our outreach efforts by setting up live events at local coffee shops. We focused on connecting job seekers with our resources in new ways.

In 2021 program year (October 2021–September 2022), we increased the number of individuals enrolled in our programs by 47% compared to pre-pandemic enrollment numbers.

2021 Program Year (October 2021– September 2022)

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Career Exploration

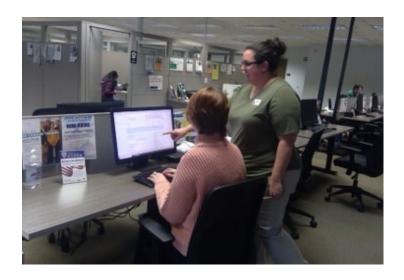
Our talent services team conducted outreach with schools by assisting with career exploration, providing job search assistance to people exiting training programs, and promoting apprenticeship opportunities.

During the summer, we partnered with the U.P. Construction Council to offer a skills trade camp for 30 students. It



increased exposure to building trades and our services. Participants received an OSHA 10 Certification, participated in practical applications through on-the-job training, and participated in employability "success skills" workshops. We celebrated graduation from the program with Governor Whitmer during her visit to the U.P. State Fair.

Talent Navigator Work



The talent navigator role was created with grant funds awarded to increase U.P. training opportunities. The first full year, 2022, of this new position has resulted in many positive outcomes. Each of our four navigators has a presence on the campuses of our higher education institutions, which has helped create better awareness of UPMW programs and services and has improved the student referral process.

Navigators were vital to increasing access to training with their special focus on additional outreach. They set talent specialists up for success by explaining new funding sources and providing additional guidance.



U.P. Childcare Task Force

The U.P. Childcare Task Force (Task Force) was formed in May 2021 at the request of the UPMW Workforce Development Board. They recognized the extreme challenges that employers are facing due to the lack of childcare across the region—companies are losing personnel and having difficulty attracting new talent to fill their open positions.

The Task Force represents an invested coalition of stakeholders who have spent time meeting and collaborating on how to solve the childcare crisis. The group unites diverse sectors and expertise, providing a unique collection of perspectives.

Members include parents, childcare providers, workforce development entities, economic development organizations, educational institutions, State of Michigan licensing and workforce departments, local employers, local government, business support programs, childcare support programs, Great

Start Collaboratives, and more.

The Task Force has worked together to define the key issues impacting the childcare system. One of their primary efforts was to collect and analyze data to identify the needs of three stakeholder groups: employers, parents, and childcare providers. UPMW surveyed hundreds of U.P. companies.

The extensive partnerships represented on the Task Force illustrate the vital convening role that UPMW plays, assembling a collaborative body that is leveraging resources to increase affordable childcare options.

GG

A collaborative body that is leveraging resources to increase affordable childcare options in the U.P.

55

The OneUP Collaborative

The U.P. has a lot going for it! Paramount is its peoples' strength and its employment and education partnerships. We work hard and support each other. That is what about. Capitalizing on OneUP is partnerships and working robust toward common goals. We overcome challenges by taking advantage of an incredible resource network. OneUP connects businesses and community organizations to avoid redundancies other's and accentuate each

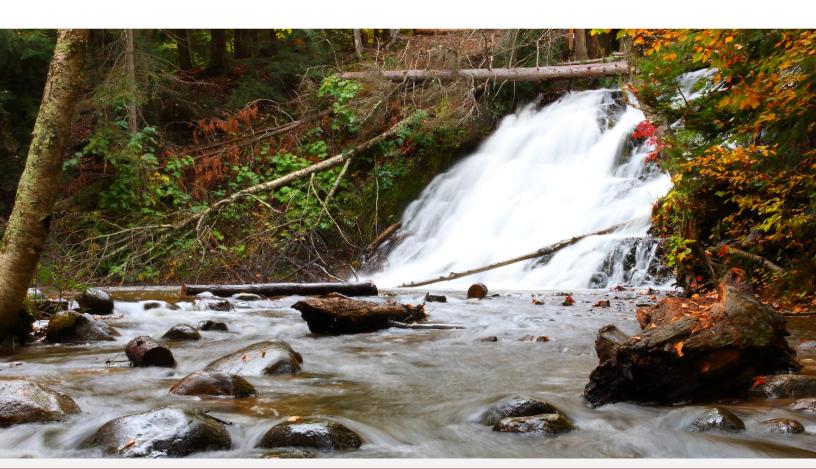


strengths. It provides a communication framework in which we access each other when help is needed most. In the U.P., we get things done together.

OneUP provides functional groups for like-minded businesses and organizations to build supportive relationships, share best practices, and tackle issues that affect everyone in the group. Groups tackle issues like policy advocacy, grant opportunities, sharing resources, data analytics, and more. We know that collective thinking accelerates problem-solving more effectively than isolated ideas.

If you are interested in a thriving U.P. economy and believe in the power of collaboration, OneUP is for you! Currently, we have manufacturing, healthcare, hospitality and tourism, and education and training collectives. They are collaborating to build infrastructure. Collectives are led by industry experts—not UPMW—to maximize success. We enthusiastically support the aforementioned efforts and provide resources and connections whenever we are needed.

Please do not hesitate to contact Debb Brunell, Interim CEO, if you are interested: dbrunell@upmichiganworks.org.





employers and U.P. iob seekers benefited from an unprecedented amount of grant funding awarded to UPMW in 2021. Much of this



\$3,345,000 In Total Funding

623 Individuals Served

Numbers accurate as of 9/30/2022

funding was provided to help the U.P. rebound from the destructive effects of COVID-19. Unfortunately, many residents became long-term unemployed and many businesses were forced to close their doors permanently.

A brief description of the funding sources that helped us combat this situation are found on the following pages:

State Apprenticeship Expansion (SAE)

Purpose: To expand apprenticeships throughout the U.P. with an emphasis on non-traditional sectors and youth. In 2021, our Regional Implementation Consortium played a key role by expanding registered apprenticeship programs into non-traditional industry sectors and non-traditional populations. We worked with CareerWise USA as an affiliate partner and have begun to implement a system for U.P. youth registered apprenticeships.

Our team worked with local colleges to develop related technical instruction opportunities and developed a list of potential online opportunities. We served 40 apprentices and 11 employers, and we are looking forward to exciting opportunities on the horizon.

Funding Period: April 2021–April 2023

Funding Amount: \$550,000

SAE Grant 40 Apprentices 11 Employers

Michigan Learning and Education Advancement Program (MiLEAP)

Purpose: To help job seekers transition from short-term education and training programs to high-skill, high-wage careers. In 2021, we worked with partners to establish the OneUP Training Collective which is comprised of seven training institutions that provide educational opportunities in healthcare and manufacturing. We also conducted a healthcare employer needs assessment and formed a healthcare alliance with all U.P. healthcare entities to facilitate information sharing.

We served 417 participants (grant target of 550). Participants gained valuable job skills and most graduated with a credential from various institutions. with training UPMW worked community organization partners help jobseekers get family-sustaining employment. We also partnered with U.P. school districts to provide critical interview and soft-skill training and resume assistance.

Funding Period: July 2021–June 2023

Funding Amount: \$1,695,000

Michigan Industry Cluster Approach 3.0 (MICA 3.0)

Purpose: To develop and launch new employer-led collaboratives (ELCs) or to revitalize existing ELCs. Collaboratives foster cooperation between employers, education and training institutions, workforce development organizations, labor unions, and governments to identify and fill talent gaps.

Funding Period: Feb 2021–Jan 2025

Funding Amount: \$400,000





See pages 21-22 in the **Partnerships** section for additional information about the OneUP Collaborative!

Michigan Rural Enhance Access to Careers in Healthcare (MiREACH)

Purpose: To provide healthcare training for direct-care workers and develop talent pipeline strategies to meet employers' talent needs. We helped 123 people (grant target of 159) receive valuable job training. UPMW staff developed caregiver trainings and conducted 16 outreach and capacity-

building events. We also helped 11 healthcare facilities successfully apply for the Going PRO Talent Fund. Additionally, we conducted 19 employer application drives and initiated seven new educational partnerships.

Funding Period: Feb 2021–Jan 2025

Funding Amount: \$400,000

Young Professionals (YP)

Purpose: To increase in-demand occupation awareness, prepare young adults for the reduce workforce. and adult young unemployment. This grant focuses on placing at least 20 in-school and out-of-school youth in indemand occupations and remove Individual Service Strategy (ISS) barriers. We have **helped 50** people with this program and hope to reach at least 10 more during the performance period. There were **34 different work sites** representing a wide variety of private, public, and nonprofit employers.

Funding Period: March 2021–February 2023

Funding Amount: \$300,000



Upper Peninsula Michigan Works! made positive strides in 2022. From the OneUP Collaborative to Workplace Excellence training, we have put mechanisms in place to help employers, job seekers, and partners thrive.

Contact us at one of our offices to learn more about our plans for 2023 and beyond.

Locations and Contact Info

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References and More Info

Image Icons: flaticon.com

2022 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS: UPPER PENINSULA found at: https://milmi.org/_docs/publications/PlanningReports2022/Region_1.pdf

