

# 2023 U.P. STATE OF THE WORKFORCE REPORT

## What's inside:

- OneUP Collaborative Efforts
- Youth Engagement
- Apprenticeship Information
- MORE!

Learn about the development of the U.P. workforce, what we accomplished in the past year, and our direction for 2024.

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January 2024 | Second Edition



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# From the CEO's Desk

“ Upper Peninsula Michigan Works! (UPMW) is pleased to share our second annual Upper Peninsula (U.P.) State of the Workforce Report. This report summarizes our 2023 work, 2024 priorities, and observations and analysis of U.P.-workforce issues.

I am beyond proud of what we have accomplished in the U.P. during 2023. Our team is more than 70 people strong, working for you—our businesses, communities, and people. Since the pandemic, we have learned to be more agile in our approach.

In this edition, you will find a snapshot of the U.P.-labor force. We are determined to be informed by facts and driven by business demand. See page 12 for a breakdown of how we are engaging youth to keep them living and working here. Our businesses need partners who will assist them to retain and upskill their employees in nontraditional ways. On page 20, see how we are leveraging the funds we obtain to help fill the talent gaps in this ever-increasing technical world.



We are spearheading successful apprenticeship models in nontraditional occupations because they work! This includes youth apprenticeships; when they connect early to a business that invests in them and shows them that they are valued, they are more likely to stay and grow with that business. See page 16 and 17 for information about how we are building promising career pathways for youth and adults through apprenticeship opportunities.

It is no secret that labor has the upper hand right now pushing for increased work/life balance, quality benefits, higher pay, and purpose in their work. Many businesses struggle with the increased demands, especially those with entry-level jobs and wages. We must look beyond the current job and show a viable and valuable path to a sustainable wage career. A fulfilling career progression can start anywhere! How do we help people discover them?

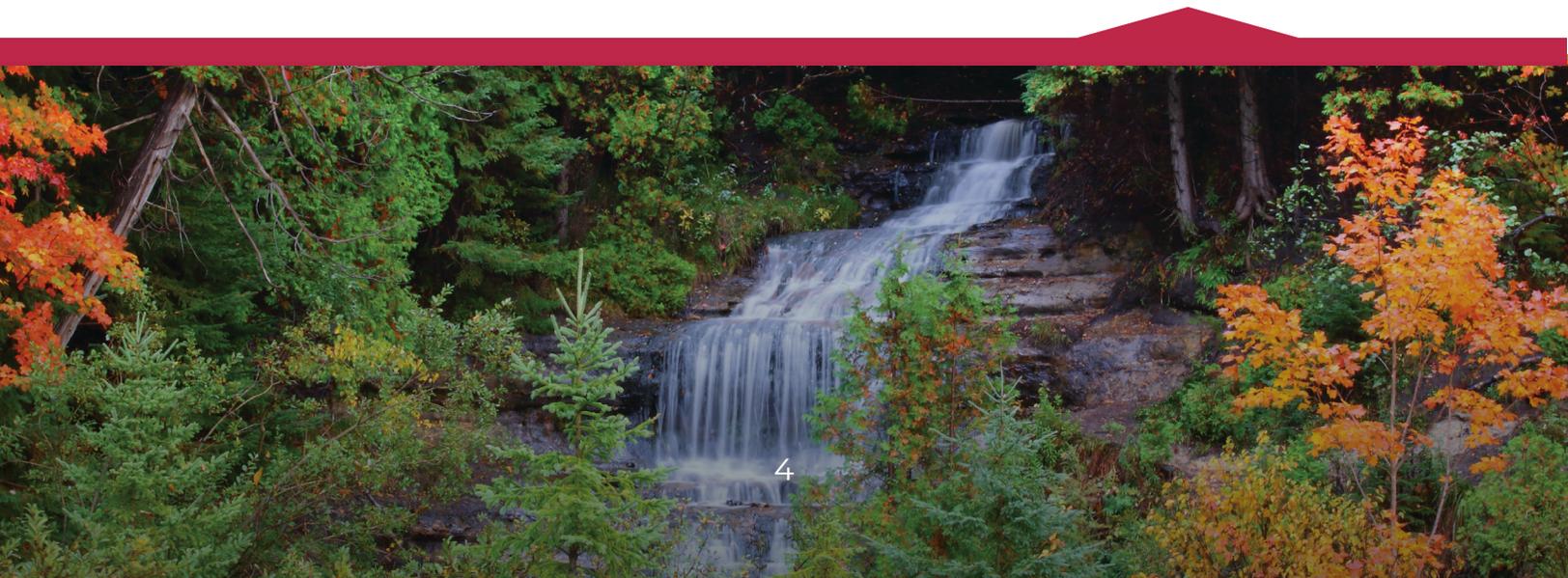
First, we must investigate and pioneer innovative ways to be proactive in attracting talent. How can we truly develop a talent pipeline that will fill the needs of our diverse U.P. business community? U.P. youth need consistent local connections with lucrative opportunities that enable them to achieve sustainable employment close to home.

UPMW is about connecting people to careers, augmenting their success, and working with businesses to ensure their workforce needs are met. This requires robust relationships and understanding, which leads us to the very core of strength in the U.P.: our partnerships! Leveraging these collaborations for the benefit of both businesses and employees will accelerate growth and increase the resiliency of our economy. There is a lot to be thankful for in the U.P. and our partnerships are certainly one of the most valuable.

Please let us know how Upper Peninsula Michigan Works! can help YOU.



Debb Brunell  
Chief Executive Officer



# Mission and Vision

## 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**

**INTENTIONALITY**

**TEAMWORK**

**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!**



# Where We Fit In

## The Current State Of The Workforce

Regardless of our great work, there are still people in the U.P. that are experiencing barriers to living and employment in our rural area. Some residents even move away to find more opportunity. We continually assess the changes to the region and focus our efforts accordingly to ensure that individuals find sustainable work that they love with employers that need their skills. This effort shines through in our programs and initiatives, such as OneUP Mind Trekkers, apprenticeships, the Early Childhood Education Task Force, and more.

## The Numbers

The U.P. population has a noticeable contraction in the 25–55 age range. This decrease (age class 25–55) affects the number of people who are able and willing to join the workforce (*Figure 1*).

To address this, UPMW is making a concerted effort to have youth explore careers and engage with businesses through our engagement activities, workshops, and youth-focused programs. We are also making a push to increase the adult workforce by addressing

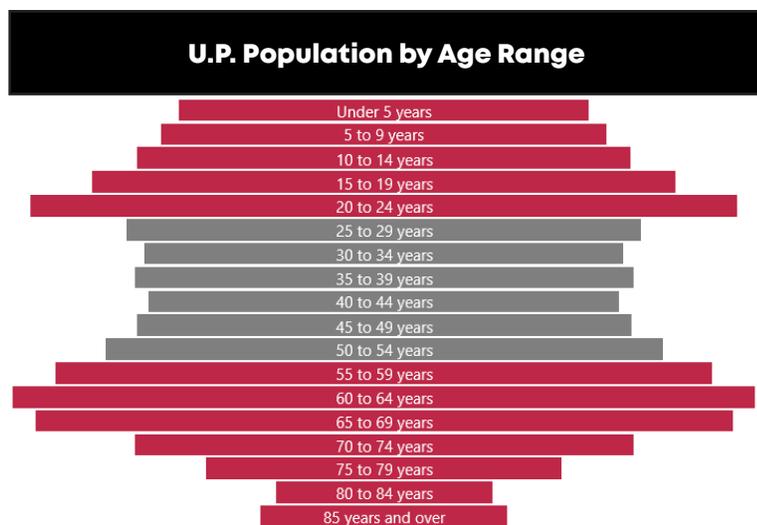


Fig. 1



childcare needs that keep many parents out of the workforce.

Through these efforts and more, we continue to work toward increasing the supply of workers to alleviate employment shortages and to catalyze economic growth for the region.

### Educational Attainment

Over the last five years, we have seen a significant rise in those earning degrees and certificates after high school (Figure 2). Our close partnerships with schools help students find training and education opportunities that meet their needs. It's more than just people finding their career path and earning higher pay—it strengthens local businesses by building a skilled workforce.

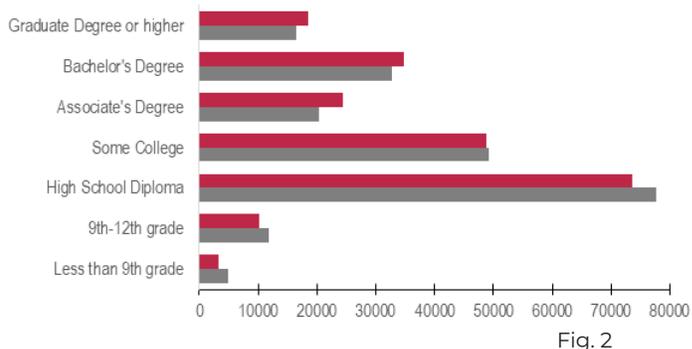
### Labor Force

We're opening doors for more people to join the workforce. Currently, 136,353 U.P. residents are employed or looking for employment (Figure 3). To engage even more workers, it is vital that we remove hurdles like childcare and transportation.

Lack of childcare is the number one reason why half of our population—women—leave or change jobs. That's why we're leading the Early Childhood Education Task Force, to collaborate on solutions.

Engaging youth is critical to the U.P.'s future. From middle school with programs like Mind Trekkers, to high school with workshops and programs like Jobs for Michigan's Graduates (JMG), we're guiding students toward bright careers in their communities. The OneUP Collaborative innovates, creating career paths and training opportunities where they're needed for our in-demand industries such as early childhood education, manufacturing, healthcare, and more.

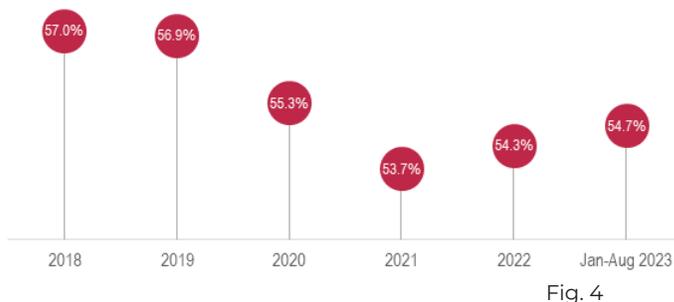
### Highest Education Among U.P. Residents from 2017 to 2022



### Active U.P. Labor Force



### U.P. Labor Force Participation from 2018 to 2023





### ALICE and Poverty Populations

The poverty rate has decreased in 13 of 15 U.P. counties from 2017 to 2022, according to US Census data. This also means that these people are likely moving from poverty into the Asset Limited, Income Constrained, Employed (ALICE) group. A breakdown of these populations by U.P. county can be seen in *Figure 5*. While this is positive progress, it contributes to growing ALICE levels, which are increasing across the U.P. and the state of Michigan. We will continue to assist this population until they span the gap of full self-sustainability.

The numbers aren't everything, but they do give us insight on what's happening across the region and who is being affected. This valuable data helps us to serve every individual and business in the U.P. community at the highest level. We hope that by providing transparent data that we convey that story to you.

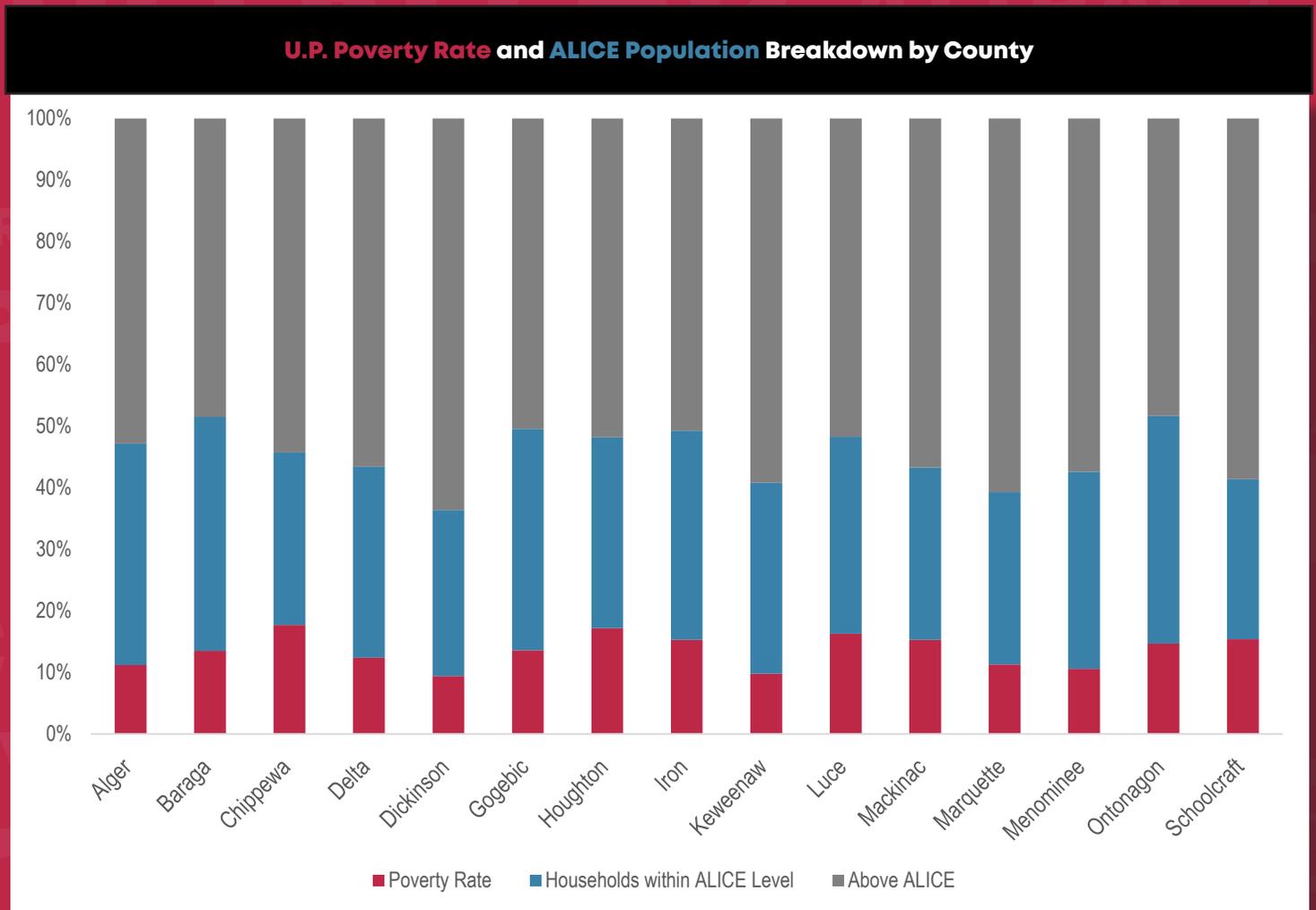


Fig. 5

“ Thank you to Michigan Works! for coming in and meeting with our high school students this spring on summer employment! This short meeting gave our students the opportunity to learn more about Michigan Works!, gain summer employment, and start a new and exciting relationship between the school, its students, and this great service agency! ”

– Nicole Lasak  
Principal, Munising Middle/High School



# Continued Momentum

At UPMW, our business services and talent services teams work together to connect job seekers and employers and create a stronger U.P. workforce. During the 2023 program year, we saw increases in American Job Center visits, work-based learning opportunities, on-the-job training, and program enrollments.

One example of this was when our teams worked together to connect job seekers and employers. Through a career exploration event for high school students in Munising, Michigan, we made 13 local summer job placements.

- ### Training Programs We Supported Include
- Computer Science
  - Dental Assistant Training Program
  - Early Childhood Education
  - Physical Therapist Assistant
  - Welding
  - Nursing



## UPMW IN ACTION

We assisted **384 people** in progressing to a high-demand career through training.

We enabled **122 people** to upskill with their current employer, meaning workers climb the career ladder, AND employers benefit from a skilled workforce.

As a result of our services, **371 people** have obtained employment in local, high-demand jobs.

Mari was set to graduate with a Bachelor's Degree in Environmental Studies and Sustainability. She was offered a position as a field technician with White Water Associates, Inc., but she lacked the specialized gear needed for the job.

UPMW helped Mari obtain the equipment she needed to start working at her new position.



Teddy was employed making \$17.38/hour. He wanted to earn his welding certificate from Gogebic Community College to earn more. U.P. Michigan Works! determined his eligibility and paid for part of his tuition and books.

Since completing training, Teddy remains with the same employer but he bumped his wage up significantly!



Jessica first came to UPMW as a referral from the Michigan Department of Health and Human Services. She was at a difficult time in her life, adjusting to her new role as the main household provider.

She desired to enter food service, so staff helped her complete ServSafe training to obtain her Fixed Food license. Jessica is now employed full-time as a caterer for Northern Michigan University.



## Celebrating Collaboration With Construction Connect U.P.

Construction Connect U.P. is a collaboration between UPMW, Upper Peninsula Construction Council, Delta-Schoolcraft ISD, Kingsford High School, IBEW Local 906, Carpenters & Millwrights Local 1510, and union signatory contractors. The program rotates students between an electrical contractor, an HVAC and plumbing contractor, and a general contractor to learn skills of the trade in a hands-on, real-life setting.

As a result of the 2023 program, **four high school seniors** were placed into a building trades apprenticeship or into private, competitive employment in the U.P.





## Going PRO

The Going PRO Talent Fund provides competitive awards to employers to assist in training, developing, and retaining current and new employees. It helps to ensure that Michigan's employers have the talent they need to compete and grow, and that individuals have the skills they need for in-demand jobs. Going PRO Talent Fund-supported training expands and improves employees' skills and develops their opportunities for growth or promotion within the company and for economic advancement.

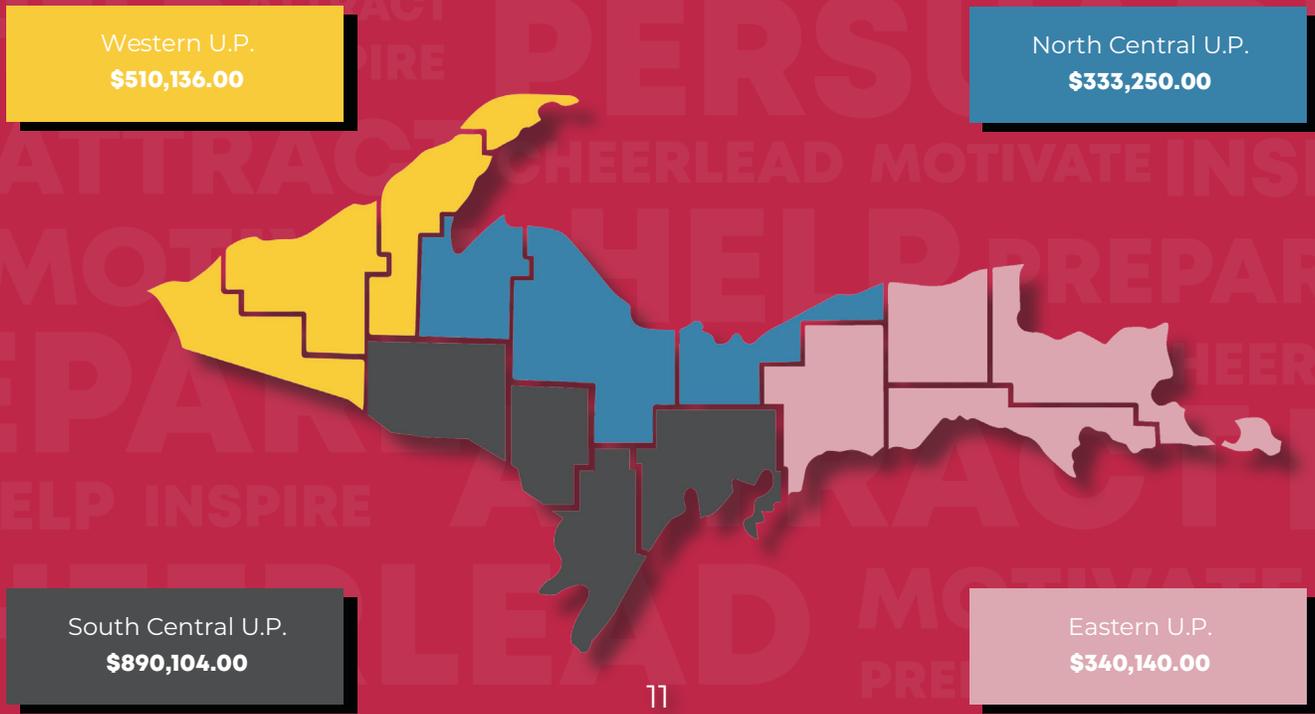
The Going PRO Talent Fund is designed to create public-private partnerships with employers to develop training models that adapt with changing employer demand. Training must be completed within one year from the date of the award and lead to a credential for a skill that is transferable and industry recognized. Employers who request funding must actively participate in the development of the training and must commit to retaining individuals at the completion of training.

*Our training program, partially funded by Going PRO grants, has allowed us to hire applicants with good attitudes and teach them the skills they need to be successful.*

**- Burton Industries**

**UPMW helped 43 companies secure \$2,073,630 in Going PRO talent funds in 2023**

Fig. 6





# Youth Engagement

As U.P. employment opportunities evolve, UPMW must bridge the gap of education and employment and act as the support needed to synergize educators and employers.

## Engagement Strategy

As noted on page 6, The U.P. population has seen a noticeable contraction in the 25–55 age range. This decrease affects the number of people who are able and willing to join the workforce. This group of people must increase to supply enough workers to alleviate employment shortages and to catalyze economic growth.

## Middle School (Grades 6–8)

In the transition from elementary to middle school, students go from being only aware of broad career fields to diving deeper into career exploration and investigating specific careers that align with their interests. Previously, our youth engagement has existed primarily for ages 14–24; however, to better accommodate long-term needs, career exploration and preparation has led us to start youth engagement earlier—now at the middle school level.

## Youth Workforce Opportunities

- Career Technical Education (CTE)
- Early/Middle Colleges
- Dual Enrollment Options
- Youth Apprenticeships



## Secondary School (Grades 9–12)

Secondary school is a time to hone career exploration and maximize career preparation (i.e., a refining of career goals and activities to help students link career options and educational decisions, including “first job” and other real-world experiences). UPMW serves as a part of career preparation for U.P. secondary school students.

### Jobs for Michigan’s Graduates (JMG)

JMG is our premier program for training and retaining a competent and ready-to-work youth and young adult talent pipeline for “good jobs” in the U.P. JMG participants receive at least 40 hours of industry-advised, competency-based career preparation followed by 12 months of follow-up guidance and barrier removal for participants to realize their career and life goals.

JMG enrollments continue to rise! Program enrollments have gone from 44 students across 2 counties in 2018–2019 to **145 students across 9 counties in 2022–2023!**



### Other Workshops

UPMW connects with schools and students to offer limited series workshops to enhance skills such as:

- Preparation and presence in the workplace.
- Career exploration/job searching and goal setting.
- Application, resume/cover letter development.

### Talent Tours and Job Shadowing

These young adult experiences take place at businesses, which host individuals or groups, and give students a behind-the-scenes look at local career opportunities and initial exposure to potential work sites.

### Work-Based Learning (WBL) Experiences

A high-quality WBL is usually a paid work experience at a business, which is often augmented by financial literacy, workplace skills, and academic training. In 2023, UPMW paid more than **\$130,000** in WBL wages and incentives to **67 participants placed at 34 host businesses.**

### **Youth Apprenticeship**

See page 16 on apprenticeships.

## Breaking Tradition and Moving Forward

When UPMW met Julie, she was credit deficient at Horizon’s Alternative School, but after some determination, Julie became the first person in her immediate family to obtain a high school diploma.

With help from her JMG specialist, she identified Bay College’s Accelerated Dental Assistant program as the next step in her career. UPMW provided supportive services to purchase a laptop, transportation, and lodging as needed to help her attend.

Upon completing the program, she was immediately hired by Upper Great Lakes Family Health Center as a Dental Assistant, making \$15.77/hr.



# 19

Success skill workshops hosted in 2023

## Big Wins in Luce County

UPMW hosted a Hometown Career Fair in Luce County for 250 7<sup>th</sup>–12<sup>th</sup> grade students. At the event, students were introduced to local businesses and were able to interact with them to bring awareness to the career opportunities that exist in their area.



## Making Moves Towards a Future Career

Annika was planning to attend NMU's Cosmetology program with the goal of one day owning her own salon.

UPMW implemented a work-based learning at U.P. Hair Company to get her experience in a salon, where she observed operations, provided administrative support, and trained one-on-one with the owner.

She completed her work-based learning on August 25<sup>th</sup>, 2023 and expressed that she is even more excited to attend Cosmetology School!



## Postsecondary

UPMW offers supplemental support and a labor demand-driven perspective on the transition from training/education to workforce engagement. We also assist individuals to plan for their training completion and entry into their new career ahead of time.

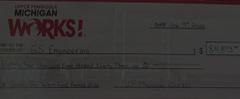
## Out-of-School Engagement

Plans developed during school do not always come to fruition as anticipated for young adults. Without the guidance they had access to in school, they often do not know who to turn to for career advice. UPMW provides services to both in- and out-of-school youth.

Impacting the Community: UPMW has participated in **102 outreach events** since the beginning of program year 2023 (July 2023–June 2024).



# GET READY TO WIN



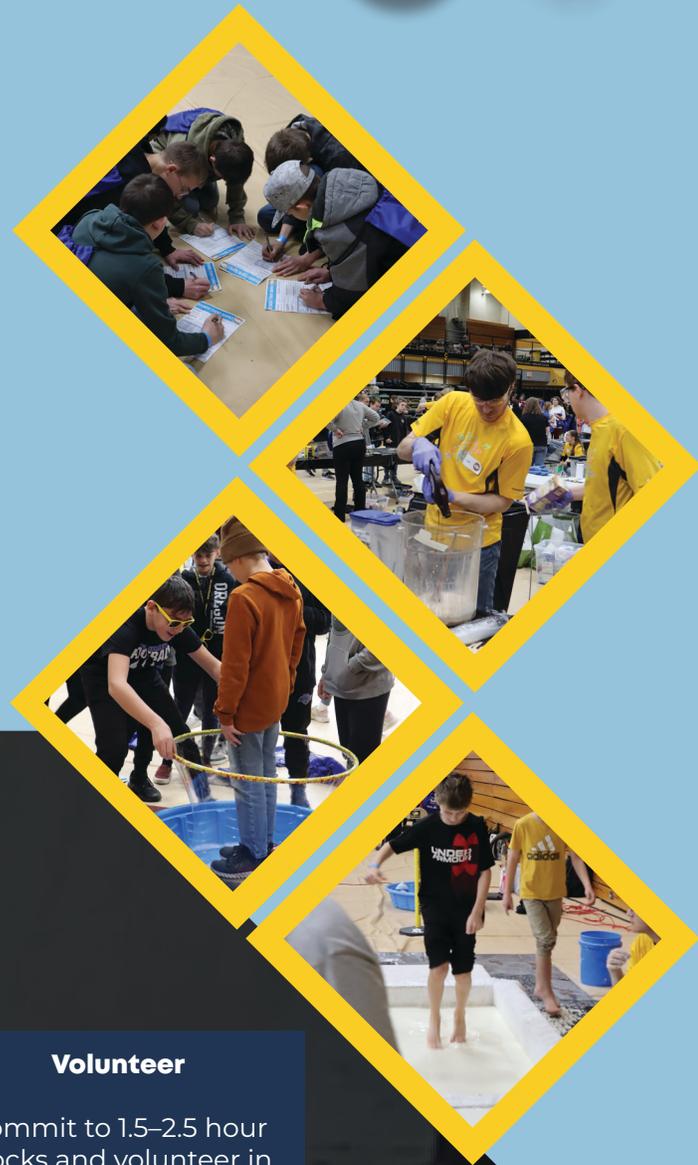
# OneUP Mind Trekkers Tour



UPMW, Michigan Technological University (MTU), the MiSTEM Network, and other Career and Educational Advisory Council (CEAC) member organizations collaborated to host the inaugural OneUP Mind Trekkers Tour festivals in the 2022–2023 school year, which served about **2,000 middle school students** representing **47 U.P. school districts**.

The OneUP Mind Trekkers Tour is a series of interactive career exploration events best described as a cross between a career fair, science fair, and a carnival. Students are engaged with as many as **60 demonstrations, related to in-demand career skills**, led by businesses, academic departments, and volunteers.

The OneUP Tour has continued in the 2023–2024 school year with two events hosting more than **1,400 students at MTU and Bay College**.



## How You Can Get Involved!

### Sponsor

Become a Sponsor! Invest in the workforce of the future by sponsoring the unique excitement created by OneUP Mind Trekkers Festivals.

### Exhibitor

Employer involvement is key to impacting career exploration and keeping our young adults in the U.P. Join us for the festival(s) and gain exposure for your business!

### Volunteer

Commit to 1.5–2.5 hour blocks and volunteer in a role that will make a difference! This is great for those who want to help but have less time to commit.

Scan the QR code, or visit [upmichiganworks.org/oneup-mind-trekkers-tour](https://upmichiganworks.org/oneup-mind-trekkers-tour) to learn more



Brought to you by:





# Upper Peninsula Apprenticeships

**1,200+**

Occupations can be turned into an apprenticeship

**69**

New registered apprenticeship programs created in Michigan in 2023 (UPMW accounts for 8% of total programs)

**80%**

of UPMW-sponsored apprentices are female

As UPMW continues to grow a skilled workforce in the U.P., we seek innovative solutions to provide better paths to workforce entry. Our apprenticeship initiatives have continued to grow, helping more businesses create registered apprenticeships. UPMW acts as an intermediary sponsor, placing job seekers into apprenticeships successfully.

## Youth Registered Apprenticeships

In our efforts to reduce the gap between education and employment, we have created more opportunities for youth to enter the workforce through youth registered apprenticeships, providing a speedy entry to in-demand career paths.

## The First U.P. Cybersecurity Youth Apprenticeship!

Last year, UPMW acted as an intermediary sponsor with Guide Star to help register a youth apprenticeship in Cybersecurity. Six students from Delta-Iron ISD technical education center were selected to undergo the paid apprenticeship program. This has been a vital opportunity to get Upper Peninsula youth hands-on experience in an in-demand career.

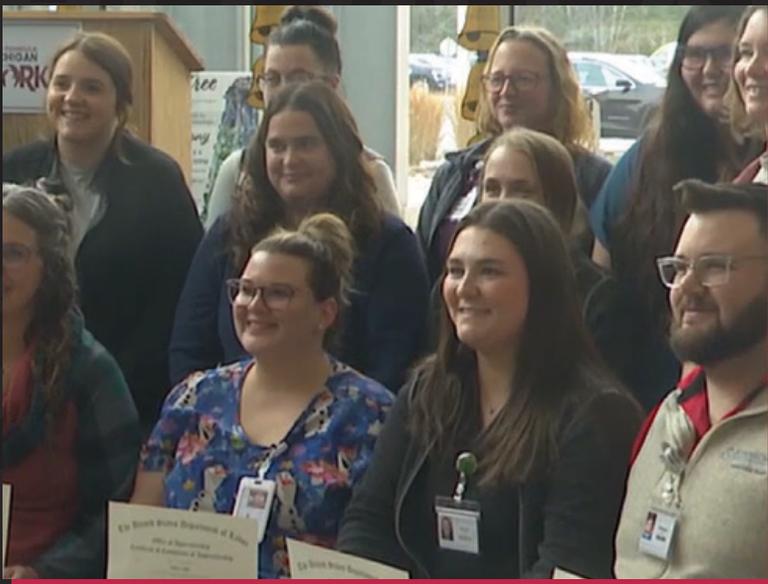


**Guide Star**  
**Iron Mountain, Michigan**



**Guide Star**

A Division of CCI Systems

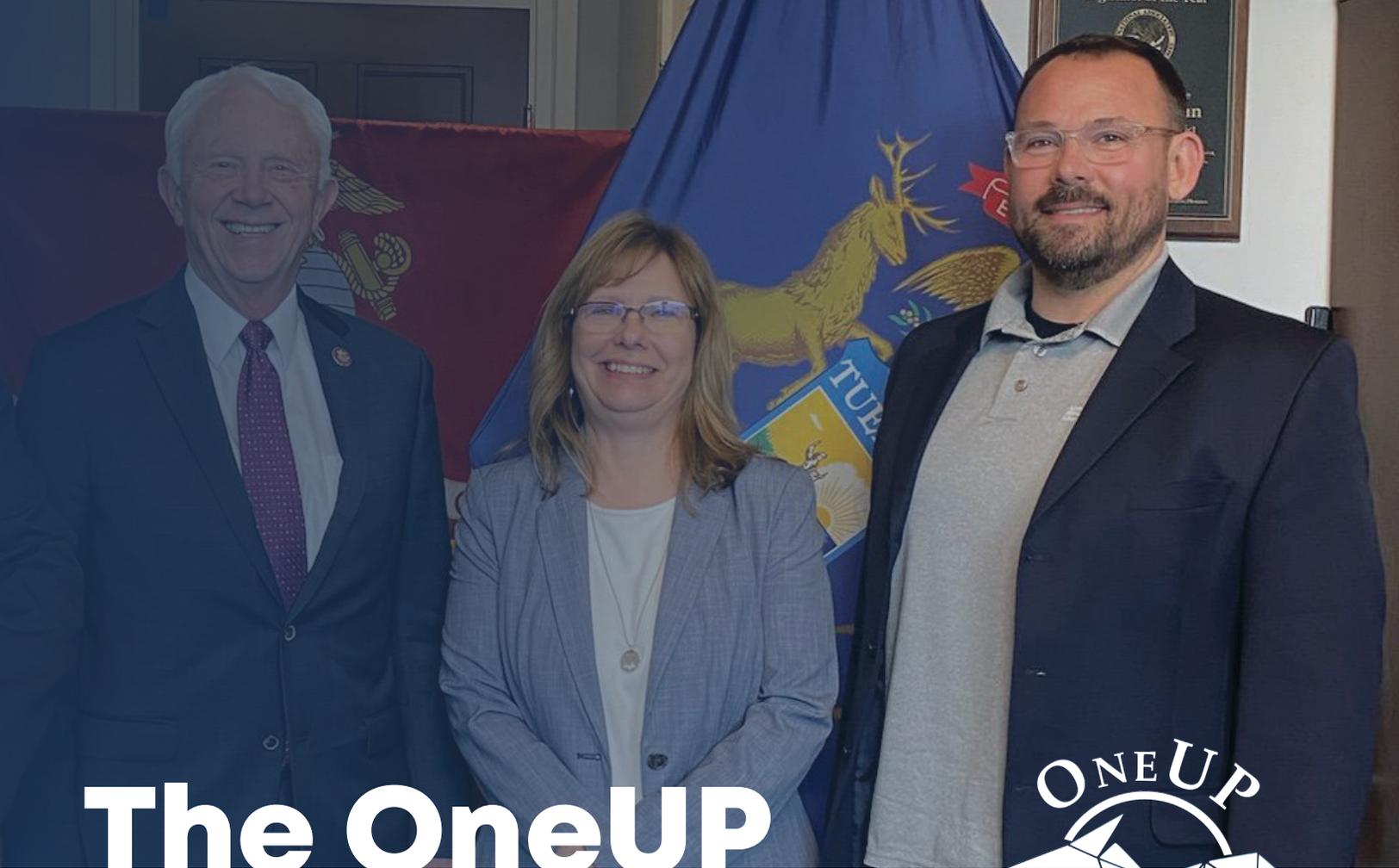


## The Second Round of Certified Medical Assistant Apprentices

UPMW worked with Schoolcraft Memorial Hospital (SMH) as an intermediary sponsor to register an apprenticeship for certified medical assistants. In the last year, UPMW has assisted SMH in running two groups of this apprenticeship. The program gives the apprentices the chance to maintain their schedules with their employer while they earn a free education and expand their skillsets.



**Schoolcraft**  
**Memorial Hospital**  
**Manistique, Michigan**



# The OneUP Collaborative



The U.P. may mean something different to each of us, but we all share one thing in common: we call it home, although many have experienced economic uncertainty over the past couple of years and are still trying to adjust. We can adjust and conform to the status quo or employ the OneUP collaborative to overcome our challenges.

The OneUP collaborative was founded in 2022 and consists of three industry collectives: manufacturing, healthcare, and hospitality & tourism. Collectives contain industry-specific members of the U.P. business community, which ensures support from the experts. To support the industry efforts, there is also an education and training collective that serves as a resource.

UPMW acts as the convening organization for the OneUP collaborative. We assemble the right people and organizations at the right time to brainstorm high-priority topics that are determined by industry professionals. Being proactive and developing a network of different experiences and perspectives ensures that Yoopers can continue doing what we do best: innovate.

Only 3% of Michigan's population resides in the U.P., so the status quo is not an option. We need to make the best use of our resources by tearing down walls and working together U.P.-wide to ensure that our voice is heard when it matters the most. Through collaboration we will overcome our local economic barriers that can inhibit employment: housing instability, transportation barriers, and childcare shortages. We will strengthen our economic resiliency despite what is happening in the world. The robust OneUP business and community partnership will unite us all in economic strength.

# OneUP FORUM

SAVE THE DATE  
==Monday, April 22nd==



Northern Center  
Northern Michigan  
University (NMU)

1401 Presque Isle Ave  
Marquette, MI 49855

Monday, April 22nd  
8:00am–5:00pm ET



Join us for an action-packed day focused on collective impact in your Upper Peninsula communities.

The morning focuses on employer-led collaboratives and industry roundtables with a special appearance from keynote speaker Ben Whiting!

The afternoon is community focused, featuring breakout sessions that will bring together businesses and community leaders to address solvable problems that impact the U.P.

Breakfast and lunch will be provided.

Featuring  
keynote speaker

**Ben Whiting**



Questions?

Contact the OneUP Collaborative  
[OneUP@upmichiganworks.org](mailto:OneUP@upmichiganworks.org)  
(906) 280-5087



# Other Initiatives

## **Early Childhood Education Task Force**

The Early Childhood Education Task Force of the U.P. (Task Force) formed in May 2021 at the request of the UPMW Workforce Development Board when the board recognized the extreme challenges that U.P. employers are facing due to lack of childcare for working parents. The Task Force represents an invested coalition of stakeholders who are collaborating to solve the childcare crisis.

One of the Task Force's primary efforts is to collect and analyze data to identify the needs of three stakeholder groups: employers, parents, and childcare providers. The extensive partnerships between community organizations, businesses, and parents on the Task Force illustrate the vital role that UPMW plays—acting as a convener for the a collaborative body that is leveraging resources to increase affordable childcare options.

## **The Michigan Learning and Educational Advancement Program (MiLEAP)**

The Michigan Learning and Educational Advancement Program enables participants to gain high-level skills based on industry needs and make a faster and more efficient transition from education and training to employment. UPMW worked with colleges and universities as well as other partners to help jobseekers obtain family-sustaining employment.

## **Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)**

MiREACH was launched in 2021 to address critical healthcare workforce shortages in Michigan's rural communities. We helped 155 people receive valuable job training for healthcare occupations.



## Grant Summary

UPMW has constructed a team to compete for select grants. Earning grants brings dollars into the Upper Peninsula that would otherwise be allocated elsewhere in the state. Through effective grant administration and implementation, UPMW and its grant partners have been successful in meeting grant objectives.



### State Apprenticeship Expansion (SAE)

# \$550,000

We served 139 apprentices and 17 employers through 2023.



### Michigan Industry Cluster Approach (MICA 3.0)

# \$400,000

Employer-led collaboratives enabled us to help 102 participants become employed through 2023.



### Michigan Learning and Education Advancement Program

# \$1,695,000

We helped 521 participants gain valuable job skills, and most graduated with a credential.

# Additional Grant Funding for UPMW:

- Young Professionals:** \$250,000
- Sector Strategies Employer-Led Collaboratives:** \$500,000
- Early Childhood Investment Corp**
- Planning and Scale Up:** \$380,000 (\$150,000+\$230,000)
- Jobs for Michigan's Graduates:** \$170,000
- Additional MiLEAP:** \$295,803.96
- Jobs for Future Frontliners:** \$20,000



## Conclusion

In 2023, we continued to build momentum and have continued to make a difference to job seekers and employers in the U.P. We know that there is more work to do, and so it is our promise to you that we will continue to take steps in creating prosperity for everyone in our region.



# Locations and Contact Info

## 1. ALGER COUNTY

413 Maple St, Ste 6, Rm 101  
Munising, MI 49862

**Phone:** (906) 523-1624

## 2. BARAGA COUNTY

2 S Main St, Ste A  
L'Anse, MI 49946

**Phone:** (906) 523-1072

## 3. CHIPPEWA COUNTY

1118 E Easterday Ave  
Sault Ste. Marie, MI 49783

**Phone:** (906) 635-1752

## 4. DELTA COUNTY

2950 College Ave  
Escanaba, MI 49829

**Phone:** (906) 789-9732

## 5. DICKINSON COUNTY

127 S Stephenson Ave, Ste 211  
Iron Mountain, MI 49801

**Phone:** (906) 774-3647

## 6. GOGEBIC COUNTY

101 Suffolk St  
Ironwood, MI 49938

**Phone:** (906) 932-4059

## 7. HOUGHTON/KEWEENAW COUNTY

400 Quincy St, 3rd Floor  
Hancock, MI 49930

**Phone:** (906) 482-6916

## 8. IRON COUNTY

305 West Genesee St  
Iron River, MI 49935

**Phone:** (906) 265-0532

## 9. LUCE COUNTY

501 West Harrie St  
Newberry, MI 49868

**Phone:** (906) 293-8551

## 10. MACKINAC COUNTY

10 N State St  
St. Ignace, MI 49781

**Phone:** (906) 643-8158

## 11. MARQUETTE COUNTY

1498 O'Dovero Dr  
Marquette, MI 49855

**Phone:** (906) 228-3075

## 12. MENOMINEE COUNTY

461 1st St  
Menominee, MI 49858

**Phone:** (906) 482-7206

## 13. ONTONAGON COUNTY

429 River St  
Ontonagon, MI 49953

**Phone:** (906) 813-0627

## 14. SCHOOLCRAFT COUNTY

300 Walnut St, Ste 264  
Manistique, MI 49854

**Phone:** (906) 586-4255

## CREDITS AND REFERENCES

Image icons via Flaticon/Freepik  
Scenic Photos via Russell Utych

### General Phone Line

1-800-285-WORK (9675)

### Find us online!

UPMichiganWorks.org

### Follow us on social media!

@upmichiganworks





Contact us! 



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Escanaba, MI 49829

upmichiganworks.org  
mwjob@upmichiganworks  
1.800.285.WORK (9675)

### Upper Peninsula Michigan Works! Workforce Development Board

**Melanie Bicigo**  
**Samantha Cameron**  
**Travis Cary**  
**Roy Del Valle**

**Joe Esbrook**  
**David Goudreau**  
**George Kinsella**  
**Meredith LaBeau**  
**Michelle LaJoie**

**Dana Lalonde**  
**Mark Massicotte**  
**Meagen Morrison**  
**JR Richardson**

**Chad Rowe**  
**Mike Smith**  
**Julie Wonders**

Upper Peninsula Health Plan  
Bay Mills Community College  
I.U.P.A.T. District Council 7  
MLEO - Michigan  
Rehabilitation Services  
Hiawatha Log Homes  
Northern Wings Repair, Inc.  
EcoMarine  
Calumet Electronics  
Alger/Marquette  
Community Action  
U.P. Regional Labor Federation  
L'Anse Manufacturing  
Lundin Eagle Mine  
Production & Capital  
Expansion & Environment  
Aspirus Health Services  
U.P. Construction Council  
Iron Mountain-Kingsford  
Community Schools

### Upper Peninsula Michigan Works! Local Elected Official Board

<b>Dean Seaberg</b>	Alger
<b>Gale Eilola</b>	Baraga
<b>Damon Lieurance</b>	Chippewa
<b>Steven Viau</b>	Delta
<b>Joe Stevens</b>	Dickinson
<b>Joe Bonovetz</b>	Gogebic
<b>Gretchen Janssen</b>	Houghton
<b>Mark Stauber</b>	Iron
<b>Randy Eckloff</b>	Keweenaw
<b>Brandon Wheeler</b>	Luce
<b>Mike Patrick</b>	Mackinac
<b>Joe Derocha</b>	Marquette
<b>Patricia Mueller</b>	Menominee
<b>Carl Nykanen</b>	Ontonagon
<b>Craig Reiter</b>	Schoolcraft

# Get ready to win.

Equal Opportunity Employer Michigan Relay Center 711 - Auxiliary Aids & Services Available to Individuals with Disabilities - Affiliated with the Department of Labor and Economic Opportunity, State of Michigan - Supported by the State of Michigan - A Proud Partner of the American Job Center Network - 1-800-285-WORK (9675)  
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