The events of 2020 brought unprecedented challenges to our communities, impacting the way we do business in every aspect of our daily lives. As this annual report demonstrates, SEMCA’s response to the COVID-19 crisis speaks to our deep commitment to being of service and our resiliency during tough times. As always, SEMCA is committed to engaging and supporting businesses with their employment needs and equally committed to assisting individuals with their pursuit of a job or career.

As we reflect on 2020, we are proud of how we were able to innovate and find new ways to meet the needs of job seekers and employers in our area, while also stepping in to assist the State of Michigan’s Unemployment Insurance Agency to assist the significant numbers of citizens displaced from work due to the pandemic. Some of these innovations included piloting Virtual Job Fairs and operating drive-thru hiring and orientation events. SEMCA also launched several service elements targeted to increase job seeker access to supports and programs.

Although our numbers served dropped as many stayed home during the initial onset of the crisis, SEMCA continued to provide high-quality services to our community throughout this period. Our team supported employers by connecting them to critical information and resources related to COVID-19. Additional communication strategies resulted in SEMCA Michigan Works!, its website and social media presence being a trusted and valued source for the latest and most relevant messages to the residents of Southeast Michigan.

Many of SEMCA’s successes in 2020 are presented in the subsequent pages of this Annual Report. As Chief Executive Officer of SEMCA, I feel blessed with the partners we have. I want to especially acknowledge our contracted service providers who carry out the daily work at our American Job Centers, and who were critical in our pivot to remote and virtual services over the past year: Arab Community Center for Economic and Social Services (ACCESS), Downriver Community Conference (DCC), Educational Data Systems, Inc. (EDSI), Employment & Training Designs Inc. (ETDI), Michigan Workforce Development Institute (WDI), Monroe County Employment & Training Department (MCETD), Monroe County Intermediate School District (MCISD), SERCO and The Information Center, Inc. (TIC).
We move onward to 2021 with great optimism, hope, and a renewed commitment to serving Monroe and Out-Wayne County employers and residents. As we look ahead, we will also reflect on the incredible impact SEMCA Michigan Works!, and its partners, have had these past 25 years.

As Chief Elected Official and Chair of the Southeast Governmental Alliance (SEGA) Board and Chair of the Workforce Development Board, we would like to congratulate SEMCA staff and its partners for their innovation, devotion, and hard work, as well as their many successes throughout the year. We look forward to our continued partnerships in the future.

Respectfully,

Commissioner Abdul Haidous  
SEGA Board Chair & Chief Elected Official  
Charlotte (Charlie) Mahoney  
Workforce Development Board Chair  
Gregory Pitoniak  
Chief Executive Officer
The impact of the pandemic over the past year has been immense. Offering virtual services has been vital in order to assist job seekers to build success, as well as employers who need to look for efficient and reasonable ways to upskill their workers. SEMCA’s American Job Centers have worked very hard to bring virtual services to our customers. Such services include the following:

- Introduction to the Pure Michigan Talent Connect (PMTC) to teach customers how to best utilize the State’s website for employment and training related opportunities.
- Group and individual program orientations for easy, remote access to program enrollment.
- Job fairs and career events to connect employers and job seekers in a safe, remote manner.
- Weekly virtual workshops including resume writing services, cover letters, interviewing skills, financial literacy, time management and job search.
- Case management and follow-up services to address barriers, solve problems, and connect customers to resources and support services in a safe, remote manner.
- Extensive library of presentations for customers to view online including LinkedIn Etiquette, Local Resources and Dressing for Success.
- Collaboration and resource sharing meetings with Michigan Rehabilitation Services (MRS), Veterans and other partners and community agencies.
- Assistance for program specific customers such as RESEA (Reemployment Services and Eligibility Assessment) that included orientations for UI Eligibility Assessment, verification of PMTC profile and work search, development of an Individual Employment Plan, discussion of labor market information and referrals to other re-employment services with the goal of rapid re-employment for those selected for this program.
- Career Research sessions to assist individuals in reviewing options for training and job search to provide essential information in making career and service decisions.
- Recruitment and application sessions for Business Services Representatives to help employers meet their employment needs.
ANSWERING THE CALL

An Unemployment Insurance Agency (UIA) and Michigan Works! Agency partnership was forged in April 2020 during the height of the Pandemic that allowed the two organizations to work collaboratively in serving UIA customers.

After the identification of the first cases of COVID-19 and the declaration of a state of emergency on March 10, 2020, UIA experienced significant increases in initial claims filed for unemployment insurance. For the week ending March 14, 2020, the Agency received 5,472 initial claim filings. This quickly increased to hundreds of thousands per week in initial claims.

The number of standard unemployment claimants peaked in May 2020 before declining as the economy began to reopen. In 2020, over 4.3 million claims were created.

For the period March 2020 to March 2021, SEMCA Michigan Works! provided Unemployment Insurance assistance 138,250 times via local calls and contacts. SEMCA also helped process over 557,000 requests in the statewide issue tracker database and assisted with the Identity Verification project which helped resolve over 340,000 potential fraudulent claims.

For many, SEMCA was a lifeline as they faced unemployment issues, needed assistance finding a new job or training opportunity.

CONNECTING WITH TALENT

SEMCA Michigan Works! recognizes that the best way to help individuals obtain employment is to partner with employers. By understanding and meeting the talent and skills needs of employers we are better able to connect workers to the actual job openings.

Our employer customers are very important to us. We offer a variety of no-cost resources including funding that supports a business’s recruitment and training for new hires. Programs can be used individually or braided together to increase the competitiveness for the employer and their staff. SEMCA Michigan Works! provides specialized talent services, including:

• Talent Recruitment
• Job postings on Pure Michigan Talent Connect
• Pre-screening of all applicants
• Real Time labor market data and wage information
• Hosting job fairs and hiring events
• Customized training and other opportunities with area colleges
• Strategies and techniques used to manage turnover
• Connection to Veterans’ referral specialists and other special populations
• Information on available tax credits
• Career coaching and case management
• Free Fidelity Bonding
VIRTUAL JOB FAIRS

As a direct response to the pandemic, Michigan’s Department of Labor and Economic Opportunity (LEO), procured and provided a virtual platform for SEMCA and other Michigan Works! Agencies (MWA) to use. This service was provided at no cost to ensure MWAs would have the tools needed to continue to provide employers an opportunity to expand their access to qualified job seekers.

During the Summer of 2020, SEMCA worked hand in hand with LEO to implement the many functions provided by the virtual job fair platform. This engagement culminated in the first virtual job fair on June 25, 2020. SEMCA’s continued involvement has ensured successful solutions in communication and procedural troubleshooting between all MWAs, partners, and employers.

SEMCA Michigan Works! Business Service Representatives focused on outreach for these events and educating the public and employers on this proactive and innovative service. The virtual job fair is available for any employer from small businesses to major corporations. This platform allows them to communicate via chat, video conferencing, and text chat during the event. The reporting and recording of each employer and job seeker chat is available immediately after the event to aid the employer in follow-up and hiring of new employees. This is a tool that is truly responsive to the needs of job seekers and a powerful addition to SEMCA’s workforce development employer engagement strategy.

2020 VIRTUAL JOB FAIR STATS

5 ☑️ VIRTUAL JOB FAIRS
125 ☑️ EMPLOYERS
1,370 ☑️ JOB SEEKERS
1,573 ☑️ INTERVIEWS
951 ☑️ RESUMES REVIEWED

SEMCA Michigan Works! partnered with Veterans Employment Services, Michigan Department of Agriculture and Rural Development, and local educational training programs on many of these events to focus on a specific industry and/or population with the greatest need.
DRIVE-THRU SERVICE

The SEMCA Michigan Works! Highland Park American Job Center (AJC) implemented drive-thru events as a creative solution to help employers with their hiring needs during the COVID-19 Pandemic. These events were conducted outdoors in the Michigan Works! parking lot or at the employer’s parking lot and included outreach and recruitment, resume drop-off, skills assessment, and new job orientation. The events were customized for each employer based on hiring needs and location. All CDC guidelines required PPE, and the need to bring a tablet, laptop, or smart phone. Job seekers were also advised ahead of time that they must remain in their vehicles during the event.

One of our participating employers, Magna, agreed to provide PPE for participants and Michigan Works! staff as needed. The staff established YouTube links to live stream instructions for completing applications and assessments. SEMCA also provided tablets and hotspots to help with technology for the events. Job seekers received a red flag to signal staff if they have a question.

Staff developed drive-thru toolkits to ensure safety protocols were in place, which included masks, hand sanitizer, gloves, alcohol/disinfectant spray, signage, help flags, parking cones, safety vests, tent and chairs, cooler and water, clip boards, writing utensils, folders, tablets, and hot spots. Any items that were used by multiple people such as clip boards, pens, pencils, and tablets were sanitized at the end of each session.

Prior to the statewide shut down due to the COVID-19 Pandemic in March 2020, the Business Services Team at the SEMCA Highland Park American Job Center was working with several manufacturing suppliers on pace to hire upwards of 1,500 new employees. These employers routinely use Michigan Works! for their hiring needs. After several months, the plants re-opened and re-engaged with Michigan Works! for new hire assistance.

Managing expectations was important as adjustments needed to be made to accommodate the new normal. Staff worked together to ensure that job seekers were comfortable with the process. Job seekers received details by email prior to the event regarding social distancing, hotspots to help with technology for the events. Job seekers received a red flag to signal staff if they have a question.

Since the start of these events in June 2020, the SEMCA Michigan Works! Highland Park AJC provided drive-thru events for Valeo, Yanfeng, Piston Automotive, Sterling Services, multiple Magna plants, Modular Automotive, and Detroit Thermal serving over 610 job seekers.
Volunteer of the Year

Charlie Mahoney, owner of Four-M Associates Communications Group and chair of the Michigan Works! Association Board of Directors, was named the 2020 Volunteer of the Year for her dedication to the growth and promotion of Michigan Works!

Mahoney has served on the SEMCA Workforce Development Board since 1997, serving as its Vice Chair until 2008 when she was elected Chair, a position she still holds today.

“Charlie’s leadership and dedication has been of extraordinary benefit to SEMCA over several decades,” said Greg Pitoniak, chief executive officer of SEMCA Michigan Works. “She has been committed to connecting K-12 and our community colleges to align with developing the talent needs of businesses. Charlie has had a positive impact at the state and national levels with ensuring that the workforce development system is constantly improving in our service to employers and job seekers.”

“It is such an honor to receive this award from the Michigan Works! Association,” said Mahoney. “The true award, however, is being able to give my time and energy and be part of such a great team working on behalf of such an important cause. To give people their livelihoods is to give them back their value and self-worth. I am gratified to play a part in helping people change their lives for the better.”

Shining Star

Iman Shami was awarded the Shining Star Award by the Michigan Works! Association for her efforts to meet employment needs in Monroe and Wayne counties.

Shami has a reputation for going above and beyond to assist her clients, treating each one with care and respect.

“Iman began her career in workforce development in 2009 when she joined the Downriver Community Conference as a career specialist in the Employment Service Program,” said Greg Pitoniak, SEMCA CEO. “Her language skills, coupled with her ability to quickly gain proficiency in the use of the electronic labor exchange system, allowed her to assist the large limited English-speaking customer base. During the COVID-19 pandemic, the SEMCA Michigan Works! system stepped up to assist UIA by assisting members of our community access their benefits. Motivated by a passion to serve those in need, she assisted over 2,100 callers locally and hundreds more via the statewide issue database, to ensure the success of the program at a critical time for our state and its residents.”

“I am very pleased to be awarded this honorable award,” said Shami. “I’m blessed to be part of SEMCA, DCC and the workforce development personifying Michigan Works!, making a change in each person’s life for the better.”
TYLER DWYER AND D.W.G. PLUMBING AND EXCAVATING RECEIVE ASSOCIATION’S IMPACT AWARD

After four years of service, Tyler Dwyer received an honorable discharge from the United States Marine Corps and then decided to almost immediately re-enlist. However, it was during his second enlistment that Tyler ran into difficulties and was discharged for bad conduct.

DWG Plumbing and Excavating gave Dwyer an opportunity to turn things around. Having been in business in Southeast Michigan for over 30 years, owner Dan Griffin is always looking to hire veterans like Dwyer whenever possible. It was Griffin and DWG Plumbing and Excavating that gave Dwyer a life-changing opportunity.

“Growth comes from overcoming adversity and mistakes, not by simply avoiding blunders,” said Griffin.

“Michigan Works! was instrumental in helping me secure the job. They checked on me on a regular basis, both verbally and in person, to see if I had any issues they could help with. They incorporated the On-the-Job Training contract to assist the employer in my initial hiring and training.”

TYLER DWYER

“The assistance Tyler received from SEMCA Michigan Works! helped him overcome significant barriers to earn a second chance,” said state Sen. Erika Geiss (D-Taylor). “On-the-Job Training is a great tool to provide individuals with the opportunity to prove themselves and earn a full-time career position.”

Within a little over a year, DWG Plumbing and Excavating took in a high-risk individual who has positioned himself well ahead of his peers. Dwyer’s perseverance to overcome personal problems led him to become a volunteer and a mentor to many. Because of his eagerness to succeed, Dwyer is on the fast track to earning his Journeyman’s card.

“The dedication that SEMCA has to ensuring our region’s residents get the services and assistance they need is integral to making our community successful,” said state Rep. Kevin Coleman (D-Westland). “Tyler’s success story is just one of many that happen everyday thanks to Michigan Works!. Congratulations to everyone receiving this prestigious award!”

After SEMCA Michigan Works! Identified Dwyer for the opportunity through the WIOA Adult program, DWG Plumbing and Excavating was given the opportunity to utilize On-the-Job Training (OJT) funds to save money through the reimbursement of wages during Dwyer’s training period.

“RISING TO THE CHALLENGE
**IBP AWARDED MICHIGAN WORKS! EMPLOYER OF THE YEAR**

*International Building Products (IBP)* was named Michigan Works! Association Employer of the Year, for their commitment to training and developing a pipeline of skilled and competent talent in Michigan. International Building Products, based in Livonia, has been a vital part of Michigan since it opened its doors in 1946.

“IBP has a very strong commitment to community involvement,” Greg Pitoniak, CEO of SEMCA Michigan Works!, said. “The company has participated in many SEMCA initiatives such as Going PRO Talent Fund, apprenticeships, Incumbent Worker Training, on-the-job training, and the Summer Youth Professionals Program. IBP has been in constant contact with their Michigan Works! partners and have had over five placements this past year, including multiple on-the-job training efforts to help their new hires become efficiently trained. The company also attended multiple job fairs at their local SEMCA Michigan Works! American Job Center.”

IBP is a proud member of the Construction Association of Michigan (CAM) and participates in weekly CAM initiatives. This includes participating in professional development opportunities for IBP staff, such as construction field events to keep updated on in-field changes. IBP also supports K-12 students in learning more about construction as a career.

“The collaboration with the SEMCA Michigan Works! has been outstanding,” said Brown. “Communication is key and rare to find. Communicating with their team has helped us find some of our key personnel.”

**USDOL CLOSING THE SKILLS GAP**

The US government allocated $99 million dollars to support registered apprenticeships nationwide with the goal of attracting 92,000 new apprentices over the next four years. This USDOL Closing the Skills Gap grant was awarded to 28 apprenticeship partnerships across the county. SEMCA worked with various partners in Southeast Michigan to develop a $4 million winning proposal with Oakland Community College as the fiduciary and the Workforce Intelligence Network (WIN) who is serving in the project manager role.

“This is yet another example of how the strong workforce development partnership we have in Southeast Michigan is producing great benefits for our workers, employers, and regional economy,” said Gregory Pitoniak.

Funding will be used to invigorate apprenticeship programs in Advanced Manufacturing Careers, while increasing the use of Transportation and Supply Chain advancements, Artificial Intelligence and Robotics. This blends the Registered Apprenticeships and current employer needs. Apprenticeships under this grant will provide an opportunity that is especially important to individuals who are in a low wage job and unable to take time off work to obtain a credential.
A SUCCESSFUL PATH

SEMCA PATH (Partnership. Accountability. Training. Hope.) customers had their work requirements suspended by the State from late March 2020 until July 1, 2020. American Job Center staff worked diligently to help PATH customers who were working as front-line workers in retail, medical and other essential services.

Training sessions and orientations were conducted remotely, Zoom calls and other methods of virtual connection helped Career Coaches assist customers with supportive services and other needed resources.

SEMCA worked with TuaPath to create a mobile application for PATH customers to communicate with their Career Coaches, submit required documentation, track goal progress, and connect with resources more easily. SEMCA will be only the third Michigan Works Agency in the state to use the TuaPath tool.

Even though participation requirements were suspended, SEMCA American Job Center staff did an amazing job of working with customers and keeping them engaged, resulting in SEMCA achieving the highest Work Participation Rate in the state for the period October 1, 2019, to September 30, 2020.

Food Assistance Employment and Training (FAE&T) Plus

The Michigan Department of Labor and Economic Opportunity reached out requesting that SEMCA become the third Michigan Works! Agency to offer the FAE&T Plus program. The Plus program partners with training providers to encourage eligible candidates who need both training and food assistance to work with the providers.

SEMCA successfully conducted its regular three-year solicitation for proposals to operate the PATH and FAE&T programs. As part of that process SERCO, a leader in workforce programs, was awarded a contract to provide PATH services at the SEMCA Michigan Works! Highland Park American Job Center.

A TEAM APPROACH

In 2020, SEMCA continued its successful hiring project with FCA by providing recruitment and outreach assistance.

The Highland Park Business Services Team was the lead in coordinating activities with other Michigan Works! American Job Centers in Southeast Michigan. Over 1,300 qualified individuals received information on upcoming application events for open skilled trades positions. In the first quarter of 2020, SEMCA hosted three events at GST/ Lapeer County Michigan Works! and Macomb/St. Clair County Michigan Works! with over 150 individuals attending prior to in-person events being suspended by the state due to COVID-19. SEMCA developed a strategic outreach plan utilizing multiple platforms including radio, billboards and social media promoting these events.

Once manufacturing facilities were able to reopen, SEMCA continued recruitment by increasing marketing efforts such as hosting virtual job fairs and promoting openings via the Michigan Talent Connect. SEMCA’s ongoing relationship with FCA resulted in filling over 500 skilled trades positions.
SUCCESSFUL FUTURES

SEMCA recognizes the importance the next generation of talent plays in the local economy. SEMCA provides career exploration and guidance, continued support for educational attainment, opportunities for skills training in high-demand industries and occupations, and connections to their chosen career pathway with a job and postsecondary education and training.

SEMCA Michigan Works! Young Professionals Program (SYPP), a training and employment program, provides young adults, ages 16 to 24, with online professional certificate training and a six-week paid work employment experience (PWE). The Young Professionals Program includes:

- Participants gain the skills and tools to achieve career goals and join the labor market
- Young adults build stackable credentials in the high demand industries of Healthcare, Information Technology (IT) and Manufacturing
- Courses offered: Electronic Health Records, Phlebotomy Technician, IT Support Professional, Fundamentals of IT, Cyber Security Analyst, Foundational Skills for Manufacturing
- Supports Governor Whitmer’s statewide postsecondary attainment goal of 60% by 2030

ONLINE PROFESSIONAL

Despite the challenges of the pandemic and remote learning, Noorjahan stayed focused on her goals and enrolled at Wayne County Community College District (WCCCD) and received a Michigan Tuition Incentive Program Grant to pay for her classes.

As a first generation college student, she plans to study Nursing at WCCCD and then transfer to Wayne State University. Her family came to Hamtramck from Bangladesh when she was 10 years old. With the assistance of the SEMCA Michigan Works! staff, Noorjahan enrolled in the SYPP. Due to transportation barriers, SEMCA was able to find her a virtual position with Operation Refuge | Mother’s Pantry, in Inkster.

Noorjahan did not have any work experience when she started the program, but was able to use her computer, writing, communication, and graphic design skills to virtually assist Mother’s Pantry with preparing letters, creating flyers, and working on a newsletter.
OPPORTUNITY BRINGS HOPE

2020 brought a number of challenges for us all, Wayne County College Access Network (WCCAN) included. The network has done the work necessary to pivot in a time of crisis transforming both its collective impact and direct service efforts to virtual models and platforms. If ever there was a time to persevere, it is now. WCCAN’s work to help 60% of Michigan residents attain a college degree or valuable credential by the year 2030 has never felt more necessary.

There is no ignoring the data. COVID-19 has had a negative impact on our nation’s college going culture. According to the National Student Clearinghouse Research Center, college enrollment is down 2.6% across the nation. Michigan college enrollment is down more than 9% from last year. It becomes clear that in the college space this crisis is most heavily impacting students of color, first generation college goers, and economically disadvantaged students.

WAYNE COUNTY COLLEGE ACCESS NETWORK

There is now an opportunity to see more clearly the inequalities that exist in college access. And with opportunity comes hope. Hope that state funding for colleges and universities will increase and more students will have access to financial support. Hope that the Future for Frontliners and Reconnect programs will help re-engage some residents seeking to improve their incomes and outcomes. Hope that other large scale interventions will develop and begin to repair the damages the pandemic has done to college going attitudes. And hope that local engagement in efforts such as WCCAN will increase to help find new and innovative solutions to the challenges that have been presented.

VIRTUAL MANUFACTURING DAY

Thanks to the support of our generous sponsors and businesses, as well as the work of the volunteer planning committee, the 2020 Wayne County Manufacturing Day (MFG Day) was a tremendous success.

As with everything else, the pandemic made a traditional face-to-face event such as those conducted the previous five years impossible. But that did not deter the positive impact of the initiative as demonstrated by the results below.

- Successfully transitioned from an in-person to a virtual event
- Nearly 3,500 student participants
- Registrants were from Monroe, Oakland and Out-Wayne counties as well as the City of Detroit
- The virtual model enabled the creation of an online library of resources accessible to students, educators and families for up to 12 months
- 15 businesses participated in the live sessions and 17 organizations contributed videos for the pre-recorded library
- Five postsecondary institutions participated
- Congresswoman Haley Stevens (D-MI) welcomed 2020 MFG Day participants
BUILDING FOR THE FUTURE

YouthBuild, is a non-profit organization which provides education, counseling and job skills to unemployed young American adults, generally high school dropouts. The local area program, with youth from the SEMCA and Detroit Employment Solutions Corporation Michigan Works! Agencies is concluding the second year of implementation.

In 2020 students in Cohort Four graduated from YouthBuild with seven students receiving their MC3 (Multi-Craft Core Curriculum) and four students receiving their high school diploma. Cohort Five started in 2020 as well, with 12 students. The students were able to complete their classes virtually while others moved on to jobs.

STEM CAREERS

Wayne RESA and Eastern Michigan University partnered with SEMCA Michigan Works! to assist with the implementation of the geographic information systems and technology (GIS/T) mapping and analysis applications. The program is designed to strengthen Michigan high school students’ abilities in science, technology, engineering and math (STEM) career and learning opportunities. With the goal of enabling students to have high-demand and high-wage career experience, earn Industrial GIS Certification, and earn university credits, employer outreach will result in opportunities for the 2021 six-week internship opportunities for the students ready to be introduced to the hands-on experience in the Geospatial Industry. To date 90 students have been participated.

JOBS for MICHIGAN’S GRADUATES

Jobs for Michigan’s Graduates (JMG) is the state-based affiliate of the national organization, Jobs for America’s Graduates (JAG), coordinated by Youth Solutions for the state of Michigan. In 2020, SEMCA provided JMG programming at 11 different sites and worked collaboratively with businesses, education and community partners to increase postsecondary access, employment opportunities, and career pathways, providing youth with the skills to succeed.

“We’d like to acknowledge our entire SEMCA JMG Team for serving, inspiring and empowering 457 youth to pursue their education and career goals. This year has been anything but normal. Passion, commitment and professionalism are pervasive qualities of the JMG program. Please accept our deep gratitude to every member of the SEMCA JMG team for their hard work and sacrifice in service to our youth.” – Youth Solutions
SEMCA has once again achieved accreditation with the national Council on Accreditation (COA) through May 31, 2024. This achievement affirms that SEMCA meets the highest national standards of best practices and objectively confirms its credibility as an effective and professionally sound organization. SEMCA has held COA accreditation since 2005.

Founded in 1977, COA is an international, independent, nonprofit organization that partners with human service organizations to improve service delivery outcomes by developing, applying and promoting appropriate best practice standards.

Achieving accreditation is a demanding and challenging process. The review process can take over a year during which time COA critically reviews all aspects of an organization’s programs and services.

“This is a significant accomplishment and recognizes our commitment to constant improvement to maintain the highest contemporary standards in the delivery of programs and services,” said Gregory Pitoniak, CEO of SEMCA. “I want to express my deep gratitude to each member of the SEMCA team as the COA Final Accreditation Report is a public confirmation of their outstanding work in our fiscal and human resources management, as well as our connectivity to the communities we serve.”

SEMCA received a Final Accreditation Report (FAR) containing observations and recommendations from Peer Reviewer colleagues based on SEMCA’s self-study and virtual site visit. The FAR provides a unique view of SEMCA with full accreditation ratings for all Purpose, Core, and Practice standards, identifying the Fundamental Practice standards.

COA identified organizational strengths under the Administrative and Management Standards and Service Delivery Administration Standards including the comments below:

• Throughout this organization the rights and dignity of the service recipients are at the forefront. The organization has well-developed policies related to client rights that guide both the recipient and the provider.

• The organization is intensely involved and committed to gathering data throughout the network, analyzing data, and then using it to identify areas that need improvement within the network and in the community at large.

Implementing COA standards means SEMCA is among the best in the field and is proud to be a part of this community of excellence. “Although the formal accreditation process has been completed, our work is far from over,” stated SEMCA Chief Operating Officer Katherine Brady-Medley, who led SEMCA’s accreditation efforts. “COA accreditation is not an end in and of itself. Rather, it is a process by which SEMCA can consistently strive for and achieve new levels of excellence and strategies for continual improvement in the years to come.”
COMMITTED TO SOLUTIONS

SEMCA is governed by two volunteer boards: the Workforce Development Board (WDB) and the Southeast Governmental Alliance (SEGA). Board members are committed to creating a qualified workforce that meets the current and future talent needs of Southeast Michigan companies and represents the private and local government sectors as well as education, economic development, human services, organized labor, and community-based organizations linked to workforce development.

WORKFORCE DEVELOPMENT BOARD

ANDREW BIANCO
N.A. Manager Learning & Development
Ford Motor Company

CHARLES BROWNING
Director
UAW Region 1-A

CONNIE CARROLL
Executive Director
United Way of Monroe/Lenawee Counties

PATRICIA CHATMAN, PH.D.
Dean, School of Business, Entrepreneurship and Professional Development
Trade and Apprentice
Henry Ford College

JASON EVERS
Career Tech & Adult Education Consultant
Wayne RESA

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Verizon

NAHEED HUQ
Manager of Talent and Economic Development
SEMCOG

CHRIS LAJOY
Secretary/Treasurer/Co-Founder
LaJoy Group, Inc.

PATRICK LAMBRIX
Regional Human Resources Manager
TWB Company, LLC

FRANK LOPEZ (CHAIR EMERITUS)
Chairman
Aztec Manufacturing Corporation

MOLLY LUEMPRT-COY
Regional Manager
DTE Energy

CHARLIE MAHONEY (CHAIR)
President
FOUR-M Associates

BETH MAVEL
Manager - Talent Acquisition
Henry Ford Health System - Wyandotte Hospital

WANRA PEARSON
AVP, Branch Manager
PNC Bank

KHALLIL RAHAL
Assistant County Executive
County of Wayne

BAYYINAH ROBINSON
District Manager
Michigan Rehabilitation Services

SEAN S. SIMS
Veterans Career Advisor
State of Michigan – LEO, Workforce Development

MALIN WAGNER (VICE CHAIR)
President
L. and M Educational Services, LLC

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MICHAEL Bosanac
Administrator/Chief Financial Officer
Monroe County Board of Commissioners

THE HONORABLE ABDUL HAIDOUS (CHAIR)
Wayne County Commission
11th District

DALE KRAJNIKA
Grosse Pointe Park

THE HONORABLE JOHN O’REILLY, JR.
Mayor
City of Dearborn

KHALLIL RAHAL
Assistant County Executive
County of Wayne
THANK YOU TO THE FOLLOWING ORGANIZATIONS FOR YOUR SUPPORT DURING 2020

Aetna Bearing Co.
American Center of Mobility
Ballmer Group
Bold Construction
Brose New Boston, Inc.
Burke Architectural Millwork
Career Education Advisory Council
City of Romulus
Clips & Clamps Industries
County of Monroe
County of Wayne
Detroit Bikes
Detroit Employment Solutions Corporation
Detroit Regional Chamber of Commerce
Detroit Regional Partnership
DTE Energy Foundation
E&E Manufacturing Co Inc.
Ecorse Public Schools
Emergent Health
Fifth Third Bank
Freedom Finishing
Futuramic Tool & Engineering Co.
Great Lakes Water Authority
GST Michigan Works!
Hamtramck Public School District
Harper Woods School District
Health Management Systems, Inc.
Henry Ford College
Holdsworth Communications
Humanetics Innovative Solutions Inc.
Jobs for the Future
LIFT-Lightweight Innovations for Tomorrow
Lincoln Park Public Schools
Loc Performance Products, Inc
Macomb St-Clair Michigan Works!
MC Dermott Roofing
MedCerts
Melvindale-Northern Allen Park Public Schools
MIAT College of Technology
Michigan College Access Network
Michigan Department of Health and Human Services
Michigan Department of Labor and Economic Opportunity
Michigan Economic Development Corporation
Michigan Rehabilitation Services
Michigan Veterans Agency
Michigan Works! Association
Michigan Works! Southeast
Monroe Business Development Corporation
Monroe County Community College
Monroe County Intermediate School District
Monroe Public School District
MSU Scale-Up Research Facility (SuRF)
Nalara Quality Systems
National Association of Workforce Development Boards
Oakland Community College
Oakland County Michigan Works!
Operation Refuge
Plastic Omnium
Plymouth-Canton Community Schools
River Rouge School District
Rockwell Automation
Romulus Community Schools
Schoolcraft College
Shinola
Southeast Michigan Council of Governments
Southwest Solutions
Taylor School District
The Armored Group
The Ralph C. Wilson Jr. Foundation
U.S. Chamber of Commerce Foundation
U.S. Department of Labor
United States Steel Corporation
United Technical
United Way for Southeast Michigan
Verizon Wireless Corporation
VoxelJet America, Inc.
Wayne County Community College District
Wayne County Economic Development Department
Wayne Regional Education Service Agency (RESA)
Wayne-Westland Community Schools
William Davidson Foundation
Woodhaven-Brownstown School District
Workforce Intelligence Network
Xello
Youth Solutions Incorporated
ZeeTheCook Culinary Studio
2020 Program Highlights

Since 1996, SEMCA has been a leader in talent development programs. We are committed to preparing job seekers with the skills to meet the talent needs of employers today and in the future.

In 2020, SEMCA Michigan Works! once again demonstrated that meeting the talent needs of employers is the best way to assist job seekers. Serving 5,687 employers in helping to fill 3,700 jobs while upgrading the skills of their incumbent workers. SEMCA American Job Centers experienced nearly 36,000 visits and engaged over 160,000 individuals in services.

160,130 Individuals Served
5,687 Employers Served
3,700 Local Jobs Filled
35,661 American Job Center Visits
344 Individuals Trained
RISING TO THE CHALLENGE

MISSION AND VISION

SEMCA’s mission is to provide innovative leadership to create an inclusive, life-long talent and career development system that is responsive to labor market and industry demands.

Through SEMCA’s leadership there is a robust career and talent pipeline sustained by public and private partnerships driving a resilient, vital, and competitive economy.

As a result of our high performance standards and dedication to the residents of Southeast Michigan, SEMCA is accredited by the national Council on Accreditation, the first nonprofit organization in the country to receive such an accreditation from the Council under its newest network standards.

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