As we reflect back on 2022, we’re proud of how SEMCA was able to continue to respond to the shifting landscape, as our communities have been moving forward despite lingering impacts of the COVID pandemic. We found new ways to meet the needs of job seekers and employers in our areas, and we were part of many significant collaboratives across our region bringing new resources for youth outreach and programming, for responding to shifts in our mobility industries and for increased training and apprenticeships to our area. SEMCA also launched several service elements targeted to increase job seeker access to support and programs.

SEMCA’s leadership began to implement the new Strategic Plan, which was developed during 2021, which lays out the mission, vision and priorities for the organization through 2024. With a focus on collaboration, service delivery, brand identity and funding diversification, the plan maps out how to ensure SEMCA remains a pillar for our region. As always, SEMCA continues in our commitment to engaging and supporting businesses with their employment needs and equal commitment to assisting individuals with their pursuit of a job or career.

In 2022, SEMCA also grew in scope with some new and expanded areas of programming. We received two new grants in the youth space: 1) from the Ballmer Group to build our capacity to serve the unique needs of this generation of youth; and 2) a congressionally directed spending project to serve students in Wayne-Westland Community Schools.

We also were selected as a co-recipient on a major regional initiative to strengthen and secure Michigan’s role as a global leader in mobility. As part of the Global Epicenter of Mobility (GEM), SEMCA’s team will lead the work to support employers and career seekers to transition talent to EV and other new technology. 2022 also saw SEMCA selected by Wayne County as a partner to implement their American Rescue Plan Act (ARPA) Workforce project, WayneLINC. With all these new projects, SEMCA looks forward to working with new and existing partners to enhance service delivery.

Many of SEMCA’s successes in 2022 are presented in the subsequent pages of this Annual Report. As the Chief Elected Official and Chair of the Southeast Governmental Alliance (SEGA) Board and the Chair of the Workforce Development Board, we
would like to congratulate the SEMCA Boards, 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.

As Chief Executive Officer of SEMCA, I feel blessed with the partners we have. I want to especially acknowledge our several 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), the 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).

Respectfully,

**Commissioner Abdul Haidous**  
SEGA Board Chair & Chief Elected Official

**Charlotte (Charlie) Mahoney**  
Workforce Development Board Chair

**Gregory Pitoniak**  
Chief Executive Officer
In 2022, SEMCA continued its leadership in talent development programs, focusing on equipping job seekers with skills to meet employers’ talent needs.

SEMCA Michigan Works! played a crucial role in connecting job seekers with employment opportunities. By serving 3,717 employers, SEMCA assisted in filling 2,815 jobs, while also upgrading the skills of incumbent workers, enhancing their professional growth.

The SEMCA American Job Centers were instrumental in supporting job seekers. With nearly 58,000 visits and engaging 46,470 individuals in various services, SEMCA provided personalized assistance and tailored programs to empower individuals in their career development journeys.
Federal Grants – $20,726,742
State Grants – $4,430,300
Local Grants – $311,617
Miscellaneous Income – $575,847

2022 TOTAL REVENUE
$26,044,506

46,470 INDIVIDUALS SERVED
3,717 EMPLOYERS SERVED
2,815 LOCAL JOBS FILLED
57,610 AMERICAN JOB CENTER VISITS
650 INDIVIDUALS TRAINED
PATHWAYS TO THE WORKFORCE

Wayne-Westland Community Schools and SEMCA Celebrate Partnership While Announcing $850,000 Pathways to the Workforce Grant

In a special ceremony, Congresswoman Rashida Tlaib joined SEMCA Chief Executive Officer Gregory Pitoniak, and Wayne-Westland Community Schools (WWCS) Superintendent John Dignan in celebrating the Pathways to the Workforce grant program. The program will help ensure at-risk students have increased access to work-based internships and job shadowing opportunities designed to allow them to successfully obtain future employment.

Wayne-Westland Build Your Future: Pathways to The Workforce grant program is designed to address the community need for an integrated career readiness system through a unique partnership between the Wayne-Westland Community School District, the cities of Westland, Wayne, and Inkster, local chambers, and SEMCA Michigan Works!. Together, these partners will establish a targeted work-based learning career pathways program, which meets multiple student, district and community needs. The program will target 175 at-risk students (minimum 14 years old) who attend Wayne-Westland Community Schools.

Integrated Career Readiness System
Students will complete work experiences during the school year or summer, aligned with district work-based learning curriculum. Employed by SEMCA during their work-based learning experience, these students will receive an hourly wage and supportive services as needed.

Program Goals
Increase work-based learning opportunities for Wayne-Westland Community School District students in grades 9-11 within the District and City departments.

• Increase access for students to complete work-based learning experiences.
• Increase work-based skills to successfully obtain future employment.
• Improve student outcomes by targeting at-risk students.
• Create a pathway for entry-level positions within WWCS and the Cities of Westland, Wayne, Inkster, and other employer partners.
EMPOWERING YOUTH IN CONSTRUCTION TRADES

In 2022, the third annual Building Skills Camps positively impacted the lives of 50 young individuals in our region. This remarkable achievement was made possible through a transformative three-year partnership with the Michigan Regional Council of Carpenters and Millwrights (MRCC), who have played a pivotal role in shaping our programs in Monroe and Wayne Counties.

Our summer Building Skills Camp provides hands-on training, equipping participants with basic skills and practical insights regarding the career pathway provided by building trades apprenticeships. We are thrilled to offer participants a summer wage, further empowering them on their journey towards success. The program welcomes high school students, as well as graduates, who actively engage and gain valuable experience, insights and skills that can unlock promising careers within the Building Trades industry.

In Monroe, the partnership is coordinated by AFL-CIO Community Services working with the United Way of Monroe/Lenawee Counties. Through classes held at Monroe High School, students are exposed to a diverse range of careers in the building trades industry, gaining invaluable insights and practical experience.

In Wayne County, SEMCA takes the lead in coordinating the partnership between the MRCC, Oakland Michigan Works!, and Detroit Employment Solutions Corporation (DESC).

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 and career pathways.

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
COMMITMENT TO BUILDING STRONGER COMMUNITIES, WHERE EVERYONE HAS THE OPPORTUNITY TO THRIVE

FINDING HOPE, OPPORTUNITIES, AND SECOND CHANCES
SEMCA has been designated by Wayne County to serve as the coordinator for the county’s WayneLINC program. LINC is an acronym that represents what the program will provide to participants, namely Learning, Investment, Navigation, and Career opportunities. WayneLINC is funded with $35 million in American Rescue Plan Act (ARPA) workforce development funds.

SEMCA will oversee a network of service providers covering all of Wayne County delivering training programs and subsidized employment services to underrepresented populations, including refugees, new immigrants, economically disadvantaged individuals and those who have been justice-involved. These efforts will start by connecting customers to Career Navigators who will assist in taking a holistic approach to the customer’s needs. SEMCA will deliver expungement and supportive services directly.

WayneLINC is expected to be available to Wayne County residents in late 2023.

ERASING CONVICTIONS, BUILDING BRIGHT FUTURES
SEMCA’s Clean Slate program, one of the most successful in the Michigan Works! system, has moved 134 applicants through the legal process and expunged a total of 294 convictions from their public record. Utilizing the tools available under state law SEMCA has opened the door to better housing and employment by helping the applicants get a second chance. SEMCA’s team has been asked to speak to numerous community groups, has presented at statewide conferences and trained other lawyers in the tools and process of expungement. The team is developing a plan to offer drivers license restoration services to eligible applicants as well.

EMPOWERING WORKING INDIVIDUALS TO OVERCOME CHALLENGES AND THRIVE
CONNECTIONS, a Business Resource Network (BRN) continues to assist working individuals who are one costly car repair or missed rent payment away from unemployment or homelessness. Providing services to employees of our employer partner companies, BRN’s trained Coaches assist with car purchase and repair, rental assistance, mental health referrals and other needed barrier removal services to help currently employed individuals keep their jobs and provide for their families.
2022 CLEAN SLATE STATS

- Total Registrations: 703
- Total Completely Served (HAD COURT HEARING): 134
- Total Convictions Erased: 294

2022 BRN PROGRAM HIGHLIGHTS

- Companies: 18
- Employees Engaged: 589
- Employees Receiving Supportive Services: 139
- Funds Allocated for Supportive Services: $464,624

“I would like to thank my lawyer Ms. Connie for all the work she did and to let anyone know that Second Chances aren’t just dreams for the lucky but if you reach out to SEMCA it will be well worth it.”

DEANTE C.
CLEAN SLATE PARTICIPANT

“Everyone who was involved from the Judges, Prosecutors, Criminal Defense Attorneys and the staff for the SEMCA Michigan Works! Clean Slate program were kind and courteous. And all acted with utmost professionalism to help more of right restored! Any questions I had were all answered promptly and sufficiently.”

SEAN R.
CLEAN SLATE PARTICIPANT

“Our employees have found great value in the CONNECTIONS BRN program. Having an on-site person they can talk to has been an immensely helpful resource, and they truly appreciate the support.”

CYNTHIA CROUCH
WEBASTO

“We have great people working with us and we want provide resources to make it easier for them to come to work and guidance to face daily barriers that life can bring and our partnership with CONNECTIONS is a way to enhance our efforts to do it. CONNECTIONS has provided our people a Coaching program to help them with guidance and tools to overcome those barriers.”

LUCY NUNEZ
AEROSTAR MANUFACTURING
PITONIAK RECEIVES CHRISTINE QUINN EXCELLENCE IN LEADERSHIP AWARD

The Michigan Works! Association awarded SEMCA Michigan Works! CEO Gregory Pitoniak the Christine Quinn Excellence in Leadership Award during its 2022 Annual Conference.

The award recognizes an individual who has exhibited excellence in leadership by inspiring others and influencing outcomes within workforce development.

“Greg’s experience has been critical to the workforce system as he has provided valuable political and legislative insight as well as using his considerable connections to advocate for the system and provide direct access to decision makers,” Ryan Hundt, Michigan Works Association CEO, said. “His leadership and dedication to Michigan Works are unmatched and we are extremely proud to recognize his work with this award.”

While Greg’s leadership skills have been critical to statewide success, he has also led one of the most successful Michigan Works! Agencies. SEMCA Michigan Works! regularly leads the way in performance measures, but his true leadership lies in his encouraging staff to be bold, be engaged and be a good partner.

MICHICELLE MATNEY NAMED SHINING STAR

Michelle Matney was awarded the “Shining Star” Award by the Michigan Works! Association during the Association’s annual conference.

“Michigan has one of the strongest workforce development systems in the nation and that’s because of hardworking frontline staff like Michelle,” said Michigan Works! Association CEO Ryan Hundt. “Her dedication and passion is changing the lives of Michigan job seekers every single day and that’s why she is our Shining Star.”

Michelle Matney is a Career Coach/DHHS Coordinator in the PATH Program for SEMCA Michigan Works! She has worked at the Southgate American Job Center, Downriver Community Conference for 16 years.

Michelle has a reputation for going above and beyond to assist customers, co-workers, and DHHS partners, as well she is actively involved in the Downriver community to provide employment opportunities and resources to customers.

“Every day, Michelle brings her great dedication and drive to our programs and PATH customers,” said Greg Pitoniak, CEO of SEMCA Michigan Works!. “She is a clear and visible reminder of why we are here, and that positive impact is possible when we work together for the good of others. It is this commitment that makes Michelle very deserving of this award.”
Local lawmakers and statewide talent development officials gathered virtually, and in-person, to recognize Canton resident Taylor Box, Dearborn Heights’ The Armored Group, as well as SEMCA Michigan Works! for offering on-the-job training opportunities for in-demand jobs and helping to develop a talent pipeline.

A STRONG PARTNERSHIP IS FORMED
A SEMCA Michigan Works! Business Services Professional contacted The Armored Group’s Megan Davis regarding potential hiring assistance after noting its job openings online.

They responded and learned of the Business Services available to them, including the On-the-Job Training (OJT) program for its new hires. As a result, The Armored Group has participated in six OJT contracts with SEMCA including the most recent contract for Taylor Box.

The Armored Group continues to take advantage of Business Services opportunities including Registered Apprenticeship Programs, Going PRO Talent Fund, and virtual job fairs in the future.

A GREAT CAREER OPPORTUNITY
“The assistance Taylor received from SEMCA Michigan Works! helped her overcome barriers to find a great career opportunity,” said Sen. Betty Jean Alexander (D-Detroit). “On-the-Job Training is a great tool to provide individuals with the opportunity to prove themselves and earn a full-time career position.”

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

IMPROVING AND EMPOWERING COMMUNITIES THROUGH SKILLS AND OPPORTUNITY

Efforts and achievements in fostering economic growth, reducing the skills gap, and empowering individuals through apprenticeship programs

EXPANDING APPRENTICESHIP OPPORTUNITIES

In 2022, we experienced significant growth in the number of registered apprenticeship programs. Through strategic partnerships with organizations such as the Workforce Intelligence Network, Zaman International, and collaborations with the U.S. Department of Labor’s Office of Apprenticeship, we successfully launched new apprenticeship initiatives. These partnerships allowed us to expand our reach and provide valuable opportunities to individuals seeking skill development and meaningful careers.

Our commitment to assisting both employers and apprentices remained steadfast in 2022. Through the Going Pro Apprenticeship (GPA) program, we extended a helping hand to over ten local employers, including industry leaders like Cleveland Cliffs (AK Steel), Detroit Diesel, Fischer Tool, Ford Livonia Transmission, Ford Flat Rock Assembly, Gilmar Manufacturing, Zaman International, Performance Driven Workforce, BASF, and Roush Industries. We worked closely with these employers to facilitate the establishment of impactful apprenticeship programs within their organizations. By providing necessary resources and guidance, we ensured they could create transformative learning experiences for their apprentices.

Simultaneously, our focus on apprentice support yielded remarkable results. We provided guidance and mentorship to numerous local apprentices across diverse trades, including millwrights, electricians, pipefitters, and toolmakers. By offering valuable resources and support, we nurtured their talent and potential, empowering them to thrive in their chosen fields.

APPRENTICESHIPUSA

Flat Rock Assembly, Gilmar Manufacturing, Zaman International, Performance Driven Workforce, BASF, and Roush Industries. We worked closely with these employers to facilitate the establishment of impactful apprenticeship programs within their organizations. By providing necessary resources and guidance, we ensured they could create transformative learning experiences for their apprentices.

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CELEBRATING NATIONAL APPRENTICESHIP WEEK

National Apprenticeship Week (NAW) 2022 served as a remarkable platform for us to raise awareness and celebrate the impact of...
apprenticeships. SEMCA organized engaging events, reaching out to employers and individuals, including in-person sessions at area companies and virtual job fairs exclusively for apprentices and veterans. Through these initiatives, we fostered dialogue, showcased success stories, and reinforced the significance of apprenticeships in our region.

COMMUNITY ENGAGEMENT AND VOLUNTEERISM

We firmly believe in the power of community and actively engage with local businesses and organizations. Throughout 2022, we remained actively involved in various networks, including chambers of commerce, regional business associations, and educational institutions. We attend conferences and regularly participate with the Michigan Educators Apprenticeship and Training Association (MEATA) organization, staying current with best practices within our state. Other events not to be missed were the Operating Engineers 324 Michigan Construction Career Days, and Michigan Career Quest Southeast, where youth apprenticeships are at the forefront.

As we venture into 2023, our commitment remains unwavering. Our future initiatives include active participation in industry-specific training workshops, enhanced employer outreach programs, educational workshops for employers, involvement in student events, and celebrating the achievements of women in apprenticeships. These endeavors reflect our dedication to continuous improvement, innovation, and the pursuit of excellence.

As we reflect on the achievements of 2022, we eagerly anticipate the challenges and triumphs that lie ahead. With unwavering commitment, let us forge a future where every individual has the chance to thrive and contribute to the growth and prosperity of our communities.

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.
Manufacturing Day 2022 (MFG DAY) was a great success as we worked to transition out of the constraints of the pandemic. While we hosted face-to-face tours, we partnered with Junior Achievement to offer a virtual platform of pre-recorded content. The virtual component allowed schools who were unable to attend in person the opportunity to learn about different manufacturing careers, companies and post-secondary institutions in the community. Educators were able to use the virtual platform as a pre and post curriculum and online resource library for students and families. Participants were from Out-Wayne and the City of Detroit. Monroe hosted an event targeting middle school students.

**2022 MFG DAY RESULTS**

**Student Count – 1898**
- Middle School – 310
- High School:
  - 1124 (In-person)
  - 774 (Virtual)

**Schools & Hosts – 77**
- 41 Schools (28 Districts)
- College Hosts – 7
- Business Hosts – 22

**Sponsorships – $58,000**

THE HOW. THE WHAT’S NEXT.

**SEMCA Young Professional’s Program** (SYPP) training and employment program provides young adults, ages 16 - 24, with online professional certificate training and a six-week paid work employment experience (PWE). SYPP participants gain the skills and tools to achieve career goals and join the labor market, build stackable credentials in the high demand industries of Information Technology, Healthcare, Manufacturing, Transportation and Customer Service, and work towards their postsecondary education and training goals.

SYPP supports Governor Whitmer’s postsecondary attainment goal of 60% by 2030, by helping participants determine the “How” in career exploration so they can see, “What’s Next?”. Although young adults are high-tech, they need high-touch-point services to guide them. SYPP provides the necessary guidance and supports for educational attainment, opportunities for skills training in high-demand industries and occupations, and connections to their chosen career pathway with a job and post-secondary education and training.

**2022 HIGHLIGHTS**

- Rehena earned Certificates of Completion in Healthcare during the 2022 program year. She plans to attend Wayne State University’s Nursing Program this fall to continue her career journey.
- SYPP served seventeen young adults and provided four Paid Work Experiences.
- Lailah (pictured below), a dually enrolled JMG/SYPP participant, was awarded the JMG Student of the Year. Congratulations to her for this recognition of her efforts.
YOUTH RISING

SEMCA is pleased to announce the approval and funding of our grant proposal from the Ballmer Group, totaling $1,550,000 over 3 years. This grant will focus on key initiatives and capacity building in the Youth area.

Under the proposal titled “Youth Rising,” SEMCA aims to enhance economic and educational opportunities for 1,500 youth aged 14 to 24. The goal is to engage young people within their communities, providing them with tools, support, and inspiration in the post-pandemic period.

The Youth Program will prioritize equitable access to high-wage, high-demand career pathways for SEMCA area youth through three main approaches:

**Intensive Community Outreach** Establishing outreach initiatives in six SEMCA communities with low economic opportunity and educational attainment. This will involve stakeholder engagement, community conversations, marketing, and additional support structures to increase youth participation in paid work experience and training.

**Youth Special Projects** Enhancing capacity to support the development and implementation of innovative projects through the addition of a Special Community Projects role. This will expand participation and generate greater impact in the region.

**Technology Education** Designing and implementing “Learn and Earn” training programs in the technology sector where participants earn wages while completing full-time educational experiences. By combining high-quality technology training with existing programs, these initiatives will provide support for low-income youth, enabling them to engage in intensive, full-time training opportunities.

Additionally, SEMCA will focus on expanding the reach and impact of the Wayne County College Access Network (WCCAN). This involves creating expectations for all graduates to complete their educational development plans and increasing senior student participation in the FAFSA challenge by 10% annually throughout the SEMCA region by the end of the third year of the Youth Rising initiative. The aim is to raise awareness, foster a college-going culture, and elevate education and training expectations within the region.

To address disparities in opportunity for youth, SEMCA has chosen to deepen its relationship with six targeted communities: Ecorse, Hamtramck, Wayne-Westland, River Rouge, Romulus, and Westwood Schools (serving Inkster and Dearborn Heights).

Given the challenges posed by the pandemic, meeting the needs of area youth has become increasingly important. Our strategies are designed to mobilize stakeholders and reach out to those who are most in need of support.
EMPOWERING REFUGEE AND IMMIGRANT COMMUNITIES

The Refugee and Immigrant Navigator (RAIN program achieved significant milestones in supporting SEMCA’s refugee and immigrant communities. Key accomplishments include:

Program Achievements RAIN served 587 customers, contributing to the successful resettlement and integration of refugees and immigrants.

Supportive Services and Communication
RAIN prioritized comprehensive services, effective multilingual communication, and language support in English, Dari, and Pashto. Additional services such as childcare and food assistance were provided.

Empowering Single Mothers The Afghani in Michigan activists’ group provided 12 sewing machines, empowering single mothers to enhance their skills and promote self-sufficiency.

Language Expansion Ukrainian and Russian were added to marketing materials and brochures to enhance communication and accessibility for the Ukrainian community.

Resource and Job Fair A collaborative event connecting more than 120 Afghani job seekers with 25 local businesses and 10 community organizations, resulted in numerous job prospects while fostering community integration and support for new arrivals.

National Panel Discussion The program gained national recognition through participation in a panel discussion during a Department of Labor workshop, sharing experiences and services with over 600 participants.

Moving forward, SEMCA remains committed to providing innovative services, expanding support, and promoting community integration in line with its mission of inclusivity and support.

GD TOP NOTCH CLEANING AWARDED $8,400 TO TRAIN CURRENT AND NEW EMPLOYEES

GD Top Notch Cleaning Service has been able to grow their company and compete for larger more high-profile clients as a result of the training funded by Going Pro Talent Fund (GPTF). They were able to promote internal candidates into leadership roles, certify their cleaners into Commercial Construction Cleaning Technicians and created openings for more entry positions due to the promotion and upskilling of incumbent employees.

“Near the end of the training, we were able to secure a large project cleaning shelving in the Gardner White warehouse facility that would have otherwise not been possible. This one project accounted for over 70% of our average monthly profits single-handedly.”

DARREN FOWLKES
GD TOP NOTCH CLEANING SERVICE
PLANNING FOR PURPOSE

In 2022, SEMCA achieved significant milestones in implementing its strategic plan, reinforcing its commitment to exceptional services, community growth, and leadership in talent development programs. Here’s a summary of the accomplishments:

PARTNERSHIPS
- Secured funding for Launchpad data system adoption, enabling direct client referrals and tracking referral outcomes.
- Collaborated with Launchpad to design customer and partner portals, leading to the system’s launch in early 2023.
- Reviewed and updated key partnership documents, including Memorandum of Understanding (MOU) and Infrastructure Funding Agreements (IFA).
- Ensured comprehensive collaboration with relevant stakeholders by identifying gaps in the current partners list.

SERVICE QUALITY
- Conducted coaching training for over 50 service provider staff to deliver exceptional service.
- Developed a secret shopper survey with the One Stop operator for ongoing service quality assessment and improvement.
- Established a satisfaction baseline using existing customer satisfaction data for performance measurement and benchmarking.

FUNDING DIVERSIFICATION
- Successfully secured new programs and funding sources, amounting to over $53 million over the next several years. Refer to pages 5-8 for detailed information on these new programs.

BRANDING
- Updated brand identity collateral materials for contractors to ensure consistent representation of the SEMCA Michigan Works! brand.
- Carried out brand perception research and presented preliminary findings to the board and stakeholders, informing future branding strategies.
- Continued integrating SEMCA Michigan Works! into social media platforms, website, and online mediums to enhance brand visibility and engagement.
ADVANCING SOUTHEAST MICHIGAN’S WORKFORCE

SEMCA is governed by two volunteer boards: the **Workforce Development Board** and the **Southeast Governmental Alliance**. 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 and Development
  Ford Motor Company

- **LAURA DICKERSON**
  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 and Adult Education Consultant
  Wayne RESA

- **LEE GRAHAM**
  Executive Director
  Operating Engineers 324

- **GERALD C. HESSON**
  AFL-CIO

- **TUPAC HUNTER**
  Manager of State Government Affairs
  Verizon

- **NAHEED HUQ**
  Manager of Talent and Economic Development
  SEMCOG

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

- **DAVID LAWRENCE**
  Executive Vice President and Chief Administrative Officer
  Alpha USA

- **MOLLY LUEMPERT-COY**
  Regional Manager
  DTE Energy

- **CHARLIE MAHONEY (CHAIR)**
  President
  FOUR-M Associates

- **DONNA MOSER**
  Management Systems Facilitator II
  Gerdau Special Steel

**SOUTHEAST GOVERNMENTAL ALLIANCE BOARD**

- **CHRISTINA PIZZO**
  Talent Selection Specialist
  Henry Ford Health-Wyandotte Campus

- **KHALIL RAHAL**
  Assistant County Executive
  County of Wayne

- **BAYYINAH ROBINSON**
  District Manager
  Michigan Rehabilitation Services

- **JAY STEFFENSKY**
  Vice President-Business Banking
  PNC Bank

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

- **MICHAEL BOSANAC**
  Administrator/Chief Financial Officer
  Monroe County Board of Commissioners

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

- **JAMES PERRY**
  Executive Director
  Downriver Community Conference

- **STEPHEN POLONI**
  City Manager and Police Commissioner
  City of Grosse Pointe and Grosse Pointe Shores

- **KHALIL RAHAL**
  Assistant County Executive
  County of Wayne
THANK YOU FOR YOUR SUPPORT IN 2022

Aetna Bearing Co
AFL-CIO United Way
American Center of Mobility
Ballmer Group
Belleville High School
Bold Construction
Brosen New Boston, Inc
Burke Architectural Millwork
Career Education Advisory Council
Champion Foods
City of Romulus
City of Taylor/
Taylor Police Department
Clips & Clamps Industries
County of Monroe
County of Wayne
Deschler Group
Detroit Bikes
Dearborn Chamber of Commerce
Detroit Chassis, LLC
Detroit Employment
Solutions Corporation
Detroit Public School
Community District (DPSCD)
Detroit Regional
Chamber of Commerce
Detroit Regional Partnership
DTE Energy Foundation
E&E Manufacturing Co Inc
Ecorse Public Schools
Emergent Health
Excellent Leadership Trainings, LLC
Fifth Third Bank
Ford Motor Company
Ford Rouge Factory Tour
“The Henry Ford”
Freedom Finishing
Futuramic Tool & Engineering Co
Gil-Mar Manufacturing
Global Detroit
Great Lakes Water Authority
GST Michigan Works!
Hamtramck Public Schools
Harper Woods School District
Health Management Systems, Inc
Henry Ford College
Holdsworth Communications
Humanetics Innovative
Solutions, Inc
Jacobsen Industries
Jobs for the Future
LIFT- Lightweight Innovations
for Tomorrow
Lincoln Park Boring Company
Lincoln Park Public Schools
Livonia Chamber of Commerce
LM Automotive
Loc Performance Products, Inc
Macomb St-Clair Michigan Works!
MacDermott Roofing, Inc
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 Manufacturing
Technology Center
Michigan Regional Council of
Carpenters and Millwrights
Michigan Rehabilitation Services
Michigan State University (IACMI)
Michigan State University
Scale-Up Research Facility (SURF)
Michigan Veterans Agency
Michigan Works! Association
Michigan Works! Southeast
Monroe Business
Development Corporation
Monroe County Community College
Monroe County
Intermediate School District
Monroe Public Schools
Nalara Quality Systems
National Association of
Workforce Development Boards
NEAPCO Drivelines
New Center Stamping
Oakland Community College
Oakland County Michigan Works!
Operation Refuge
Plastic Omnium
Plymouth-Canton
Community Schools
Remora
River Rouge School District
Rockwell Automation
Romulus Community Schools
Roush Industries
Schoolcraft College
Shinola
Southeast Michigan
Council of Governments
Southwest Solutions
Storch Products Company, Inc
Taylor School District
The Armored Group
U.S. Chamber of
Commerce Foundation
U.S. Department of Commerce
U.S. Department of Labor
U.S. Ecology
United States Steel Corporation
United Technical
United Way of
Monroe/Lenawee Counties
United Way for Southeast Michigan
University of Michigan
US GYPSUM
Verizon Wireless Corporation
Voxeljet America, Inc
Wayne County
Community College District
Wayne County Economic
Development Department
Wayne County Executive Office
Wayne County
Sherriff’s Department
Wayne Regional Education
Service Agency (RESA)
Wayne-Westland
Community Schools
William Davidson Foundation
The Ralph C. Wilson Jr. Foundation
Woodhaven-Brownstown
School District
Workforce Intelligence
Network (WIN)
Xello
Youth Solutions Incorporated
ZeeTheCook Culinary Studio