

Northwest Michigan Council of Governments TeamWork NorthWest and KAL-TEC

1. TeamWork NorthWest

This is a job retention initiative to assist at-risk employees in keeping their jobs, and to reduce the costs associated with employee turnover for the participating companies. The web site <http://www.nwm.org/twnw.asp> provides all the information about purpose, the 12 partner organizations & roles, the program model, etc. The program came about in part because of our region's Poverty Reduction Initiative, as an attempt to assist the "working poor" as they struggle to move toward financial self-sufficiency.

Funding for the first year came from the following sources: 1/3 Northwest Michigan works, 1/3 Grand Traverse Dept. of Human Services, 1/3 Rotary Charities grant. For the second year we have replaced the last 1/3 with a United Way grant. Employers will begin making financial contributions at the end of year three.

From the website

TeamWork Model: TeamWork NorthWest partners with local businesses to provide the comprehensive intervention required to remove barriers to job retention. A Retention Specialist maintains a regularly scheduled presence at the employment site. A supervisor at the business refers employees who are prone to retention problems. The Retention Specialist meets with the employee and spends quality, one-on-one time with that individual. This allows the Retention Specialist to identify areas where the person may need assistance in order to prevent problems from occurring. The Retention Specialist continues a relationship with that employee for at least one year in order to fully support his or her efforts at long-term self-sufficiency.

Partners:

Poverty Reduction Initiative
Traverse City Area Chamber of Commerce
Northwest Michigan WORKS!
Northwest Michigan Council of Governments
Goodwill Industries
Child Care Connections
Michigan State University Extension
Department of Human Services
Northwest Michigan Human Services Agency
Michigan Rehabilitation Services

Employment Sites:

Crystal Mountain Resort: 68 referrals
Grand Traverse Resort & Spa: 10 referrals
Grand Traverse Pavilions: 7 referrals
Bayshore Resort: 6 referrals
Great Lakes Stainless: 2 referrals
Great Lakes Trim: 3 referrals

New participating companies (as of October 2006):

Bill Marsh Automotive
Days Inn of Traverse City

2. KAL-TEC

This is a new program still in its first year in Kalkaska County, Michigan. This county ranks at or near the bottom in Michigan on every indicator of workforce readiness for the Knowledge Economy. The county is geographically isolated enough that residents do not typically travel to Traverse City or Cadillac for post-secondary educational opportunities.

KAL-TEC is a collaborative effort to substantially upgrade the skills & credentials of the county's workforce over the next decade (but concentrating on the first five years), by bringing "college in a suitcase" to the county. We have multiple providers who are offering a variety classes under the KAL-TEC umbrella. The web site <http://www.kal-tec.org/> explains all the details and includes the latest course catalog. KAL-TEC is a Michigan Regional Skills Alliance, from which it has seed funding for year one. Other funding comes from Northwest Michigan Works, Northwest Michigan Council of Governments, Rotary Charities, and user fees.

From the website

Partners:

Local Organizations:	Many local Businesses
Northwest Michigan Council of Governments	Alken-Ziegler
Kalkaska County Board of Commissioners	Coding Products
Northwestern Michigan College	Grand Traverse Products
Northwest Michigan WORKS!	Kalkaska Memorial Health Center
Forest Area Community Schools	Great Lakes Trim
Kalkaska Chamber of Commerce	Specialty Silicon Fabricators
Kalkaska County Economic Development Corporation	Huntington Bank
Traverse Bay Economic Development Corporation	Midwest Forge
Child Care Connections - 4Cs	Elk Lake Tool
Kalkaska Public Schools	Wayne Wire
Traverse Bay Area Intermediate School District	Kalkaska Screw Products
Kalkaska Department of Human Services	Mariage Roofing
Michigan State University Extension	Advanced Truss
Small Business& Technology Development Center	
Traverse Bay Poverty Reduction Initiative	
Kalkaska Public Library	
Kalkaska County Community Collaborative	
Northwest Michigan Human Services Agency	