

Options & Participation for Postsecondary Education and Training for Manistee County

In November, 2014, a group was formed through Launch Manistee titled “Career Readiness Action Team”. They were tasked to form a plan of action around the priority area defined by the Leadership Team of Launch Manistee – *“Increase local options/participation for postsecondary education in Manistee County”*. In March 2015, this group expanded to include *postsecondary education and training* and sought further information and input in conjunction with the Manistee Area Chamber of Commerce. This report contains data regarding current options/participation for postsecondary education and training in Manistee County and for Manistee County residents and will be used as baseline data for further development. Members of this group included representatives from higher education, K-12 education, business, non-profit organizations, economic development, and work force development.

Manistee County’s current population is 24,626 with a median age of 47.6 and median household income of \$41,551. Less than one-third (29.36%) of Manistee County residents between 25 and 64 have two or four year degrees compared to the state average of 38.4% and the national average of 40%. The Launch Manistee goal, as it relates to postsecondary degree and credential attainment, is: *By 2025, 60% of Manistee County residents (ages 25-64) will have a postsecondary degree or high-quality credential, a shared goal with the Lumina Foundation, Michigan College Access Network, Council of Michigan Foundations and many other Local College Access Networks throughout Michigan.*

The following pages outline current options and/or participation levels for postsecondary education and training in Manistee County and for Manistee County residents. It also includes information from business and manufacturing regarding the provision of internal continuing education and/or training and reimbursement for external education and/or training. In addition, the recent “Snapshot of Manistee County” is provided as an addendum to this report as well as links to the 2015 “Northwest Michigan Hot Jobs Report” and the 2015 Center for Michigan “Getting to Work” Report.



Name of Organization:

Baker College

**Background information on your organization, initiative, programming, etc.
(Philosophy, mission or purpose if applicable)**

The mission of Baker College is to provide higher education and training which enable graduates to be successful throughout challenging and rewarding careers.

During the 2014-2015 academic year, one of the driving initiatives across the Baker College system has been to increase college opportunities for high school students. From this initiative came Running Start, the newly created program umbrella that would house and improve the articulation, dual enrollment, direct/concurrent credit, and early/middle college arrangements that were already taking place on our campuses. The Cadillac campus has been a long time leader in many of these opportunities, offering direct credit courses in high schools and career centers from Big Rapids to Menominee.

Partnering organizations (if applicable)

We have also partnered with three different ISDs to create early/middle college programs offering students the potential to graduate from high school with an associate's degree in welding, criminal justice, digital media design, computer-aided drafting, and information technology—at no cost to the student or parent. Additionally, we are working to increase the number of courses available for articulation with all thirty of our high school partners, as well as reduce the cost of dual-enrollment for the 2015-2016 academic year.

Education/training options/opportunities (please list all)

The next page details the direct/concurrent credit opportunities currently being offered to and utilized by students at Bear Lake, Kaleva Norman Dickson, Manistee Catholic Central, and Onekama high schools. While these direct/concurrent credit offerings currently comprise the bulk of the high school opportunities available in Manistee County, Baker College of Cadillac is hoping to increase this moving forward with the following initiatives:

- Dual-enrollment opportunities through Baker-taught courses offered at Manistee Catholic High School after hours. A section of ENG 101 began on April 7th with seven students from Manistee Catholic High School attending.
- Proposed articulation agreements for all direct/concurrent credit courses currently being offered at Bear Lake, Kaleva Norman Dickson, Manistee Catholic Central, and Onekama high schools.

Also available:

- Early College enrollment for high school markets
- Credit and non-credit training for businesses
- MAT2 training on Cadillac campus for manufacturing
- Leadership training opportunities
- Business Solutions Center to help small businesses with a variety of services- SBDC on campus in Cadillac
- Staff speakers for a variety of topics

Participation rates for above options/opportunities (if applicable)

See Attached

Name and contact information

Kelly Smith Campus President

Baker College of Cadillac Office: 231-876-3107

2014-2015 Direct/Concurrent Credit Numbers in Manistee County

Course Name	Course Code	Credit Hours	Number of Students
Bear Lake			
Algebra	MTH 112A	4	11
Composition I	ENG 101SC	3*	14
Spanish II	SPN 102	4	19
Trigonometry	MTH 124	4	11
Composition II	ENG 102SC	3*	13
Spanish III	SPN 103	4	12
Kaleva Norman Dickson			
Composition I	ENG 101SC	3*	21
Composition II	ENG 102SC	3*	16
Manistee Catholic Central			
Trigonometry	MTH 124	4	9
Onekama			
Composition I	ENG 101SC	3*	8
World Geography I	GEO 101B	4	8
Composition II	ENG 102SC	3*	8
World Geography II	GEO 102B	4	8

*Course has been re-designed to transfer as 3 semester-hour credits vs. Baker's standard 4 quarter-hour credits.

Name of Organization:

Goodwill Industries of West Michigan

**Background information on your organization, initiative, programming, etc.
(Philosophy, mission or purpose if applicable)**

Our Mission is to provide work opportunities, skill development, and family strengthening resources, in all communities we serve.

Partnering organizations (if applicable)

Northwest Michigan Community Action Agency

Education/training options/opportunities (please list all)

Supportive Services for Veteran Families (SSVF) – Goodwill provides supportive services for Veteran families living in or transitioning to permanent housing in Manistee and Mason counties.

Goodwill Industries of West Michigan is committed to expanding employment and training services consistent with the needs of the Manistee community and in keeping with the broad array of services offered in other geographic areas of the West Michigan territory we serve. The Annual report to the community provides a description of Goodwill Industries of West Michigan’s programs and services.

Participation rates for above options/opportunities (if applicable)

The SSVF Program served 39 veterans and their families in fiscal year 2014.

Name and contact information

Bill Jessup

bjessup@goodwillwm.org

231-233-9178

Name of Organization:

Love INC of Manistee County- A.K.A Love In the Name of Christ of
Manistee County

F.K.A- Love for Children

Background information on your organization, initiative, programming, etc. (Philosophy, mission or purpose if applicable)

The mission of Love In the Name of Christ of Manistee, (Love INC), is to serve the communities of Manistee and Benzie counties by mobilizing the local Church to transform lives and communities in the Name of Christ. Our vision is to strengthen our communities, one person, and one family at a time, with love, hope and dignity by mobilizing the resources of the churches and community. It's a cooperative effort of hundreds of volunteers, our 48 network churches and countless community partners that makes a lasting impact on individuals, families, and children in need. It takes churches & community working together, across denominational lines, to meet complex issues of poverty. Love INC operates a **Clearinghouse** that receives requests for help directly from a person in need, as a referral by a church, a local agency, or through 211. We screen the requests and verify them as to their extent of needs and connect them with **Gap ministries** in our church network, volunteers and community partners. We then follow up with the clients. Ongoing needs are often met through our Comprehensive Transformational Ministry program known as the **Family Life Center (FLC)**. The FLC provides goal directed parenting, life skill, budgeting classes and more to help break the cycle of poverty while building long term relationships. We are committed to addressing the ever changing and increasing community-wide issues. And so, the **Safe Harbor of Manistee** ministry provides a winter sanctuary for homeless with the help of several churches, businesses, community agencies and 200+ volunteers. The volunteer operated, **Love INC Store in Benzonia** provides quality merchandise, ensures a climate of Christian love, care & respect to our customers, clients, donors, volunteers and community. It is an extension of Love INC to mobilize the church and to meet needs through marketplace ministry, while providing a supplemental source of income for Love INC.

Partnering organizations (if applicable)

Love INC partners with over 45 churches in Benzie and Manistee County, as well as, agencies from Benzie and Manistee Human Service Collaborative groups.

Education/training options/opportunities (please list all)

Love INC offers families in the Manistee & Benzie County areas skill building classes taught by volunteers through our Family Life Centers (FLC). Classes are scheduled in 10 week terms that follow closely to the public school calendar; starting in mid September and ending before Memorial Day in May. Classes are not held during holiday breaks or on snow days. Our core classes include: Parenting, Faith Questions, Healthy Cooking, and Money Management.

Additionally, we offer sewing, quilting, conflict resolution, Victory over Depression and other classes that strengthen families and life skills as volunteers are available to teach. We are currently developing a new core class for fall of 2015 called, *An Appreciative Life*, equipping participants to see positive aspects of their life and moving forward in their journey. Participants are offered dinner, onsite childcare and age appropriate classes for children, and earn resource points that can be redeemed in our resource room for donated personal care, household, and food items or at the Love INC Store. When additional need arises, Love INC's Clearinghouse connects families with our church GAP ministries, volunteers, or other community organizations best equipped to meet the need. Those families that attend the Family Life Center classes are invited to our summer picnic and eligible Family Camp. Locations & Times: **Manistee County**- Thursday, Dinner 5:30, Class 6:15p-7:30pm St. Joseph Parish Center, 254 6th St. Manistee. **Benzie County**- Monday, Dinner 5:30, Class 6:15p-7:30pm, 1st Congregational Church UCC, 905 Barber St., Benzonia

Participation rates for above options/opportunities (if applicable)

Family Life Center is free for all participants and is supported through local financial donors, in-kind donations and non-governmental grants. Target audience is at-risk, low income residents, and others that have need for skill building. I.e. parents seeking custody, grandparents raising grandchildren, families in need of strengthening, etc.

Name and contact information

Robin Paulus, Executive Director 231-723-6613 ext. 14, Lisa Bishop, Family Services Director 231-723-6613 ext. 11, Shari O'Neal, Clearinghouse Coordinator, 231-723-6613 ext. 13

Name of Organization:

Manistee High School Advanced Placement Opportunities

Background information on your organization, initiative, programming, etc. (Philosophy, mission or purpose if applicable)

Our goal at Manistee Middle / High School is to provide the utmost in educational opportunities for our students - utilizing both our state of the art facilities and outstanding staff. Whether running a host of challenging classes or providing support systems along the way, we strive to do it the Chippewa way- the right way - every day.

Partnering organizations (if applicable)

We partner with the College Board. The College Board is a mission-driven not-for-profit organization that connects students to college success and opportunity.

Founded in 1900, the College Board was created to expand access to higher education. Today, the membership association is made up of over 6,000 of the world's leading educational institutions and is dedicated to promoting excellence and equity in education.

Each year, the College Board helps more than seven million students prepare for a successful transition to college through programs and services in college readiness and college success — including the SAT and the Advanced Placement Program. The organization also serves the education community through research and advocacy on behalf of students, educators and schools.

Education/training options/opportunities (please list all)

Manistee High School offers AP English Literature, AP Chemistry, AP Environmental Science, AP Psychology, AP US History, and AP Calculus. However, there are AP course offered through Michigan Virtual High School; however, we find that the virtual learning is more difficult. The actuality of college credit is dependent on the college/university, and can vary by subject. A 5 is the highest score and is accepted by all colleges, a 4 is usually accepted and a 3 sometimes, 2 and 1 never. The test is offered in March by College Board.

Participation rates for above options/opportunities (if applicable)

Currently (2015-16) there are 81 students enrolled in Advanced Placement classes: (AP Calculus: 11, AP US History: 18, AP Psychology: 10, AP English Literature: 13, AP Environmental Science: 20 and AP Chemistry: 9)

Name and contact information

Paul Howes, Guidance Counselor, Manistee High School

phowes@manistee.org

Name of Organization:

Michigan Manufacturing Technology Center-Northern Michigan Office
(MMTC)

Background information on your organization, initiative, programming, etc. (Philosophy, mission or purpose if applicable)

Mission: Enhance the talent of the region's workforce, enable organizations to be successful, and contribute to the economic health of our region. Values: Committed to Continuous Improvement, Use Active Learning Model in training and coaching, Model lean effectiveness.

Partnering organizations (if applicable)

Northwestern Michigan College-Training Services

National Institute for Standards and Technology (NIST) -Manufacturing Extension Partnership

Michigan Economic Development Corporation (MEDC)

Education/training options/opportunities (please list all)

- Transformational Leadership (Strategic Planning and Leadership Metric System {LMS} using Visual Management, Key Performance Indicators {KPIs} and Coaching for improved performance.)
- Lean Manufacturing/Processing Champion certification and project coaching
- Lean Office Champion certification and project coaching
- Lean Healthcare project coaching
- Six Sigma Green Belt Certification
- Leadership and Supervisory Skills
- DISC and MBTI personality profiles
- Team Building Skills
- Lean Learning Consortium: Monthly best practice tours and learning events.

Participation rates for above options/opportunities (if applicable)

All content is targeted at existing workforce. Class sizes are typically 12 but can vary from a minimum of 6 to large group facilitation.

All content can be delivered specifically for one company customized to meet production schedules or as Open Enrollment available for individuals to register from multiple organizations.

Program	<i>Credit Hours /</i> Non-Credit hours	Min /Max enrollment	~ Annual Participation Rate
Transformational Leadership	na / 80	4 / 12	40
Lean Manufacturing Champion certification	6 / 96	6 / 12	36
Lean Office Champion certification	6 / 96	6 / 12	24
Lean Healthcare Simulation	na / 6	6 / 12	
Six Sigma Green Belt Certification	na / 6	6 / 12	24
Leadership and Supervisory Skills	na / 24	6 / 12	60
DISC and MBTI personality profiles	na / 4	6 / 24	60
Team Building Skills	na / 24	6 / 24	40
Lean Learning Consortium:	na / 48	na	48

Name and contact information

Richard Wolin
Regional Director of the Michigan Manufacturing Technology Center
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Name of Organization:

Wexford-Missaukee Intermediate School District

Background information on your organization, initiative, programming, etc. (Philosophy, mission or purpose if applicable)

The WMISD provides a wide range of services to the following school districts in our counties: Cadillac, Lake City, Manton, Marion, McBain, Mesick, and Pine River as well as the parochial schools located in these counties. Additionally, the WMISD is serving out of district schools Bear Lake, Brethren and Grayling respectively. Our services include Business Services, Curriculum and Instruction, Special Education, Career and Technical Education, Technology and many others. *"The mission of the Wexford-Missaukee Intermediate School District is to provide high quality educational and support services requested by its constituent local districts whereby each district can more effectively meet the educational needs of its students and citizens."*

Partnering organizations (if applicable)

Munson Healthcare Cadillac Hospital, Baker College of Cadillac, Michigan Works, Michigan Rehabilitation Services, Cadillac Area Chamber of Commerce, Lake City Area Chamber of Commerce, Cadillac Rotary, Cadillac Area Manufacturing Association, Michigan Manufacturing Association, Traverse bay ISD, Charlevoix-Emmet ISD,

Education/training options/opportunities (please list all)

14 Career and Technical Education programs to include, Business Management Administration, Computers, Networking, and Electronics Technology, Hospitality, Retailing, and Entrepreneurship, Metal Fabrication and Welding, Public Safety, Agriscience and Natural Resources, Introduction to Healthcare, Health Science Careers, Heavy Equipment Mechanics, Power Sports and Equipment, Automotive Technology, Applied Construction Technology, Digital Media Productions, and Engineering Technology. Summer Camps for 7-9th graders. Science Technology Engineering and Math (STEM) Camps. Employer Expo. Chamber of Commerce Business Expo and Governors Breakfast participant. Manufacturing trainer for Apprenticeships and specialized training. MIOSAH Training site. MAT 2 training partner with Baker College of Cadillac.

Participation rates for above options/opportunities (if applicable)

Depends on service requested and residence of participant.

Name and contact information

David Cox 231-876-2207 dcox@wmisd.org

Career & Technical Programs

There were a total of **55 Manistee County high school students** who are enrolled during the 2014-15 school year in the Wexford-Missaukee CTC program. See below for the breakdown of numbers and programmatic information

Wexford Missaukee CTC			
Program	Bear Lake	Brethren	Totals
Agri-Science	5	5	10
Applied Construction Technology	1	0	1
Automotive Technology	1	4	5
Business Management Administration	0	2	2
Career Skills	1	0	1
CNET	4	5	9
Digital Media Production	0	2	2
Engineering Technology	0	0	0
Health Science Careers	1	0	1
Heavy Equipment Mechanics	2	3	5
Hospitality, Retailing & Entrepreneurship	3	3	6
Introduction to Health Care	3	1	4
Metal Fabrication/Welding	1	3	4
Power Sports & Equipment	2	0	2
Public Safety	3	0	3
Totals	27	28	55

Articulation Agreements

Agriscience- Baker, MSU

Automotive- Baker, FSU, UNOH, Mid-Michigan CC, Delta, UTI

Applied Construction- Baker

Business- Ferris, Baker,

CNET- Baker, NMC

Digital Media- Ferris

Engineering Tech- Ferris, Baker, Mid-Michigan CC

Heavy Equipment- Ferris, Baker, UNOH,

HRE-Ferris, Baker, West Shore, Mid-Michigan CC

Health Programs- Ferris, Baker, West Shore

Welding-Ferris, Baker, West shore, Mid-Michigan CC

Public Safety- Ferris, Baker, West Shore, Mid-Michigan CC, (LSSU-pending)

Career Tech Center 2014-15 for Manistee County Students (WMISD & WSCC)

<u>Program</u>	<u>Bear Lake</u>	<u>Brethren</u>	<u>CASMAN</u>	<u>MAPS</u>	<u>MCC</u>	<u>Onekama</u>	<u>Total</u>
Agri-Science	5	5	0	0	0	0	10
Applied Construction	1	0	0	3	0	3	7
Automotive Tech	1	4	0	7	0	5	17
Business Mgt.	0	2	N/A	N/A	N/A	N/A	2
Career Skills	1	0	N/A	N/A	N/A	N/A	1
Computer Networking	4	5	N/A	N/A	N/A	N/A	9
Digital Media	0	2	0	6	2	9	19
Engineering Tech	0	0	N/A	N/A	N/A	N/A	0
Health Sciences	1	0	0	1	3	1	6
Heavy Equip Mech	2	3	N/A	N/A	N/A	N/A	5
Hospitality, Retail, and Entrepreneurship	3	3	0	13	0	4	23
Intro to Health Care	3	1	0	0	0	0	4
Mechatronics	N/A	N/A	0	3	1	5	9
Metal Fab/Welding	1	3	0	4	2	3	13
Power Sports/Equip	2	0	0	N/A	N/A	N/A	2
<u>Public Safety</u>	<u>3</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>0</u>	<u>3</u>	<u>11</u>
Totals	27	28	0	42	8	33	138

Career Tech Center 2015-16 for Manistee County Students (WMISD & WSCC)

<u>Program</u>	<u>Bear Lake</u>	<u>Brethren</u>	<u>CASMAN</u>	<u>MAPS</u>	<u>MCC</u>	<u>Onekama</u>	<u>Total</u>
Agri-Science	0	5	0	1	0	3	9
Applied Construction	5	1	0	4	2	1	13
Automotive Tech	1	3	0	6	0	5	15
Business Mgt./Marketing	0	0	0	0	3	5	8
Career Skills	0	1	N/A	N/A	N/A	N/A	1
Computer Networking	5	4	N/A	N/A	N/A	N/A	9
Digital Media	3	2	0	4	0	3	12
Educator Academy	N/A	N/A	0	0	0	3	3
Engineering Tech	3	1	N/A	N/A	N/A	N/A	4
Graphic Arts	N/A	N/A	0	5	0	3	8
Health Sciences	3	1	0	16	1	5	26
Heavy Equip Mech	2	4	N/A	N/A	N/A	N/A	6
Hospitality, Retail, and Entrepreneurship	1	1	0	4	0	4	10
Intro to Health Care	3	0	0	0	0	0	3
IT	N/A	N/A	0	3	0	2	5
Mechatronics	N/A	N/A	0	0	0	0	0
Metal Fab/Welding	1	5	0	8	0	5	19
Power Sports/Equip	1	0	0	N/A	N/A	N/A	1
Public Safety/ Criminal Justice	5	1	0	8	0	0	14
Totals	33	29	0	59	6	39	166

Name of Organization:

West Shore Community College – Manistee Center

**Background information on your organization, initiative, programming, etc.
(Philosophy, mission or purpose if applicable)**

West Shore Community College entered into an agreement to partner with West Shore Medical Center on October 3, 2006. The Educational Center (The Manistee County Center) is located on the hospital campus. The 7,647 square foot addition to the front of the existing hospital and is used jointly by the college and the hospital, with both sharing the costs and on-going maintenance of the building. The Manistee County Center (MCC) was designed to have a substantial impact on the delivery of instruction and training to Manistee County residents and exhibits a strong commitment to the workforce development and instructional needs of the county. The goal is to provide the opportunity for students to achieve an Associate Degree over a three year period. In addition, the center will provide opportunities for the expansion of classes and training within the allied health field.

Partnering organizations (if applicable)

West Shore Medical Center

Education/training options/opportunities (please list all)

MCC has four classrooms (two general classrooms, one science classroom/lab, and one computer classroom/lab). The goal is to provide the opportunity for students to achieve an Associate Degree over a three year period. In addition, the center will provide opportunities for the expansion of classes and Business Opportunity Center training. Computers are also available for students to use outside of the classroom between the hours of 4 pm – 9 pm.

Participation rates for above options/opportunities (if applicable)

WSSC tuition rates would apply

Name and contact information

Amy Wojciechowski - ajwojciechowski@westshore.edu

Name of Organization:

West Shore Community College – Manistee Center – Manistee, MI

West Shore Community College – Main Campus – Scottville, MI

Background information on your organization, initiative, programming, etc. (Philosophy, mission or purpose if applicable)

West Shore Community College was established by a vote of the people in 1967 and the college began serving students in 1968. The college district includes all of Manistee County, Mason County, and parts of Lake, Newaygo, and Oceana counties. In the true spirit of a community college, West Shore's instructional programs prepare students for immediate employment and/or provide a sound two-year base from which they can continue work towards a bachelor's degree. West Shore is accredited by the Higher Learning Commission and earns its accreditation by participating in the Academic Quality Improvement Project (AQIP). In an effort to bring West Shore to the community and its students, the Manistee Center was developed in partnership with West Shore Medical Center. In the past couple years an effort to offer a more diverse course base at the Manistee Center has been underway. Dr. Amy Wojciechowski, Chair of the Business Division, is currently serving as the liaison for the Manistee Center. She works closely with the faculty and West Shore Medical Center to bring quality programming to the center. Traditional students, dual enrolled students, and our non-traditional students share the classrooms as they seek class times and locations most convenient for them.

Partnering organizations (if applicable)

While West Shore Community College partners with a number of organizations to offer academic and support services, our partner at the Manistee Center is West Shore Medical Center. West Shore also works closely with the high schools and the ISD to offer services such as dual enrollment and our Early College Program, ASM Tech.

Career and Tech Education is currently hosted on West Shore Community College's Campus with bussing provided to transport Manistee, Manistee Catholic, and Onekama High School Students.

Current CTE Programs include: AgriScience, Allied Health, Automotive, Construction Trades, Criminal Justice, Culinary Arts, Digital Media, Educator's Academy, Graphic Communications, IT Networking, Marketing, and Welding.

Education/training options/opportunities (please list all)

West Shore Community College offers the following associate or two-year degrees:

Associate of Arts (AA), Associate of Science (AS), Associate of Applied Arts and Sciences (AAAS), Associate of General Studies (AGS). While a number of general studies credits are offered at the Manistee Center, it is possible to earn your degree in Business fully at the Manistee Center. Online, hybrid, and face-to-face courses are all part of the array of course types offered to meet the needs of students.

West Shore Community College also participates in the Michigan Transfer Agreement, a group of courses that transfer as a block to Michigan community colleges and to most colleges and universities in the state. The College also offers certificate programs in many occupational areas, such as Computers for Business, Management Skills, Medical Office Biller/Coder, Mechanical Systems, Welding, Criminal Justice, and Early Childhood Education, to name a few.

West Shore's Business & Community Education program also offers courses at the Manistee Center. These courses are offered to community members who desire a lifelong learning opportunity, without taking the course for credit. The most popular course in the Winter of 2015, at the Manistee Center, was the Basic Computer Applications course.

West Shore Community College also offers support services at the Manistee Center such as tutoring and disability access services, and financial aid workshops are offered at high schools in Manistee County

Participation rates for above options/opportunities (if applicable)

Please note the two most recent fall enrollment profiles:

Fall 2015-16 Academic Year

WSCC Total Enrollment: 1233 34% Full-time; 65% Part-time 83% In-District

Enrolled in the Manistee Center: 175 **Number of Dual-Enrolled at Manistee Center:** 25

Number of Manistee County Residents Enrolled at WSCC and at Manistee Center: 350/133

Manistee Center Courses Offered in Fall 2015: Principles of Accounting I, Desktop Applications, Principles of Economics I, English Composition I, First Year Seminar, Introductory Algebra, American National Government, Introduction to Psychology, Introduction to Sociology, Principles of Speaking, Interpersonal Communications, and Elementary Spanish I.

Fall 2014-15 Academic Year

Total Enrollment: 1346 34% Full-time; 65% Part-time 81% In-District

Enrolled in the Manistee Center: 237 **Number of Dual-Enrolled at Manistee Center:** 49

Number of Manistee County Residents Enrolled at WSCC and at Manistee Center: 372/175

Manistee Center Courses Offered in Winter 2015: Business Law I, Desktop Applications, English Composition I, English Composition II, Intermediate Algebra, Life Science, Electronic Medical Records & Scheduling, Advanced Medical Coding, Introduction to Psychology, Introduction to Sociology, and Principles of Speaking.

Career and Technical Education

Fall 2015-16 Academic Year

Manistee: 59

Manistee Catholic: 6

Onkama: 39

Career and Technical Education

Fall 2014-15 Academic Year

Manistee: 42

Manistee Catholic: 8

Onkama: 33

Name and contact information

Chad Inabinet

Dean of Student Services

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Dr. Lisa Stich

Vice President of Academics & Student Services

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Name of Business	Bear Lake Community Schools	Chemical Bank
Provide Internal Continuing Education and/or Training	Yes	Yes
Eligibility	No requirements	Meet requirements of class
Types of Training Provided	Professional Development based upon our School Improvement Plan goals	Technical, Soft skills
Credential or Certificate as a result of training	No, but we do keep a log of time spent in Professional Development	No
Pay/ Reimbursement for external training/or education	Yes	Yes
Eligibility requirements	No requirements	Full time employee, employed for 1 full year, meets job expectations
Type of Reimbursement	Bear Lake will fully pay for tuition and books for any credit hour that has been pre-approved by the board.	\$1000 annually
Salary Increase based on Continuing Education	Pays \$1820 more per year for a teacher who has an additional certification beyond their BA. Bear Lake pays \$3640 more than a BA for a teacher who has a MA or 2 additional certifications. Finally, BL pays \$6074 per year above a BA for a teacher who has a MA plus 15 credit hours or 3 additional certifications.	
Post Education/Training Employment stipulations	No	Must stay with the company for one year

Name of Business	City of Manistee	Douglas Valley
Provide Internal Continuing Education and/or Training		
Eligibility		
Types of Training Provided		
Credential or Certificate as a result of training		
Pay/ Reimbursement for external training/or education	Yes	yes
Eligibility requirements	Employees are eligible if course maintains or improves the employees' skills in their area of employment. Maintain a grade of "B" or better in the course.	All employees required to take Techniques of Alcohol Management (TAM) certification
Type of Reimbursement	The City will reimburse fifty (50%) percent of tuition expenses for employees enrolled in associates, bachelors, masters or doctorate degree programs at accredited institutions. The City will reimburse one-hundred (100%) percent of tuition and book expenses for employees successfully obtaining the equivalent of a high school diploma or a GED.	100% paid by employer
Salary Increase based on Continuing Education		
Post Education/Training Employment stipulations		

Name of Business	Edward Jones	Fab-lite
Provide Internal Continuing Education and/or Training		Yes
Eligibility		We encourage the continuance of education in areas that will improve employee knowledge & skills and assist them in their job. Full time employees with one year of service can make a request for education assistance. Must maintain a C average or better for reimbursement. All employees, dependents, child or spouse are eligible to apply for our scholarship to any accredited College or University of their choice for up to 4 years. This scholarship is administered by West Shore Community college and is awarded annually.
Types of Training Provided		Leadership development courses through WSCC. Certified production technician training through WSCC. Employees with over 2 years of service may submit an application.
Credential or Certificate as a result of training		Yes, Inter-Company recognized certificate & training program.
Pay/ Reimbursement for external training/or education	Yes	yes
Eligibility requirements	Employer provides numerous online continuing education opportunities to keep up with licenses and credentials.	Full time employees, with at least one year of service, maintain "C" average or above, expenses must be preapproved by supervisor. The company encourages employees to attend classes and seminars to improve performance on his/her job.
Type of Reimbursement	100% paid by employer	Reimbursable costs include tuition, books and fees associated with approved classes.
Salary Increase based on Continuing Education		No

Post Education/Training Employment stipulations		No
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Name of Business	Filer Credit Union	Jackpine Internet Service
Provide Internal Continuing Education and/or Training	Yes	Yes
Eligibility	Open to all employees; some specialized training is given to managers.	Recommendations/ experience
Types of Training Provided	Security, investment, asset liability management, individual retirement account, personnel management	Workshop, on-the-job
Credential or Certificate as a result of training	No	No
Pay/ Reimbursement for external training/or education	yes	Yes
Eligibility requirements	Part-time and full-time employees are eligible after one year of employment to receive tuition and book reimbursement based on grade obtained.	One year
Type of Reimbursement	Currently paying 100%, will be going to the following: 100% - A, 90% - B, 80%- C, limit 2 classes per semester	Actual expenses
Salary Increase based on Continuing Education	No	
Post Education/Training Employment stipulations	No	None

Name of Business	Kaleva Norman Dickson School District	Little River Casino Resort
Provide Internal Continuing Education and/or Training	Yes	Yes
Eligibility	No requirements	Position Specific: Techniques of Alcohol Management (TAM) Blood Borne Pathogens/ Personal Protection Equipment(BBP/PPE) HIPAA SERV-SAFE Course and Annual Refresher CPR/First Aid Back Safety Anti-Harassment Confined Spaces High Lift/Floor Lift Cert. Executive Dev.-Per performance and preference status Leadership Classes-Per performance and preference status Development specific in career succession is based on performance and preference status
Types of Training Provided	Professional Development based upon our School Improvement Plans	Our organization provides all training either from outsourcing or SME - Subject Matter Experts
Credential or Certificate as a result of training	No, but we do keep a log of time spent in professional development	Yes-TAM with the State of Michigan - Internal; Certifications done with training completion-Certification from outsourced trainer
Pay/ Reimbursement for external training/or education	Yes	Yes
Eligibility requirements	No	Full time high performance or requirement of job specific
Type of Reimbursement	Teachers at Kaleva Norman Dickson receive \$100 per credit hour for 15 credits earned after their first 6. They are responsible for the total cost of the first 6 credit hours	N/A

Salary Increase based on Continuing Education	Kaleva Norman Dickson teachers with 15 credits after their BA receive an average of \$1175 more per year. Teachers who have a MA earn an average of \$3,964 more per year than a teacher with a BA.	
Post Education/Training Employment stipulations	None	None

Name of Business	Manistee Area Public Schools	Manistee Chevrolet
Provide Internal Continuing Education and/or Training		Yes
Eligibility		Only provide GM training
Types of Training Provided		GM product training and sales training
Credential or Certificate as a result of training		Yes- GM source certificate
Pay/ Reimbursement for external training/or education	Yes	No
Eligibility requirements		
Type of Reimbursement	Per teacher contract: \$200 per class upon approval from the district.	
Salary Increase based on Continuing Education	MAPS' salary scale indicates increases based on continuing education (BA +10 credit hours, BA +30 credit hours or MA, BA +50 credit hours/ MA +20.) Pay increment differentials vary based on the step.	
Post Education/Training Employment stipulations		None

Name of Business	Manistee Ford	Manistee Intermediate School District
Provide Internal Continuing Education and/or Training		
Eligibility		
Types of Training Provided		
Credential or Certificate as a result of training		
Pay/ Reimbursement for external training/or education	Yes	Yes
Eligibility requirements	Ford Motor Company provides forced training and dealers send employees to trainings.	
Type of Reimbursement	Employer pays for certification and expenses.	Full time employees and support staff receive \$50 per credit hour as approved and earned at a community college and \$150 per hour at a four year institution, with a limit of \$900 per employee, per year. Administrative staff tuition is reimbursed with a limit of \$1350 per year. Professional staff receive 100% of the tuition for all credit hours with a 2.0 or higher to a maximum of \$1350 per year. These classes shall have prior approval of the administration.
Salary Increase based on Continuing Education	Once technicians receive certifications, employer will increase pay.	Manistee ISD professional staff salary schedule indicates pay increases based on continuing education
Post Education/Training Employment stipulations		

Name of Business	Martin Marietta	Onekama Public Schools
Provide Internal Continuing Education and/or Training	Yes	Yes
Eligibility	Applicable skill needed for job or certification requirements.	.
Types of Training Provided	Internal on the job training, electrical apprentice program, maintenance skill development through progression training and welding testing through WSCC, process training. For our professional staff, we encourage outside or web-based training and development.	Bus drivers and food service workers receive annual trainings, and staff other trainings that are mandated by law. Such trainings are, blood born pathogens, concussion, Epi Pens etc.
Credential or Certificate as a result of training	Yes, Journeymans Electrical License.	
Pay/ Reimbursement for external training/or education	Yes	Yes
Eligibility requirements	Full time employees	Teachers and administration are required to keep any and all certificates updated including any additional trainings, conferences and college classes that are dictated by the state.
Type of Reimbursement	Offers tuition reimbursement and covers initial and ongoing costs of any relevant certifications and licenses.	Trainings for staff that are held at school, are no cost to the employee.
Salary Increase based on Continuing Education	Yes, in the trades there are progressional increases based on skill and time on the job. In our professional positions it is dependent on what type of education or certification.	Teachers and Administrators receive pay increases for years of experience and additional levels of education
Post Education/Training Employment stipulations	Yes, our tuition reimbursement requires a 24-month commitment without a payback clause..	

Name of Business	PNC Bank	West Shore Bank
Provide Internal Continuing Education and/or Training		
Eligibility		
Types of Training Provided		
Credential or Certificate as a result of training		
Pay/ Reimbursement for external training/or education	Yes	yes
Eligibility requirements	A full-time employee or Reduced Schedule Professional (RSP) with at least six months of continuous service prior to the start date of the course, and have "Meets Some Expectations" or better performance rating; or a part-time employee with at least one year of service and 1,000 hours worked in the calendar year prior to the start date of the course, and have "Meets Some Expectations" or better performance rating. Actively at work or on a job-protected leave (i.e. PNC Family Medical Leave) to be eligible to take a course, receive course approval or reimbursement	Full time employees taking classes toward a business or finance degree or MBA. Must maintain a "C" average and show proof.
Type of Reimbursement	Employer will reimburse full-time employees \$5,250 annually and part-time employees \$1,200 annually	Employer provides up to \$1,500 annually
Salary Increase based on Continuing Education		
Post Education/Training Employment stipulations		

Name of Business	West Shore Medical Center
Provide Internal Continuing Education and/or Training	Yes
Eligibility	Need for certification
Types of Training Provided	American Heart Association Classes (BLS, ACLS, PALS, STABLE, NRP) Specialty certifications (CPI, TNCC, etc) Dept-specific (coding, registration, clinical, Plant Ops, etc)
Credential or Certificate as a result of training	Yes, there are a variety of certificates/credentials available dependent on the education
Pay/ Reimbursement for external training/or education	Yes
Eligibility requirements	Full time and part time employees who have completed their 90 day probationary period. Tuition reimbursement based on length of employment, type of course, and grade obtained.
Type of Reimbursement	Tuition and certification reimbursement. Some departments have reimbursement built in for education also. Employer will reimburse for "Hard to Fill" positions such as BSN up to \$5,000 each fiscal year. Other employees may be reimbursed up to \$2,500 each fiscal year.
Salary Increase based on Continuing Education	
Post Education/Training Employment stipulations	Yes employment for 2 years or repay for tuition reimbursement (no stipulation for certificate reimbursement)

Additional Resource Information

The following information should also be referenced:

The Center for Michigan, "Getting to Work – the public's agenda for improving career navigation, college affordability, and upward mobility in Michigan"

<http://bridgemi.com/wp-content/uploads/2015/09/GETTING-TO-WORK-FINAL.pdf>

Northwest Michigan "Hot Jobs Report"

<http://www.networksnorthwest.org/userfiles/filemanager/4093/>

A Snapshot of Manistee County

(Attachment)

**To have your business/organization included please
contact:**



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