

Michigan Regional Skill Alliances

The RSA Concept and Background





What is an RSA?

- ✦ **Group of employers across an industry**
- ✦ **Identify top priority common industry challenges**
 - **Problems of importance to the economy of a region**
 - **Worker shortages**
 - Aging workforce
 - Out-migration of youth
 - **Skill shortages**
 - **Lack of defined pipeline of emerging workers**
 - **Training mismatches**
 - **Worker retention and career progression**
 - **Regulatory Issues, including safety**



Role of RSA

- ✦ Access industry data re: trends and skill needs
- ✦ Develops specific, customized solutions
- ✦ Collaborate with key stakeholders
- ✦ Creates strategies and funding streams for implementing solutions.
- ✦ Implements the solutions.
- ✦ Analyzes the effectiveness of the solutions
- ✦ Support from Workforce Development Boards
- ✦ Modest development grants from Department of Labor and Economic Growth



CONVENOR ROLE

- ✦ Helps to facilitate the process
- ✦ Works to maintain momentum
- ✦ Generates reports, working papers
- ✦ Assists with scheduling
- ✦ Supplies staffing and resource support



Results can be:

- ✦ Increased applicant pool of potential workers
- ✦ Improvements in the skills of current and potential workers.
- ✦ Improved business performance, which increases the competitiveness of the industry
- ✦ Attraction of other employers in the industry and of supplier firms to the region.
- ✦ Over the long term, more jobs and better opportunities for advancement for workers.



UP Regional Industrial Manufacturing Skill Alliance (UP-RIMSA)

MEETING THE INDUSTRY NEED
ACROSS THE UPPER PENINSULA



IMPETUS FOR RSA APPLICATION

- ✦ Academic requirements and career awareness not fully in place in education and workforce development.
- ✦ Only 10% of UP HS students exploring the pathway
- ✦ Manufacturing accounts for 22.3% of the 139,000 available jobs in the region
- ✦ Wages provided usually exceed the average salary for all industries in the UP
- ✦ Growth in the sector is advancing at a rate that exceeds the national average



UP-RIMSA Board of Directors

- ✦ Drive this initiative
- ✦ Northern Michigan University-Grant recipient
- ✦ Support from the Job Force Board
- ✦ Set current and future planning agendas
- ✦ Set strategic goals, strategies and tactics by subject matter



SUBJECT MATTERS:

- ✦ build the workforce pipeline to meet the Industrial manufacturing industry needs,
- ✦ build skill capacity to ensure a competitive workforce and
- ✦ develop solutions to industry specific challenges.



Goals

- ✦ 200 UP HS students entering related programs
- ✦ Double HS students entering pathway
- ✦ Unemployed/underemployed adults trained in appropriate skill sets
- ✦ Fill scholarship and summer co-op positions with qualified workers
- ✦ Expand incumbent worker training



Northern
Michigan
University

MICHIGAN
WORKS!TM
The Job Force Board

business
is **UP**