

In The  
**Spotlight**

**MICHIGAN'S WORKS! OFFICES CALLED UPON BY GOVERNOR TO HELP CHAMPION THE GOVERNOR'S MI OPPORTUNITY PARTNERSHIP**



**Governor Jennifer Granholm**  
(Picture Courtesy of [www.michigan.gov](http://www.michigan.gov))

Governor Jennifer M. Granholm, on May 9, 2005, announced the start of the *Working for Jobs Today!* employer pledge campaign, an unprecedented outreach to Michigan employers that matches their job openings with skilled job seekers.

The pledge campaign is part of Granholm's MI Opportunity Partnership introduced in her 2005 State of the State message. It is aimed at placing 30,000 unemployed workers into job vacancies that exist throughout the state.

"This represents a tremendous opportunity for Michigan employers and workers," said Granholm. "There is nothing more valuable to a worker than a job and that is why we want to help as many as possible get back into the workplace. We're standing by to match employers who have job vacancies with workers so they can go to work now."

More than 250,000 Michigan employers were mailed letters and pledge cards from Governor Granholm, calling for their pledges of job openings that will help build Michigan's future. The Michigan Department of Labor & Economic

Growth (DLEG) is leading the MI Opportunity Partnership and the *Working for Jobs Today!* pledge campaign.

"I've heard from employers who say they have jobs to fill but can't find workers and from workers who can't find jobs," said David Hollister, Director of the Department of Labor and Economic Growth. "Our role is to play matchmaker." "Collaboration will be key – the state is working closely with all of our strategic partners, who are so central to the success of this initiative. This includes the Michigan Works! Service Centers that will respond quickly to all employer pledges."

Employers from business and industry, health care and the skilled trades, organized labor, community colleges and universities, associations, Michigan's Regional Skills Alliances, and the Michigan Works! system will work together by pledging and matching workers to jobs.

"Local Michigan Works! Service Centers have an instrumental part in the Governor's initiative and will play a key role in helping match unemployed workers with Michigan jobs in Michigan," said Will Carne, President of Carne's Amoco, a local UP business. Will Carne is President of Michigan Works! The Job Force Board and is also an executive committee member of the State-wide Michigan Works! Association.

Paul Arsenault, President of Concepts Consulting and Six County Employment Alliance Board Chairman outlined the 3 goals of the MI Opportunity Partnership. "The goals are in alignment with what the Job Force Board has been doing for many years. Our local Michigan Works! Service Centers are ready to step up to the plate," commented Arsenault.

"**Goal 1** of the MI Opportunity Partnership is to match as many as 30,000 workers with jobs by the end of 2005. In 2006 and 2007, the State hopes to match an additional 40,000 workers with jobs each year. Right now, thousands of people are looking for work in Michigan and we are being told that nearly 90,000 job vacancies already exist across the state. That is why we have been asked to par-

ticipate in deploying the MI Opportunity Partnership. We have been asked to help build workforce development systems that can help conduct immediate, rapid-response training quickly and to comprehensively train and place out-of-work citizens to fill openings that employers have today, particularly in health care and the skilled trades. I am proud to say that our Healthcare and Manufacturing Michigan Regional Skills Alliances are best positioned to deliver. We are doing our share; we have already started the process of identifying and contacting the target group to help get them trained with the skills they need to fill the open positions that exist."

**Goal 2** of the MI Opportunity Partnership has to do with making personal business contacts. "Goal 2 is to contact 35,000 employers in an effort to help identify current and future job openings. Our staff is fully aligned in this effort. Business visits have been a normal part of our staff's daily routine since 1998. Last year alone we contacted over **3,000** businesses showing them how our Michigan Works! workforce development system works and how our service centers can help them succeed in their business. Our staff works with all businesses in all of our service areas.

During the business contact we ask each business a multitude of workforce and economic development questions, including if they have any job openings. We then help the employer get their jobs posted on the Michigan Talent Bank. After this is done; staff goes to work on matching one of our qualified jobseekers to the open position."

"**Goal 3** of the MI Opportunity Partnership is to conduct pilot programs at four Regional Skills Alliances (RSAs) to provide accelerated training for jobs in health care and in the skilled trades." Paul added, "Our Regional Skills Alliances have embraced a holistic approach to addressing employers' workforce development needs." Paul went on to say, "So far our UP Manufacturing Regional Skills Alliance has identified and devel-

oped accelerated training programs with our local MTEC that we are ready to launch to address today's needs of employers. We also have programs that address the potential shortage of manufacturing and skilled trades workforce that is predicted for the future. The goal in both our healthcare and manufacturing RSA's is to address today's needs and build and maintain a pipeline of workers for the future by promoting both industries to parents and students. Our UP Healthcare Regional Skills Alliance has similar training efforts in motion. We are also assisting the Midwest Skill Development Center's Electrical Linetech Regional Skill Alliance in the effort to help train additional UP jobseekers."

Will Carne went on to say that everyone wins in this arrangement. "This is a win-win all around; jobseekers gain the valuable credentials needed for employment, it saves time and gets them a good job sooner, our businesses get what they have been asking us for a lot quicker—higher quality, finished product with the knowledge, skills and abilities they need to remain competitive. Our state is a big winner, too, as we are keeping good, family-sustaining jobs, and workers, in Michigan where the state sees the benefits of a productive workforce with a disposable income. We also help the state in achieving the Governor's goal of doubling the number of students who obtain college degrees and other credentials over the next 10 years, as well as helping to facilitate the transition of Michigan workers to 21st century jobs and careers."

"We are confident that our local Michigan Works! Service Centers will work closely with our business and industry to make the Governor's initiative a success," commented Orrin E. Bailey, CEO of Michigan Works! The Job Force Board. While the big pledge push runs through May 20, the overall campaign runs through the end of December 2005.

Employers can also pledge job openings online at [www.michigan.gov/jobstoday](http://www.michigan.gov/jobstoday), or by calling Michigan Works at 1-800-285-WORKS.



Will Carne, President Job Force Board

## GETTING TO THE BOTTOM LINE: HIRING PEOPLE WITH DISABILITIES IS GOOD BUSINESS

Since the passage of the ADA (Americans with Disabilities Act) nearly 15 years ago, there has been increasing evidence that suggests hiring someone with a disability has a positive financial effect for a business' bottom line in terms of reducing training costs, increasing productivity and boosting staff moral.

In the next ten years, the retirement of massive numbers of experienced workers is likely to create wide spread skill shortages in many companies. Youth with disabilities could be a critical resource against future shortages. According to the National Organization on Disability Harris Poll 2000, 72% of working age people with disabilities have diplomas or higher education, but 55% remain unemployed. In addition, youth continue to become better educated. The number of college students with disabilities has risen over 400% since 1978.

One of the biggest business related expenses involves worker training or retraining due to staff turnover. The costs associated with recruiting and hiring an entry-level staff person for one year are more than their annual salary. Hiring someone with a disability can drastically reduce those costs. According to a survey conducted by the US Chamber of Commerce, persons with disabilities tend to remain on the job longer and maintain better levels of attendance. The study revealed that workers with disabilities had an 80% lower turnover rate. This saves money each year in recruitment and retraining costs.

As a group, employees with disabilities meet the performance expectations of their employers. According

to a 1990 Dupont survey of 811 participants, 90% of employees with disabilities performed average or better as compared to 95% of workers without disabilities. In a more recent study done by there was no difference between the measured productivity of disability and non-disability workers in attendance, task engagement, efficiency or effectiveness."

In light of the skills shortage and rising recruitment/training costs anticipated in the next decade, the sig-

nificance of this segment of the workforce might increase dramatically. As U.S. businesses compete in an increasingly global economy, individuals with disabilities continue to represent an important potential resource.

The Job Force Board's Disability Program Navigator Project will be working to make a difference to help the bottom line of business and to increase awareness of the benefits of hiring individuals with disabilities. This project has been funded by the

United States Department of Labor. Its focus is to improve access to the Michigan Work! Service Centers by individuals with disabilities, to support community organizations in their efforts to promote the hiring of individuals with disabilities and to work with local business and industry regarding the benefits of hiring individuals with disabilities. If your business is interested to learn more, please contact your local Michigan Works! Service Center.

## MIDWEST SKILLS DEVELOPMENT CENTER GRADUATES SECOND CLASS



On Friday, April 22, 2005, the Midwest Skills Development Center graduated its second class of electrical line technicians.

Twenty nine students received certificates after completing this one year course that has prepared them to work in the power industry.

A project of the Lake Superior Community Partnership's Foundation and Northern Michigan University, students are prepared to install, maintain and operate electrical systems to supply electric energy to residential, commercial, industrial customers and joint gas and electric underground generation facilities.

An Electrical Line Technician Program will begin the third year of training in August of 2005. The program is one that utility companies have requested be offered because of their current and future need of trained line technicians. The program is certified by Northern Michigan University.

For more information contact the Lake Superior Community Partnership Foundation at 906-226-9658 or 888-578-6489 or send an email to Cookie at [cookie@marquette.org](mailto:cookie@marquette.org).



Midwest Skills Development Center's Graduating Class of 2005.



Line tech students get used to climbing and working on the poles.



## RIVER CITIES CHAMBER OF COMMERCE AND JOB FORCE BOARD 2005 BUSINESS OF THE YEAR ANNOUNCED



From L to R: Linda Wilke, Michigan Works!, Nina Desjarlais, Michigan Works!, Jim Phillippo, Wisconsin Public Service, accepting the award for Business of the Year from Will Carne, President of The Job Force Board, Orrin Bailey, CEO, The Job Force Board and Gary Nadolny, River Cities Chamber Director at the River Cities Annual Dinner.

In conjunction with the River Cities Chamber of Commerce, Wisconsin Public Service was recognized as the Job Force Board's Business of the Year at the River Cities Chamber of Commerce annual dinner on Friday, April 22, 2005.

Gary Nadolny, of the River Cities Chamber of Commerce in Menominee, and selection committee chairperson Donna Williams said choosing the business of the year was not easy, "There are so many great companies within our communities that qualify for this honor, it was extremely hard to choose again this year," replied Donna.

The River Cities Chamber of Commerce promotes member businesses and provides leadership in business and community activities in Menominee County and the River Cities.

Gary went on to say "All the nominees have had a positive impact and make a difference in the River Cities region by exemplifying business and community excellence. They all bring positive a business climate to the region and are very much worthy of receiving this award."

"The difficult choice was made, and this year it is my privilege, along with the River Cities Chamber of Commerce, to present this year's Michigan Works! The Job Force Board's Business of the Year Award to Wisconsin Public Service" announced Orrin Bailey, Chief Executive

Officer of the Michigan Works! The Job Force Board.

Paul Arsenault, owner of Concepts Consulting, Inc., and Chairman of the Six County Employment Alliance Board said being named The Job Force Board's Business of the Year is no easy feat, "To be considered for The Michigan Works! Business of the Year, a company must support Economic and Workforce Development and have a clear corporate vision. The business needs to be heavily involved in the community, provide a clean, safe and healthy working environment and exemplify fair work ethics as well as demonstrate excellence in sales growth, and focus on customer and employee satisfaction."

Will Carne, President of the Job Force Board, said "Wisconsin Public Services offers 24/7 customer service to meet their customer needs. All employees are trained on customer service and satisfaction with ongoing refresher courses. Its market research department is dedicated to conducting surveys on focus groups representing various customer segments to keep current on how customers want to be served. All this is done, because Wisconsin Public Service is dedicated to serving their community with the best in customer service."

Just last year, Wisconsin Public Services garnered the Green Bay Area Chamber of Commerce's Families in Good Company Award. This award goes to companies that are committed to their workers and who have implemented family friendly policies to assist in the balance of work and family life.

Will added, "It is without a doubt that Wisconsin Public Services certainly lives out the value of caring across its organization. Wisconsin Public Service and its holding company WPS Resources is a strong supporter of continuing education which is demonstrated by their support of business-education partnerships. WPS donates thousands of dollars each year into the sustainability of these partnerships that foster learning efficiencies between K-12 schools and employers. As well, employees of Wisconsin Public Service are involved in our communities through participating in mentoring programs, serving on community boards and building communities

through broad based partnerships."

Employees are offered opportunities to attend seminars and workshops to encourage continuing learning. Employees also have access to a tuition reimbursement program to assist them in obtaining higher degrees or certifications to advance themselves to a new job within the company.

Mr. Jim Phillippo, of Wisconsin Public Service accepted the award on behalf of WPS and its employees, "Our employees are the strength of Wisconsin Public Service, it is their dedication, pride and award winning customer service that makes us a success. Both WPS and our employees believe in and support the communities of which we serve and we thank Michigan Works! and the River Cities Chamber for this honor." Jim also serves on the Job Force Board's Youth Council.

The Job Force Board's partnership with the River Cities Chamber of Commerce includes representation in the Chamber's Leadership Academy oversight team, Business of the Year Awards, its Economic Development Project Team and regional coordination of business support efforts.

If your community would like to nominate a business in your area for the Job Force Board's Business of the Year Award, please contact Joe Esbrook, Director of Business Development, Michigan Works! The Job Force Board at (906) 228-3075 ext. 221 or at [jesbrook@jobforce.org](mailto:jesbrook@jobforce.org).

### Win your own "Slice of Heaven" in Marquette County

Win 10 acres  
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LAND AND CABIN RAFFLE	
All proceeds will benefit community and economic development in Marquette County, Michigan.	
ORGANIZATION ID# 126837	\$500 CASH PRIZES
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\$ DECEMBER 23, 2004 \$ MARCH 21, 2005 \$ JULY 1, 2005 \$	
GRAND PRIZES	
SEPTEMBER 1, 2005	
SKIING PACKAGE	MOUNTAIN BIKING PACKAGE
VACATION FOR TWO	FOUR WHEEL ATV
10 ACRES OF LAND & CABIN	
ALL drawings will be held at 12:00 noon at the Lake Superior Community Partnership located at 501 South Front Street, Marquette, Michigan, 49855.	
Must be 18 to purchase tickets. Winner is responsible for all applicable taxes.	
ORDER FORM	Name (please print): _____ Address: _____ City/State/Zip: _____ Telephone: _____ # OF TICKETS: _____ \$ 400 each TOTAL AMOUNT ENCLOSED: _____
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# MICHIGAN WORKS! FOR THE FOUR SEASONS RESORT

A mysterious and sometimes questionable past has done little to taint the glorious appeal of The Four Seasons Resort, located in northeast Marinette County on Miscauno Island near Pembine, Wisconsin. This magnificent icon stands tall on Miscauno Island surrounded by a challenging 9 hole, par 34 golf course bordered by the Menominee River. The only way onto the island is by way of a one lane, one hundred year old, steel constructed bridge.

With sophisticated style and upscale charm, the tranquil surroundings of The Four Seasons Resort on Miscauno Island will relax and rejuvenate any visitor.

Stunning, pristine forestland coursing with cool, clear waterways provide an abundant habitat for wildlife and outdoorsmen alike. Guests can enjoy golf, tennis, and local snowmobiling and 4-wheeling trails.

The Four Seasons Resort offers causal and fine dining. With white wicker furniture and not-so-tropical island attitude, The Plaza Room introduces its new menu with a truly unique north woods island flare. The chef puts a twist on traditional Caribbean Island cuisine, incorporating a style all his own that represents their very own Miscauno Island. The dining room formerly known as The Diamond Room is now JP's Steak & Seafood. This room was designed in the style of the luxury cruise liners of the early 1920's. This dining room is graciously appointed, with richly grained wood paneled walls, crystal chandeliers and an ornate fireplace centered within the room. JP's Steak

& Seafood offers and enticing, mouthwatering selection of signature dishes and keeps its "fresh" with seasonal menu changes.

reading a book and sipping your Geyser Peak Cabernet.

Coming up will be the Grand Opening of the 55-room hotel! The

Michigan Works! is a proud partner of The Four Seasons resort, recently assisting in making referrals of qualified candidates to a Job Fair

that boasted an attendance of 200 applicants. Troy Crambit, Manager of The Four Seasons said "Michigan Works! was great, and a huge help in the success of the Job Fair." He also said he would definitely use Michigan Works! again. He was pleasantly surprised at the number of qualified applicants to fill his employment needs.

If your business is interested in having a Job Fair, Michigan Works! will be able to assist you. All you need to do is to call your local Michigan Works! Service Center.



## THE FOUR SEASONS RESORT

When it's time to unwind, meet a friend or two or just to grab refreshment, they offer two avenues. Still called the cypress Room by many of the Four Season's "regulars" The Boundary Waters Sports Bar & Grill practically guarantees a good time. The tavern may no longer have the piano bar, but Saturday Night Karaoke is always a great place to showcase local talent. The Boundary Waters offers a relaxed atmosphere, perfect for enjoying this weekend's game with a cold drink and a hot gourmet pizza or sandwich. Or start off with a drink or two here before heading upstairs for dinner. You may also walk into elegance at Parliaments and order your favorite cocktail. This cocktail lounge beckons you with its beautiful brass fixtures, copper bar top and cozy seating areas throughout. Just a few steps away you can venture out onto its three season porch and enjoy the surroundings while

hotel will be extraordinary with its spacious suites and all of its 'new' amenities including a swimming pool, sauna, whirlpool, gift shops and much more.

The golf course was developed in 1924 by W.D. Mann, the 2809 yard par 34 course runs along the Menominee River on Miscauno Island. A challenge for all levels awaits you at The Four seasons Resort Island Course. Our course features mature woods, large bunkers and luscious greens. Our signature hole is #6, 476 yard par 5 running adjacent to the Menominee River on the north side of Miscauno Island. Its green is bordered by our two surrounding rivers, the Menominee and the Miscauno Rivers.

Other activities available at The Four Seasons resort include massage, fishing, boating and many more. The facilities are also available for meetings, weddings and other events.

### COMMUNITY EVENTS

**June 2**  
**Chamber of Commerce Golf Classic**  
Fundraiser for Student Scholarships  
Location: Irish Oaks Golf Course  
Call the Delta County Chamber of Commerce for more information  
(906) 786-2192

**June 13**  
**Business Showcase (5:00-7:00)**  
Kewadin Casino  
Call Cheryl Shuty for more information  
(906) 448-4841

**June 29**  
**Business After Hours (5:30-7:30)**  
Irish Oaks  
Call the Delta County Chamber of Commerce for more information  
(906) 786-2192

**July 11**  
**Business Showcase (5:00-7:00)**  
Sawyer International Airport  
Call Cheryl Shuty for more information  
(906) 448-4841

**July 27**  
**Business After Hours (5:30-7:30)**  
Penstar  
Call the Delta County Chamber of Commerce for more information  
(906) 786-2192