

Michigan Works!, NMU and Pioneer Surgical partner for the elements of employee success



For the past two years, Michigan Works! and Pioneer Surgical Technology have indeed been enjoying a "healthy" business relationship.

Michigan Works! provides business and human resource services to Pioneer, including quality labor exchange and the nationally recognized ACT Profiling System. Profiling provides employers with a complete comprehensive assessment of the skills needed to perform a particular job, the levels of skills needed, a complete list of tasks associated with a job, an eco compliant method of pre-employment assessments and many more benefits.



Pioneer Employee Cad Operator, Gardner Bess, is one of the many success stories emerging from the partnering of NMU, Pioneer and Michigan Works!

Based in Marquette, Michigan, Pioneer is a full service, ISO 9001 certified, medical device manufacturing firm dedicated to researching, developing and marketing specialized surgical implants and instruments. Pioneer develops and markets solutions for surgical procedures that have proven difficult or problematic for both surgeons and patients.

For instance, Pioneer recently introduced the StayFuseTM Inter-Digital Fusion System. StayFuseTM is a patented, two-part titanium implant and has been developed as an alterna-

tive to 1.1mm k-wire. Developed and manufactured by Pioneer Surgical Technology and distributed by Zimmer Inc. StayFuseTM offers improved fixation for the correction of hammer toe and other small bone fusions.

Pioneer's 40,000 sq. ft., state-of-the-art facility employs over 80 individuals in a variety of skilled areas including: manufacturing, engineering, packaging, quality assurance, regulatory affairs, and sales and marketing. By combining a highly skilled work force with an exceptional quality of life, Pioneer has developed into a growth-focused company in which all employees are considered partners and function as a team.

Marquette County Michigan Works! Business Development Consultant Faye Steadman recently had the opportunity to participate in an on-site tour of the facility for a greater understanding of the skill sets required for employment with Pioneer.

"The employment situation here is extremely impressive, it was more than obvious that Pioneer Surgical leads the way for excellence in their workplace," said Steadman. "It will be exciting to see how Pioneer's rapid expansion contributes to the Marquette County business community."

Michigan Works! has successfully provided a number of area jobseekers the opportunity for job placement with this unique employer. Many of those job seekers have come through NMU's two year Industrial Technology Department program for CNC operators.

"Our partnerships with Michigan Works! and NMU have assisted greatly in adding quality skilled employees to our Team at Pioneer Sur-

gical" said John Sonderegger, Pioneer.

Pioneer offers excellent working conditions, competitive salaries and a full range of benefits to its rapidly growing workforce. From highly skilled machinists to forward-thinking biomedical and project engineers, Pioneer seeks exceptional individuals who embrace their goal of fostering a creative and inventive spirit to advance the cause of medicine, especially in the field of biomedical engineering.

If you would like to know more about the services offered at Michigan Works!, contact your local Michigan Works! Service Center. The addresses and phone numbers are listed on the back page of this issue.

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President's Corner: Business Services at Michigan Works!



Will Carne, President of
The Job Force Board

I am often asked what the people at Michigan Works! do. Sometimes I think it would be easier to explain what Michigan Works! won't do for area businesses because the services are vast

and intended to create a valuable environment for business growth and expansion..

Imagine having somebody willing to handle all of your human resources issues. This person would not only help to fill all of your job openings with high quality employees, but would also help you with developing and expanding your business. Your time would be freed to work on other endeavors, and it wouldn't cost you anything because all of the services would be no, to very low cost. But you need not imagine this situation. The experienced professionals at Michigan Works! provide services such as these to businesses like yours on a daily basis.

When many people hear Michigan Works! they may think of the Unemployment Agency

or of an organization that helps people find low paying jobs requiring little skill. Both assumptions are wrong. Michigan Works! is actually an organization unique, and completely separate from the Unemployment Agency. The Unemployment Agency is only focused on helping unemployed individuals to receive Unemployment Benefits. In contrast, Michigan Works! is focused on business and employee development for all job seekers and organizations in our area.

One of the more basic Michigan Works! Services is that of Job Placement. Michigan Works! can help businesses develop a marketing campaign to recruit employees, post the job opening on Michigan Talent Bank, collect resumes and applications, screen resumes and applications for the best candidates, provide assessments to determine the true skills of the candidates, and can then provide interviewing and meeting facilities to businesses who may not have the room, or just don't want the disruption in their own offices. In addition to helping in the recruitment of applicants, Michigan Works! already has a vast pool of high quality job applicants assembled and available to meet your hiring needs.

Another high quality service provided by Michigan Works! is that of Job Profiling with ACT WorkKeys. During this process, highly trained Michigan Works! System Members observe and quantify all aspects of a particular

job. Through this research they are able to determine the true skill levels needed for the job. Michigan Works! can then help in the writing of the job description and can provide skill assessments for the job applicants to assure that the applicant who is hired has the skills required for the job.

Business Building Sessions are also available from Michigan Works! These sessions are intended to provide you and your business associates with the knowledge and tools needed for you to develop and expand your business. The sessions can be held at your local Michigan Works! Service Center, or on-site at your offices, and can be adjusted and customized to meet your particular business needs.

Michigan Works! is also available to help businesses with such issues as employment law, business retention, all aspects of human resources administration, and can even help your business to create a comprehensive marketing plan. But this is just a brief sample of services.

If you are interested in discovering what Michigan Works! Services are available to help your business, feel free to stop in, or call your local Michigan Works! Service Center. As mentioned before, the services are no to very low cost, so you have nothing to lose! The contact information for our Service Centers is listed on the back page of this issue.

Michigan Works! Service Center in Schoolcraft County holds open house

The Michigan Works! Service Center in Schoolcraft recently held an open house to celebrate its new location.

Michigan Works! had formerly shared space at the Schoolcraft EDC, and was also temporarily housed at the Schoolcraft County Chamber of Commerce Office. To better meet the needs of its customers, the Michigan Works! Service Center has moved into a permanent home at 200 North Maple Street in Manistique.

Due to expanding operations at the EDC, Chamber of Commerce, and at Michigan Works!, space became limited. The three partners who had formerly shared space needed to find a new option.

"Our new location best meets our needs," said Will Carne of Michigan Works The Job Force Board. "It's easily accessible to our customers, and has all the space necessary for our daily operations."

Many people showed up to tour the new Michigan Works! location and were greeted by members of Michigan Works!, The EDC, and the Chamber of Commerce. Overall, the event was labeled a total success.

"We had the open house because we wanted to do something special for our community," said Orrin Bailey, CEO of the Job Force Board, "and at the same time, we were able to invite everyone in to tour our new office."

Feel free to stop by the new service center!

200 North Maple Street
Manistique, MI 49854
Phone: 906.341.1111
Fax: 906.341.1112



Lisa Pokela from Michigan Works!, Ilene Kotajarvi from the EDC, Richard Salo from the MDCD, and Alice Burkholder from the Chamber of Commerce

Logging Congress to return to Delta County



For years the Timber Producers Association rotated their annual convention between Green Bay and the UP, alternating the UP venues between Escanaba and Marquette. Several years ago, the system changed, and all of a sudden places like St. Ignace and Madison, Wisconsin were selected to host the event.

But Delta County organizers wanted to see the Logging Congress back in Escanaba. And, quite frankly, so did a number of the TPA members! Our UP State Fairgrounds is an excellent setting—large and accommodating exhibit halls, wide open grounds for setting up the heavy logging equipment, a grandstand for any kind of entertainment that the sponsors wanted to stage.

And of course, you couldn't ask for a more central location. Those involved in the timber industry day in and day out could travel easily to the Central UP and enjoy the professional, high quality they have come to expect from the Timber Producers event. The annual meet-

ing attracts more than 8,000 visitors who are involved in all phases of the logging industry. We wanted them!

Two years ago a group of Delta County sponsors struggled/slaved away/sweated over the multi-paged application document, making sure that every detail was covered. The application was hand-carried to the TPA board meeting by local representatives who spoke in person in support of Delta County as the site of choice for 2003. Innovative ideas were put forth for overcoming any perceived barriers to selecting Delta County.

We convinced them!

Now the work starts in earnest. A planning committee will be meeting on Thursday, October 17th to begin hammering out the specifics necessary to hold the 2003 Logging Congress here in Escanaba.

Housing the thousands of delegates is the first challenge. The Bays de Noc Convention and

Visitors Bureau has agreed to serve as a central booking agent for guest rooms, and if past experience is any indication, they will have their hands full.

It has been proposed that once all available rooms are filled, we look to our service clubs and citizens to roll out the welcome mat.

What does hosting the Logging Congress mean to Delta County? Five years ago when Escanaba hosted the 1997 Logging Congress, the staff of Bay College conducted an economic impact study which indicated that the event had had a nearly \$2 million impact on the local economy. That included money spent on lodging, dining and recreation.

Logging Congress—definitely good for Delta County! If you would like to know more, contact the Delta County Area Chamber of Commerce at 906.786.2192.

MEDC Announces Initiative to Spur Entrepreneurial Education

The Michigan Economic Development Corporation (MEDC) recently announced the creation of the Michigan Entrepreneurship Education Network, a new statewide initiative to strengthen entrepreneurship education programs in Michigan universities.

“Entrepreneurs have been and will continue to be the driving force behind Michigan’s most outstanding companies,” said Doug Rothwell, president and CEO of the Michigan Economic Development Corporation. “This new initiative will teach the next generation of Michigan entrepreneurs how to translate their ideas into successful businesses.”

The MEDC is working in partnership with the Zell-Lurie Institute for Entrepreneurial Studies and has committed \$500,000 to develop the network. Of that amount, \$250,000 will be given to the University Entrepreneurship Program Development Fund to support the implementation of entrepreneurship development programs at state universities. Universities will be invited to submit program proposals and vie for grants of up to \$50,000 each.

As part of the agreement, Zell-Lurie will provide in-kind contributions of \$250,000. Specific goals Zell-Lurie is charged with include:

- assess and benchmark entrepreneurial education programs in Michigan;
- creating templates of entrepreneur education programs;
- creating a collaborative network of university and SmartZone stakeholders with common entrepreneurship education interests;
- administering the University Entrepreneurship Program Development Fund; and
- developing a preliminary plan for a self-sustaining entrepreneur education network.

“The Zell-Lurie Institute is excited about being a key collaborator with the MEDC in the Michigan Entrepreneurship Education Network,” said Thomas Kinnear, executive director of the Institute. “By creating a university

network with the purpose of educating entrepreneurs, we have the potential to contribute greatly to economic development within the state.”

The Zell-Lurie Institute for Entrepreneurial Studies is part of the University of Michigan School of Business. The Institute is dedicated to producing leadership in new business formation by providing world-class education and experience. The Institute seeks to advance entrepreneurial interests of the community by offering networking opportunities; contributing to local and national entrepreneurial efforts; advancing new venture development and supporting research in the area of entrepreneurship.

The Michigan Economic Development Corporation, a partnership between the state and local communities, promotes smart economic growth by developing strategies and providing services to create and retain good jobs and a high quality of life. For more information on the Michigan Entrepreneurship Education Network, contact medc.michigan.org.

Alger youth benefits from summer work experience

We all know that networking gives jobseekers an edge in getting a job. But did you know that 30 percent of jobseekers say they were hired after they had heard about the opening through someone they knew?

So how can young people find the contacts they need to be successful? Youth can start networking --- here at Michigan Works!

Through the Youth Works! Initiative, Michigan Works! helps youth between the ages of 14-21 build the relationships they need to be successful in their future careers.

"I loved my job. I was able to learn tons of skills and really felt like I was helping people," Shannon said.

Shannon Moore, 16, of Munising spent her summer in a two-month paid work experience

with the Alger County Chamber of Commerce. She answered the telephone, greeted visitors, gave directions, and even created promotional materials for upcoming Chamber events.

Shannon said she was able to develop her customer service skills and get to know more about her community. During her time at the Chamber, Shannon was able to meet some influential members of the community including those from the Forest Service.

"I loved my job. I was able to learn tons of skills and really felt like I was helping people," Shannon said.

Kay LeVeque, director of the Alger Chamber of Commerce, served as Shannon's worksite supervisor and mentor. She said Shannon showed leadership ability through her friendliness and knowledge of area attractions.

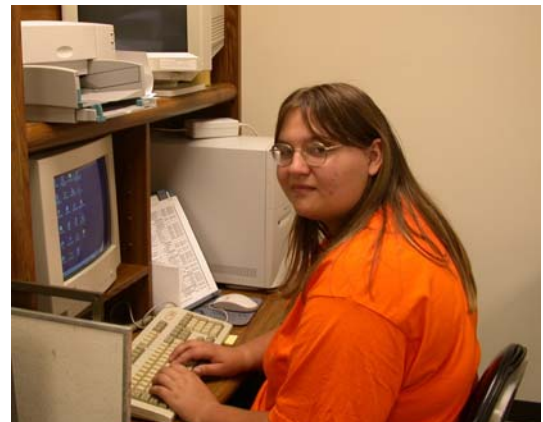
"Shannon was excellent on the computer. She was instrumental in helping with newsletters and fliers for our Chamber dinner. I really miss having her around!" LeVeque said.

Shannon is one of 120 youth in the Six County area this year enrolled in Youth Works! Summer Program.

The Youth Works! Summer Program is designed to assist youth with finding employment. Each enrolled youth works with a Michigan Works! Career Development Consultant for a year to develop their career and educational goals and personal action plan. As part of that assistance, youth may qualify for a paid work experience in their community.

This summer youth were placed at various work sites throughout the Six County region including the Upper Peninsula Children's Museum, Pictured Rocks National Lakeshore, Dickinson County Healthcare Systems, the Michigan State University Extension office, the Delta County Conservation District and the Spies Public Library in Menominee.

And the summer employment experience is just the tip of the iceberg. Michigan Works! has extensive year



Shannon Moore, 16, of Munising spent her summer in summer work experience with the Alger County Chamber of Commerce.

round services to help youths begin to think about their futures, and to prepare them for the job market.

Throughout the year, youths can also gain the skills needed for the workforce through valuable career skills workshops, resume assistance, and job shadowing.

When attending certain workshops, youths can attain a certificate of completion. These certificates are reviewed by several area employers in the hiring process as proof of their soft skills and work ambition

"Michigan Works! feels it necessary to help our youths prepare for the workforce in any way that we can," said Will Carne, President of Michigan Works! The Job Force Board. "Our summer youth initiative, and year long youth services provide our youths with visions of what their futures can be, as well as the soft skills and information that they will need to achieve their goals."

Michigan Works! Career Development Consultants are currently enrolling youth for Summer Youth initiative for 2003., and year round services are always available. For more information, contact your nearest Michigan Works! Service Center. The contact information is listed on the back page of this issue.

Bringing Youth & Business Together Imagine the Possibilities...

Youth Works! for BUSINESS

We provide your business with:

- ✓ Motivated Youth
- ✓ Applicant Screening
- ✓ Labor Market Information
- ✓ Employment Regulation Information
- ✓ Save your Business Time and Money
- ✓ Placement Services



Our Youth Applicant Pool:

- ✓ Attends a soft skills pre-employment workshop
- ✓ Are screened by a professional Michigan Works! staff member
- ✓ Are talented, motivated and responsible
- ✓ Possess a wide variety of skills

Youth Works! for YOUTH

We help youth with:

- ✓ Job Information
- ✓ Applications to local business
- ✓ Career Exploration
- ✓ Education Opportunities
- ✓ Access to Computer Lab
- ✓ Employment Career Resources
- ✓ Soft Skills Training

Contact your Nearest Michigan Works! Service Center- (Contact information is on the back) for more details. 1-800-285-WORKS

