



The Works!

SPRING 2009

Increasing the Region's Competitiveness Through Training

The Kalamazoo-St. Joseph Workforce Development Board approved a total of \$149,503 in grant awards to train 260 employees at the following 12 area companies:

- AccroSeal
- Alliant Healthcare
- Americraft Carton
- A.M. Todd Company
- Banks Hardwoods, Inc.
- Design Ware
- Keystone Solutions Group
- Pfizer Kalamazoo
- PulverDryer USA
- Stryker Corporation
- Vaupell Midwest Molding
- Weber Specialties

The Michigan Works! Employee Enhancement Program is designed to increase the competitiveness of local, private companies in the manufacturing,

health care, and service industries including advanced manufacturing, life sciences, technology, homeland security and/or defense, and alternative energy. The program can fund 100% of employee training costs up to \$3,500 per employee and a maximum grant of \$15,000.

Terry New, Human Resources Manager at PulverDryer USA, Inc., a grant recipient for the past two years, said of the grant program, "As an emerging company specializing in new technology, we have a core group of employees that are required to perform a wide range of job responsibilities. Due to the nature of the mechanical and technical work involved, as well as the service aspect of these positions, it has been difficult to locate individuals who possess all the skills necessary for optimal performance in these positions. The Employment Enhancement Program has enabled us to fill gaps in training, and raise the overall skill level of our employees, by supplying the funding

necessary to provide training opportunities to meet overall company objectives, as well as individual career development goals. Additionally, it is my belief that our lower turnover rates and higher employee morale have been a direct result of our company's ability to provide exceptional training opportunities - opportunities which would not have been possible without the funding from the Employment Enhancement Program."

Companies interested in increasing the skills of their workforce and their company's competitiveness through training are encouraged to apply for the 2009 – 2010 EEP program. The Request for Proposals is expected to be released from Michigan Works! in the summer.

For more information about Michigan Works! training grants, please contact Suprotik Stotz-Ghosh at stotz-ghosh@upjohninstitute.org; (269) 349-1533.

Business Services Helps to Reduce Recruiting Costs for New Company

Fresh Solution Farms recently opened its brand new, state-of-the-art potato processing facility in Mottville, Michigan. Months prior to the November Grand Opening, Fresh Solution Farms officials sought the assistance of the Kalamazoo/St. Joseph County Michigan Works! Business Service Team (BST) to help build their company's workforce. After being referred by St. Joseph County economic developers, Plant Manager Greg Salisbury approached the BST for advice on different staff building strategies that would yield the most positive, time efficient, and effective results. Through numerous fact-finding meetings and brainstorming sessions held between company officials and BST members, a high quality process for recruiting talented individuals was developed and implemented.

Fresh Solution Farms utilized the Michigan Works! Service Center facilities and staff to recruit potential high quality applicants. Promising candidates were

identified by using an extensive application process that was developed collaboratively by Fresh Solution Farms and members of the BST. The process included the completion of the following: company provided questionnaires, Michigan Talent Bank registration, detailed resumes, and pre-screening interviews conducted by Michigan Works! staff members. Once individuals were identified, they were asked to go through an assessment process administered by Michigan Works!.

The BST also assisted Fresh Solution Farms with their drug screening processes and information gathering for background check purposes. In addition, Fresh Solution Farms officials were provided with resources to help them access Incumbent Worker and On-The-Job (OJT) training funds.

When Fresh Solution Farms held their grand opening, all 27 employees that were on staff had passed through the Michigan Works! Service Center

and had successfully completed the process designed through the collaboration of the Fresh Solution Farms management and the members of the Kalamazoo/St. Joseph Michigan Works! Business Service Team. As additional job needs at the plant arise, this process continues to be utilized with all parties playing a vital role. Fresh Solution Farms hopes to add a second and third shift soon.

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Work Experience Opportunity to Prepare Future Workforce

One of the most telling signs of a great work experience job site is the desire of the youth to please their supervisors, because they know their supervisors truly want them to succeed. This is certainly true of the City of Kalamazoo's Water Reclamation Plant. This site is the city's sewage treatment facility and is in charge of cleaning up the dirty water that flows through approximately 600 miles of sewer lines throughout Kalamazoo and the surrounding area.

"The Kalamazoo Water Reclamation Plant is an outstanding work experience site... not just because of the job skills it offers, but because of the overall experience developed and nurtured by the site supervisors."

The Kalamazoo Water Reclamation Plant is an outstanding work experience site for the Workforce Investment Act (WIA) Youth Program provided by Michigan Works!, not just because of the job skills it offers, but because of the overall experience developed and nurtured by the site supervisors. From the day of the interview, the youth understand that they are entering a professional environment and they need to take their position seriously. The youth then go through comprehensive safety training prior to starting regular duties.

Aside from learning job related skills, the youth are also given the opportunity to job shadow with various Water Reclamation staff to learn career specific skills. One participant, Robert Rose, had previous experience in Computer-Aided Drafting (CAD) through vocational training at his high school. He is interested in continuing his education in this area and was able to work with one of the staff at the plant to see first hand the daily workings of CAD, when put into practical application.

When job opportunities became available at the plant, the staff not only encouraged the youth participants to apply, they assisted with tutoring and preparation for the interview. When the youth did not pass the placement test for the position, the supervisors at the plant reviewed testing material again and even coached the youth on areas for improvement for future interviews.

Along with many other outstanding staff at the plant, Christopher Nelson was the main supervisor for the largest group of youth participants placed at the site. He assigned the day-to-day duties and was in charge of teaching, leading and supervising the youth. The youth not only performed the traditional work duties, but learned to use a cutting torch, weld, do landscaping, painting (including prep work), and assist in making repairs to pumps and water main breaks. The supervisors spent many hours providing one-on-one teaching opportunities to the participants as well as celebrations of successes in life by providing lunches.

"It is our hope that the youth... will gain real life experience and an understanding for what life will be like in the world of work."

It is our hope that the youth who participate in the work experience component of the WIA Youth Program provided by Youth Opportunities Unlimited (Y.O.U.) through Michigan Works! will gain real life experience and an understanding for what life will be like in the world of work. All of the supervisors at the Water Reclamation site understand this mission and strive to contribute to offering a well-rounded training for the participants. Jim Cook, Senior Operations Supervisor, served as the liaison with the case managers at Y.O.U. and maintained almost daily contact with Y.O.U. staff regarding participant performance. Mr. Cook ensured that Y.O.U. staff were immediately made aware when issues arose and needed attention. More often, Mr. Cook would call to praise both the youth participants and his staff on a project well done. It was not hard to hear the pride in his voice. Y.O.U. staff are very proud of their relationship with the staff at the Kalamazoo Water Reclamation Plant and look forward to expanding the project this year and in years to come.

Board Member Recognition

On behalf of the Kalamazoo-St. Joseph Workforce Development Board, Chair Mary Oudsema presented a plaque to Marilyn Potgiesser at the February 5, 2009 Workforce Development Board meeting. Potgiesser was recognized for her dedication, commitment and leadership of the workforce development system for Kalamazoo and St. Joseph Counties, from October 1995 to February 2009.

The Board oversaw significant changes to local employment and training efforts under Potgiesser's leadership. Oudsema provided a recap of those changes along with a summary of Potgiesser's leadership roles and committees she served on during her tenure on the Board. Potgiesser is now Coordinator of Patient & Family Centered Care at Bronson Healthcare. Jackie Wahl, Executive Director for Patient Outcomes & Bronson Healthcare Administration, was recently appointed as Potgiesser's successor on the Board.



Michigan Works! Announces Expansion of Youth Summer Work Experience Program

Thanks to additional funding from the federal government's economic stimulus plan, Michigan Works! is tripling its Youth Summer Work Experience Program.

More than 1,000 youths in Kalamazoo and St. Joseph counties will have the opportunity to gain work experience this summer. Youth must be between the ages of 14 and 24 and their family income must fall within specific guidelines. Work experience assignments will occur between May 1 and September 30. A variety of work experience positions are available, including clerical, customer service, maintenance, child care, etc. The rate of pay will be \$7.40 an hour.

Each youth will be assigned a case manager to assist with career readiness development. "This is more than helping young people earn money. It's an opportunity for youth to increase skills, learn new skills, establish lasting

relationships with employers, and to establish references for future employment opportunities," says Dolly Roselip, Director of Youth Opportunities Unlimited, the Michigan Works! service provider operating the program.

The employer commitment is simple. Employers must provide the necessary supervision and training for the youth in regards to specific duties assigned, and also provide tools and equipment necessary to complete the work. In addition to the opportunity to increase workforce capacity and diversity, work-site employers are also investing in the development of our region's future workforce. More than 150 businesses have already signed up to be a part of this initiative. For more information as to how your organization can be involved, contact Don Hepner in Kalamazoo County at 269-349-9676 or Nancy Percival in St. Joseph County at 269-273-2717.

Short-Term Training Options Help Lead to a Smooth Re-Entry into the Workforce

In today's economy, many individuals are finding themselves among the unemployed due to company downsizing and closures. The competition for regaining employment is tough and often an individual sees the need to enroll in training to learn new skills. For many, the time and finances needed to commit to a college degree program are not available; fortunately though, there are a number of short-term training programs available to assist dislocated workers.

One such training is a Business Administrative Certificate program offered by the Professional Development and Training Center (PDTC) where one can acquire the necessary skills to be a success in the office environment. The program includes training on a number of Microsoft Office software programs along with Sales and Marketing and Basic Supervisory skills courses. Students have the option to take all the classes and receive a Business Administrative Certificate or they may select classes as needed. All classes earn college credits that can be applied toward a college degree.

Lynne Lentz recently completed the training at PDTC. While reflecting on her training experience, she commented "One of my favorite sessions has been the Myers Briggs Indicator testing. This gave me insight into who I am, how I learn, and how I might interact in different types of jobs and in relationships with coworkers. I also appreciated the professional business employers that volunteered their time to take us through 'mock' interviews and give their feedback."

For more information about PDTC contact Nicole Fonger, Director of Organizational Development and Training at Nicole@pdtc.biz or 269-492-1460.

"PDTC will teach you to be a strong contender for a higher position in the work force; ready for a greater challenge, and the capability for more responsibility."

Claudene Hottz

"At the end of the six week program I not only walked away with a certification in Office Business Fundamentals, I walked away feeling enthusiastic and optimistic for my future."

Kimberly Fultz

"With Basic Supervisory Skills, I obtained the skills to better manage people not only in the work environment, but in my personal life."

Karen Hart



Michigan Works! graduates from the winter 2009 class at the Professional Development and Training Center

(Left to right)

Front row: Angela Black, Lynne Lentz, and Kimberly Fultz

Back row: Claudine Holtz, Pepa Smith, and Karen Hart.



Jeffery Bradfield Honored as 2009 Alumni Recipient



(from left to right) Front Row: David Turley, Randy Turcott, Lawrence Pratt, Jeffery Bradfield, Andrew Jeruzal, Jeramiah Evans, Gregory Williams and Jason Storey. Back Row: Miles Fifer, Charles Beynon, Bascom Peebles, Jerry Coombs, Aaron Hilger, Daniel VanLiere, Bradley Schippers, Bryan Krim, Michael Kuis, Kurt Joyal and Tim Olson, Jr.

Program: Workforce Investment Act Dislocated Worker Program
Nominated by: Human Resources Development, Inc. (HRDI)
Employer: LaPine Metal Products

Jeffrey Bradfield faced many challenges and barriers throughout his teen and adult life. Personal responsibilities forced him to drop out of college so that he could work full time. His first marriage ended in divorce and soon afterwards he was without work. Although he finally found other employment, he always felt stuck in a “dead, going nowhere job.” Bradfield’s self-esteem was struck another hard blow when he lost this job, and what little confidence he had gained during his eight years of employment was destroyed. He believed that he lacked the skills needed to get another job in an economy that had become so competitive.

Bradfield heard about services available to dislocated workers through Michigan Works! and applied for assistance to enroll in the Welding Academy at Kalamazoo Valley Community College. Within two months of becoming a State Certified Welder, Bradfield had two job offers! He chose LaPine Metal Products because of its long-term potential. He also became a proud member of the Sheet Metal Workers Local 7 Union.

Human Resources Development Inc (HRDI) staff at Michigan Works! have seen him gain a new self awareness and pride in what he has accomplished. Bradfield says that he is grateful for the assistance he received from Michigan Works!, and went on to say, “I’ve learned a lot about myself and what I can accomplish if I work hard and try to just be me. I’m much happier than I ever thought I’d be! I’m appreciated by co-workers and bosses. I enjoy going to work everyday and I’m making a difference!”

Andrew Jeruzal of LaPine Metal Products indicated that Bradfield has a promising career, “He has exceeded all expectations; has proven leadership skills and taken on more than imagined of a new employee.” Jeruzal further stated, “I’m grateful there are quality services available for displaced workers through Michigan Works!”

Alumni Award Event in Lansing

The Michigan Works! Association honored Jeffrey Bradfield of Plainwell, Michigan at the 2009 Michigan Works! Association Alumni Celebration. Each year, the Michigan Works! Association hosts this celebration to highlight success stories of triumph and achievement within the Michigan Works! System. In light of Michigan’s economic downturn, this celebration features individuals who, with support from Michigan Works!, have sought gainful employment in Michigan through education or training in high-demand occupations and emerging fields.

The event was held Tuesday, February 3, at the Anderson House Office Building in Lansing, Michigan. Bradfield was among the 25 graduates of the Michigan Works! System presented with an Outstanding Alumni of The Year Award. Members of the Michigan State Legislature attended the event and Bradfield’s district legislators, Senator Tom George and Representative Bob Genetski, presented him with a tribute. Representative Matt Lori and Representative Robert Jones were also present.



(from left to right) Representative Robert Jones, Vickie Bradfield, Senator Tom George, Andrew Jeruzal, Representative Matt Lori, Jeff Bradfield, William Stanek, Representative Bob Genetski, and Beth DeBoer



Mary Oudsema, Chair of the Kalamazoo-St. Joseph Workforce Development Board (WDB), presented a plaque to Jeff Bradfield at the February 5, 2009 board meeting. Standing with Bradfield are Andrew Jeruzal, Plant Manager at Lapine Metal Products and Mary Oudsema, WDB Chair.

Additional Award Nominees

Mr. Rafael Garcia Paredes

Program: Workforce Investment Act Adult Program
Nominated by: Youth Opportunities Unlimited (Y.O.U.), a division of Kalamazoo RESA
Employer: Tomax Industries



Rafael Garcia Paredes had experience in welding in the trailer factory industry, but knew this industry was not stable. With the need to provide for his family, he continued moving forward and decided to pursue a new career. He became interested in obtaining his CDL-A license and pursuing a career as a professional truck driver; however, he needed some financial assistance. In May of 2007 Garcia stopped in at the Three Rivers Michigan Works! office to seek assistance in making this dream a reality.

Garcia was enrolled in the Workforce Investment Act Adult Program and subsequently attended the Professional Drivers Institute (PDI) in New Buffalo, Michigan the following month. During this time he earned his CDL certificate. The President of PDI, Gary Oliver, stated that, "Rafael graduated at the top on his class and due to his hard work and dedication he is an asset to the trucking industry."

Following his training, Garcia began working with Stones Inc., a local trucking industry in White Pigeon, Michigan. He eventually changed employers and began working for Tomax Industries located in Chicago, Illinois where he earns over \$17.00 an hour as a flat bed truck driver. Garcia has been accident free, a great accomplishment, as he drives between 400-550 miles per day. He is home every evening with his family. Garcia continues employment with Tomax Industries; however, he recently purchased his own truck, a big yellow cab, and will be branching out to be an independent driver. He is eager to take this next step in his career and proud to be able to provide for his family. When asked about his experience with Michigan Works!, Rafael shared, "Michigan Works! is a great place to go when you need assistance, as they have opportunities to progress in life and I am so grateful."

Ms. Aisha Othman

Program: Workforce Investment Act Youth Program
Nominated by: Youth Opportunities Unlimited (Y.O.U.), a division of Kalamazoo RESA
Employer: Kalamazoo YWCA



Aisha Othman's parents speak very little English. Her father is Arabic and her mother is Puerto Rican. As a result, Othman experienced much difficulty with writing and speaking English. This language barrier caused great difficulties when job searching, especially when completing applications. In July of 2007, Othman reached out for job search assistance through Michigan Works! and was enrolled in the Workforce Investment Act Youth Program at Youth Opportunities Unlimited (Y.O.U.).

During her enrollment, Othman was able to gain work experience by volunteering at a variety of locations that included the Kalamazoo Gospel Mission, Big Brothers Big Sisters and the day care at her church. Her volunteering eventually led to a paid work experience placement at the Kalamazoo YWCA in August of 2007 as a childcare aide. Her supervisor Mikki Streeter commented, "We are extremely pleased with Aisha's performance." She later stated, "Aisha is a great worker, we are very pleased. Aisha continues to do a fabulous job. We enjoy having her around. She is helping us with translation, which is much needed!" Throughout her work experience placement, Othman received excellent skill ratings in her performance reviews.

Othman commented that the staff at Y.O.U./Michigan Works! were always available to assist her when she needed their help. She also stated, "Y.O.U. is a good first step to starting a career and working towards independence. The staff was very helpful and understanding. They never let me down."

In April of 2008, Othman was hired on as part-time staff at the YWCA where she continues to be employed.

Ms. Sherri McElvain

Program: Jobs Education and Training (JET) Program
Nominated by: Lake Michigan College
Employer: Oaklawn Hospital



Sherri McElvain, a single parent, was attending Everest Institute in Kalamazoo full time, working towards earning her Medical Administrative Assistant Certification. Knowing that her education would help her achieve self-sufficiency and her ability to provide for her family, she was eager to finish. However, she encountered financial difficulties and found it necessary to apply for cash assistance and daycare services from the Department of Human Services. Her application for assistance led to a referral to the Jobs, Education and Training (JET) Program at the Michigan Works! Three Rivers office in September 2007.

By November of that year, McElvain earned her Medical Administrative Assistant Certification and was ready to begin her search for employment. She completed career aptitude, interest, and values assessments through the JET Program. The Job Search and Job Readiness activities and workshops offered through the program provided further assistance in developing her resume, writing cover letters, interviewing,

money management, basic computer, and job retention skills. She also received career and personal counseling, job search and job placement assistance, along with mileage reimbursement. McElvain stated the JET Program provided encouragement, taught her to be accountable for her time and how to be more professional.

Her perseverance paid off, and in July of 2008, McElvain obtained part-time employment at Oaklawn Hospital in Marshall, Michigan. Ronda Sullivan, her supervisor and Clinical Nurse Director, stated that although McElvain came to her with no experience, she is a very quick learner and in some instances learned things more quickly than others with years of experience. Sullivan went on to say that McElvain always goes above and beyond what is expected of her, and this work ethic was a factor in increasing her hours to full time. McElvain is currently working as a Ward Clerk and Telemetry Clerk in the Critical Care Unit of the hospital.

In her position as a Ward Clerk, McElvain processes physician orders, answers phones, orders and stocks supplies, processes discharge information, and provides clerical duties for the unit. As a Telemetry Clerk, McElvain watches patients' monitors throughout the hospital and reports the abnormalities to the hospital's nursing staff. McElvain stated her hard work led to a successful career that she is happy with, and that she really enjoys her job because it's challenging and fast-paced. She further stated that she now sees herself as being self-sufficient.

SCOPE...Securing Children's Opportunities, Possibilities & Empowerment

When a child loses a parent to incarceration, they often experience grief, anger, betrayal, fear and depression. Without intervention, these emotional scars can become firmly entrenched and sabotage the child's potential for success in school, with adults and peers, and in life. In addition to issues with the children, quite often the child's household is already suffering financially and unable to meet basic needs for suitable housing, medical care and transportation. Most troubling however, is the fact that children of incarcerated parents are 5-6 times more likely to end up in the Criminal Justice System, repeating a cycle of inter-generational incarceration.

Over the past three years, the Upjohn Institute's Employment Management Services Division, (EMSD) developed a relationship with the Michigan Department of Corrections (MDOC) and serves as administrative entity for the MDOC's Michigan Prisoner Re-Entry Initiative (MPRI). The MPRI Mission is to significantly reduce crime and enhance public safety by implementing a seamless system of services for offenders from the time of their entry into prison through their transition, community reintegration and aftercare in their communities.

Recognizing the need for a preventative component to the MPRI program, local MPRI Partners developed the Securing Children's Opportunities, Possibilities and Empowerment (SCOPE) program. Kalamazoo is the only MPRI site with a SCOPE program to prevent future crime.

The SCOPE program strives to break the cycle of intergenerational incarceration through direct service and support to 50 children/youth, (six to 15 years old) that have an incarcerated or recently paroled parent. The services are designed to keep the children empowered emotionally, in school, out of trouble and in stable homes.

SCOPE mothers have indicated that they see positive changes in their children's behavior and academic achievement as a result of their involvement with a Big Brother or Big Sister facilitated by SCOPE Partner, Big Brothers Big Sisters. At the WMU Literacy Clinic, children are matched with a one-on-one tutor and may attend 15 weeks of literacy study. Prevention Works, another SCOPE Partner, facilitates a Strengthening Families class where parents and children learn together how to communicate with each other around issues that all families deal with, such as discipline, drugs, sex and basic communication between parent and child. Catholic Family Services facilitates group therapy sessions where the children are encouraged to delve into their feelings concerning the loss of the incarcerated parent.

Other SCOPE Partners include the Boys and Girls Club, The Kalamazoo County Department of Human Services, Kalamazoo Communities in Schools and

the West Michigan United Methodist Church, Camp New Day.

The SCOPE program is being evaluated by Robert J. Bensley, Ph.D, Western Michigan University. The first six months of data were evaluated in October. "The data thus far has demonstrated significant improvement in attitude and behavior among most participants, with very few negative incidents recorded," said Mr. Bensley. The next evaluation representing 12 months of data will be available by April 1, 2009. It is anticipated that evaluation results will demonstrate the program's advantages for replication.

"Children that are healthy physically and emotionally do well in school and get along better with their parents, peers and others," said Mary Ann Mitchell, SCOPE Program Coordinator. "Children participating in the program are more likely to achieve academically, which reinforces feeling good about themselves. The goal is that these positive experiences will prevent the negative influences in the environment from becoming normalized, providing the children with the option of making positive choices and outcomes for their lives. Thus, the intergenerational cycle of incarceration is stopped. That is what SCOPE is really all about."

For more information about SCOPE, contact Mary Ann Mitchell at Mitchell@upjohninstitute.org or 269-385-0471.

Tax Counseling Initiative Brings Increased Dollars into the Community

The Kalamazoo County Tax Counseling Initiative (KCTCI), VITA program, concluded its most successful year, serving over 750* taxpayers and returning a record dollar amount of federal income tax refunds to the Greater Kalamazoo Area. The KCTCI/VITA is an IRS-supported coalition of community volunteers who conduct free tax preparation and e-filing for taxpayers with household incomes of less than \$42,000. A primary focus of the tax sites is the Earned Income Credit; a federal tax credit for lower-income workers. For the first time, Michigan included an Earned Income Credit for those eligible taxpayers equal to 10% of the Federal Credit.

Volunteers assisted taxpayers at 40 tax sites between January 28 and April 15, 2009. In total, the volunteers gave over 900 hours of their time. Additionally, students involved in the KVCC internship program provided over 500 hours.

Tax Counseling Initiative Highlights for 2008 Tax Returns

	2007	2008**
Total Federal Returns Filed	707***	619
Total Dollars Earned Income Credits	\$230,000	\$317,000
Total Dollars Federal Refunds	\$406,000	\$751,000
Total Dollars Michigan Earned Income Credit		\$31,700

The KCTCI plans to expand the program in 2010 with the goal of serving more taxpayers, and returning even more money to the Greater Kalamazoo area. If you are interested in volunteering in 2010 for this much appreciated and needed service, please contact The Volunteer Center of Greater Kalamazoo at (269) 382-8350.

*Includes federal filers plus Michigan only filers.

**Preliminary as of 4-13-2009

***Included individuals who filed Federal Returns only for the Federal Stimulus Rebate

Kalamazoo Comprehensive Approaches to Sex Offender Management (KCASOM)

In 2006 the Kalamazoo County Sheriff's Department was awarded the Comprehensive Approaches to Sex Offender Management grant through the Bureau of Justice Assistance (BJA). The purpose of this grant was to plan and implement a more effective, system wide approach to sex offender management for Kalamazoo County, in collaboration with Michigan Department of Corrections. The members of KCASOM gathered to identify ways in which they could make Kalamazoo a safer community by managing and supervising their sex offender population successfully. To accomplish this, ten main issues were addressed through the project:

- Public Education
- Victim Centered Approach
- Specialized Sex Offender Assessments
- Use of Polygraph
- Specialized Sex Offender Treatment
- Electronic Monitoring
- Collaborative Case Management Teams to Supervise Sex Offenders in the Community
- Sex Offender Specific Specialized Training for Staff
- Additional Sex Offender Specific Agents
- Address Housing Concerns

On March 31, 2009 the funding for the KCASOM grant ended, but as a result of this grant, Kalamazoo County has been named as a Best Practice in sex offender management by the Center for Sex Offender Management in their January 2009 publication of 'Twenty Strategies for Advancing Sex Offender Management in

Your Jurisdiction'. On March 13, 2009 a recognition luncheon was held to honor those KCASOM team members who helped make Kalamazoo County a safer community through more effective sex offender management.



(from left to right) Lisa Johansen, Ronald Hundt, Destinie Shipman, Phillip Rath, Amy Hill. Back Row: Robert Faulk, Kimberly Luther, David Willson, Tamra Flowers, and Paul Imus

Extension of MI Works! Services Through Local Access Points

Michigan Works! Access Points provide a variety of employment, training and community services that were formerly only available at the Michigan Works! Service Centers. Access Points are located in community centers and churches across the State. These locations are outfitted with computers linked to a streamlined menu of workforce services / information and staffed by trained volunteers; and serve as satellite offices of the Michigan Works! Service Centers.

Among the information and services that residents can obtain via an Access Point are access to online resources to help in their job search activities. Additionally, information about education and training opportunities and service center referrals will be provided.



Access Points in Kalamazoo and St. Joseph Counties and Access point hours are as follows:

- **Glen Oaks Community College**
62249 Shimmel Rd., Centreville, MI
Tues 1pm-5pm
- **Interfaith Homes of Kalamazoo Neighborhood Center**
1037 Interfaith Blvd., Kalamazoo, MI
Mon, Wed and Fri 10am-Noon and 1pm-7pm
Tues and Thurs 10am-Noon and 1pm-4pm
- **Northside Association for Community Development, Inc. (NACD)**
612 N. Park St., Kalamazoo, MI
Mon and Wed 9am-Noon
Tues and Thurs 1pm-4pm
- **Portage Community Center**
325 E. Centre Ave., Kalamazoo, MI
Tues and Thurs 9am-Noon



Michigan Works! is a customer focused statewide workforce development system. Assistance is available to employers and job seekers to ensure that employers are provided with a supply of skilled workers, and individuals are provided with an opportunity to advance their knowledge and skills to achieve economic self-sufficiency. Michigan Works! receives state and federal funding through the State of Michigan.

For more information regarding Michigan Works! visit the Michigan Works! Service Center in Kalamazoo at 1601 S. Burdick Street, or in Three Rivers at 16587 Enterprise Drive. Information can also be obtained by visiting the Michigan Works! web page at www.upjohninstitute.org/miworks or www.michiganworks.org.

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