

NO WORKER LEFT BEHIND



No Worker Left Behind

Enabling workers to acquire the skills necessary to succeed in the fast-changing global economy of the 21st Century is central to Michigan's strategy for economic transformation. In her 2007 State of the State Address, Governor Jennifer Granholm announced the *No Worker Left Behind* (NWLB) free tuition program to help Michigan workers create a prosperous future. Since it was launched in August 2007, over 61,434 people have entered training through NWLB. The Governor continued to stress the importance of education, training, and lifelong learning for our adult workforce in her 2009 State of the State Address. The vision for *No Worker Left Behind* is to:

- ④ Accelerate worker transitions through learning
- ④ Support the state's employers and economic development needs
- ④ Align the use of existing training resources

The Case for NWLB

- ④ Michigan's economy is transforming into one that is knowledge-based, as more and more manual labor is mechanized and computerized. In order to accelerate this transformation, Michigan needs to continue to attract and create good jobs, while fostering a culture of entrepreneurship to help individuals launch and grow their own businesses.
- ④ A critical piece of this equation is equipping Michigan workers with the right sets of skills and educational attainments to seize new opportunities in the emerging economy. Jobs in knowledge-based industries require significant postsecondary training or a bachelor's degree. In fact, 70 percent of the fastest growing jobs by 2010 will require a postsecondary degree, and one recent study projected that by 2012, Michigan will have a shortage of 334,000 skilled workers.
- ④ The *No Worker Left Behind* free tuition program is an opportunity to prepare the state's workforce for success in this changing economy. NWLB aims to help 100,000 workers who are either unemployed or working in low-wage jobs get the right skills and credentials for jobs in the emerging

Highlights So Far:

- 61,434 workers entered into NWLB training
- In comparing the first 6 months of year 1 and year 2, WIA training programs are up 46% in year 2
- Website activity is also up in year two: February 2009 had 198, 015 more views more than February 2008. This continues the trend from 4th quarter 2008, there were 486,000 page views in 4th quarter 2008 versus 286,000 in 4th quarter 2007
- Colleges and other training providers have added or updated 9,058 educational programs since Aug. 2007, greatly increasing their pre-NWLB pace

economy of advanced manufacturing, health care, biotechnology, renewable energy, and other growing sectors.

- ④ NWLB also complements the efforts under way to attract and support more high school students to engage in post-secondary education, such as the Michigan Promise Scholarship.
- ④ *No Worker Left Behind* is a paradigm shift for Michigan, and it is exactly what we need to accelerate worker transitions and contribute to the state's economic transformation and global competitiveness. NWLB is making Michigan a symbol of lifelong learning in the United States.

NWLB Features

- ④ Up to two years worth of free tuition at any Michigan community college, university or other approved training program;
- ④ A skills assessment administered by the Michigan Works! Agencies (MWAs);
- ④ Must pursue a degree or occupational certificate in a high-demand occupation or emerging industry, or in an entrepreneurship program; and participants have;
- ④ Three years to sign up for the program beginning August 1, 2007.

Tuition

- ④ Tuition includes instructional costs, books, materials, fees (such as application costs, registration, and laboratory fees), and academic supportive services (counseling and career advising).
- ④ Tuition assistance is capped at \$5,000 per year for two years, or a total of \$10,000 per person.

Training

- ④ *No Worker Left Behind's* primary focus is on the attainment of certificates or associate's degrees of value in the labor market leading to a job in high-demand occupations, emerging industries, and entrepreneurial endeavors. However, bachelor's degree completion and even master's programs are allowable if the educational program meets all other core criteria (two years or less needed; will lead to job in high demand, emerging sector, or entrepreneurial endeavor; etc).
- ④ Local Michigan Works! Agencies will be able to help participants identify high demand occupations in their region.
- ④ Eligible participants can receive up to two years' worth of tuition for education or training.
- ④ Once enrolled, participants need to complete training within four years of starting the program.
- ④ Education and training providers must be licensed by the State of Michigan and/or be accredited in order to have participants funded by *No Worker Left Behind*.

Who Can Participate in NWLB?

- ④ Any person who is currently unemployed; or
- ④ Any person who has received a notice of termination or layoff from employment; or
- ④ Any employed person whose family income is \$40,000 or less.
- ④ Participants must be at least 18 years old, must not have graduated from high school in the last two years, and must not be full-time college students (applies to 18-23 year olds only).

Placement

Upon completion of coursework and the attainment of a degree or certificate, many *NWLB* participants will require support in re-entering the workforce. MWAs will be responsible for placement, but will collaborate with the education/training providers to leverage employer connections and institutional placement services already available.

Funding

- ④ *No Worker Left Behind* is currently being funded with a mix of federal training resources across several programs. In addition to federal funds, the Legislature appropriated an additional \$15 million with the intention of assisting workers who are transitioning into new and exciting careers as well as building capacity within the community colleges. Efforts to obtain sufficient funds are under way on two additional fronts: every available dollar of existing federal funds is focused in support of NWLB; and the American Recovery and Reinvestment Act (ARRA) will infuse millions of extra federal dollars to accelerate and expand the number of workers getting retrained.
- ④ In determining how free tuition will be funded for each participant, Michigan Works! Agencies and training providers will leverage federal and state financial aid grant resources, federal employment and training programs, as well as other resources, such as educational benefits included as part of a buy-out from a previous employer.
- ④ Financial aid officers at educational institutions will work with their local MWA to negotiate a financial aid package for each eligible student.

Projected Outcomes

- ④ Raising the number of at risk workers who attain certificates and degrees;
- ④ Increasing the number of participants who gain employment related to the training they undertake; and
- ④ Increasing the percentage of participants who achieve wage increases due in part or whole to their participation in the program.

No Worker Left Behind Partners:

Michigan Department of Energy, Labor & Economic Growth
www.michigan.gov/deleg

Michigan Works! Association
www.michiganworks.org

Michigan Community College Association
www.mcca.org

Michigan's 4-year Colleges and Universities Michigan Proprietary Schools

For more information: Call 517-335-1319 or e-mail nwlb@michigan.gov.
www.michigan.gov/nwlb