

**DEPARTMENTAL BUDGET INFORMATION**  
**DETROIT WORKFORCE DEVELOPMENT DEPARTMENT (21)**

**MISSION**

The Detroit Workforce Development Department (DWDD) promotes the economic self-sufficiency of Detroit residents and provides qualified workers to local employers through the delivery of cost-effective, high quality employment, training, and education services in partnership with businesses, faith- and community-based organizations, education and training institutions, and governmental agencies.

The Detroit Workforce Development Department will initiate restructuring efforts in order to develop structural balance by bringing costs in line with revenue while improving city services.

**DESCRIPTION**

The Detroit Workforce Development Department provides employment and training services to Detroit residents and businesses.

DWDD operates four Detroit One-Stop Career Service Centers that administer Workforce Investment Act (WIA) programs for youth, adults, and dislocated workers. Through the Detroit One-Stop Career Service Centers, DWDD provides core, intensive, and training services to eligible participants, including Temporary Assistance to Needy Families (TANF) recipients, dislocated workers, former prisoners, and individuals with disabilities. Core services include, but are not limited to, outreach, orientation, intake, assessment, job search, and job placement assistance. Intensive services include comprehensive and specialized assessment, case management, group counseling, and short-term pre-vocational services. Training services include on-the-job training, skill upgrading, and occupational skills training.

The Department also oversees the operation of industry-focused Career Centers and two welfare reform programs. The welfare reform programs include the Jobs, Education and Training (JET) and the Food Assistance Employment and Training Program (FAE&T). These programs provide employment, training, and support services to welfare and food stamps recipients. The Career Centers provide eligible Detroit residents with training and employment in high growth/high demand careers and industries for the metropolitan Detroit area. DWDD's Career Centers are currently focusing on the hospitality/retail, construction, transportation, and healthcare industries.

DWDD implements two federal funded grant programs: The Promoting Responsible Fatherhood Program and the Community-Based Job Training Project. The Promoting Responsible Fatherhood Program provides assistance to unemployed and low-income Detroit fathers. The Program is designed to help fathers gain the skills and resources necessary to become economically self-sufficient and to provide financial support for their children. In a partnership with CVS, Goodwill Industries, and Wayne County Community College District, the Community-Based Job Training Project provides employment and training services that prepare eligible Detroit residents for management careers in the retail industry.

The Department also provides employment and training-related services through four federal Earmarks. These earmarks include the following programs: Individual Development Account (IDA) Program, Adult Access to Education (AATE) Program, Business-to-Youth Mentoring

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Program, and the Bridges to Success Program. The IDA Program helps WIA-eligible recipients purchase a home, start or expand a business, or obtain college degree. The AATE Program provides tuition assistance to TANF recipients who are pursuing a baccalaureate degree in a high demand, high growth occupation. The Business-to-Youth Mentoring Program provides mentoring services to Detroit youth who are 14 to 15 years old. The Bridges to Success Program provides intensive employment-focused case management, life skills and job readiness training, and transitional jobs to returning citizens (ex-offenders).

DWDD assists employers with their workforce needs. The Department is responsible for finding and developing jobs with employers. Its Business Service Group (BSG) helps businesses find, train, and retain its workforce. DWDD also provides employers with assessments and testing, prescreening services, office space for recruiting and interviewing, and information about various tax incentives regarding hiring low-income individuals and fidelity bonding services.

DWDD also helps employers train and retain their existing workforce through its Incumbent Worker Training (IWT) Program.

DWDD provides employment and training programs that help eligible youth overcome barriers to academic and employment success. Youth Services Activity includes programs specifically designed to meet the growing need for job opportunities and training for disadvantaged Detroit youth. Services may also include career planning and one or more of the following activities:

- Tutoring, study skills training, and instruction leading to secondary school completion, including dropout prevention strategies.
- Alternative secondary school offerings.
- Summer employment opportunities directly linked to academic and occupational learning.
- Paid and unpaid work experiences, including internships and job shadowing.
- Occupational skill training.
- Leadership development opportunities, which may include such activities as positive social behavior and soft skills, decision making, team work, and other activities.
- Supportive services.
- Adult mentoring for a duration of at least twelve (12) months that may occur both during and after program participation.
- Follow up services.
- Comprehensive guidance and counseling, including drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth.

### **MAJOR INITIATIVES FOR FY 2009-10**

The Detroit Workforce Development Department is committed to working with the Mayor's Office, the Office of Targeted Business Development, and other city Departments to revitalize the city's economy by creating new job opportunities and developing new industries.

The Department is motivated to refocus its efforts to address the national economic recession as well as acute economic conditions in the metropolitan Detroit area which have occurred due to downsizing and massive layoffs in the auto manufacturing industry.

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In addition, DWDD is focused on improving the number of summer job opportunities made available to Detroit's youth.

DWDD is also responding to changing program requirements mandated by federal and state governments concerning the Temporary Assistance to Needy Families (TANF) and the Workforce Investment Act (WIA) – DWDD's two largest funding streams. The Department's major initiatives include the following activities:

- Focus on the Mayor's key economic sectors (energy, life sciences, transportation, film industry, and healthcare) in order to promote new job and industry creation.
- Improve the services provided by DWDD's One-Stops Career Service Centers in order to deliver cost-effective, high quality, employment, training and support services.
- Develop training that support new business creation and small business development. DWDD will implement a new Career Center that focuses on entrepreneurial training. The Entrepreneurship Center will help coach and support individuals in starting up a business for self-employment.
- Develop a new Rapid Response Unit that will enable DWDD to provide services for plant closings and mass layoffs.
- Improve customer service by extending the Department's service hours to better accommodate job seekers and employers.
- Expand and improve the training opportunities provided through the Mayor's Scholarship Program.
- Improve the services provided through the state's Jobs, Education, and Training (JET) in partnership with the

Department of Human Services and Michigan Rehabilitation Services in order to provide TANF recipients with comprehensive career development assistant.

- Improve the Department's contract management process to ensure that all DWDD's contractors adhere to appropriate performance standards and outcomes and ensure that contracts are executed, and contractors are paid, in a timely manner.
- In partnership with employers, training providers, faith-based and community organizations, improve the employment and training services provided by DWDD's industry-focused Career Centers.
- Administer the Energy Conservation Apprentice Readiness (ECAR) Program in order to develop apprentices who can work on local road construction projects.
- Evaluate Michigan's education and training providers in order to ensure that Detroit residents are provided with effective training programs that meet the need of employers.
- Sustain long-term, partnerships with employers in order to place Detroiters in job openings.
- Increase efforts to improve Detroit's literacy rate by developing ten (10) Literacy Centers throughout the city in collaboration with the Michigan Department of Energy, Labor, and Economic Growth (DELEG).
- Increase the number of summer jobs provided to Detroit youth by building on DWDD's partnership with the Detroit Youth Employment Consortium (through the Skillman Foundation) and developing subsidized and unsubsidized summer employment opportunities with the public, private, and non-profit sector.

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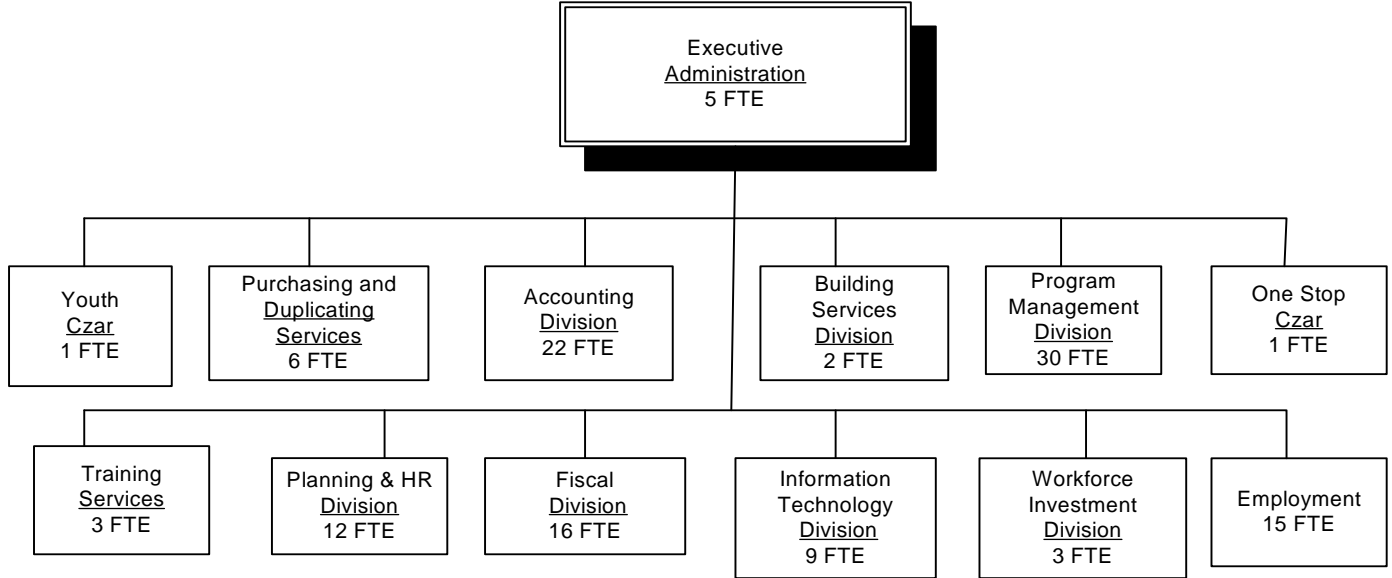
- Sustain the employment and training opportunities created by the American Recovery and Reinvestment Act of 2009 (The Recovery Act).

**PLANNING FOR THE FUTURE FOR  
FY 2010-11, FY 2011-12, and BEYOND**

The future plans for Detroit Workforce Development Department call for the planning, development, and administration of employment and training services that will provide improved services to job seekers and employers through the improvement of strategic partnerships with the entire career development community, including workforce and economic development agencies. DWDD will focus its efforts on the following future goals:

- Develop strong, strategic relationships with the business community in order to provide employers with a 21st Century workforce in order to participate in the global economy.
- Increase outreach efforts to further develop and enhance partnerships with other workforce development agencies, education and training providers, faith- and community-based organizations, human service agencies, and other city Department that provide service to adults and youth.
- Improve customer satisfaction by making sure that DWDD staff and contractors provide superior customer service.
- Create innovative employment, training, and support services programs that address and resolve barriers faced by Detroit residents.
- Identify local employment and training custom designed training program options to assist employers to grow their businesses and make their work force more productive.
- Identify and create programs for former prisoners (returning citizens) that will help them become productive members of Detroit neighborhoods.
- Develop more academic enrichment and work experience programs for youth that will help prepare them for higher education and meaningful employment.

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**PERFORMANCE GOALS, MEASURES AND TARGETS**

<b>Type of Performance Measure:</b> List of Measures	<b>2008-09 Actual</b>	<b>2009-10 Projection</b>	<b>2010-11 Target</b>
<b>Outputs: Units of Activity directed toward Goals</b>			
WIA Adult GED's or other credentials obtained	92.4%	93%	93%
<b>Outcome: Results or Impacts of Program</b>			
<b>Activities</b>			
WIA Adult Entered Employment Rate	75.7%	80%	82%
WIA Adult Employment Retention Rate	77.3%	80%	82%

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**EXPENDITURES**

	2008-09 Actual Expense	2009-10 Redbook	2010-11 Mayor's Budget Rec	Variance	Variance Percent
Salary & Wages	\$ 19,358,030	\$ 8,443,950	\$ 7,635,157	\$ (808,793)	-10%
Employee Benefits	10,419,058	5,123,020	4,686,567	(436,453)	-9%
Prof/Contractual	6,138,863	4,671,737	1,048,418	(3,623,319)	-78%
Operating Supplies	804,248	234,999	230,001	(4,998)	-2%
Operating Services	13,281,950	7,737,507	7,895,754	158,247	2%
Fixed Charges	47,396	68,000	68,000	-	0%
Capital Equipment	136,240	10,000	10,000	-	0%
Other Expenses	53,421,550	33,847,394	40,946,747	7,099,353	21%
<b>TOTAL</b>	<b>\$ 103,607,335</b>	<b>\$ 60,136,607</b>	<b>\$ 62,520,644</b>	<b>\$ 2,384,037</b>	<b>4%</b>
<b>POSITIONS</b>	<b>103</b>	<b>131</b>	<b>125</b>	<b>(6)</b>	<b>-5%</b>

**REVENUES**

	2008-09 Actual Revenue	2009-10 Redbook	2010-11 Mayor's Budget Rec	Variance	Variance Percent
Rev from Use of Assets	\$ 35,920	\$ -	\$ -	\$ -	0%
Grants/Shared Taxes	77,672,882	59,134,907	61,518,944	2,384,037	4%
Miscellaneous	1,197,673	1,000,000	1,000,000	-	0%
<b>TOTAL</b>	<b>\$ 78,906,475</b>	<b>\$ 60,134,907</b>	<b>\$ 62,518,944</b>	<b>\$ 2,384,037</b>	<b>4%</b>