

# Opportunity Pipeline Landscape Map

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# Introduction

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This report provides a scan of current talent development programs and initiatives in Kent County, Michigan. Emphasis was given to those programs primarily affecting K-12 students at Grand Rapids Public Schools. Case profiles were produced on programs and initiatives in the following categories 1) Employer driven, 2) College/University driven, 3) Nonprofit organizations, and 4) Local Education Authority ISD school based programs. Case profiles were designed to highlight the target audience, service capacity, recruitment and eligibility information, intended outcomes and primary partnerships held by each program. Information was gathered primarily from organizational websites, annual reports and staff interviews.

## Key Learnings

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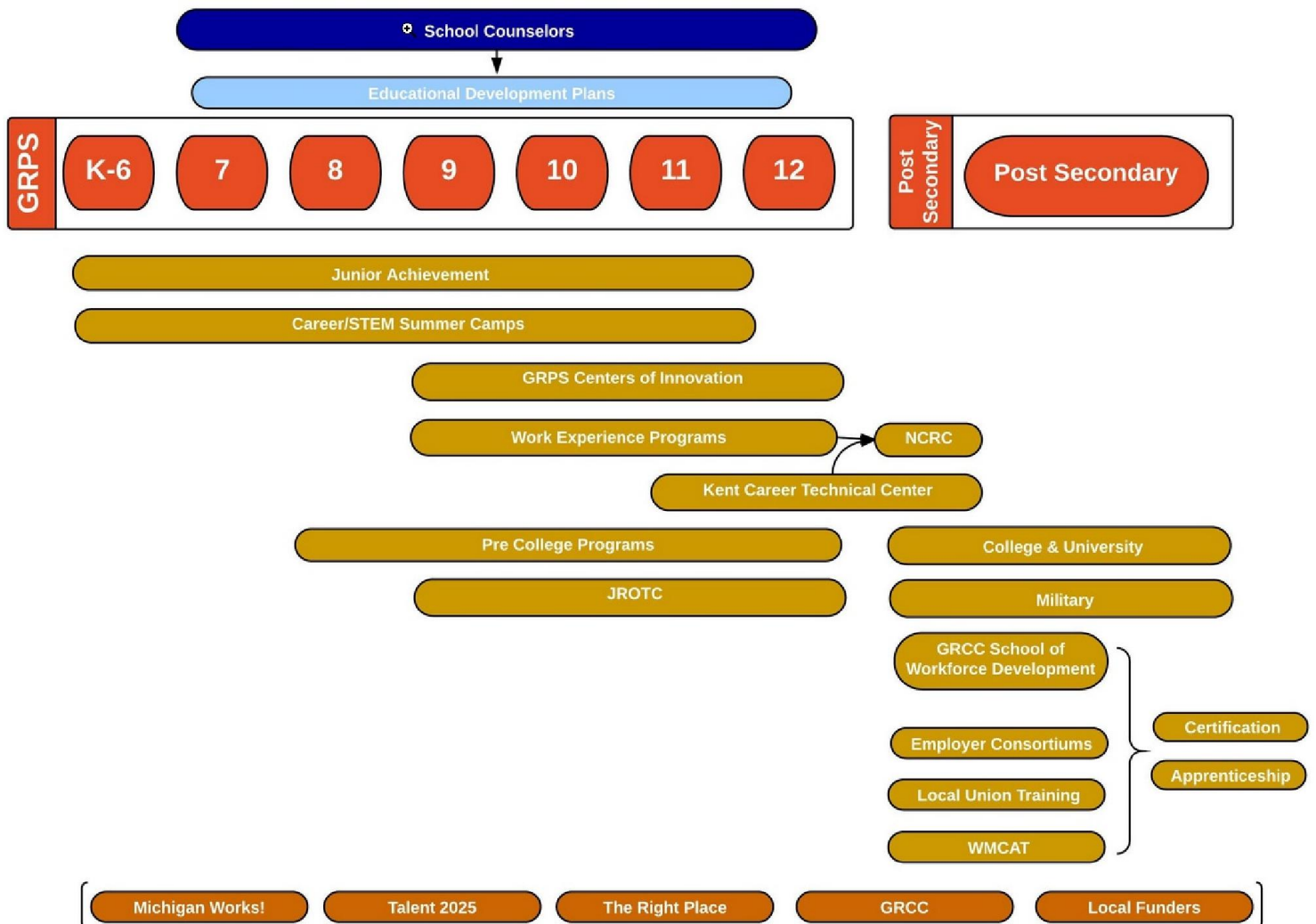
Based on an analysis of data gleaned from the scan, key learnings include:

- Approximately 1200-1500 work experience opportunities are available to vulnerable high school students in Grand Rapids. Programs are delivered year round, with a large number delivered through the summer by a strong network of providers.
- There are many innovative and quality workforce development offerings at programs such as Kent Career Technical Center and Grand Rapids Community College, as well as pre-college programming. However, low percentages of GRPS students are accessing the programs, often times due to lack of awareness or challenges meeting eligibility requirements.
- Educational Development Plans are a state mandated tool with the potential to serve as a solid foundation for systematic career and academic planning, parent engagement and student advocacy.
- Career exploration opportunities for K-8 students are not yet consistent or systematically integrated into the school day. This is often due to a lack of school counseling capacity in the K-8 school buildings. Current programming is being accessed through individual teacher requests to community programs.
- There have been several key workforce development initiatives recently launched within industry groups including technology, manufacturing, construction and healthcare. These initiatives have been developed with public/private partnerships and common key systems stakeholders.
- The summer space has grown rich with opportunities for students of all ages to explore passions, talents, skills and career pathways.

# Landscape Map

The map below represents the various programs, organizations and stakeholders available to students as they progress through their K-12 and post-secondary school experience.

- Items in blue represent the tools in place delivered through the school counseling structure, including state mandated educational development plans and online career exploration curriculum. Opportunities for elementary and early middle school students to interact with a counselor are minimal if present at all.
- Students (particular K-8) may be exposed to classroom experiences with Junior Achievement programming, or a variety of summer camp opportunities, however they are not yet offered on a systematic and consistent basis.
- Post-secondary opportunities have historically been rich within the GRCC School of Workforce Development but have increased in recent years with the addition of public/private partnerships, consortiums and certification programs.
- Opportunities increase as students enter high school, as they have choices about attending themed schools and Centers of Innovation, various work experience programs, career technical education, JROTC and college prep programs.
- Systems stakeholders include Michigan Works!, Talent 2025, Right Place, GRCC and a variety of local funders.



# Classroom Experiences

## JUNIOR ACHIEVEMENT

Junior Achievement promotes business education through an after-school secondary program and through in-school partnerships with educators. All JA programs are taught by community volunteers.

- Currently offers programs in elementary, middle and high schools at Grand Rapids Public Schools. Largest majority in elementary and K-8 buildings.
- Work is currently being done with Superintendent Neal to examine program data, offer more standardized programming across the district. Goal to increase consistency in offerings and the ability to track student involvement.

## GRPS HIGH SCHOOL CENTERS OF INNOVATION

In October 2007, GRPS launched the “Centers of Innovation” – designed to foster public-private partnerships and offer students and parents more school choices and opportunities for improving student achievement. Offerings include:

- **Academy of Design and Construction:** Integrating the themes of design and construction throughout the curriculum, ADC exposes students to real world landmark structures, sites, and designs through field trips, hands-on learning, job shadowing, mentorships, and professional internships. Students are able to earn college credit or credits toward post-secondary trades certification. Major partners include: Rockford Construction, Triangle Associates, Christman, Progressive AE, Michigan State University,

Ferris State University, GRCC, and more.

- **Academy of Health, Science, and Technology:** AHS is focused on preparing students for college and career pathways in the health care industry. The school partners with the top health care institutions, medical providers, and colleges/universities in the region. Industry experts and higher education leaders have worked with staff to develop customized curriculum, elective courses, and real world experiences.
- **Academy of Modern Engineering:** GRAPCEP is one of the top performing schools in all of West Michigan with a 99% graduation rate and the only school in the region dedicated to preparing students for college and career success in STEM – science, technology, engineering and math. The rigorous college prep curriculum is sponsored by partners from seven leading universities and regional businesses.
- **Academy of Business, Leadership & Entrepreneurship:** The School of Business, in partnership with leading CEOs, job providers, and universities, offers a comprehensive selection of business-related courses each customized to ensure students are exposed to all facets of business and the global economy including business technology, marketing, management, multimedia, accounting, and business law. Partnerships include: Amway Global, Steelcase Inc., and Custer Office Solutions
- **University Preparatory Academy:** UPREP is a Grand Rapids Public School open to any GRPS student through an open lottery regardless of past academic performance. It is tuition-free and focused on academics.

UPREP's TEEN CEO Program allows

students to begin exploring the correlation between their interests and potential careers.

In middle school, students are visited by professionals three times a year representing many different industries, as well as provided job shadowing opportunities specific to their interests.

Beginning in high school, students participate in an internship experience where students are off-campus two days a week for six weeks. They are grouped into broad “industry pods” based on their interests. Each pod includes a lead education partner, and businesses and organizations that can showcase different facets of that career path. For the 2013-2014 school year, the pods and some sample sites included:

- **Animals** (Visits to John Ball Zoo, Whiskers Salon, Kent County Animal Shelter, etc.) Academic Partner: Baker College
- **Visual and Written Communication** (Visits to W.MI Center for the Arts & Technology, ArtPrize, GVSU News Dept., etc.) Academic Partner: Aquinas College
- **Computers** (Visits to Blue Water Technologies, Comprenew, Grandlan, Yeti) Academic Partner: IIT Tech
- **Culinary Arts** (Visits to Downtown Market, God’s Kitchen, San Chez Tapas, The Omelette Shoppe, etc.) Academic Partner: Secchia Center/GRCC
- **Healthcare** (Visits to MI Blood, EMS Ambulance Service, Mary Free Bed, etc.) Academic Partner: GVSU Nursing Program
- **Law** (Visits to Varnum, local courts, State Supreme Court, Rhodes McKee, etc.) Academic Partner: Cooley Law School and Davenport University

- **Manufacturing** (Visits to Steelcase and Autocam) Academic Partner: GVSU School of Engineering

Each component of the TEEN CEO program scaffolds off the other to create a sound understanding of career opportunities, skills critical to the success in different careers, college degrees required or helpful for those jobs and direct experience working within various industries.

The TEEN CEO program is also supplemented with multiple college campuses visits annually beginning in 6<sup>th</sup> grade, participation to college career fairs at local universities beginning in 8<sup>th</sup> grade, and review of college applications and scholarship opportunities beginning in high school.

- **Grand Rapids Public Museum School:** The proposed school will open in fall 2015 starting with 6<sup>th</sup> grade and adding a grade each year until it is serving students in grades 6-12. Stemming from partnership between the Grand Rapids Public Museum, Grand Rapids Public Schools, Kendall College of Art and Design/Ferris State University, Grand Valley State University, the City of Grand Rapids, Downtown Grand Rapids Inc., and the Downtown Development Authority.

#### GRPS Centers of Innovation Enrollment

Center of Innovation Programs	2013/14 Enrollment	2014/15 Enrollment
Health Science	290	358
Modern Engineering	141	152
School of Business	60	100
Design & Construction	120	131
UPREP	356	407
<b>TOTAL</b>	<b>967</b>	<b>1148</b>

Source: GRPS Student Information Services, August 2014

## **ARMY JUNIOR RESERVE OFFICER TRAINING CORPS (JROTC)**

The Army Junior Reserve Officer Training Corps (JROTC) is a program offered to high schools that teaches students character education, student achievement, wellness, leadership, and diversity. It is a cooperative effort between the Army and the high schools to produce successful students and citizens, while fostering in each school a more constructive and disciplined learning environment. The goals of the JROTC program are to teach students to:

- Act with integrity and personal accountability as they lead others to succeed in a diverse and global workforce
- Engage civic and social concerns in the community, government, and society
- Graduate prepared to excel in post-secondary options and career pathways
- Make decisions that promote positive social, emotional, and physical health
- Value the role of the military and other service organizations

With the school's support, the JROTC program achieves these goals through a curriculum consisting of education in citizenship, leadership, social and communication skills, physical fitness and wellness, geography, and civics. Qualified retired Army personnel are employed by the schools to teach the JROTC curriculum.

Grand Rapids Public Schools has 3 JROTC programs (Innovation Central HS, Ottawa Hills HS, and Union HS). This school year the student (cadet) population is approximately 250.

## **Counseling Curricula and EDP's**

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### **EDUCATIONAL DEVELOPMENT PLANS**

An Educational Development Plan (EDP) is a document showing a student's educational and career goals, a way to achieve these goals and activities they've accomplished.

- Schools mandated by law to provide opportunity for each student to develop educational development plan during grade 7, and ensure each student reviews EDP through high school.
- GRPS counselors begin working with students in October to complete EDP's. Plans are updated every year through 12<sup>th</sup> grade.
- Essential elements: career goal(s), educational/training goal(s), assessment results, plan of action and parent consultation/ endorsement (under age 18)
- GRPS utilizes Career Cruising Online Curriculum to complete EDP's for each student. Students have their own log on to the system and can access from home if desired.
- Designed to assist students to identify career development goals as they relate to academic requirements
- Sample EDP included in Attachment A.

### **GRPS COUNSELING CAPACITY**

GRPS maintains a ration of approximately 300 students to 1 counselor in their high schools, with the exception of Union High School which maintains a current ratio of 500 students to 1 counselor.

The American School Counselor Association recommends a ratio of 250 to 1. Currently, Michigan is not mandated to offer counseling at



the K-8 or high school levels. According to the most recent data available from the Center for Education Statistics (2010/11), Michigan ranks the 5<sup>th</sup> highest in the country at 706 to 1. GRPS' ratio of 300 to 1 would put them in line with the ten states with the lowest student to counselor ratios.

State	Ratio
California	1016
Arizona	861
Minnesota	782
Utah	726
<b>Michigan</b>	<b>706</b>
Illinois	655
Indiana	620
Oregon	553
Connecticut	519
Washington	510

Source: U.S. Department of Ed, National Center for Ed Statistics

State	Ratio
Maine	329
Arkansas	316
Virginia	315
North Dakota	312
Montana	310
<b>Grand Rapids Public Schools</b>	<b>300</b>
Hawaii	284
District of Columbia	274
New Hampshire	236
Vermont	235
Wyoming	200

Source: U.S. Department of Ed, National Center for Ed Statistics

## Summer Camps - Career and STEM

### GVSU – SCIENCE TECHNOLOGY & ENGINEERING PREVIEW SUMMER CAMP (STEPS)

Four day camp where young women get a hands-on engineering experience by designing, manufacturing and flying radio-controlled electronic airplanes. They are exposed to additional career choices such as business, communications and aircraft mechanics. Also take field trips to Gerald R. Ford International Airport and West Michigan Aviation Academy.

- 80 students per summer; 1,000 between 2002-2014
- Participants must be female, entering 7<sup>th</sup> grade, between ages of 11-13. Applicants selected randomly to participate. Roughly 25% selected from underrepresented groups.
- Cost \$75. Awards 20 scholarships per year. GRPS students automatically receive scholarship and are eligible for daily transportation by van (approximately 10 girls per year access)
- GRPS partner schools include: Westwood, Riverside, Burton and City Middle
- Community partners/funders include GVSU, Pioneer Construction, Alcoa Foundation, Amway, Cascade, Michigan Space grant consortium, SME education Foundation, and private donors

### CORNERSTONE JOURNALISM INSTITUTE

CJI aims to give students an idea of what it would be like to be a professional media reporter or photographer.



- Student explore how their writing and visual communication gifts in media and ministry vocations.
- Targeted to grades 8-12. Students spend 1 week on campus as a resident.

### **KENDALL COLLEGE OF ART & DESIGN**

KCAD offers an extensive list of summer day camps and course offerings for children ages 6-17. Courses include drawing, painting, photography, computer art, interior design, jewelry, fibers, ceramics, sculpture, and more. In addition an intensive two week portfolio development course is offered to teens interested in pursuing careers in the arts.

### **HUMANE SOCIETY OF WEST MI**

Humane Education Camps are fun and educational camps designed for children ages 5 through 15. During each affordable week-long session, children learn about various pet related topics, including careers in animal related fields.

### **CALVIN COLLEGE**

Calvin College offers a variety of summer camp opportunities for children and teens. Camp options include: Chemistry Camp, Academic camps for Excellence Science and Computers (ACE), Knollcrest Music Camp, Nature Camp and Theater Camp.

## **Work Experience**

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### **WORKFORCE INVESTMENT ACT (WIA) YOUTH PROGRAM**

Michigan Works! And its partners provide year-round programs that combine employment and training activities with opportunities for students to grow interpersonally; learn how to maintain

positive relationships, and develop leadership qualities.

- Youth must be age 14-21, low-income and possess at least one of the following barriers: deficient in basic literacy skills, school dropout, homeless, runaway, or foster child, pregnant or parenting, offender, or have a disability that requires additional assistance to complete an educational program, or to secure and hold employment.
- Qualifying work experience activities include:
  - Paid or unpaid work in the private, for-profit, non-profit, or public sectors with a planned start and end date
  - Developing work readiness or employability skills, such as dressing appropriately or answering phones, in a real workplace setting
  - Developing personal attributes, knowledge and skills, such as working on a team, in a workplace setting
  - Career exploration in a workplace setting
  - Developing academic or occupational skills as they relate to a workplace
  - On-the-job training for older youth when based on needs identified in objective assessment
  - Subsidized employment
- Local service provider sites include: Arbor Circle, Bethany Christian Services, Goodwill Industries, Grand Rapids Public Schools, Hispanic Center of Western Michigan, Kent Intermediate School District, Steepletown Neighborhood Services.

## 2013 WIA Youth Program Enrollment

2013 Contractor	Total Students
GRPS	249
Goodwill	107
Steepletown	194
KISD	208
Hispanic Center	72
Bethany	79
Arbor Circle	100
Ross	142
<b>Total</b>	<b>902</b>

Source: Michigan Works!, August 2014

### **BELIEVE 2 BECOME HIGH SCHOOL SUMMER LEARNING ACADEMY**

B2B targets 250 incoming 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> graders struggling academically and needing to get back on track toward graduation. Partners provide 8 weeks of enriching summer programming that reinforces critical skills in mathematics while providing employment opportunities.

- Students attend summer school in the morning to recover credit and then participate in an employment program in the afternoon.
- Partners include United Methodist Community House, Hispanic Center of West Michigan, WMCAT, Jubilee Jobs and Brown Hutcherson Ministries.
- Believe 2 Become also offers summer learning academies to 700 GRPS students in grades pre-k through 9<sup>th</sup>. College and career preparation components are offered, however there is no formal employment opportunity as with high school.

### **GRAND RAPIDS COMMUNITY FOUNDATION YOUTH EMPLOYMENT**

The summer jobs program, funded by the Grand Rapids Community Foundation and the W.K. Kellogg Foundation, provides 350 inner-city youth of the Greater Grand Rapids area with ‘real’ employment experience.

- Students ages 14 to 24 are taught what it really means to be an employee in baking, lawn care, office work, and other fields of work.
- Twelve nonprofits grantees/partners include: Bethany Christian Services, City of Grand Rapids, Grand Rapids Urban League Inc., Hispanic Center of Western Michigan, Jubilee Jobs Inc., Kids’ Food Basket, New City Neighbors, Other Way Ministries, Project C.O.O.L., Steepletown Neighborhood Services, Wedgwood Christian Services Inc., and Worldwide Christian Schools.
- Many organizations layer this funding with Believe 2 Become and WIA youth employment funding.

### **LEAD – OUR COMMUNITY’S CHILDREN**

The Leadership and Employment, Achievement and Direction (LEAD) program provides unique training in civic engagement, leadership and employability skills to young people ages 15 to 21.

- The experience consists of workshops in résumé and cover letter writing, interviewing, financial literacy, field trips to local businesses and colleges.
- Students that complete LEAD will be employed for six months at a business participating in the Mayor’s 50 Campaign, identifying 50 businesses to partner with the City of Grand Rapids to provide meaningful jobs for young people.

- Students will be hired by various local businesses that specialize in web development, marketing, graphic design, customer service, investment management, engineering, and more.
- Students must be a Grand Rapids resident, eligible to work in the US, must be attending high school with a 2.0 cumulative GPA, a high school graduate or enrolled in college or a GED program.

## Career Technical Education

### NATIONAL CAREER READINESS CERTIFICATE & ACT WORK READY COMMUNITIES

The NCRC is a local and national credential based on three WorkKeys tests. Graduates can earn a bronze, silver or gold certificate and then take these with them anywhere in the country, since it means the same thing in every state.

- Earning a Certificate demonstrates a particular skill level in reading, math and locating information, the most critical areas according to hundreds of employers.
- The NCRC complements the high school diploma. The diploma is a credential of academic preparation, while the career certificate is a credential of skill application. Together, these credentials will prepare young people to begin their adult lives, whether they go to work, to college/advanced training, or both.
- Implementing the NCRC area-wide is intended to have a large impact. Local systems builders hope to be able to demonstrate the skill level of the work force, making West Michigan a first choice for companies looking to expand or relocate here.

Area employers will be able to hire workers with skills that match their entry-level jobs.

The ACT Work Ready Communities (WRC) initiative is a national effort, led by ACT, to provide a framework for states, regions and communities to build an economic development, community based approach grounded in certifying counties as Work Ready. States or ACT award this certification when counties achieve goals (based on common criteria) of individuals in the workforce earning a National Career Readiness Certificate and businesses recognizing, preferring or recommending the NCRC. Between January 2012 and August 2014, 3,244 Certificates were earned in Kent County.

National Career Readiness Certificate  
Kent County 2012 – 2014

Category	Number
Privately Employed	546
Publicly Employed	206
<b>High School</b>	<b>963</b>
College	108
Adult Ed	51
Unemployed	1320
Veteran	5
Not Identified	45
<b>Total</b>	<b>3244</b>

Source: <http://www.workreadycommunities.org/MI/081>

### KENT CAREER TECHNICAL CENTER

KCTC is an innovative program offered through the Kent Intermediate School District. KCTC offers real world learning experience to 11<sup>th</sup> and 12<sup>th</sup> graders in more than 20 different career fields, along with internships and apprenticeships. There are no minimum requirements for GRPS students, but they do have to discuss options with their counselor prior to the 11<sup>th</sup> grade since many of KCTC certificate programs take two years to complete. Students utilize their elective course

hours during the school day to travel to the KCTC campus, learn employability and career skills in the following programs:

- **Engineering/Manufacturing & Industrial Technology** (Applied Construction Technology, Electronics/Electrical Trades, Engineering Technology/Site Design Management, Heating, Ventilation, Air Conditioning & Refrigeration (HVACR), Precision Machining Technology, Auto Collision Repair, Automotive Technology, Aviation Maintenance Technology, Avionics - Aircraft Electronics Technology, Diesel & Equipment Technology, Alternative Energy)
- **Natural Resources & Agriscience** (Sustainable Agriscience)
- **Arts and Communications** (Graphic Communications, Regional Theatre Technology)
- **Business, Management, Marketing, & Technology** (Accounting Online, Accounting Systems & Solutions, Information Technology, Entrepreneurship & Marketing)
- **Health Sciences** (Health Careers, Health Sciences Early College Academy)
- **Human Services** (Hospitality, Hospitality Fellowship, Criminal Justice)

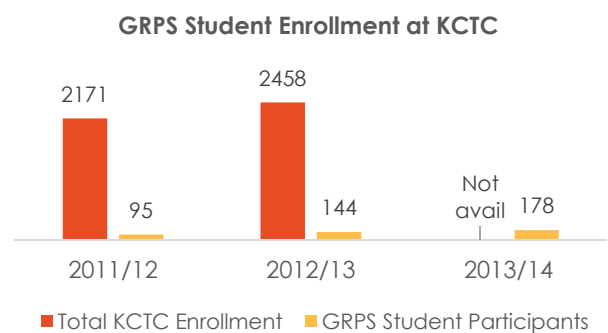
The following certifications are available to students:

- **Auto Collision – National Spray Gun**
- **Automotive Technology – Automotive Service**
- **Excellence (ASE), Motor Vehicle Mechanic Certification**

- **Avionics – NCATT Aircraft Electronics Technician (AET), NCATT Foreign Object Elimination (FOE)**
- **Diesel – State of Michigan Diesel Engine Repair Certification, Forklift Operator Certification**
- **Health Careers & HSECA – First Aid, CPR (American Heart Association), Certified Nursing Assistant (CNA),**
- **Certified Pharmacy Technician (CPhT)**
- **Hospitality – ServSafe Certification, Culinary**
- **Management Certification, Hotel and Restaurant Management Certification**
- **HVAC – EPA Section 608 Refrigerant Handling Certification**
- **IT – Cisco Certified Administrator**
- **Sustainable Agriscience – Michigan Certified Green**
- **Industry Professional (CGIP), National Pesticide Applicators License**
- **Regional Theatre Tech – Personal (Genie) Lift Certification**

### Accessing KCTC & Dual Enrollment

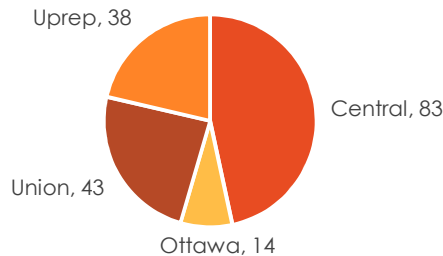
KCTC enrollment numbers totaled 2171 in 2011/12 and 2458 in 2012/13. 2013 data was not available. While the overall enrollment numbers are strong, only 4-6% of KCTC enrollment was made up of GRPS students.



Source: GRPS Student Information Services, August 2014

Examining the breakdown of GRPS schools sending 178 students to KCTC programming in 2013/14, Innovation Central made up the largest percentage at 47%, followed by Union (24%), UPREP (21%), and Ottawa (8%).

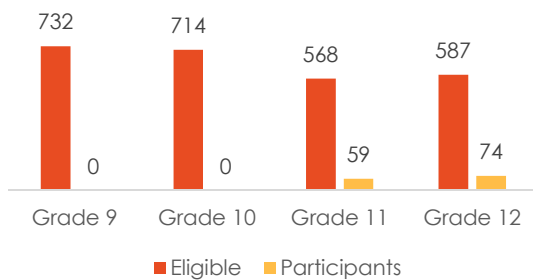
**2013/14 GRPS School Participation in KCTC**



Source: GRPS Student Information Services, August 2014

When looking at dual enrollment numbers overall, GRPS had a total of 2,601 students eligible for dual enrollment courses in 2012/13, with 136 actually participating in those opportunities. While this may seem like a low percentage overall, it is important to note GRPS ranks highly among Kent ISD schools; third on the list in the number of total eligible students, and sixth in the amount of tuition paid on behalf of students for dual enrollment courses. They rank first among total students participating in dual enrollment, though their actual participation rate of 5.2% ranks them 11<sup>th</sup> in the ISD. However, it should be noted the rate does not provide the complete story. The full table of all ISD schools is included as Attachment B.

**GRPS Dual Enrollment 2012/13**



Source: Center for Educational Performance and Information

**Kent ISD Dual Enrollment Comparison 2012/13**

District Name	Total Eligible	Total Participating	Tuition Paid
Rockford Public	3,186	51	\$23,246
Forest Hills Public	2,953	30	\$24,749
<b>Grand Rapids Public</b>	<b>2,601</b>	<b>136</b>	<b>\$58,875</b>
Kentwood Public	1,918	55	\$22,304
Grandville Public	1,346	14	\$15,302
Caledonia Comm. S	1,019	9	\$6,720
Byron Center Public	1,003	41	\$59,332
Northview Public	957	22	\$16,950
Cedar Springs	947	60	\$62,801
Thornapple Kellogg	919	59	\$13,117
Sparta Area Schools	728	15	\$20,450

Source: Center for Educational Performance and Information

## College Prep

### ENTRADA – CALVIN COLLEGE

The Entrada Scholars Program at Calvin College offers racial ethnic minority high school students, typically underrepresented in higher education, the opportunity to experience college learning and living while earning college credit during the summer.

- All students accepted into the Entrada Scholars Program receive a grant valued at \$4,200. This grant covers the costs of Entrada, including tuition, room and board, books, supplies and activities.
- Scholars who successfully complete Entrada and come to Calvin following high school receive a \$4,000 Entrada Scholarship for up to 4 years. In addition, Entrada Scholars may qualify for the \$4,000 Mosaic Scholarship as well as other merit-based scholarships.
- The program serves up to 72 participants every summer. GRPS students are heavily recruited but typically make up less than 10% of applicants due to GPA requirement of 3.0.

Wyoming, Kentwood, and Kelloggsville students make up 15-20% with the rest from pool of national applicants.

### **S.T.E.P. – CALVIN COLLEGE**

During the S.T.E.P. program, 7<sup>th</sup> and 8<sup>th</sup> grade students experience three days of college explorations as they live in the dorms, attend classes with college students and explore the necessary steps for college entry and future career directions.

- The largest GRPS partner schools are Harrison Park, and Sherwood. Cost is \$40 and includes housing, meals and all activities.

### **EXCEL ACT TUTORING AND MENTORING – CALVIN COLLEGE**

The Excel ACT Tutoring and Mentoring Program allows for up to 40 students each semester (fall and spring) from designated high schools participate in a five-week session in which Calvin students provide mentoring and tutoring assistance for the ACT.

- The program is available to the following public school districts: Grand Rapids (Central, Ottawa Hills, Union), Wyoming, Godfrey-Lee, Kentwood, Potter's House Christian
- Cost to participate is \$40. The fee is 100% refundable with 80% attendance.

### **TRIO PROGRAMS**

Federal outreach and student services programs designed to identify and provide services for individuals from disadvantaged backgrounds. TRIO includes eight programs targeted to serve and assist low-income individuals, first-generation college students, and individuals with disabilities to progress through the academic pipeline from middle school to post baccalaureate programs.

College Access TRIO Programs in Grand Rapids include:

#### **Upward Bound-GVSU**

UB serves 100 Union and Central high school students from low-income families and who are first generation college students. The goal of UB is to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of postsecondary education.

- Once accepted, students participate until their high school graduation during the academic year and summers.
- The summer component consists of students living on the campus of a local college for six weeks and taking academic classes at GRCC.
- While participating in the summer program, students are exposed to a variety of academic, social and cultural enrichment activities. All services are provided at no cost to participants.

#### **Upward Bound – GRCC**

Working to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of postsecondary education.

- Currently serve students attending Ottawa Hills High School. Formerly served Creston High (now transferred to Central).

#### **Educational Talent Search – GVSU (serving Kent and Ottawa counties)**

TRiO Educational Talent Search, is a program that assists low-income and first generation students to persist to the next grade level, graduate from high school, and enroll in the college of their choice after high school graduation.



- The program also assists students looking to return to college and pursue a bachelor's degree, students interested in completing a GED, and those interested in a Certificate of Completion
- Preference for entry is given to students at the low-income and first generation status as well as to students attending a target school. Targets schools are Burton Middle, Riverside Middle, Westwood Middle, Wyoming Junior High, Innovations Central High, Grand Rapids Montessori, Ottawa Hills High, Union High, Godwin Heights High, Wyoming High.

### **MICHIGAN GEAR UP - GVSU**

The GVSU MI GEAR UP Program works with Grand Rapids Public Schools: Alger Middle School, Burton Middle School, Gerald R. Ford Middle School, Harrison Park School, Riverside Middle School, and Westwood Middle School to offer students the academic skills, information and encouragement they need to not only graduate from high school, but apply and attend an institution of higher education.

- Funded nationally by the US Department of Education, the State of Michigan's Workforce Development Agency, and the King-Chávez-Parks initiative.
- Facilitates student tutoring and mentoring, offers workshops and college preparation and financial aid, and assists schools and teachers to better prepare students for college studies.

### **WADE H. MCCREE, JR. INCENTIVE PROGRAM - GVSU**

The Wade H. McCree, Jr. Incentive Program reflects a commitment by Michigan's public universities to further increase opportunities in higher education for all qualified students regardless of financial need. Each public university

in Michigan provides funds to support McCree program participants. The program has grown to include over 1,000 high school students statewide, including those scholars who have enrolled in college.

- Program objectives include: Enhance students' preparation for post-secondary education, increase students' sense of self, encourage enrollment at GVSU, provide parents with information and support, test taking and study skills workshops
- Upon completion students are awarded a tuition scholarship for eight consecutive semesters. School districts vary but may include, Muskegon, Holland, Grand Rapids, and some metro Detroit areas.

### **CHALLENGE SCHOLARS**

Challenge Scholars aims to increase the number of first-generation college-goers who successfully complete a college degree or high quality credential.

- Grand Rapids Community Foundation and GRPS staff designed a highly targeted, ambitious program for students attending Harrison Park, Westwood Middle School and Union High School. The first cohort of 120 students was selected in 2014.
- Strategy includes surrounding students with supports beginning in 6th grade, and promising a free college or trade school education upon graduation

### **B2B COLLEGE PREP SITES**

Believe 2 Become's college prep summer program targets incoming 10th, 11th and 12th graders who are on the cusp of promising academic achievement. Recruitment are focused on GRPS students who have opportunities to enhance their



academic achievement by raising their satisfactory grades to obtain college credit in each of the core areas.

- Three college partners include Aquinas College, Grand Rapids Community College, and Ferris State University.
- Students are able to earn college credit, take academic and student success courses, and can also be dually enrolled the traditional B2B high school employment programs.
- Three providers serve 25 students each.
- Targeted students will have ACT scores between 15-18 in math and 16+ in reading. Community partners offer a minimum of 8 weeks of summer programming with family touch points during the school year.

## Grand Rapids Community College

### **SCHOOL OF WORKFORCE DEVELOPMENT**

The School of Workforce Development at Grand Rapids Community College has nine job training programs including:

- **Personal training**
- **Medical technician**
- **Pharmacy technician**
- **Welding, Auto Technician**
- **Green Remodeling**
- **Restorative Construction**
- **Community Construction**
- **Computer Support Technician**
- **CNC Machinists**

Individuals eligible to participate do not need a HS diploma or GED. If students are seeking

grants, or federal aid for financial assistance than a GED/HS Diploma is required.

GRCC currently has partnerships for recruiting and programming with: Grand Rapids Urban League, Hispanic Center of West Michigan, LINC Community Revitalization, Goodwill, Literacy Center of West Michigan, Women's Resource Center, over 589+ total employer, training and curriculum partners

### **AUTOCAM ADVANCED MANUFACTURING APPRENTICESHIP PROGRAM**

AMP provides a common curriculum based on core skill requirements and offers a range of electives for advanced manufacturing specializations.

- The program is designed to be a personalized track, where participants can choose to advance their careers through continued education, and may pick up where they leave off at any time.
- Targeted toward high school senior and older. Individuals have to apply and go through a screening process that includes an interview and Ramsay Assessment. If extended an offer they work part time (24-30 hours/week) and attend GRCC for Associates degree.

### **APPRENTICESHIPS**

Apprenticeships are often offered in partnership with local unions and/or educational institutions. GRCC currently offers apprenticeship programs in eight areas:

- Electrical, construction, machinists, welding, manufacturing, and plastics
- Each of these areas requires 2,000+ field hours to be completed. Since the number of

hours required for licensure varies within the industries participants can be degree or non-degree seeking students. All student are encouraged to pursue education credits towards a degree at GRCC while participating in the program.

- A U.S. citizen or resident alien
- At least 17 years old (17-year old applicants require parental consent).
- Having (with very few exceptions) have a high school diploma.
- Passing a physical medical exam.

## Nonprofit Programs

### WEST MICHIGAN CENTER FOR ARTS & TECHNOLOGY

The WMCAT Adult Career Training program offers under and unemployed men and women the opportunity to learn a new career, while growing personally and professionally.

- Offer certification programs in the medical coding, medical billing and pharmacy technician fields.
- Program is open to men and women who have a high school diploma or GED, live in Kent County, receive some form of public assistance, and have no record of a felony.

## United States Military

For some high school students, joining the military can be a logical step to take after graduation. The salary, benefits and tuition assistance are positive benefits to consider when weighing the armed services as an option. The military offers hundred of career tracks, many of which only require a high school diploma or GED certificate. The military will often provide on-the-job training for more technical positions, such as an electrician or mechanic, that can be used to launch a civilian career when students leave the military.

Minimum requirements for enlisting in the armed services include:

For each branch, there are slightly different enlistment requirements. They include:

Branch	Requirements
Air Force	Be between the ages of 17-27. * Have no more than two dependents. Pass the ASVAB. (Min AFQT Score: 50)
Army	Be between the ages of 17-34. * Have no more than two dependents. Pass the ASVAB. (Min AFQT Score: 31)
Coast Guard	Be between the ages of 17- 39* Have no more than two dependents. Pass the ASVAB. (Min AFQT Score: 45) Willingness to serve on or near water
Marines	Meet exacting physical, mental, and moral standards. Be between the ages of 17-29. * Pass the ASVAB. (Min AFQT Score: 32) Women eligible to enlist in all occupational exception of combat arms specialties: infantry, tank and amphibian tractor crew members.
Navy	Be between the ages of 17-34. * Pass the ASVAB (Min AFQT Score: 50) Women eligible to enlist in all occupational fields, with the exception of serving in the Navy Seals or on submarines.

Source: [www.military.com](http://www.military.com)

## Consortiums & Systems Stakeholders

### TALENT 2025

Talent 2025 is a coalition of more than 70 CEO's from 13 West Michigan counties with a mission to

act as a catalyst to ensure an ongoing supply of world-class talent in West Michigan.

- They convene stakeholders and facilitate collaborative working groups to achieve the following: 1) Illuminate performance gaps within West Michigan's talent system, 2) Evaluate leading practices, 3) Advocate for these leading practice to be implemented across the region
- Working groups include: Early childhood development, K-12 education, college and career readiness, post-secondary education, workforce development, employer talent strategies, veteran employment, labor market forecasting, talent attraction and retention, advanced manufacturing program, and entrepreneurship. In each working group, Talent 2025 acts as accountability partner and neutral convener

## **MICHIGAN WORKS!**

Michigan Works! Kent & Allegan Counties provides a network of employment and training programs and services for employers, employees, and job seekers with the goal of creating a sustained workforce with the required skills to maintain and enhance the economy of Kent and Allegan Counties.

All of the services provided through Michigan Works! Kent & Allegan Counties are offered free of charge to Kent and Allegan Counties residents and businesses.

The organization is overseen by a local board of directors and is one of 25 public and private sector partnerships, statewide. Having a local board that is comprised of 40 representatives from business, education, economic development, social services, organized labor and community-based organizations, allows Michigan Works! Kent

and Allegan Counties to be attentive to the needs of the community, while drawing upon the strength and financial backing of the statewide system.

Funding for Michigan Works! Youth Programs is provided by the Workforce Investment Act (WIA).

## **RIGHT PLACE**

The Right Place serves both current and prospective West Michigan companies, providing one-stop assistance for location, innovation and growth. Assisting wealth generating firms in advanced manufacturing, life sciences, information technology, agribusiness, and aerospace & defense.

The Right Place offers: location services, Manufacturing Assistance Services (MMTC-West), and Innovation Assistance Services.

## **CONSTRUCTION WORKFORCE DEVELOPMENT ALLIANCE**

A collaboration of the Home Builders Association of Greater Grand Rapids, the American Subcontractor Association of Michigan and the Associated Builders and Contractors of West Michigan.

## **CORE CONSTRUCTION JUMP START PROGRAM & SCHOLARSHIP**

The Construction Workforce Development Alliance of West Michigan is offering the 2014 Construction Jump Start Scholarship for 2014 graduating high school seniors to Jump Start their career in construction.

- The three week, full- time program will give participating students the competitive edge in acquiring a construction job in West Michigan. All students completing the program are guaranteed two job interviews with West Michigan construction companies.
- The Jump Start scholarship funds 100% of participation in the program for 15 students. Scholarship includes tuition, a minimum of two job interviews after completion of the course, job skills that can be applied immediately.

## **DISCOVER MANUFACTURING TODAY**

The Right Place/MMTC-West Manufacturers Council, Michigan Works! and Kent ISD held its 2nd Annual Discover Manufacturing Today Video Challenge. High school students partnered with local manufacturers to create videos that highlight today's high-tech, advanced manufacturing environment and the opportunities for growth and professional development within the industry. Full website for collaborative to come.

## **WEST MICHIGAN TECH TALENT**

A new project called West Michigan Tech Talent, aims to address the local need for technology professionals in a comprehensive and grassroots fashion. The project is a collective three-pronged strategy to grow, retain and attract more tech talent to the area.

- Partners include: Right Place, Michigan Works! OST, Spectrum Health, Atomic Object, Collective Idea, New Horizons, Kent ISD, GRCC, GVSU, Service Express, Inc., Elevator Up, The Factory
- Grow component focuses on young students in the K-12 age range; hosting area students

through OST and Amway for “talent tours” to observe and meet working technology professionals, hosted local Bitcamp event for young girls, and applied for a local GR chapter of Girls Develop It.

- Develop component specializes in helping current professionals acquire new tech skills or transition into the technology field. Connect current professionals with short term resources to develop new skills in technology, or to transition into a tech career from a different field.
- Recruit component aims to raise West Michigan’s profile in the regional and national consciousness as a technology hub and thriving cultural outpost.

## **HEALTHCARE CONSORTIUM**

A new healthcare consortium is currently in development in with Michigan Works! and multiple healthcare providers.

- Hospitals have begun to engage in Talent Tours, CareerQuest (a program with Spectrum and the Urban League to expose and hire a group of selected PATH participants after moving through a 30 week internship rotation). Mercy Health has also begun providing a testing site as well as proctors, to administer WorkKeys and additional tests for their potential candidates 2-3 per week.
- In early 2015, there are intentions to build collaborations with educational entities and healthcare providers to plan and implement a recruiting, screening, coaching, and testing process that will meet current and future staffing needs.

# Attachment A: Sample Educational Development Plan

An Educational Development Plan (EDP) is a document showing your educational and career goals, a way to achieve these goals and the activities you've accomplished. Career Cruising allows you to complete your EDP electronically. When you have completed all the career planning sections on Career Cruising and saved your work to your EDP, it will look like this:

This is how your completed Career Cruising EDP will look.

### My EDP

Your name and contact information would be here.

#### Personal Profile for Sample Student

**Address**      Someplace  
                     Somewhere  
                     Anytown, MI  
**Grade**            High School Graduate

Career Matchmaker matches the interests and education level you've indicated with Careers that match. Don't like the list? Review and update your Matchmaker answers or add additional careers you'd like to research.

#### Career Matchmaker Results (Top 10 careers)

Interest Rank	Skills Score
1. Clergy	B
2. Child and Youth Worker	B
3. Genetic Counselor	B
4. Sport Psychology Consultant	B
5. Psychologist	B
6. Recreation Therapist	B
7. Personal Trainer	B
8. Social Worker	B
9. Pharmacist	B
10. Cartoonist / Comic Illustrator	D

The skill score letter refers to how well the skills you reported you have match the skills needed for the career listed. Skills scores are listed A to E. An "A" meaning a very good match, to an "E" meaning a poor match. Use this information to determine what skills you need to improve or learn.

#### Career Matchmaker Pathway Recommendations...

- Human Services
- Health Sciences

These are the Michigan Career Pathways that best match your interests from your Matchmaker results. You can also enter your own pathway choices. (They will print out however under the Education plan section of your EDP)

### Other Assessments

#### ACT Explore

Date Completed: Apr 2005  
**English:** 20  
**Math:** 18  
**Reading:** 20  
**Science:** 22  
**Composite:** 20

Each time you take a test such as EXPLORE, PLAN, MME or any others, you can update your scores in your EDP. The score kept will be the most recent you entered.

#### ACT Plan

Date Completed: Mar 2006  
**English:** 22  
**Math:** 20  
**Reading:** 20  
**Science:** 22  
**Composite:** 21

#### Learning Styles

Date Completed: Oct 2006  
**1.** Kinesthetic

### Careers that Interest Me

Career	Comment
<a href="#">Bed and Breakfast Proprietor</a>	This sounds fun, but a lot of work!
<a href="#">Rehabilitation Counselor</a>	Not sure I'd like this, but it is in human service field of counseling too.
<a href="#">School Counselor</a>	I like how this career matches my work values

Knowing the careers that you're interested in is an important part of your career journey. You can save the careers that interest you in your EDP and add comments to help you remember what you liked or didn't like.

### Schools that Interest Me

School	Comment
<a href="#">Central Michigan University</a>	
<a href="#">Grand Valley State University</a>	Has a pretty good school counselor educator program
<a href="#">University of Hawaii at Manoa</a>	Too expensive. Hard to get home!

Once you've explored schools, you can keep track of the ones you might attend after high school.

### Education Plan

GRADE 9					TOTAL CREDITS: 0.50
Course	Credit	Length	Type	Mark	
Ceramics 1	0.50		Elective		
English 9			Required		
Mathematics Grade 9			Required		

This section of your EDP helps you keep track of your classes and graduation requirements. It allows you to list all of the classes at your school that you plan to take from 7<sup>th</sup> - 8<sup>th</sup> or 9 - 12<sup>th</sup> grade. **The best part is you can change and update it every year!** If you entered your own career pathway choice(s), it would be listed here too.

### Career Planning Activities

Feb 2005 - Feb 2006	Job shadowing program <b>JA Job Shadow</b> Wow! I thought I'd like being a counselor, but there's a lot of paperwork!
Jan 2004 - Jan 2004	Attend a career/job fair <b>XYZ Career Fair</b> Really cool to see all the people and talk with them about their jobs!

Participating in career planning activities help you determine if you like the Career Pathway you've chosen. If you liked the activity, chances are you are on the right path. Didn't like the activity? Explore or research another career area or pathway.

**Post-Secondary Goals**

**Career Goals - Career Pathway Interests**

1st Choice: Human Services  
2nd Choice: Arts & Communication

**Career Goals - Careers that Interest Me**

1st Choice: School Counselor  
2nd Choice: High School Teacher  
3rd Choice:

**Educational Goals - Level of Education**

**Educational Goals - Schools that Interest Me**

1st Choice: Central Michigan University  
2nd Choice: Grand Valley State University  
3rd Choice:

**Financial Plans**

Merit Scholarship  
Working / Work-Study  
Parents / Family

**Short & Long Term Goals**

**Short Term Goals** To finish High School in 2007 with a 3.5 or higher GPA.  
**Long Term Goals** To complete a Masters in Guidance and Counseling.

**Extracurricular Activities**

Mar 2005 - Sep 2005 **Golf**

**Skills and Abilities**

Skill	Comment
Able to multitask	Identifying and listing your skills and abilities helps you determine if your career goal is realistic.
Committed	
Good communicator	
Independent	
Problem-solver	
Listing awards & certificates helps identify your strengths. Use this information on future job interviews.	

Created by Kent ISD Career Focused Education team Liz Jones

This section lists the pathway, career and educational goals you plan to complete after high school. It also lists possible financial plans. **Education and training after high school can be very expensive especially if you don't have a plan.**

Writing out your goals and actionable steps will help you to check your progress toward achieving them.

Sometimes your extracurricular activities are a clue to your interests and possible career goals. "Do what you love and never work a day in your life."

**Awards & Certificates**

Award / Recognition	Date Awarded
Student of the Month	Mar 2006

**Work Experiences**

Sep 2006 - Sep 2007 ABC Counseling  
**Receptionist**  
Answered phones, checked in clients, filed paperwork

Jan 2004 - Sep 2006 United Methodist Church  
**Child Care**  
Helped take care of children during church services.

**Volunteer Experiences**

Dec 2006 - Dec 2006 Methodist Church  
**Volunteer**  
Hours: 20  
Helped organized donated items during Holiday food, clothing, and toy drive

**Student Signature:** \_\_\_\_\_

**Parent Signature:** \_\_\_\_\_

**Teacher / Advisor Signature:** \_\_\_\_\_

Work and volunteer experiences are other ways to determine if you are on the right Career Pathway. Do you like what you're doing?

Parents, teachers or advisors are resources to check with when making career decisions.

Created by Kent ISD Career Focused Education team Liz Jones and Brandy LoveladyMitchell: [http://kentisd.org/teachers/Career\\_Development/](http://kentisd.org/teachers/Career_Development/)



## Attachment B: Kent ISD Dual Enrollment Data 2012/2013

District Name	Grade 11 Eligible	Grade 11 Part.	Grade 12 Eligible	Grade 12 Part.	Postsecondary Credit	High School Credit	Courses Not Completed	Total Eligible	Total Part.	Part. Rate	Tuition Paid
Rockford Public Schools	600	9	605	42	65	51	3	3186	51	1.6%	15,302
Forest Hills Public Schools	748	11	799	18	43	14	0	2953	30	1.0%	16,950
<b>Grand Rapids Public Schools</b>	<b>568</b>	<b>59</b>	<b>587</b>	<b>74</b>	<b>119</b>	<b>119</b>	<b>0</b>	<b>2601</b>	<b>136</b>	<b>5.2%</b>	<b>23,246</b>
Kentwood Public Schools	614	16	583	36	63	9	1	1918	55	2.9%	22,304
Grandville Public Schools	437	0	444	14	31	1	0	1346	14	1.0%	5,918
Caledonia Community Schools	330	1	339	7	12	8	1	1019	9	0.9%	15,832
Byron Center Public Schools	248	6	225	35	76	70	1	1003	41	4.1%	6,720
Northview Public Schools	285	3	313	19	38	2	0	957	22	2.3%	62,801
Cedar Springs Public Schools	236	0	256	60	122	0	9	947	60	6.3%	24,749
Thornapple Kellogg School District	216	21	234	38	65	65	0	919	59	6.4%	58,875
Sparta Area Schools	115	2	188	13	33	33	0	728	15	2.1%	-
East Grand Rapids Public Schools	260	5	209	9	23	2	0	715	14	2.0%	6,529
Kelloggsville Public Schools	201	4	125	0	5	0	0	657	4	0.6%	34
Wyoming Public Schools	315	0	295	7	13	13	1	610	7	1.1%	-
Lowell Area Schools	294	4	286	7	0	0	0	580	11	1.9%	1,202
Excel Charter Academy	97	0	92	1	0	0	0	580	1	0.2%	-
Comstock Park Public Schools	142	0	163	19	33	33	4	305	19	6.2%	20,450
Wellspring Preparatory High School	49	0	0	0	0	0	0	282	0	0.0%	-
Kenowa Hills Public Schools	15	15	265	6	97	97	0	280	21	7.5%	13,117
Kent City Community Schools	77	0	80	33	36	36	0	158	34	21.5	59,332
Creative Technologies Academy	27	1	43	5	17	17	2	101	6	5.9%	-
West Michigan Aviation Academy	81	4	0	0	5	0	0	81	4	4.9%	9,877
Godwin Heights Public Schools	34	5	46	12	64	0	0	80	17	21.3	11,104
Lighthouse Academy	18	0	17	1	0	0	2	77	1	1.3%	-
West MI Academy of	38	1	34	2	6	6	0	72	3	4.2%	2,675
Michigan Virtual Charter Academy	21	0	7	0	0	0	0	28	0	0.0%	2,050
Nexus Academy of Grand Rapids	10	0	4	0	0	0	0	25	0	0.0%	2
Byron Center Charter School	9	2	14	0	2	2	0	23	2	8.7%	816
Hope Academy of West MI	1	0	3	3	3	0	0	9	3	33.3	24,183
Godfrey-Lee Public Schools	0	0	2	2	2	0	0	2	2	100.0	3,237
Kent ISD	0	0	0	0	0	0	0	0	0	0.0%	-
Grand Rapids Ellington Academy	0	0	0	0	0	0	0	0	0	0.0%	-



## Attachment C: Contact and Data Source List

Program	Contact & Data Source Information
<b>Junior Achievement of The Michigan Great Lakes</b>	Lisa Hegenbart Vice President of Education 616-575-9080 x228 <a href="mailto:lisa.hegenbart@ja.org">lisa.hegenbart@ja.org</a>
<b>GVSU – Science, Technology &amp; Engineering Preview Summer Camp (STEPS)</b>	Sara Maas <a href="mailto:maassa@gvsu.edu">maassa@gvsu.edu</a>
<b>Cornerstone Journalism Institute</b>	<a href="#">Website</a>
<b>Educational Development Plans, Centers of Innovation, Career Cruising Curriculum</b>	Emmanuel Armstrong Counselor Coordinator, GRPS <a href="mailto:ArmstrongE@grps.org">ArmstrongE@grps.org</a>  <a href="#">Grand Rapids Public Schools Website</a>  State of Michigan Department of Education <a href="#">Website</a>  Career Cruising Curriculum <a href="#">Website</a>  American School Counselor Association <a href="#">Website &amp; Report</a>
<b>JROTC Program</b>	Lieutenant Colonel Don Robinson Innovation Central High School Junior Reserve Officer Training Corps (JROTC) <a href="mailto:robinsondo@grps.org">robinsondo@grps.org</a>
<b>GVSU S.T.E.P.S Program</b>	Sara Maas Program Director
<b>Kendall College of Art and Design Summer Camps</b>	<a href="#">Website</a>
<b>Humane Society of West Michigan</b>	Jen Self Aulgur Humane Education Director <a href="#">Website</a>
<b>Calvin College Summer Camps</b>	<a href="#">Website</a>
<b>WIA Youth Program</b>	Michigan Works! <a href="#">Website</a>
<b>Believe 2 Become Summer Learning Academy</b>	<a href="#">Website</a>
<b>Grand Rapids Community Foundation Youth Employment Grants</b>	<a href="#">Website</a>
<b>Our Community's Children</b>	Shannon Harris, Program Coordinator

	<a href="#">Website</a>
<b>National Career Readiness Certificate &amp; ACT Work Ready Communities</b>	Kent Career Technical Center <a href="#">Website</a> Work Ready Communities Kent County Statistics <a href="#">Website</a>
<b>Kent Career Technical Center</b>	Jarrad Grandy Director of Career Readiness Kent Intermediate School District <a href="mailto:jarradgrandy@kentisd.org">jarradgrandy@kentisd.org</a>
<b>Dual Enrollment Data</b>	Center for Educational Performance and Information <a href="#">Website</a>
<b>Calvin Pre-College Programs</b>	Nygil Likely Director Pre-college Programs <a href="#">Website</a>
<b>GVSU Gear Up</b>	Bobby Springer, Associate Director GVSU Office of Multicultural Affairs
<b>Challenge Scholars</b>	Grand Rapids Community Foundation <a href="#">Website</a>
<b>GRCC Workforce Training Programs</b>	Julie Parks Director of Workforce Development <a href="mailto:jparks@grcc.edu">jparks@grcc.edu</a> <a href="#">Website</a>
<b>Career Jump Start</b>	Angela Long, Career Liaison Region 4
<b>West MI Center for Arts &amp; Technology</b>	<a href="#">Website</a>
<b>Talent 2025</b>	<a href="#">Website</a>
<b>Michigan Works!</b>	Jane Kreha Marketing & Communications Manager, ACSET <a href="mailto:jkreha@acset.org">jkreha@acset.org</a>
<b>The Right Place</b>	<a href="#">Website</a>
<b>Construction Workforce Development Alliance</b>	<a href="#">Website</a>
<b>GRCC Construction Core Jump Start Program</b>	<a href="#">Website</a>
<b>Manufacturer's Talent Committee – Discover Manufacturing Today</b>	<a href="#">Website</a>
<b>West Michigan Tech Talent</b>	<a href="#">Website</a>