APPRENTICESHIP STATE GRANT PERFORMANCE TRACKING PROFILE: MICHIGAN

Michigan Approach at a Glance

Michigan is an Office of Apprenticeship (OA) state serving registered apprentices and sponsors through its integrated workforce system. Michigan’s Apprenticeship Expansion office, state OA office, and apprenticeship success coordinators in its 16 Michigan Works! Agencies (MWAs) collaborate on program development and expansion activities. Grant participants will be tracked through an apprenticeship module added to Michigan’s proprietary One-Stop Management Information System (OSMIS), which also tracks Workforce Innovation and Opportunity Act (WIOA) performance.

<table>
<thead>
<tr>
<th>Apprenticeship state expansion grants</th>
<th>SAE, ASE, SAE2020</th>
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<tbody>
<tr>
<td>Administrative agency</td>
<td>Department of Labor and Economic Opportunity, Workforce Development (LEO-WD)</td>
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<tr>
<td>Total number of apprentices statewide</td>
<td>19,728 active (updated through 2019 in December 2020)</td>
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<tr>
<td>Total number of apprenticeship programs statewide</td>
<td>1,181 active (updated through 2019 in December 2020)</td>
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<tr>
<td>Number of apprentices to track (ASE &amp; SAE 2020)</td>
<td>6,030, plus 2,048 co-enrollments</td>
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<tr>
<td>Population</td>
<td>Approximately 10 million</td>
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<tr>
<td>Number of workforce boards</td>
<td>16 regional boards</td>
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PERFORMANCE TRACKING AND CASE MANAGEMENT DETAILS

Data Tracking and Case Management Solution

System Functionality and Development

- Michigan created an apprenticeship module enhancement for their state-level proprietary OSMIS, which collects WIOA performance data.
- To minimize duplication in data collection across workforce programs, Michigan established a comprehensive Joint Applications Development (JAD) process and team to streamline systems alignment and development and maintain momentum.
- The project team includes the state’s LEO-WD Data Performance & Reporting Team, technical development team, and State Apprenticeship Expansion Team.

System and Partner Integration

- The workforce system uses OSMIS for case management and performance tracking, which allows for full integration between apprenticeship activity and the Michigan Works! system.
- Michigan is achieving significant state- and region-level integration through staffing structures and data system integration with WIOA partners.
- The team is aligning apprenticeship reporting efforts with their longitudinal data system that tracks workforce and education data and aligning with education partners and others through state and regional consortia to streamline data collection, integration, and reporting.

Case Management Approach

Subgrantee Management, Training, and Technical Assistance

- Sixteen regional MWAs serve as subgrantees for ASE grants, and as key consortia partners with participant tracking responsibilities for SAE 2020 subgrants.
- Subgrantees work directly with employer/sponsors and apprentices to obtain required participant data and fulfill case management responsibilities.
- Training in the OSMIS apprenticeship module is supported by the state’s Data Performance & Reporting and State Apprenticeship Expansion teams and will be conducted virtually. Additional training materials will be provided for MWA staff members entering subgrantee performance data.
Intake and Case Management

- Intake data is collected by MWA staff.
- Well-established intake processes for WIOA participant data provide for standard intake processes across the statewide workforce system.
- Data are collected directly from both the employer/sponsor and apprentice based on the internal processes of each MWA.
- Virtual data collection processes vary regionally by MWA but follow state-level established procedures for security and the required format for the common data tracking system.
- Each MWA has their own policy for managing personally identifiable information (PII) according to state standards, which are based on the federal standard.

Data Quality and Workforce Integrated Performance System (WIPS) Reporting

- WIPS reporting and data quality checks are managed collaboratively by LEO-WD’s Data Performance & Reporting Team and the State Apprenticeship Expansion Team.
- OSMIS apprenticeship program participant data is integrated to submit directly to WIPS.
- The project team is using the apprenticeship-only schema.

Data-Driven Apprenticeship Strategy

Staffing Model

- The JAD team leads the apprenticeship module development and ensures data quality and integration.
- The state apprenticeship expansion team, Michigan’s state OA office, and Michigan Works! apprenticeship success coordinators facilitate program creation and registration activities, including those that are grant-supported.
- Staffing model support is provided by grant funds and LEO-WD’s Data & Performance Reporting Team, which also works with WIOA program performance data and requirements.

Continuous Improvement Strategies

Michigan intends to align future apprenticeship projects and products supported by expansion grants with participant tracking system efforts, including:

- An online/mobile device application for apprentices. The app will automate Registered Apprenticeship Program (RAP) “progress to goal” tracking/reporting, which will simplify conversion to competency-based programs, allow apprentices to record progress as they learn, and improve RAP completion rates.
Alignment with the Michigan Registered Apprenticeship Dashboard, which provides an overview and specific detail about Registered Apprenticeship activity in Michigan, through integration with RAPIDS data, state labor market information (LMI) data, and other sources. This will improve strategic planning and applications for future funding activities.

SUCCESS FACTORS, CHALLENGES, AND BENEFITS

Primary Success Factors

- The comprehensive JAD team structure and process work to align efforts and expertise.
- Giving state and regional workforce system staff a key role in apprenticeship expansion has provided Michigan a strong structure for service delivery, co-enrollment, technical assistance and best practice sharing, and alignment with Michigan’s State OA Director and apprenticeship training representatives (ATRs) and other regional partners.

Challenges

- Data system module development, statewide training, and full implementation require a significant time commitment and increased focus, exceeding anticipated levels of effort.
- Requiring and managing participant-level tracking from 16 subgrantees, most managing multiple apprenticeship grants, is time-intensive and requires significant staff support.

Benefits of Approach

Michigan expects to achieve substantial benefit from its investment in technology enhancement and systems integration, including:

- System alignment with WIOA performance tracking system and expertise;
- An already established process for case management and secure intake of PII;
- Ability to avoid duplication in collection efforts and maintain security standards across programs;
- Integrated apprenticeship participant performance tracking with WIOA-funded participant performance systems and partners; and
- More comprehensive data analysis for demographic data, supportive services, funding, and other metrics across workforce programs.

CONTACT INFORMATION

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