

COMMUNITY VENTURES

Community Ventures (CV) is an effort led by the Michigan Economic Development Corporation (MEDC) to help structurally unemployed individuals pursue career opportunities at Michigan companies. Support and resources will be provided to ensure both employers and talent are well matched. Community Ventures seeks to connect pre-screened talent with companies to leverage additional public and private resources, and lay the foundation for sustainable expansion of employment opportunities for residents in some of Michigan's most challenged communities. The ultimate goal of Community Ventures is to provide a talent match and supportive resources to employers, and to ensure that participating job applicants are provided with a career pathway.

In the near term, the MEDC is targeting businesses and residents in Detroit (including Highland Park and Hamtramck), Pontiac, Flint and Saginaw.

WHO'S ELIGIBLE?

Employer

Any Michigan company can participate if it is willing to hire talent residing in the targeted urban communities, and provide them with long-term-sustainable opportunities for employment in full-time positions.

Talent (Structurally Unemployed)

Eligibility criteria include at least **one** of the following:

- Lack of education
- Lack of functional literacy
- Long-term disconnection from employment
- Low income
- Ex-offenders
- At-risk youth

It is important to note that final candidate screening will be done by employers through their independent hiring process to ensure the best talent referrals are matched to available opportunities.

TOOLS AVAILABLE TO EMPLOYERS THROUGH COMMUNITY VENTURES:

• <i>Pre-Screened Talent</i>
• <i>Wage Reimbursement Grant of \$5,000 Per Employee</i>
• <i>Employment Retention Support</i>

THE PROCESS

Step 1: Engage Employers: MEDC and partners identify employers with employment opportunities that are willing to hire structurally unemployed talent. The employer's needs are then assessed, and a hiring commitment is secured by contract.

Step 2: Place Talent: MEDC works cooperatively with the local Michigan Works Agency (MWA) and other talent providers to provide a pool of job-ready pre-screened talent to the employer. MEDC contracts with the employer and provides wage reimbursement in monthly installments until the \$5,000/employee maximum is reached. A total of 10% of the payment is withheld for disbursement after September 30, 2013.

Step 3: Talent Retention: MEDC will work cooperatively with workforce development community partners to provide additional supportive services and assist participants with job retention based on the needs identified by the employer. Additional resources can be allocated for employer-identified post-employment needs. Employers will report monthly on talent hired and retained for a period of up to one year.

Step 4: Career Pathway: The ultimate goal of Community Ventures is to provide participants with a career pathway out of poverty. MEDC, MWAs, and other partners will work cooperatively to provide additional services that include workforce readiness training, adult education, and literacy.

COMMUNITY VENTURES *continued*

RESOURCES AVAILABLE

The CV program provides employers with \$5,000 per eligible applicant hired into long-term employment opportunities. MEDC staff will assess the employer's needs for talent and any additional supportive services to address employee retention. The MEDC also can allocate resources to engage workforce service providers, at the employer's request, to aid with retention.

Companies interested in learning more about Community Ventures can contact the MEDC Customer Assistance Center at 517.373.9808 or email at communityventures@michigan.org.