

Retool and Get Back to Work.....

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THE CENTER FOR
PROFESSIONAL STUDIES

*Optimizing performance
by accelerating experience*

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Agenda

What we are going to talk about

- Situational Analysis
 - Where are we and where are we going
- Develop Your Educational Plan
 - What works for you with your specific skills and interests
- Show Me the Money
 - How can you acquire funding for this investment
- The Center for Professional Studies
 - What has worked for CPS students
- On the Job Application Experience
 - Demonstrate your skills without a job
- Questions and Answers.

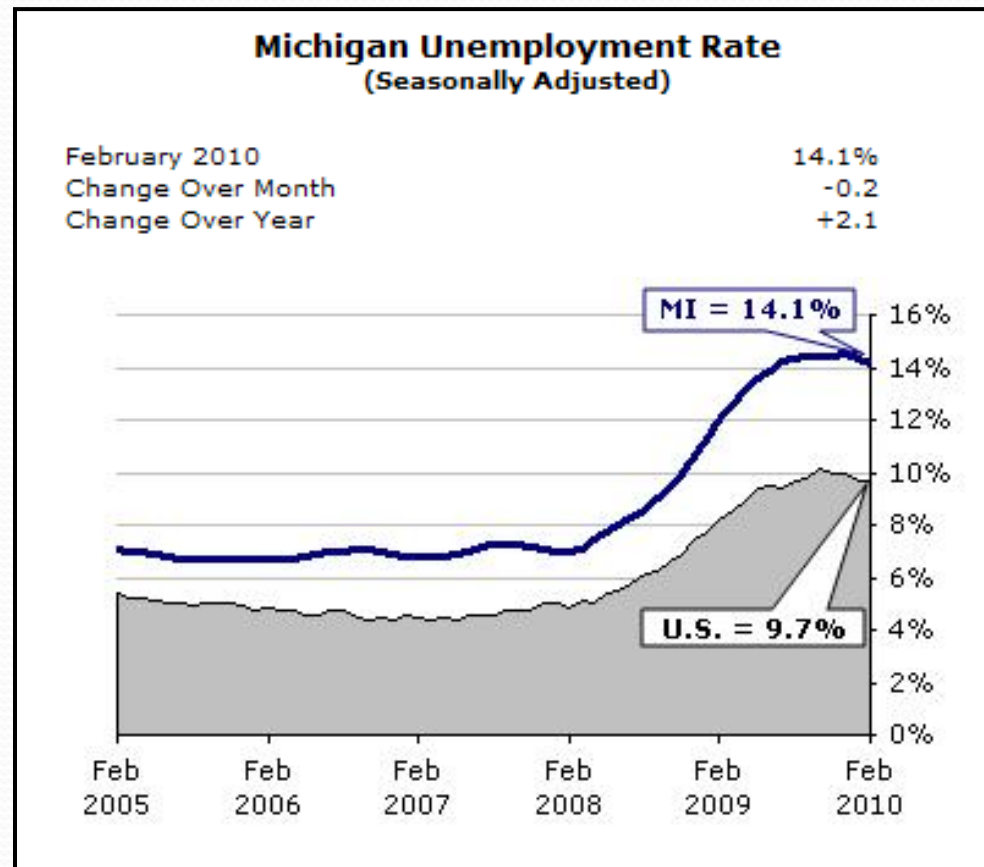
Situational Analysis.....

Where are we
and where are we going

Situational Analysis

Recent changes to the Michigan economy

- United States at just under 10% unemployment rate
- Michigan around 14% unemployment rate
- OEM challenges
- Multiple Tier suppliers bankruptcies
- Other employers impacted by the collapse of automotive jobs
- All companies have scaled back to a skeleton staff.

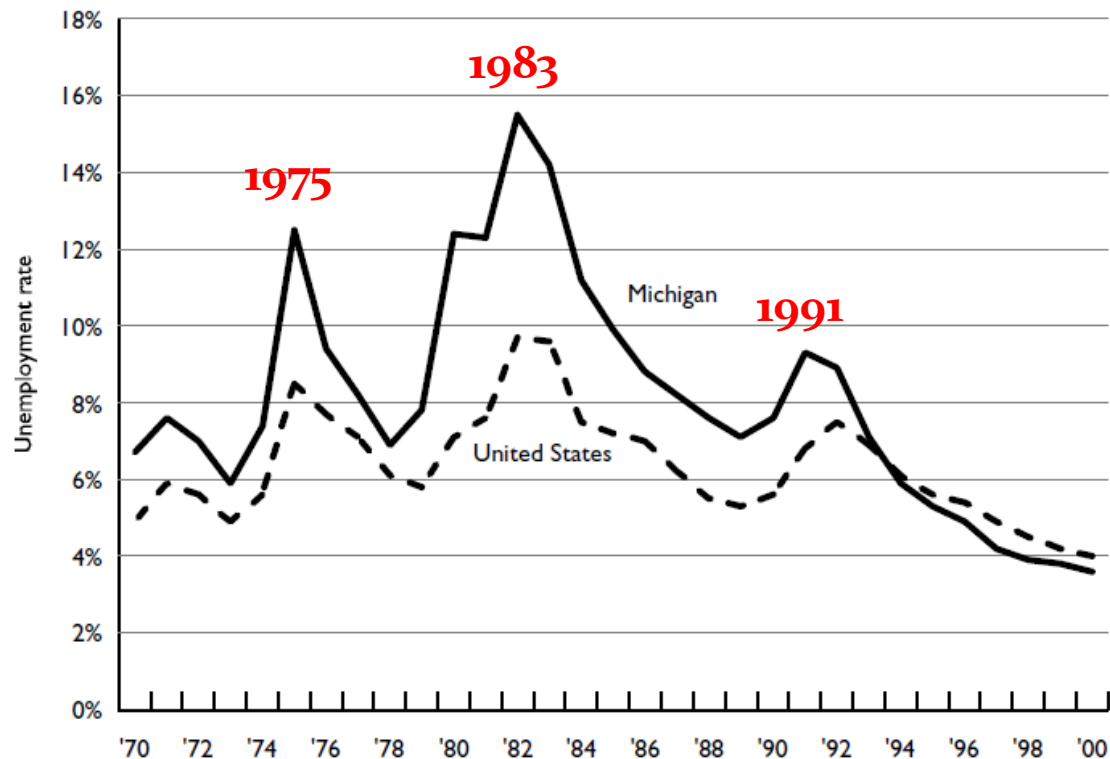


Situational Analysis

The past cycles of the Michigan economy

- 1975
 - Oil price skyrocketed
 - Impacted domestic auto industry
- 1983
 - Oil price skyrocketed
 - Impacted domestic auto industry
- 1991
 - Oil price rose
 - Impacted domestic auto industry.

EXHIBIT 2. Unemployment Rate, United States and Michigan, 1970–2001



Source: www.milmi.org

Situational Analysis

Predictions of the 2010 – 2011 comeback

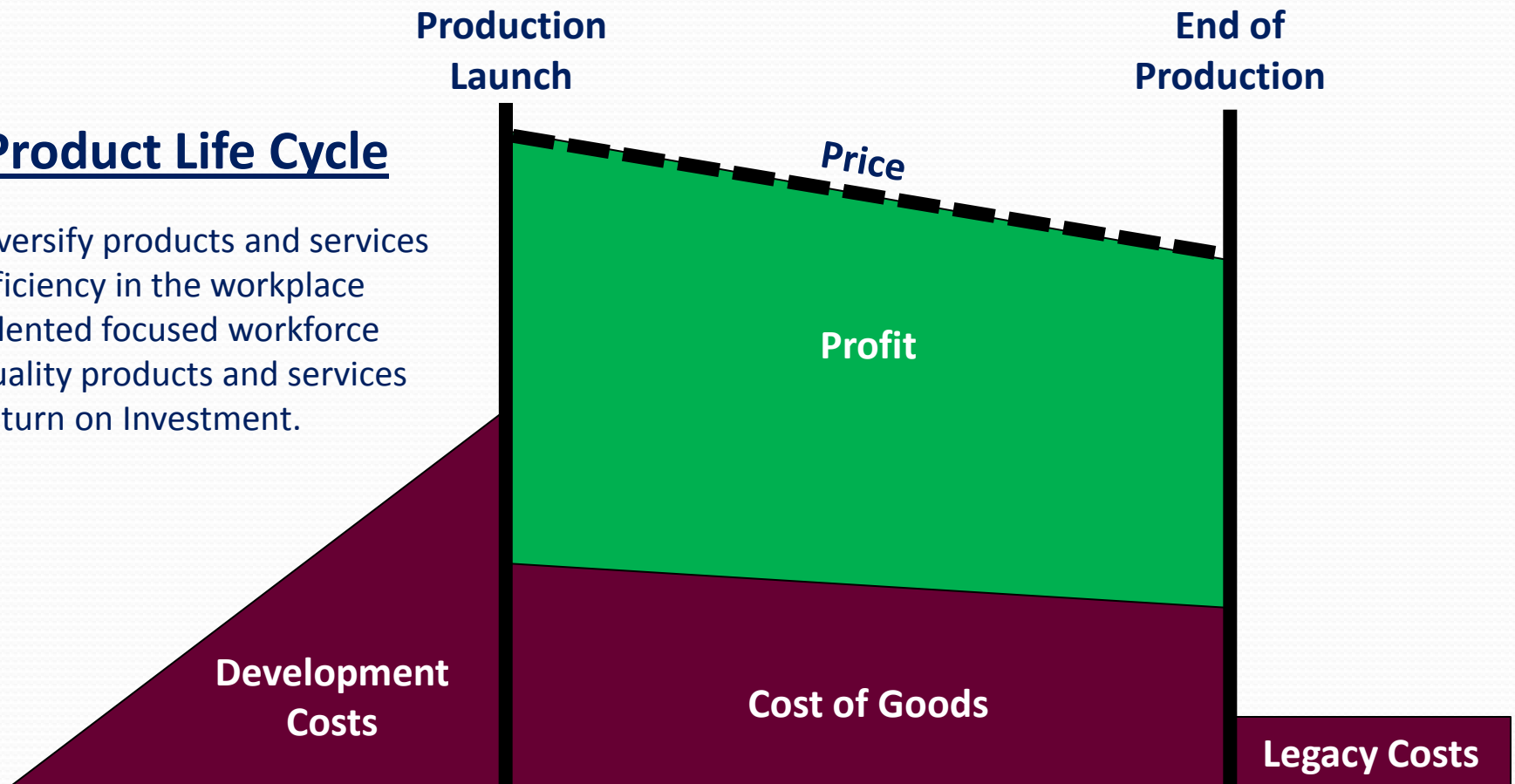
- Predicting the comeback is essential to your future employment
 - Get yourself ready with relevant skills where you can flourish
- Michigan's emerging sectors
 - Manufacturing – what else can we make that is in-demand?
 - Services – what can we provide that adds value?
 - Healthcare – what can we do in this growing industry?
 - Film – what skills can you add to this volatile industry?
 - Alternative Energy – how can you be prepared?
 - Tourism – what can you do in this growing Michigan industry?
- Employers need to change
 - What are they going to do?
- Employees need to change
 - What should you do?.

Situational Analysis

Employers need to fundamentally change

Product Life Cycle

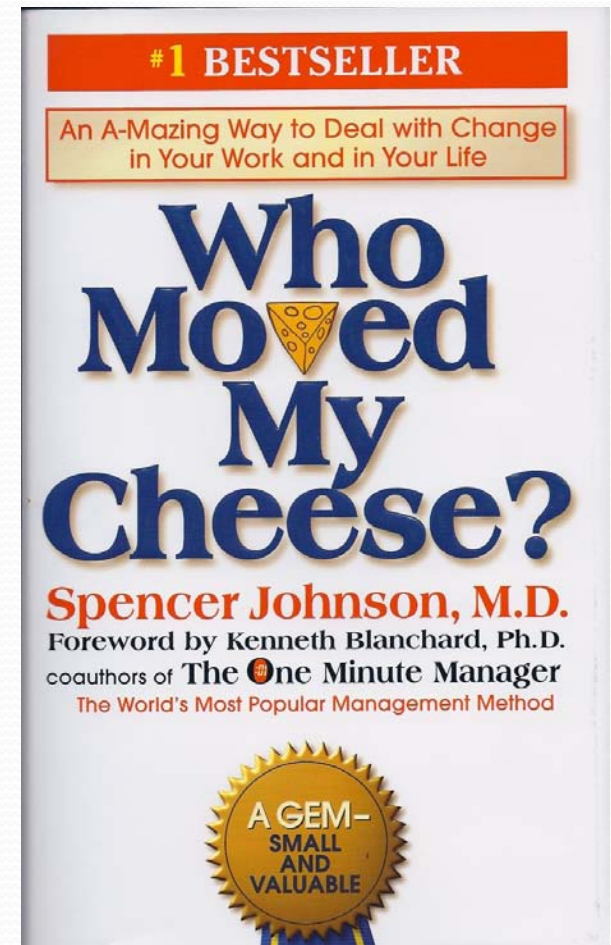
- Diversify products and services
- Efficiency in the workplace
- Talented focused workforce
- Quality products and services
- Return on Investment.



Situational Analysis

Employees need to fundamentally change

- Humorous story of how we deal with change
- Quick read to learn about ourselves
- 4 key characters and how they adapt to changing circumstances
 - Sniff – sniff out change early
 - Scurry – who scurries into action
 - Hem – who denies and resists change
 - Haw – who learns to adapt in time
- Whatever parts of us we choose to use, we all share something in common
- We need to find our way in the maze
- We need to succeed in changing times
- How do we find our way in change?.



Develop your educational plan.....

What works for you,
with your specific skills and interests

Develop Your Plan

What is your correct educational path?

- There are no absolute answers
 - Every person has a different educational path
 - How do you develop your own personal plan?
- Define and evaluate your personal specific goals and objectives
- Define a specific plan that maximizes your strengths and interests
- You own the development of the plan for your future
- Personal pressure
 - Do you have the right educational plan?
 - Are you putting yourself in position to flourish in your next career?
 - You are betting your plan will provide for your family's future
- You need to make a decision and start down an educational path
 - If you do not make a decision, you just made a decision.

Show me the Money.....

How can you obtain funding
for this investment

Show Me the Money

Who is going to invest in my plan?

- The government has funding programs that will invest in you for retraining to help you get back to work
- You need to understand:
 - What type of funding programs are you eligible for?
 - Where does the money come from?
 - What the caseworker requires to justify the investment?
 - What are the rules and requirements of the funding?
 - What type of reporting is required during training?
 - What type of reporting is required after the training is completed?
- We are all taxpayers
 - We want to ensure our investments have a return
 - If you get back to work quickly, you get to pay taxes sooner
 - The government (us) gets a return on their investment.

Show Me the Money

Funding origination and regulations

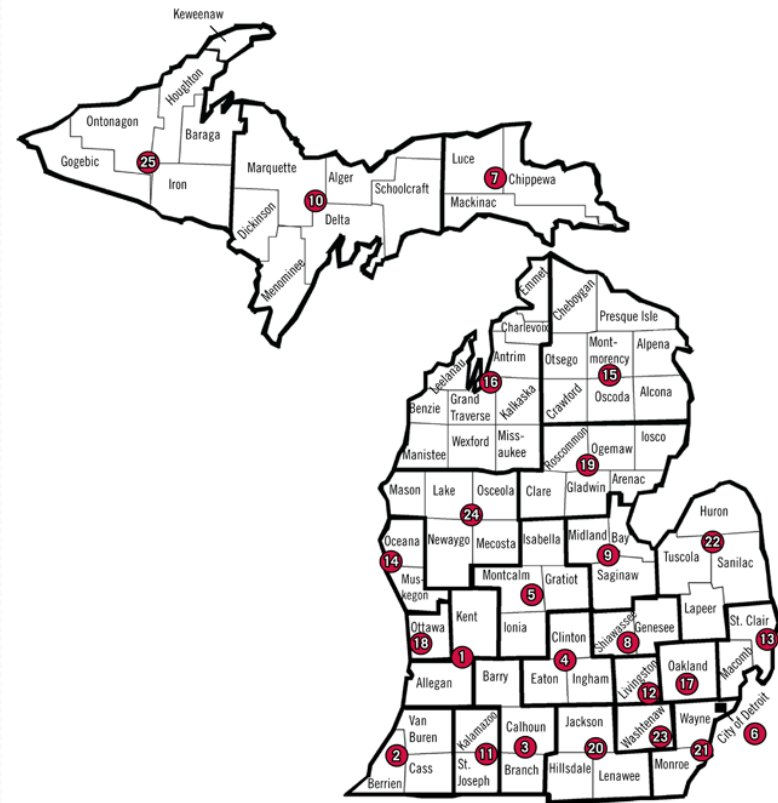
- Federal Department of Labor provides funding with regulations attached
- Lansing receives the monies with regulations attached
- Lansing distributes the money to the 25 different Workforce Development Boards (WDB) with more regulations attached
- These WDB non-profit organizations help the unemployed:
 - Unemployment benefits
 - Career counseling
 - Placement services
 - Training benefits
- Lansing requires regulations for distribution of these services and funds
- These 25 different Workforce Development Boards (WDB) allocate funding to each individual MichiganWorks! office with more regulations attached
- Each MichiganWorks! office adds their own regulations.

Show Me the Money

MichiganWorks! offices



- Where are they located
 - Throughout the State of Michigan
 - Website will list offices by county
- How do you choose a MichiganWorks! office to work with
 - You do not have to go to the one closest to your home
 - Find one that meets your needs
 - Ensure they will service you
 - Understand their processes
 - Understand their reporting info
 - Funding availability
 - Resources available at the office.



<http://michiganworks.org/agencies/map/>

Show Me the Money

The caseworker



- Must comply with all of the regulations from all funding sources
- Measured on the ability to pass an audit on each of these requirements
- They are subject to audits by each of the funding regulations:
 - Federal
 - State of Michigan
 - Workforce Development Board (WDB)
- They are focused on ensuring they are complying with all of the regulations
- They are handling more than 3 times the volume of cases
- Money is tight, due to low tax income
- Each MichiganWorks! office has been allocated specific money
- Many MichiganWorks! office have run out of money
- Money is flowing slower due to tight budgets.

Show Me the Money

The process



- Long delays at the MichiganWorks! offices
 - Long lines to obtain information and approval
- They are stuck in a process that is not efficient, but it is required by the various regulations they must adhere to
 - Application for acceptance
 - Documentation to verify compliance
 - Verification of skill level of candidate
 - Interest of candidate
 - Training plan of candidate
 - Path to employment of candidate
 - Local MichiganWorks! office approval of plan
 - Lansing approval of training plan
 - Federal approval of training plan.

Show Me the Money

Trade Adjustment Act (TAA)



- Overall rationale of program
 - The Federal government is willing to invest in unemployed individuals to develop in-demand skills, tools and techniques to help them adjust to a new trade since their current trade jobs have disappeared
- Funding source
 - Federal government
 - Website www.doleta.gov/tradeact/benefits.cfm
- Who is approved for this program
 - Each company is approved for TAA by location
 - Search website www.doleta.gov/tradeact/taa/taa_search_form.cfm
- What is the funding level
 - Up to \$15,000 per year for a maximum of 3 years
- Regulations
 - Federal funding program
 - Administered by the MichiganWorks! office.

Show Me the Money

No Worker Left Behind (NWLB)



- Overall rationale of program
 - The State of Michigan is willing to invest in unemployed individuals to develop in-demand skills, tools and techniques so they can get back to work
- Funding source
 - State of Michigan
 - Website www.michigan.gov/nwlb
- Who is approved for this program
 - Unemployed individuals collecting Michigan unemployment
- What is the funding level
 - Up to \$5,000 per year for a maximum of 2 years
- Regulations
 - State of Michigan funding program
 - Administered by the MichiganWorks! office.

Show Me the Money

National Emergency Grant (NEG)



- Overall rationale of program
 - The Federal government is willing to invest in unemployed individuals to develop in-demand skills, tools and techniques so they can get back to work
- Funding source
 - Federal government through administration by the State of Michigan
 - Website www.doleta.gov/neg/
- Who is approved for this program
 - Unemployed individuals collecting Michigan unemployment
- What is the funding level
 - Up to \$4,000
- Regulations
 - Federal funding program
 - Administered by the MichiganWorks! office.

Show Me the Money

Value Proposition

- To approve any funding event the caseworker must justify the investment
- Typical information they need to obtain approval
 - Why do employers need this career?
 - Is this career in demand and growing?
 - What specific skills, tools and techniques are required?
 - What credentials does the career require?
 - What is the data on the job openings in Michigan and Nationally?
 - What are the salaries in this career?
 - Who is going to provide the credential?
 - How does that provider stack up to the competition?
 - How long is the program?
 - How much does the program cost?
 - Summarize the value proposition of the selection.

Show Me the Money

What action should you take?

- Waste of time
 - Takes too long
 - Very frustrating due to paperwork and meetings
 - There is limited money
 - You will get a job soon, so why bother
 - You do not need this complication with all my personal pressures.
- Maybe it is not a waste of time
 - Get started on the process for approval
 - Get to the approval point, then you wait for the money to hit
 - Makes you think about what you should be doing
 - Helps you develop your plan to regain employment
 - You can continue your studies if you get a job during classes
 - Remember, credentials last forever, jobs do not!.

The Center of Professional Studies.....

What has worked for CPS students

The Center for Professional Studies

History

- 1993 founded as a State of Michigan licensed educational and training institute
 - Focused on CAD and engineering tools and techniques
 - Certified by the software companies in all CAD tools
 - Conducted business and individual training
- 2002 expanded curriculum into many product development engineering tools and techniques
- 2008 business training market disappeared
- 2009 new business approach for the changing market
 - New majority owner of CPS
 - Reconfigured curriculum for certifications for the unemployed
 - Began training programs focused on getting them back to work quickly
- Over 7,000 students in over 400 companies have been trained since 1993.

The Center for Professional Studies

In the press

- TV interview of Daryl Patrishkoff
 - <http://www.cspoly.com/Video1.shtm>
- TV commercial shown on local cable channels
 - <http://www.cspoly.com/Video2.shtm>
- Press releases
 - 30 October 2010 – Professionals find new careers through certificate training
 - 16 February 2010 – Local companies get a lean lesson from the unemployed
 - 30 March 2010 – Retool and get back to work
 - 30 April 2010 – LMS and CPS to offer Simulation / Test Engineer certification
 - 30 June 2010 – Acquires academic licenses with many major software firms.

The Center for Professional Studies

Overview

Programs Offered

- TAA Approved Programs
 - Designing Engineer
 - Simulation / Test Engineer
 - Program Management
 - Lean Six Sigma Black Belt
 - Business Management
- NWLB & NEG Approved Programs
 - Pro Engineer
 - PMP Examination Preparation
 - Lean Six Sigma Green Belt.

Unique Approach

- Partnering Company program
- Instructors that are application based multi-industry experts
- Hands-On real life application
- Fast paced courses
- Certifications recognized in multiple industries
- Multiple certifications can be achieved
- Pro-Active job placement support
- Networking opportunities.

The Center for Professional Studies

Value Proposition – Designing Engineer

Focused on the technical professional who will be creating new products for multiple industries. This certificate represents the successful completion of all the key skills required to develop complex products in major industries.

Prerequisite:	Minimum of 5 years experience in developing products
Curriculum Leader:	Daryl Patrishkoff, PMP, CEO of the Center for Professional Studies 30 years in product engineering and management of global operations
Participants:	Executives, Directors, Managers, Supervisors, Product Engineers, CAE Analysts, CAD Designers, Technicians, Sales Professionals
Industries:	Automotive, Transportation, Specialty Vehicles, On-Highway, Off-Highway, Military, Aerospace, Energy, Ecology, Alternative Fuel Products, Medical Device Products, Consumer Products
Positions:	Product Designing Engineers in multiple industries who develop multiple types of products for production.

The Center for Professional Studies

Value Proposition – Simulation / Test Engineer

Focused on the technical professional who will be creating and refining new products for multiple industries. This certificate represents the successful completion of all the key skills required to analyze and validate complex products in all major global industries.

Prerequisite:	Minimum of 5 years experience in product development
Curriculum Leader:	Kevin Grenier, Senior Technical Specialist at LMS International 20 years in the Test and Hybrid Simulation engineering profession
Participants:	Executives, Directors, Managers, Supervisors, Product Engineers, CAE Analysts, Test Engineers, Sales Professionals
Industries:	Any industry that develops products, manufactures products, assembles products or provides a service to companies or consumers
Positions:	Technical Managers, Product Design, Test or CAE Engineers, Technicians who develop multiple types of products.

The Center for Professional Studies

Value Proposition – Program Management

Focused on the professional who manages complex programs from concept, design, validation, launch and continuous improvement stages of development. The PMP certification is globally recognized across as an effective way to manage the organizations key corporate initiatives.

Prerequisite:	Minimum of 8 years experience in managing projects
Curriculum Leader:	Daryl Patrishkoff, PMP, CEO of the Center for Professional Studies 30 years in product engineering and management of global operations
Participants:	Executives, Directors, Managers, Supervisors, Product Engineers, Manufacturing Engineers, Production Engineers, Analysts, Designers, Technicians, Program Managers, Product Specialists, Sales Professionals
Industries:	Any industry that develop products, manufacture products, assembles products or provides a service to companies or consumers
Positions:	Executives, Directors, Managers, Supervisors, Product Specialists and Program Managers that manage large complex projects.

The Center for Professional Studies

Value Proposition – Lean Six Sigma Black Belt

Focused on the professional who desires to attain a Black Belt certification which is recognized in multiple global industries. We provide a partnering company and project for your certification. Once certified, the candidate is globally recognized in all major industries as a change agent who can drive efficiency into the organization.

Prerequisite:	Minimum of 5 years experience
Curriculum Leader:	David Patrishkoff, President of Innovative Solutions Group 30 years in product engineering and management of global operations
Participants:	Executives, Directors, Managers, Product Engineers, Manufacturing Engineers, Production Engineers, Analysts, Designers, Technicians
Industries:	Any industry that develop products, manufacture products, assembles products or provides a service to customers
Positions:	Executives, Directors, Managers, Product Engineers, Manufacturing Engineers, Production Engineers, Analysts, Designers, Technicians.

On the Job Application Experience.....

Demonstrate your skills without a job

On the Job Application Experience

How do you show professional activity?

- Many professionals have been out of work around 1 year
- Not been active in any organization and skills are becoming fuzzy
- All the projects at home are now completed
- In a job interview it is hard to demonstrate recent professional activity
- What can you do?
 - Get involved in industry groups
 - Network with career groups
 - Attend many seminars and shows
 - Take classes to develop your skills
- In a job interview after taking these steps
 - You can talk about what you are doing to move forward
 - Show portfolio of work done during this time that applies
 - Busy people get things done!.

On the Job Application Experience

Expose yourself to new experiences



The Center for Professional Studies

Key metrics since June 2009

- 122 Enrolled Unemployed Students
 - 41% funded by TAA
 - 38% funded by NWLB
 - 2% funded by NEG
 - 19% funded by CPS
- 90 Graduates to Date
- 77 hired in their career
 - 53 different companies hired these graduates
 - 25 automotive related companies
 - 28 non automotive related companies
- 86% placement rate of graduates
 - 52% found jobs in Michigan.



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Questions and Answers

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