

BERRIEN COUNTY

Economic Partners

Employers need qualified talent.

*In Southwest Michigan, over 90% of employers report it is difficult to hire workers. Of those, 50% said applicants lacked the technical skills to perform the job.**

We can solve that problem. How? Through registered apprenticeships.



*W.E. Upjohn Institute, 2023

The Berrien Talent Collaborative helps our community grow.

The Collaborative is a partnership between Berrien RESA, Lake Michigan College, the Southwest Regional Chamber and the Greater Niles Chamber of Commerce. The group represents an employer-led initiative for high school students that merges the area's education and job development resources to create a sustained pool of skilled workers through an apprenticeship program.

Provide Opportunities

We reduce barriers to entry into the workforce by creating flexible, accessible and cost-effective opportunities for aspiring workers through registered apprenticeships.

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Fill Jobs

The Collaborative works to significantly reduce vacancies in the local workforce by providing immediate and sustainable talent, starting with students who are seeking on-the-job training as part of their high school curriculum.

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Build a Talent Supply Chain

We aim to increase retention through the development of broad foundational skills and training based on specific industry-driven standards leading to highly skilled talent.

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Community Growth

We strive to improve the economic prosperity of employees and businesses by providing students with paid apprenticeship opportunities that will advance their careers. With highly skilled and committed people on staff, we anticipate businesses will realize increased productivity, resulting in increased profit margins.



**BERRIEN TALENT
COLLABORATIVE**

BerrienTalent.org

Investing in Young People Early is Key for Berrien County's Economic Future.

Of the Berrien County students who graduated in 2022, 60% did not attend college or a trade school.*

Why not develop their skills as Berrien County employees BEFORE they leave high school?

Through this registered apprenticeship program, high school students can get the direct training needed to become your next pharmacist, project manager, veterinary technician, software engineer, accountant, or logistics coordinator.



HOW WILL BUSINESSES BENEFIT?

Registered apprenticeships through the Berrien Talent Collaborative will:

- Partner directly with Lake Michigan College and school districts to influence training and customize coursework/subject matter to meet local business' needs.
- Provide students with a cost effective, high-quality set of skills to ensure lifelong success.
- Produce talented graduates who have the skills and drive to meet your company's needs.
- Serve as a direct talent pipeline that will accelerate efforts to create a workforce of the future.

HOW CAN MY BUSINESS PARTICIPATE?

Join us in building Berrien County's future workforce and develop talent for our area's specific needs!

Encourage businesses and economic partners to visit **BerrienTalent.org** and complete the **Interest Application**. A representative will contact them to share more about program and discuss how they can get involved.

HISTORY

In 2023, a group of education, business and chamber leaders met to discuss Berrien County's talent problem. They recognized that:

- Businesses are unable to find and retain workers.
- Families are facing financial barriers. They cannot afford to send their children to traditional four-year colleges/universities. Students do not want to incur debt.
- Students who receive post-secondary training are entering the workforce under prepared and unable to meet the specific and unique standards of individual companies.
- There is a misconception that Berrien County lacks career opportunities, making it a less desirable place to live.

As a result of this meeting, the Berrien Talent Collaborative was created. The Berrien Talent Collaborative is a partnership aimed at developing an education to career pipeline, with a focus on registered apprenticeship training.

Berrien Talent Collaborative Governance Board:

Ryan Boeskool, Executive Director,
Greater Niles Chamber of Commerce

Barbara Craig, Career Services & Alumni
Engagement, Lake Michigan College

Kenneth Flowers, Provost &
Vice-President, Lake Michigan College

Arthur Havlicek, President & CEO,
Southwest Michigan Regional Chamber

Eric Hoppstock, Superintendent,
Berrien RESA

Trevor Kubatzke, President,
Lake Michigan College

Chris Machiniak, Assistant Superintendent
& Regional CTE Director, Berrien RESA

Alton Pscholka, Executive Director
Community & Government Relations,
Lake Michigan College



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