

BERRIEN COUNTY

## High School Administrators & Guidance Counselors

**Students deserve  
a career they love  
without going  
into debt.**

*There are 2,600 job opportunities in Berrien County.\* Do you know what skills students need to be successful in those careers?*

*We provide free, industry-driven training during high school, giving students a head start in their careers.*



\*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

+

### Fill Jobs

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### Build a Talent Supply Chain

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### Community Growth

We help high school students get a head start on their careers through registered apprenticeships, sponsored by local businesses, that teach students industry-level skills and prepare them for success.

High school students receive on-the-job-training as part of their curriculum. They become paid employees, meeting the needs of the business while learning industry-driven skills. Students get a head start on their careers and businesses benefit from the additional support.

As students complete their apprenticeship programs, they have attained mastery level skills, equivalent to what students at a traditional 4-year college or university would receive, but without debt. They also gain job experience, making them even more competitive in the marketplace.

As part of their registered apprenticeship experience, students commit to working for a business for a number of years beyond their training, helping the business grow. As a result, students often become homeowners, local business patrons and active members of their local communities, resulting in sustained community growth.



**BERRIEN TALENT  
COLLABORATIVE**

**BerrienTalent.org**

# FREE Training & Education is available!

## You just need to know where to find it.

Of the total U.S. workforce, only 30% of the labor market requires employees to have a 4-year degree.\*

Getting a traditional degree is not for everyone. It can be expensive and overwhelming. However, just because a person doesn't have a traditional 4-year degree does not mean that they don't deserve to have a great career.

Encourage students to participate in a registered apprenticeship while in high school. They will gain real world experience while getting paid and will complete a program with a guaranteed job and no student loans!



### HOW WILL STUDENTS BENEFIT?

- Students will earn high school credit and receive advanced on-the-job training at the same time.
- They will be paid for their time, earning an income while advancing their education.
- Students learn industry-driven skills, making them more prepared for their careers than what is often learned at traditional 4-year or university institutions.
- Students will be committed to working for the business after their apprenticeship for a specific number of years, guaranteeing employment in

### HOW CAN STUDENTS PARTICIPATE?

Direct students to **BerrienTalent.org** where they can complete the **Student Interest Application**. A representative will contact them to share more about program requirements and to begin the application process.

## 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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