

BERRIEN COUNTY High School Students & Families

**You deserve a
career you love
without going
into debt.**

*There are 2,600 job
opportunities in Berrien
County.* One of them
should be yours.*

**We can help you get the
training you need, for FREE.**



*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

+

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. Students also 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 a student at a traditional 4-year college or university would receive, but without debt. They also gained 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, the 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 you don't have a traditional 4-year degree does not mean that you don't deserve to have a great career.

Consider participating in a registered apprenticeship while in high school. You will gain real world experience while getting paid and will complete a program with a guaranteed job and no student loans!



HOW WILL I BENEFIT?

- You will earn high school credit while receiving advanced on-the-job training.
- You will be paid for your time, earning an income while advancing your education.
- You will learn industry-driven skills, helping you be more prepared for your career than what is often learned at traditional 4-year or university institutions.
- In exchange for your education and training, you will be committed to working for the business after your apprenticeship for a specific number of years, guaranteeing your employment.
- Many businesses that offer apprenticeship opportunities provide additional training opportunities, including financial assistance to earn your degree.

HOW CAN I PARTICIPATE?

Simply visit BerrienTalent.org and complete the **Student Interest Application**. A representative will contact you to share more about program requirements and to begin the application process. You can ask your high school guidance counselor or Career & Technical Education director for information too!

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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