THIS IS KINEXUS.
Welcome to Kinexus Group.

Our state and nation need to create the next generation of talent to compete and win in the global economy. It’s not enough to accept the status quo, or just get by, or think temporary gains are real results. That’s where we come in.

Kinexus Group is at the forefront in the battle for talent and economic growth. Workforce development is economic development. Businesses and entrepreneurs can locate anywhere, work from anywhere, build and create from anywhere.

We are a multi-faceted non-profit organization designed for innovation, to be demand driven, and to get results for our partners. Those partners include businesses, communities, and individuals who have the drive, determination, and desire for change. The desire to compete and win. We are not afraid to ask the tough questions, to design a creative solution to a problem, or to challenge ourselves and others.

On the following pages you will see details of our work. It ranges from alternative education to award-winning dropout prevention programs that help students shed barriers to graduation; to working with companies to retain and retrain their number one resource – their people. We work with hundreds of employers and thousands of people each year to create impact for the people who utilize our broad array of services for personal and business growth. We measure what we do – that’s how we know we are getting the job done.

Who is Kinexus Group? We are the group that helps you win. Win the war for talent, build a more competitive place, and bust down barriers both real and imagined.

We look forward to working and winning with you.

[Signature]

President and Chief Executive Officer
Kinexus Group
In addition to helping companies find and keep quality talent, we practice what we preach and work hard to give our employees a fulfilling work environment. All of our staff is passionate about the work they do and we believe they should be rewarded for their hard work. This is why we have received the following awards:

![MiBiz Best-Managed Nonprofits](image)

![Crain's Cool Places to Work](image)

![NPT's Best Nonprofits to Work For](image)
Michigan is 20th in employment growth.

23% of high school graduates are ready for college or a career.

Michigan is the 11th oldest state.

The median age of the state of Michigan has increased from 37.5 to 38.7 from 2010-2017.

The median age of BCVB has increased 1.6 years from 2010-2017, from 41 to 42.6.

The population of BCVB has declined 4,124 from 2010-2017.

The BCVB labor force participation rate (LFPR) is currently estimated at 57.7% as of October 2018, which is 2.2% below the current Michigan LFPR of 59.9%.

Michigan Works! is an organization that operates 16 workforce development boards across the state. Kinexus Group operates the Berrien, Cass, and Van Buren Michigan Works! At Michigan Works!, the employer is our customer. That’s why we have dedicated staff that connect with local employers to ask, “What’s keeping you up at night?”

We believe work-ready talent is one of the most important tools employers need to be successful. Michigan Works! has a talent pool available through our service centers located in Benton Harbor, Dowagiac, and Paw Paw. Staff at our service centers connect businesses with talent looking for opportunities and growth.

It’s also important that companies have resources to train and upskill their new and existing employees as operations move forward. New equipment or promotion opportunities present employers with unique challenges when it comes to training existing employees. There are not always funds available to do so. We can help provide funding and opportunities to train existing employees in various fields.

Here’s a look at some of our efforts in 2018:

Berrien, Cass, Van Buren
$1.9 Million
total amount awarded

377 people in industries that grow our economy

43 local employers for training funds

3,035 positions were filled for 415 local employers

RECRUIT. EXPAND. TRAIN.
BUSINESS RESOURCE NETWORK

In addition to recruitment and training opportunities, we provide other solutions to employers, including a member driven collaborative that helps retain existing talent and increases productivity.

Our Business Resource Network (BRN), The Link, is a direct service to employees of member companies that aims to take families and individuals to financial stability. Success Coaches confidentially help employees on-site with improving employment skills, overcoming family/personal barriers, and preparing for advancement opportunities. Often, families and individuals are “one flat tire away” from an economic crisis. Through the BRN, we meet the needs of employees by helping break down the barriers they face that may hinder their productivity.

Common barriers employees face include lack of reliable transportation, food insecurity, housing, and financial and medical issues. We, along with our partners, have been able to provide long term solutions for employees facing these barriers, including:

- First Church of God Car Ministry
- Ride Share program
- On-site food trucks
- One-on-one budget counseling
- Financial literacy classes
- Assistance applying for medical coverage
- Referrals to free, low-cost counseling
- Eviction prevention support

![3500+ Employees Since September 2016](image)

![82% Retention in 2018](image)

![900+ Barriers Addressed Since September 2016](image)

INDUSTRY INITIATIVES

The key to making smart investments in training, education, and business development services is understanding and supporting the industries in our region where job opportunities exist and businesses are expanding. By focusing our efforts on sector strategy, we are developing solutions to meet local employer needs.

We work to bring councils together to gather intelligence and create a thriving economy. Industry councils give like-minded businesses the opportunity to come together to solve shared challenges, including meeting local talent needs. We believe we can solve more problems together than alone.

Our first council is focused on manufacturing, as that is our region’s highest grossing industry. Together, this council will work to apply for grants, plan manufacturing centered events, lead industry sector research projects, and create partnerships.
TALENT SERVICES

At the heart of a thriving economy is talent. We are working to make Southwest Michigan one of the most competitive regions in Michigan because of our supply of work-ready talent. Our Talent Development Specialists dedicate their time and efforts to finding education, training, and employment for those in need.

ONE-STOP SERVICE CENTER

Michigan Works! has three service center locations in the Tri-County area. Our service centers give job seekers an opportunity to do online job searches using provided computers, receive resume assistance, and complete mock interviews.

Our one-stop is also where our Talent Development Specialists help individuals on cash assistance. During the time the individual is enrolled in the program, we help them obtain basic skills, abilities, and education needed to overcome any barriers they may have to employment. Participants in this program are referred to us by the Department of Health and Human Services.

OFFENDER SUCCESS

Offender Success is a statewide program operated in partnership with the Michigan Department of Corrections that assists recently paroled offenders transitioning back into society. Our Offender Success covers the counties of Berrien, Cass, Van Buren, Kalamazoo, St. Joseph, Calhoun, and Branch counties. We focus on four different types of services for individuals that are reintegrating:

- Job Placement
- Residential Security
- Health and Behavioral Health
- Social Support

Our Success:
(from April 17 - August 18)

240 individuals placed in jobs
148 different employers
Provided over 60 training opportunities, with 85% success.

ADULT EDUCATION

In addition to educational services for youth, we also offer adult education for those over the age of 19 looking to earn their GED. Our program offers adults the option of a flexible schedule, with drop in hours between 9 AM - 4 PM, Monday through Thursday. Each student is given individualized learning plans and can achieve their GED through small group lessons, one-on-one instruction, as well as virtual learning.
BRIDGE ACADEMY

The Bridge Academy is an academic service we offer at our Benton Harbor service center in partnership with Berrien Springs Public Schools. The Bridge Academy serves youth ages 16-19 in a non-traditional academic setting where they can earn their GED or high school diploma and find a career path that interests them. We also provide vocational training during their time at the Bridge Academy. Our end goal is for our participants to be educated and find gainful employment.

Our program offers:

- A general studies focused curriculum which equips participants with reading, language, and math.
- One-on-one and small group tutoring sessions, computer-based learning, and individualized learning.
- Subject matter instructors that help participants strengthen their social, academic, and interpersonal skills.

We support our Bridge Academy youth in more than just education. We help them overcome challenges they may face including:

- Transportation assistance
- Counseling services
- Employability skills enhancement
- Childcare referral
- Food assistance

YOUTHBUILD

Youthbuild is a national program funded in part by the Department of Labor. Youthbuild Benton Harbor is one of 260 individual programs nationwide. Eligible participants must be between the ages of 16-24 and in need of a GED or high school diploma.

While earning their GED, they also receive vocational training, specifically in construction and healthcare. They leave with education and a valuable set of skills they can take with them to the workplace. In addition to education and training, we also offer wraparound services similar to the Bridge Academy.

In August of 2018, our cohort finished remodeling a house in the city of Benton Harbor. The goal of this program is to teach youth employability skills and give them the opportunity to improve their neighborhoods in the process.
JOBS FOR MICHIGAN’S GRADUATES

Jobs for Michigan’s Graduates (JMG) is a state-based affiliate of Jobs for America’s Graduates (JAG) and is run by our partner non-profit, Youth Solutions, Inc.

JMG is a dropout prevention and recovery program that operates in over 40 cities and serves more than 2,500 youth. The program has a proven track record of increasing graduation rates and motivating students to create a pathway to success after graduation. The class of 2017 had a graduation rate of 98%, compared to the state average of 80%.

Benefits for individuals include:

- Assistance with barrier removal
- Leadership development
- One-on-one employability coaching
- Mentoring
- Career exploration
- Opportunities for work experiences
- Exposure to colleges and training providers
- Opportunities for community service
- 12 months of follow-up services.

The overall mission of JMG is to equip young people with the skills to overcome barriers and win in education, employment, and as citizens. The program is offered as an elective credit during the regular school day and helps keep youth in school, ensuring they graduate.
Change Agents Consulting, Inc. is an arm of Kinexus Group that provides customized human resources consultation, training, and education services designed to improve the competitive positioning of organizations. The goal is to transform businesses from being a place to work into a best place to work. We create cultural change within a business to foster a more efficient and appealing work environment. Whether it’s creating a performance management system, improving employee engagement, or updating processes, we put our experience to work, making sure an organization’s practices are the best they can be. Our principles of change include: authenticity, boldness, environment, and communication. We focus in on the quality of human resources of a business, the culture and climate, employee engagement and development, and training.

Born out of the cultural change that Kinexus Group built within its own walls, we are striking out to help others change theirs.
As a subsidiary of Kinexus Group, Market Van Buren has principal responsibilities for economic and community development throughout Van Buren County. We connect people, investments, and organizations with strategies and services that improve the quality of life and economic conditions in our region, specifically Van Buren County. Our team focuses on developing strategies that will allow our communities to thrive by addressing needs related to workforce, community, and business development. We work collaboratively with regional organizations to maximize economic growth.
OUR ONE-STOPS

Benton Harbor
499 W. Main St.
Benton Harbor, MI 49022
269-927-1064
Hours: M-F, 8 AM to 5 PM

Dowagiac
601 N Front St #A
Dowagiac, MI 49047
269-782-9864
Hours: M-F, 8 AM to 5 PM

Paw Paw
32849 E Red Arrow Hwy #100
Paw Paw, MI 49079
269-657-7014
Hours: M-F, 8 AM to 5 PM

www.kinexus.org

Kinexus is an Equal Opportunity Employer. Auxiliary aids and services are available upon request for individuals with disabilities. Michigan Relay Center: 711 Voice and TDD. Kinexus is a partner of American Job Centers.