



February 19, 2019

Members of the House Education Committee,

We appreciate the opportunity to share our **concerns and opposition to HB 4162**, a bill that would eliminate the Department requirement to administer the Act WorkKeys assessment.

The Michigan Manufacturers Association, the Michigan Chamber, and the Grand Rapids Chamber represent thousands of businesses of all sizes across the state. It is no secret a top barrier to business growth and success is talent. With an aging workforce and changes in technology, businesses in all industries are struggling to find talent to meet their demands.

We support an education system that is rigorous and ensures students are employable and capable in the workplace. The ACT WorkKeys assessment is a valuable tool for employers to gauge where potential employees are when entering the workforce.

From the business perspective, our members utilize this assessment to determine the right fit for their business. Employers must place the right employee for the job needed, as is crucial for attracting and retaining the best and brightest. With the increased demand for skilled workers, we would suggest enhancing the program rather than eliminating it. Today more than ever, there is an increased emphasis on skilled trades and non-traditional pathways to success. Eliminating this assessment that helps the business community find the right employee for their needs is a step backwards.

Our organizations hear it daily from our membership- we are in a talent crisis. On behalf of our collective membership, **we urge your opposition to House Bill 4162**. During a talent crisis, we should not turn our backs on ACT WorkKeys and the valuable insight it brings our business community.

Respectfully,

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