

Michigan Statewide Workforce Plan



The Michigan Statewide Workforce Plan represents the first, comprehensive, all-access roadmap that aligns state government and external partners to create jobs and support workers and employers.

From preschool to postsecondary to prosperity, Michigan has a strong network of local, regional and state partners that are helping children, students and working adults develop the skills they need to thrive – but regardless of where we support learning, we must have shared, clear strategies with sufficient scale and reach to truly move the needle in talent development.

Together we will make Michigan the best state to live, work and raise a family for generations to come.

How the Plan Will Help

The Statewide Workforce Plan outlines a collaborative vision where state departments and external partners work together to reach Michigan's ambitious goals to:

1 Help More Michiganders Earn a Skills Certificate or Degree

Increase the number of working-age adults with a skill certificate or college degree from 51.1% today to 60% by 2030.

2 Increase Access to Opportunities that Grow the Middle Class

Move 75,000 households up into the middle class by end of 2027 (moving Michigan's ranking from 28th to Top 10 nationally).

3 Support Business and Entrepreneurial Growth through Talent Solutions

Make Michigan a Top 10 state for labor force participation rate growth by 2027.

How the Statewide Workforce Plan Will Help Support Barrier Removal in Michigan

Michigan plans to invest in workers, especially those facing barriers to employment, to address the challenges holding them back from good jobs. The Statewide Workforce Plan's comprehensive approach tackles the challenges that many Michiganders face in getting ahead.



GOAL: Move 75,000 households up into the middle class by the end of 2027.

Michigan's economic landscape poses significant barriers for aspiring middle-class families.

The plan addresses key workforce barriers including:

- **Information:** Easy access to learning about and getting hands-on experience with career and education options.
- **Work-life balance:** Support for working parents and family caregivers.
- **Employment barriers:** Tailored programs to help those facing barriers to entering an educational or apprenticeship program and the workforce, i.e. child care.

Strategies

Expand Access to Affordable, Reliable Child and Elder Care

Michigan is committed to expanding access to quality, affordable care options for working families with young children and seniors in need of elder care to ensure every individual can make decisions that work for their family and career. While the state expands access and affordability to these services, we are also mindful of the need to improve compensation and create more career pathways for the professionals working in the care economy.

Expand Career Exposure, Exploration, Experience and Navigation

Michigan will prioritize increasing tools and knowledge about diverse careers through tactics such as career exposure, experiential learning experiences, hands-on work experience, internships and effective navigation. In doing so, we can ensure all students and workers leave school ready for further education or careers and have the resources and support needed to stay competitive in the ever-evolving job market.

Address Barriers to Employment for Underrepresented Groups

To create a path to the middle class for all residents, we must connect the state's untapped talent with the needs of our businesses. This means removing barriers for those who have not followed traditional paths and ensuring all skills are recognized and transferable. By working alongside businesses to recruit, support and develop these individuals, we can significantly expand and diversify Michigan's talent pool.

Address Transportation Barriers

Reliable transportation is crucial for Michiganders to access education and employment opportunities, yet many residents – particularly those in rural areas and individuals with disabilities – face significant limitations. Addressing these transportation barriers is essential to empower Michiganders and drive economic growth and prosperity across the state.

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How the Statewide Workforce Plan Will Help Support Entrepreneurs in Michigan

The Statewide Workforce Plan outlines a vision where employers can hire the talent they need to locate and grow in Michigan.



GOAL: Support Business & Entrepreneurial Growth through Talent Solutions. Make Michigan a Top 10 state for labor force participation rate growth by the end of 2027.

The plan aims to grow good jobs by connecting businesses with the talent needed to start, stay and thrive in Michigan.

Successes to build on

Small Business Support Hubs.

MEDC's Small Business Support Hubs are a recent \$73 million investment to provide direct resources to Michigan's small businesses including one-on-one coaching, cohort-based learning and accelerators, mentor matchmaking, pitch competitions, networking events, access to capital, partner referrals and statewide resource navigation.

State Small Business Credit Initiative.

The State Small Business Credit Initiative (SSBCI) provides access to capital for Socially and Economically Disadvantaged Individuals (SEDI)-owned and Very Small Businesses (10 or fewer employees). In 2023, funds from SSBCI helped support the launch of the Michigan Economic Opportunity Fund, a \$10 million microbusiness loan program for women, veterans and entrepreneurs of color in Michigan.

Michigan Economic Development Corporation's Entrepreneurship and Innovation Strategy.

MEDC's Entrepreneurship and Innovation team provides various opportunities and avenues for early-stage funding including the Michigan Innovate Capital Fund (MICF), a new program to invest in pre-seed

and start-up stage competitive edge technologies with preference given to nonprofits in underserved locations.

What's Next

Establish an Innovation Fund.

The governor has proposed the creation of an Innovation Fund that will help launch hundreds of new startups, create thousands of jobs and build the infrastructure for innovation so founders can start and build their companies in Michigan.

Invest in Women Entrepreneurs and Entrepreneurs of Color.

Investing in women entrepreneurs, entrepreneurs of color and rural-based entrepreneurs is a pivotal strategy for revitalizing Michigan's small business community by ensuring equitable access to resources and capital through increased collaboration with entrepreneurial ecosystem partners.

Incentivize Entrepreneurship in Distressed and Disconnected Communities – Establish the Trusted Connector Network.

To revitalize local economies, encourage entrepreneurship and foster innovation, Michigan will offer targeted incentives for immigrant entrepreneurs and businesses in rural and distressed communities. We will leverage the best practices of the Trusted Connector Network model to combine outreach with technical assistance and effectively serve underserved communities.

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How the Statewide Workforce Plan Will Help Support Returning Citizens in Michigan

The Statewide Workforce Plan features targeted efforts to remove obstacles and create more opportunities for justice-involved Michiganders to join the middle class, leading to a more inclusive and skilled workforce for our state.



GOAL: Move 75,000 households up into the middle class by the end of 2027.

Successes to build on

Michigan Offender Success.

Established by MDOC, the Michigan's Offender Success (OS) model develops a case plan for returning citizens that outlines the in-demand skills they need and potential employment opportunities available. OS connects participants to HSE/GED and higher education programs in the community and works with nine college partners to help students pursue a college degree.

Job Court.

Job Court aims to reduce recidivism and help businesses by providing Michiganders accused of low-level, non-assaultive offenses with the opportunity to obtain and maintain gainful employment. The pilot program serves up to 450 people in Genesee, Marquette and Wayne counties, who will be matched with participating employers to receive good-paying jobs, training to learn transferable career skills and community-based wrap around services to assist in successful program completion.



What's Next

Expand LARA Returning Citizen Licensing Guidebook.

The Department of Licensing and Regulatory Affairs (LARA) released a resource guide to help encourage returning citizens to enter the workforce in a licensed profession by outlining which industries under regulation have pathways to licenses. Michigan is expanding on this effort by coordinating MDOC's Michigan Offender Success model to incorporate licensing and registered apprenticeship programs.

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How the Statewide Workforce Plan Will Help Support Women in Michigan

The Statewide Workforce Plan outlines a vision where all people have the skills, opportunities and support needed to thrive and prosper in the new economy.



GOAL: Reduce the gender labor force participation gap.

In Michigan, women had a labor force participation rate of 57.3%, which is nearly 10 percentage points below the rate of 67.2% for men.

The plan addresses key workforce barriers to support better outcomes for Michigan women, including:

- **Information:** Easy access to learning about and getting hands-on experience with career and education options.
- **Work-life balance:** Support for working parents and family caregivers.
- **Employment barriers:** Tailored programs to help those facing barriers to entering an educational or apprenticeship program and the workforce, i.e. child care.

What's Next

Invest in Women Entrepreneurs and Entrepreneurs of Color.

Providing women entrepreneurs, entrepreneurs of color and rural based entrepreneurs with equitable access to resources and capital is crucial for revitalizing Michigan's small business community.

Pass the Caring for MI Family Tax Credit.

A tax credit of up to \$5,000 will help offset costs such as transportation, counseling, nursing and respite care, providing financial relief for families and allow more seniors to age while receiving care in the comfort of home.

Encourage Employer Innovation.

By embracing lifelong learning, skills-based hiring and non-traditional recruitment strategies, and eliminating barriers to onsite training in the workplace, employers can help workers balance education and career responsibilities. Encouraging innovative strategies such as "returnships" can help women who have been out of the workforce due to family obligations re-engage with support during the transition period.

Continue to Lower Costs for Working Families.

For many families, child care costs are among the biggest expenses in their monthly budget. The governor and state are making continued investments to drive down costs by building broader awareness of programs like the Child Development and Care Scholarship, which provides low or no cost care for working families.

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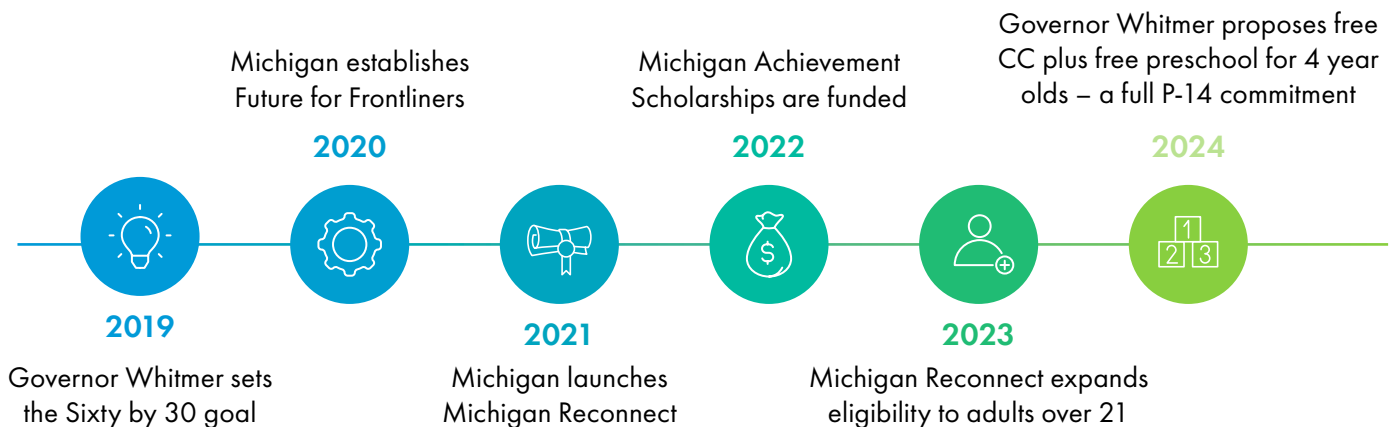
How the Statewide Workforce Plan Will Help Support Young Adults in Michigan

The Statewide Workforce Plan outlines a vision for communities, regions and the state to catalyze workforce, education and economic development assets to set up Michigan as a leading state in income mobility, good jobs and equity for decades to come.



GOAL: Increase the number of working-age adults with a skill certificate or college degree from 51.1% today to 60% by 2030.

Governor Whitmer's actions have made education more affordable.



Successes to Build on:

Michigan Achievement Scholarship:

The Michigan Achievement Scholarship is the state's largest investment in student financial aid, lowering the cost of college for 7 in 10 recent high school graduates. The first awards were made in fall 2023 to 24,500 students.

Michigander Scholars:

The Michigander Scholars program is part of a comprehensive plan for a long-term talent pipeline. It provides Michigan university students earning technology or engineering degrees with access to networking opportunities, industry education, internships and jobs. Scholars are also eligible for scholarships up to \$10,000 if they complete an internship or accept a full-time offer and agree to remain in the role for a year.

What's Next:

Continue to Lower the Cost of College and Establish the Community College Guarantee.

The governor has proposed making two years of community college or trade school free for all Michigan high school graduates, eliminating financial burdens for Michigan students and their families.

Partner with Colleges to Increase Graduation Rates.

Eliminating the financial burden of education will be complemented by a robust system of supports that help students to complete their certificates and degrees. This includes programs that provide for basic needs, promote supportive services for underserved students, and provide counseling and career services.

El Plan de Fuerzas Laborales de Todo el Estado de Michigan



El Plan de Fuerzas Laborales de Todo el Estado de Michigan representa el primer mapa de ruta integral con acceso completo que coincide con el gobierno estatal y los socios externos para crear empleo y apoyar a los trabajadores y empleadores.

Desde el preescolar hasta la educación superior para la prosperidad, Michigan tiene una fuerte red de socios locales, regionales y estatales que ayudan a los niños y niñas, estudiantes y adultos que trabajan a desarrollar las habilidades que necesitan para prosperar; pero independientemente de dónde apoyamos el aprendizaje, debemos tener estrategias compartidas claras con una escala y alcance suficientes para realmente hacer una diferencia en el desarrollo de talento.

Juntos haremos de Michigan el mejor estado para vivir, trabajar y formar una familia para las generaciones futuras.

Cómo ayudará el plan

El Plan de Fuerzas Laborales de Todo el Estado detalla una visión colaborativa donde los departamentos estatales y los socios externos trabajan en conjunto para alcanzar los objetivos ambiciosos de Michigan:

1 Ayudar a más residentes de Michigan a obtener certificados o títulos de capacitación

Incrementar la cantidad de adultos de edad laborar con un certificado de capacitación o título de educación superior de un 51,5% actual a un 60% para 2030.

2 Incrementar el acceso a oportunidades de crecimiento de la clase media

Llevar a más de 75.000 hogares a la clase media para finales de 2027 (llevando la clasificación de Michigan del puesto 28 a los mejores 10 a nivel nacional).

3 Apoyar el crecimiento de empresas y emprendimientos mediante soluciones de talento

Hacer que Michigan sea uno de los mejores 10 estados por la tasa de crecimiento de participación de las fuerzas laborales para 2027.



خطة القوى العاملة على مستوى ولاية ميشيغان

تمثل خطة القوى العاملة على مستوى ولاية ميشيغان أول خارطة طريق شاملة وقابلة الوصول للجميع، وهي تعمل على أن تتوافق حكومة الولاية مع الشركاء الخارجيين لخلق فرص العمل ودعم العمال وأصحاب العمل.

مساعدة المزيد من سكان ميشيغان في الحصول على شهادة مهارات أو شهادة

زيادة عدد البالغين في سن العمل الحاصلين على شهادة مهارة أو شهادة جامعية من 51.5% اليوم إلى 60% بحلول عام 2030.

زيادة الوصول إلى الفرص التي تنمي الطبقة الوسطى

رفع 75 ألف أسرة إلى الطبقة المتوسطة بحلول نهاية عام 2027 (رفع تصنيف ميشيغان من المرتبة 28 إلى المراكز العشرة الأولى على المستوى الوطني).

دعم نمو الشركات وتنظيم المشاريع من خلال حلول المواهب

جعل ولاية ميشيغان من بين أفضل 10 ولايات من حيث نمو معدل المشاركة في القوى العاملة بحلول عام 2027.

1

من مرحلة ما قبل المدرسة إلى المرحلة ما بعد الثانوية حتى الازدهار، تتمتع ميشيغان بشبكة قوية من الشركاء المحليين والإقليميين وفي الولاية، وهم يساعدون الأطفال والطلاب والبالغين العاملين على تطوير المهارات التي يحتاجون إليها لتحقيق النجاح - ولكن بغض النظر عن المكان الذي ندعم فيه التعلم، يجب أن يكون لدينا استراتيجيات مشتركة وواضحة ذات نطاق ووصول كافيين لتحقيق تغيير فعلي في تنمية المواهب.

2

معاً سنجعل ميشيغان أفضل ولاية للعيش والعمل وتربية الأسرة للأجيال القادمة.

3

كيف ستساعد الخطة

تحدد خطة القوى العاملة على مستوى الولاية رؤية تعاونية حيث تعمل إدارات الولاية والشركاء الخارجيون معاً للوصول إلى أهداف ميشيغان الطموحة من أجل: