

---

**The Mid-Cycle Modification to the  
Workforce Innovation and Opportunity Act (WIOA)  
Regional Plan for WIOA Planning Region 10  
for Program Years 2020-2023**

**Plan Period: July 1, 2020 through June 30, 2024**

---



**The Mid-Cycle Modification to the  
WIOA Planning Region 10  
July 1, 2020 – June 30, 2024**

**Table of Contents**

<b>Executive Summary.....</b>	<b>4</b>
<b>Part I: Regional Planning Process.....</b>	<b>7</b>
<b>Part II: Labor Market Data and Economic Conditions Analysis.....</b>	<b>9</b>
Core Partner Involvement.....	9
Employment Needs.....	10
Existing In-Demand Occupations .....	10
Emerging In-Demand Occupations .....	13
In-Demand Middle Skills Occupations .....	16
Knowledge, Skills, and Abilities Needed in Industries and Occupations In-Demand .....	19
Education and Training Alignment with Industries and Occupations.....	24
Workforce Analysis .....	26
Workforce Development Activities.....	31
Strengths and Weaknesses .....	31
Important Industry Sectors in WIOA Region 10.....	37
Geographic Factors .....	39
Demographic Characteristics .....	40
<b>Part III: Regional Service Strategies.....</b>	<b>49</b>
Planning Region 10 Service Strategies .....	49
Workforce Intelligence Network Services.....	52
Pre-Apprenticeship Programs, Apprenticeship Initiatives, and Resources .....	54
Other Cooperative Service Delivery Agreements .....	56
Services to Individuals with Disabilities, Veterans, Youth, or other Hard to Serve Populations .....	57
Regional Strategies aimed at Serving Special Populations .....	58
<b>Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations .....</b>	<b>69</b>
Michigan Works! Led Industry Sector Initiatives .....	70

Workforce Intelligence Network Led Industry Sector Initiatives..... 72

Partner Led Industry Sector Initiatives ..... 80

**Part V: Administrative Cost Arrangements..... 84**

Memorandums of Understanding and Infrastructure Funding Agreements ..... 85

**Part VI: Coordination of Transportation and Other Supportive Services ..... 87**

Transportation Services ..... 87

Supportive Services..... 88

**Part VII: Coordination of Workforce Development and Economic Development Services .. 90**

**Part VIII: Local Levels of Performance ..... 95**

**Appendix I: Public Comments and Responses ..... 96**

**Attachment A: Approval Request .....Error! Bookmark not defined.**

## **Executive Summary**

### **Part I: Regional Planning Process**

The Workforce Innovation Opportunity Act (WIOA) Planning Region 10 is comprised of four Workforce Development Boards known as Michigan Works Agencies (MWAs). The four MWAs include the Detroit Employment Solutions Corporation, representing the City of Detroit, Macomb/St. Clair Michigan Works!, representing Macomb and St. Clair Counties, Oakland County Michigan Works!, representing Oakland County and the Southeast Michigan Community Alliance representing, Monroe and Wayne Counties, excluding the City of Detroit.

For over 20 years these MWAs, along with MWAs from WIOA Planning Regions 6 and 9, have worked together to coordinate how critical workforce development initiatives, programs, and services are implemented throughout the Greater Detroit Metropolitan Area. These efforts have resulted in improved communication, collaboration, and consistency of service delivery throughout the greater region, and the successful implementation of many regional workforce development grants and initiatives.

### **Part II: Labor Market and Economic Conditions**

WIOA Planning Region 10 represents about 3,200 square miles of land with a population at 4.19 million, 42 percent of the state's population. The Region is also home to 43.3 percent of the state's business establishments and 44.8 percent of the state's employed population. Yet the geographic composition of Region 10 is unique in Michigan. It is home to not only the largest city (which is also one of the poorest), but it is also home to some of the wealthiest and most populated communities in the state.

Most job opportunities available in close geographic reach for Detroiters and those in the region without reliable transportation are inaccessible. The fastest-growing jobs and the most hiring in the region are in occupations that require post-secondary training and often a bachelor's degree. There is a strong mismatch between the jobs available and the current talent pool's skill and education level.

Occupations with the greatest demand in Region 10 today overwhelmingly require a bachelor's degree. A close look at Region 10's existing and emerging high-demand occupations reveals that these positions are concentrated in a handful of categories including, Healthcare Practitioners and Technical, Information Technology, Architecture and Engineering, Business and Financial, and Management occupations. Moreover, 38 of the top 50 existing in-demand, high-wage occupations in WIOA Planning Region 10 require at least a bachelor's degree for entry-level openings.

### **Part III: Regional Service Strategies**

The MWAs and core partners in WIOA Planning Region 10 have successfully worked together to develop and implement many regional service strategies, and in several instances, have developed cooperative delivery service agreements with each other to efficiently manage these regional projects. Moving forward, Region 10 will continue to build on this success by expanding on regional service strategies that work, developing new strategies that address regional training and employment needs, and exploring cooperative service delivery agreements where they make sense. Special emphasis will be given to improving services to special populations, including veterans, youth, and the long-term unemployed, and developing even stronger partnerships with Title II and Title IV core partners.

### **Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations**

The MWAs, the Workforce Intelligence Network of Southeast Michigan (WIN), and other partner organizations in WIOA Planning Region 10 have a long history of collaborating on regional industry sector initiatives. MWA-led initiatives, such as Manufacturing Day and MiCareerQuest Southeast, expose students to in-demand occupations. WIN-led initiatives, like the Michigan Alliance for Greater Mobility Advancement (MAGMA), the Electric Vehicle Jobs Academy, and the Health Careers Alliance for Southeast Michigan, are industry-specific. And partner organizations, such as the Detroit Regional Partnership and local community colleges, are meeting the needs of current in-demand industry sectors and occupations within the region.

### **Part V: Administrative Cost Arrangements**

Over the last decade, WIOA Planning Region 10 partners have developed a wide variety of administrative cost-sharing arrangements. Two cost-sharing arrangements that have been particularly successful are activities driven by the Southeast Michigan Works Agencies Council (SEMWAC) and WIN. SEMWAC regional activities include regional strategic planning and convening the Business Services Network. WIN activities include providing real-time labor market information and convening regional industry sector initiatives. It is the intention of the MWAs in WIOA Planning Region 10, as well as those in WIOA Planning Regions 6, 7, and 9, to continue to support SEMWAC and WIN activities.

MWAs in WIOA Planning Region 10 have also established administrative cost arrangements with each other to effectively manage youth and offender success programs. The MWAs will continue to look for new cost-sharing opportunities.

### **Part VI: Coordination of Transportation and Other Supportive Services**

Transportation continues to be one of the biggest barriers for many job seekers in southeast Michigan. The lack of reliable public transportation and access to affordable car insurance limits

access to entry-level and mid-skill jobs. The MWAs in WIOA Planning Region 10 have been collaborating with organizations throughout the region to address this critical issue. While MWAs alone can do little to address the underlying transportation issues, there are promising developments and regional initiatives underway. In August 2021, Michigan's Department of Labor and Economic Opportunity, Workforce Development (LEO-WD) provided funding for the Barrier Removal Employment Success (BRES) program which assists with removing barriers to employment such as transportation.

### **Part VII: Coordination of Workforce Development and Economic Development Services**

The MWAs in WIOA Planning Region 10 collaborate with several different economic development organizations on a variety of workforce development-related economic development activities and initiatives. Many economic development organizations in the region are aligned with industry sectors while others are broad based economic development agencies housed in county and city governments. MWAs often collaborate with these organizations by helping them develop business recruitment and retention strategies, and by providing businesses with labor market information and access to MWA business services, training grants, and talent. In return, these partnerships help ensure that the MWAs in the region are business driven and that the workforce system aligns with business needs.

### **Part VIII: Local Levels of Performance**

The four MWAs in WIOA Planning Region 10 each negotiate and reach agreements with the Governor and the Michigan Department of Labor and Economic Growth (LEO) - Workforce Development (WD) on local levels of performance. Although each MWA negotiates separate agreements, they remained in contact with each other to share the status of negotiations and their outcomes. Moving forward, the MWAs in WIOA Planning Region 10 will continue to work together to negotiate local levels of performance with the Governor and LEO-WD.

### **Conclusion**

The planning process has provided a welcome opportunity to assess how regional workforce development initiatives and administrative arrangements are doing, to describe new initiatives and arrangements that have been launched since the original regional plan was approved, and to identify opportunities to improve regional collaboration. What has become most apparent is that the amount of regional collaboration continues to increase, especially with Title II and Title IV partners. Moving forward, the MWAs in WIOA Planning Region 10, along with the MWAs in WIOA Planning Regions 6 and 9, and their many partners will continue to work together to build a strong regional workforce system that meets the needs of job seekers, employers, and the community-at-large.

## **Part I: Regional Planning Process**

*A description of the planning process undertaken to produce the Regional Plan, including a description of how all local areas were afforded the opportunity to participate in the regional planning process.*

The Workforce Innovation Opportunity Act (WIOA) Planning Region 10 is comprised of four Workforce Development Boards (WDBs) known as Michigan Works Agencies (MWAs). The four MWAs include the Detroit Employment Solutions Corporation (DESC), representing the City of Detroit, Macomb/St. Clair Michigan Works! (MSCMW!), representing Macomb and St. Clair Counties, Oakland County Michigan Works! (OCMW!), representing Oakland County and the Southeast Michigan Community Alliance (SEMCA), representing Monroe and Wayne Counties, excluding the City of Detroit.

The WIOA Planning Region 10 planning process began with a review of the *Workforce Innovation and Opportunity Act Four-Year Regional and Local Plans for Program Years 2020 through 2023* Policy Issuance (PI) from the Michigan Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) dated April 5, 2022, and a comparison to the *WIOA Four-Year Regional Plan* submitted in 2020. In anticipation of the official PI, leadership from the four Michigan Works! Agencies in WIOA Planning Region 10, along with WIOA Planning Regions 6 and 9, formally engaged the Workforce Intelligence Network of Southeast Michigan (WIN) to assist with data collection and analysis. WIN was also responsible for drafting the labor market and economic conditions section of each regional plan and for providing required information for individual MWA local plans based on guidance from the State of Michigan. The WIOA Planning Region 10 MWAs then contracted with EdEn Inc (EdEn) to draft the remaining plan narrative.

EdEn used a blended approach to collect the remaining content from the MWAs which began by updating programmatic statistics and data for publicly available programs. A virtual planning session was then conducted, and partners were given the opportunity to provide local updates as well as discuss new initiatives and programs within the region. EdEn then followed up independently with each MWA to gather additional information to be used to update and enhance regional service strategies, industry sector initiatives, transportation and supportive services, and economic development partnerships throughout the region. A final document draft was created for distribution to the MWAs for consideration and further feedback.

The MWAs conducted an internal review of the plan with minor modifications and changes. As required, the four MWAs then solicited public comments from their respective local areas and gained feedback and support from their MWA Chief Elected Officials (CEOs) and Workforce Development Boards (WDBs).

The WIOA Planning Region 10 MWAs are confident that this process has resulted in a regional plan that will continue to meet the needs of job seekers, workers, and businesses in the region.



## **Part II: Labor Market Data and Economic Conditions Analysis**

*Provide a thorough analysis of regional labor market data and economic conditions. This shall include an analysis of existing and emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and emerging in-demand industry sectors and occupations. All core partners (WIOA Titles I-IV) should be involved in both providing and analyzing the data.*

All of the following data and analysis are representative of WIOA Planning Region 10, which consists of the City of Detroit and the counties of Macomb, Monroe, Oakland, St. Clair, and Wayne.

### **Core Partner Involvement**

To ensure an accurate analysis of regional labor market data economic conditions, the MWAs in WIOA Planning Region 10 engaged core partners during all phases of the process. MWA leadership identified the following core partners representing WIOA Titles I – IV programs:

- Title I: Job Corps, YouthBuild and Migrant and Seasonal Farm Workers;
- Title II: Local and intermediate school districts and literacy programs;
- Title III: MWA-contracted service providers; and
- Title IV: Michigan Rehabilitation Services and Michigan Bureau of Services for Blind Persons.

Core partners were asked to identify available data to help understand the nature and special needs of populations served and to provide input on the strengths and weaknesses of workforce development activities and the region's capacity to provide its local areas' populations with workforce services. The survey questions and responses can be found in the Part II: Workforce Development Activities section.

When the draft regional plan was made available for public comment, core partners were notified and encouraged to make comments on their organizations' behalf.

## Employment Needs

*The knowledge and skills necessary to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.*

### Existing In-Demand Occupations

Occupations in Figure 1, which include those that require a high school diploma or more, experienced high demand through calendar year 2020, and are expected to grow, in the short-term, over the next two years. Additionally, these occupations offer an hourly wage above the statewide median average of \$18.60 per hour, and occupations with lower wages have been filtered out. MWAs in WIOA Planning Region 10 support career pathway opportunities for occupations requiring high levels of education, such as those included in Figure 1. In addition to these high demand jobs, Figure 3 displays high-demand jobs available with shorter-term training.

**Figure 1: WIOA Region 10's Top 50 Existing/Currently In-Demand Occupations**

SOC	Job Title	2020 Jobs	2021 Jobs	2020 - 2022 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
17-2011	Aerospace Engineers	120	131	14	12%	14	\$47.57	Bachelor's degree
11-9041	Architectural and Engineering Managers	6,249	6,373	132	2%	526	\$68.60	Bachelor's degree
53-5021	Captains, Mates, and Pilots of Water Vessels	143	154	11	8%	22	\$67.69	Postsecondary nondegree award
17-2051	Civil Engineers	3,307	3,450	217	7%	347	\$37.15	Bachelor's degree
19-3031	Clinical, Counseling, and School Psychologists	1,166	1,213	54	5%	110	\$36.77	Doctoral or professional degree
27-1021	Commercial and Industrial Designers	2,349	2,447	108	5%	274	\$41.24	Bachelor's degree
11-9021	Construction Managers	4,382	4,605	331	8%	485	\$35.24	Bachelor's degree
15-2098	Data Scientists and Mathematical Science Occupations, All Other	1,116	1,148	57	5%	120	\$36.09	Bachelor's degree
29-1292	Dental Hygienists	3,297	3,722	398	12%	432	\$33.42	Associate degree
29-1021	Dentists, General	1,682	1,855	160	9%	138	\$102.51	Doctoral or professional degree
17-3023	Electrical and Electronic Engineering Technologists and Technicians	828	869	46	6%	103	\$31.09	Associate degree
17-2071	Electrical Engineers	4,470	4,560	124	3%	361	\$46.56	Bachelor's degree

SOC	Job Title	2020 Jobs	2021 Jobs	2020 - 2022 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
47-2111	Electricians	10,378	11,060	791	8%	1,513	\$32.50	High school diploma or equivalent
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	6,000	6,139	213	4%	566	\$39.96	Bachelor's degree
11-3031	Financial Managers	7,916	8,219	460	6%	804	\$64.39	Bachelor's degree
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,320	6,587	296	5%	781	\$35.68	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,948	6,112	137	2%	616	\$37.31	High school diploma or equivalent
51-1011	First-Line Supervisors of Production and Operating Workers	11,275	11,933	604	5%	1,456	\$32.93	High school diploma or equivalent
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,860	6,098	311	5%	793	\$25.27	High school diploma or equivalent
11-1021	General and Operations Managers	28,237	29,030	758	3%	2,764	\$52.95	Bachelor's degree
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	194	207	15	8%	20	\$44.42	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	27,709	28,956	1,603	6%	3,907	\$22.01	Postsecondary nondegree award
17-3026	Industrial Engineering Technologists and Technicians	1,963	2,062	96	5%	237	\$29.36	Associate degree
17-2112	Industrial Engineers	15,761	16,595	994	6%	1,500	\$47.11	Bachelor's degree
11-3051	Industrial Production Managers	4,735	4,947	190	4%	432	\$57.16	Bachelor's degree
15-1212	Information Security Analysts	1,395	1,439	75	5%	138	\$47.28	Bachelor's degree
23-1011	Lawyers	11,125	11,366	304	3%	683	\$53.43	Doctoral or professional degree
13-2072	Loan Officers	7,322	7,943	917	13%	1,045	\$36.90	Bachelor's degree
13-1081	Logisticians	4,948	5,124	300	6%	586	\$42.55	Bachelor's degree
13-1111	Management Analysts	8,995	9,211	321	4%	983	\$42.16	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	10,226	10,517	455	4%	1,234	\$33.25	Bachelor's degree
11-2021	Marketing Managers	3,018	3,063	64	2%	289	\$63.99	Bachelor's degree

SOC	Job Title	2020 Jobs	2021 Jobs	2020 - 2022 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
17-2141	Mechanical Engineers	27,138	27,885	789	3%	2,056	\$45.52	Bachelor's degree
11-9111	Medical and Health Services Managers	5,500	5,638	239	4%	543	\$47.43	Bachelor's degree
29-1171	Nurse Practitioners	2,060	2,203	214	10%	218	\$52.35	Master's degree
15-2031	Operations Research Analysts	1,164	1,201	62	5%	109	\$38.63	Bachelor's degree
29-1041	Optometrists	550	605	66	12%	51	\$66.61	Doctoral or professional degree
13-2052	Personal Financial Advisors	3,426	3,502	131	4%	320	\$42.27	Bachelor's degree
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	8,901	9,122	334	4%	820	\$32.56	Bachelor's degree
29-1123	Physical Therapists	3,489	3,594	147	4%	244	\$41.69	Doctoral or professional degree
29-1071	Physician Assistants	1,629	1,706	102	6%	143	\$56.10	Master's degree
47-2152	Plumbers, Pipefitters, and Steamfitters	5,575	5,895	340	6%	765	\$34.47	High school diploma or equivalent
43-5061	Production, Planning, and Expediting Clerks	4,264	4,434	176	4%	532	\$27.46	High school diploma or equivalent
11-2022	Sales Managers	4,954	5,037	71	1%	461	\$69.59	Bachelor's degree
41-3031	Securities, Commodities, and Financial Services Sales Agents	5,670	5,931	401	7%	703	\$26.09	Bachelor's degree
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	24,384	24,517	351	1%	1,977	\$45.43	Bachelor's degree
29-1127	Speech-Language Pathologists	1,523	1,582	89	6%	138	\$37.67	Master's degree
15-2041	Statisticians	335	353	29	9%	39	\$38.51	Master's degree
11-3071	Transportation, Storage, and Distribution Managers	1,908	1,949	65	3%	177	\$47.21	High school diploma or equivalent
29-1131	Veterinarians	1,066	1,114	67	6%	70	\$46.43	Doctoral or professional degree

**Source:** Bureau of Labor Statistics, Economic Modeling Specialists, Intl (EMSI)

- Of the occupations featured in Figure 1 above, those with the greatest current demand and paying wages above the state median in WIOA Planning Region 10, overwhelmingly require a bachelor's degree.
- The hourly pay range is between \$22.01 for Heavy and Tractor-Trailer Truck Drivers to \$102.51 for a Dentist, General (Figure 1).

### Emerging In-Demand Occupations

Figure 2 presents occupations that require a high school diploma, or more, and are projected to record solid job expansion over the long-term (through 2030), along with high annual job openings and median wages above the state median of \$18.60 per hour.

**Figure 2: WIOA Region 10's Top 50 Emerging/Future In-Demand Occupations**

SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
17-2051	Civil Engineers	3,307	3,783	14%	306	\$37.15	Bachelor's degree
27-1021	Commercial and Industrial Designers	2,349	2,483	6%	239	\$41.24	Bachelor's degree
11-9021	Construction Managers	4,382	5,289	21%	438	\$35.24	Bachelor's degree
15-2098	Data Scientists and Mathematical Science Occupations, All Other	1,116	1,310	17%	118	\$36.09	Bachelor's degree
29-1292	Dental Hygienists	3,297	3,607	9%	270	\$33.42	Associate degree
17-2071	Electrical Engineers	4,470	4,679	5%	332	\$46.56	Bachelor's degree
47-2111	Electricians	10,378	11,631	12%	1,300	\$32.50	High school diploma or equivalent
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	6,000	6,469	8%	520	\$39.96	Bachelor's degree
13-2061	Financial Examiners	309	457	48%	44	\$39.97	Bachelor's degree
11-3031	Financial Managers	7,916	9,144	16%	736	\$64.39	Bachelor's degree
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,320	6,621	5%	673	\$35.68	High school diploma or equivalent
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,860	6,360	9%	713	\$25.27	High school diploma or equivalent
11-1021	General and Operations Managers	28,237	28,974	3%	2,472	\$52.95	Bachelor's degree
27-1024	Graphic Designers	3,085	3,506	14%	341	\$24.60	Bachelor's degree

SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
53-3032	Heavy and Tractor-Trailer Truck Drivers	27,709	30,469	10%	3,544	\$22.01	Postsecondary nondegree award
17-2112	Industrial Engineers	15,761	17,466	11%	1,220	\$47.11	Bachelor's degree
49-9041	Industrial Machinery Mechanics	8,596	9,414	10%	861	\$26.76	High school diploma or equivalent
15-1212	Information Security Analysts	1,395	1,635	17%	132	\$47.28	Bachelor's degree
27-1025	Interior Designers	1,142	1,459	28%	150	\$25.46	Bachelor's degree
27-3091	Interpreters and Translators	742	1,225	65%	142	\$21.74	Bachelor's degree
23-1011	Lawyers	11,125	11,820	6%	610	\$53.43	Doctoral or professional degree
43-4131	Loan Interviewers and Clerks	3,468	4,538	31%	479	\$21.28	High school diploma or equivalent
13-2072	Loan Officers	7,322	9,210	26%	842	\$36.90	Bachelor's degree
13-1081	Logisticians	4,948	5,880	19%	564	\$42.55	Bachelor's degree
13-1111	Management Analysts	8,995	9,747	8%	927	\$42.16	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	10,226	11,582	13%	1,199	\$33.25	Bachelor's degree
11-2021	Marketing Managers	3,018	3,182	5%	276	\$63.99	Bachelor's degree
31-9011	Massage Therapists	2,317	2,858	23%	346	\$20.74	Postsecondary nondegree award
17-2141	Mechanical Engineers	27,138	27,783	2%	1,771	\$45.52	Bachelor's degree
11-9111	Medical and Health Services Managers	5,500	6,371	16%	539	\$47.43	Bachelor's degree
49-9044	Millwrights	1,336	1,518	14%	145	\$34.97	High school diploma or equivalent
29-1171	Nurse Practitioners	2,060	2,710	32%	191	\$52.35	Master's degree
47-2073	Operating Engineers and Other Construction Equipment Operators	3,239	3,588	11%	398	\$29.11	High school diploma or equivalent
15-2031	Operations Research Analysts	1,164	1,367	17%	103	\$38.63	Bachelor's degree
29-1041	Optometrists	550	668	21%	31	\$66.61	Doctoral or professional degree
13-2052	Personal Financial Advisors	3,426	3,771	10%	299	\$42.27	Bachelor's degree
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	8,901	9,864	11%	776	\$32.56	Bachelor's degree
31-2021	Physical Therapist Assistants	1,202	1,519	26%	194	\$25.40	Associate degree

SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
29-1123	Physical Therapists	3,489	3,914	12%	201	\$41.69	Doctoral or professional degree
29-1071	Physician Assistants	1,629	1,888	16%	124	\$56.10	Master's degree
47-2152	Plumbers, Pipefitters, and Steamfitters	5,575	5,921	6%	649	\$34.47	High school diploma or equivalent
13-1198	Project Management Specialists and Business Operations Specialists, All Other	19,734	20,106	2%	1,506	\$37.46	Bachelor's degree
19-3039	Psychologists, All Other	603	751	25%	59	\$35.93	Master's degree
41-3031	Securities, Commodities, and Financial Services Sales Agents	5,670	6,530	15%	621	\$26.09	Bachelor's degree
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	24,384	25,929	6%	1,974	\$45.43	Bachelor's degree
29-1127	Speech-Language Pathologists	1,523	1,838	21%	131	\$37.67	Master's degree
15-2041	Statisticians	335	424	27%	36	\$38.51	Master's degree
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,658	4,308	18%	435	\$22.43	Bachelor's degree
11-3071	Transportation, Storage, and Distribution Managers	1,908	2,039	7%	162	\$47.21	High school diploma or equivalent
29-1131	Veterinarians	1,066	1,192	12%	50	\$46.43	Doctoral or professional degree

**Source:** Economic Modeling Specialists, Intl (EMS)

- The criteria used were a combination of projected growth, both numeric and percent, that showcased growth to be constant or positive for all occupations, sizable annual openings, and occupations that require above a high school diploma.
- Most of the top 30 emerging occupations require at least a bachelor's degree, or more education.

## In-Demand Middle Skills Occupations

Figure 3 represents occupations that show high real-time demand, provide relatively high wages, and require training or education beyond high school but less than a bachelor's degree. Wages are above the state median wage of \$18.60 per hour for each occupation, and most are also above the MWA-defined threshold for economic self-sufficiency in the city of Detroit, defined as about \$24 per hour. While the top current in-demand occupations generally require a bachelor's degree or higher education, many WIOA Planning Region 10 MWA customers seek shorter-term education or training to find work. Figure 3 provides a snapshot of the middle skills occupations available in WIOA Planning Region 10.

**Figure 3: WIOA Region 10's Top 50 Currently In-Demand Middle Skills Occupations**

SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,083	3,353	9%	326	\$23.78	High school diploma or equivalent	Long-term on-the-job training
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	1,048	1,080	3%	106	\$35.41	Associate degree	None
47-2031	Carpenters	10,432	10,690	2%	1,042	\$21.49	High school diploma or equivalent	Apprenticeship
53-2012	Commercial Pilots	509	552	9%	64	\$37.03	High school diploma or equivalent	Moderate-term on-the-job training
51-9162	Computer Numerically Controlled Tool Programmers	1,060	1,103	4%	124	\$26.37	Postsecondary nondegree award	Moderate-term on-the-job training
47-4011	Construction and Building Inspectors	1,691	1,759	4%	214	\$25.62	High school diploma or equivalent	Moderate-term on-the-job training
29-1292	Dental Hygienists	3,297	3,607	9%	270	\$33.42	Associate degree	None
29-2032	Diagnostic Medical Sonographers	1,166	1,224	5%	91	\$32.93	Associate degree	None
17-3023	Electrical and Electronic Engineering Technologists and Technicians	828	892	8%	89	\$31.09	Associate degree	None
49-9051	Electrical Power-Line Installers and Repairers	1,341	1,373	2%	128	\$40.19	High school diploma or equivalent	Long-term on-the-job training
47-2111	Electricians	10,378	11,631	12%	1,300	\$32.50	High school diploma or equivalent	Apprenticeship



SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
47-4021	Elevator and Escalator Installers and Repairers	373	401	8%	41	\$46.74	High school diploma or equivalent	Apprenticeship
43-3099	Financial Clerks, All Other	150	190	27%	23	\$23.00	High school diploma or equivalent	Short-term on-the-job training
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,320	6,621	5%	673	\$35.68	High school diploma or equivalent	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,948	5,981	1%	550	\$37.31	High school diploma or equivalent	None
51-1011	First-Line Supervisors of Production and Operating Workers	11,275	11,624	3%	1,203	\$32.93	High school diploma or equivalent	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,860	6,360	9%	713	\$25.27	High school diploma or equivalent	None
47-4041	Hazardous Materials Removal Workers	204	265	30%	36	\$26.32	High school diploma or equivalent	Moderate-term on-the-job training
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,747	3,892	4%	397	\$22.76	Postsecondary nondegree award	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	27,709	30,469	10%	3,544	\$22.01	Postsecondary nondegree award	Short-term on-the-job training
17-3026	Industrial Engineering Technologists and Technicians	1,963	2,023	3%	199	\$29.36	Associate degree	None
49-9041	Industrial Machinery Mechanics	8,596	9,414	10%	861	\$26.76	High school diploma or equivalent	Long-term on-the-job training
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,377	1,441	5%	159	\$22.39	High school diploma or equivalent	Long-term on-the-job training
47-2132	Insulation Workers, Mechanical	56	82	47%	10	\$27.43	High school diploma or equivalent	Apprenticeship
41-3021	Insurance Sales Agents	8,119	8,606	6%	810	\$24.41	High school diploma or equivalent	Moderate-term on-the-job training
43-4131	Loan Interviewers and Clerks	3,468	4,538	31%	479	\$21.28	High school diploma or equivalent	Short-term on-the-job training
49-9043	Maintenance Workers, Machinery	359	438	22%	44	\$23.45	High school diploma or equivalent	Long-term on-the-job training

SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
31-9011	Massage Therapists	2,317	2,858	23%	346	\$20.74	Postsecondary nondegree award	None
49-9044	Millwrights	1,336	1,518	14%	145	\$34.97	High school diploma or equivalent	Apprenticeship
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,164	1,253	8%	129	\$28.77	High school diploma or equivalent	Long-term on-the-job training
39-4031	Morticians, Undertakers, and Funeral Arrangers	565	595	5%	77	\$30.16	Associate degree	Long-term on-the-job training
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	3,102	3,797	22%	436	\$19.45	High school diploma or equivalent	Moderate-term on-the-job training
31-2011	Occupational Therapy Assistants	568	722	27%	95	\$24.26	Associate degree	None
43-9199	Office and Administrative Support Workers, All Other	959	1,037	8%	121	\$21.62	High school diploma or equivalent	Short-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	3,239	3,588	11%	398	\$29.11	High school diploma or equivalent	Moderate-term on-the-job training
23-2011	Paralegals and Legal Assistants	4,568	4,997	9%	559	\$24.60	Associate degree	None
37-2021	Pest Control Workers	461	581	26%	85	\$22.26	High school diploma or equivalent	Moderate-term on-the-job training
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	228	246	8%	26	\$35.58	High school diploma or equivalent	Moderate-term on-the-job training
31-2021	Physical Therapist Assistants	1,202	1,519	26%	194	\$25.40	Associate degree	None
47-2072	Pile Driver Operators	27	45	69%	6	\$32.09	High school diploma or equivalent	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	5,575	5,921	6%	649	\$34.47	High school diploma or equivalent	Apprenticeship
43-5061	Production, Planning, and Expediting Clerks	4,264	4,453	4%	470	\$27.46	High school diploma or equivalent	Moderate-term on-the-job training
41-9021	Real Estate Brokers	1,232	1,352	10%	124	\$33.51	High school diploma or equivalent	None
41-9022	Real Estate Sales Agents	3,852	4,215	9%	386	\$22.99	High school diploma or equivalent	Moderate-term on-the-job training
29-1126	Respiratory Therapists	1,830	1,971	8%	104	\$29.01	Associate degree	None
47-2221	Structural Iron and Steel Workers	641	679	6%	74	\$30.69	High school diploma or equivalent	Apprenticeship

SOC	Job Title	2020 Jobs	2030 Jobs	2020 - 2030 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
13-2082	Tax Preparers	753	832	10%	98	\$20.97	High school diploma or equivalent	Moderate-term on-the-job training
11-3071	Transportation, Storage, and Distribution Managers	1,908	2,039	7%	162	\$47.21	High school diploma or equivalent	None
15-1257	Web Developers and Digital Interface Designers	1,422	1,566	10%	123	\$30.01	Associate degree	None
51-4121	Welders, Cutters, Solderers, and Brazers	4,446	4,906	10%	558	\$20.35	High school diploma or equivalent	Moderate-term on-the-job training

Source: Economic Modeling Specialists, Intl (EMSI)

The next section presents an analysis of the knowledge, skills, and abilities needed in the above mentioned occupations. The tools and technologies, as well as the required certifications, are presented where available.

### Knowledge, Skills, and Abilities Needed in Industries and Occupations In-Demand

A close look at the WIOA Planning Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories including: Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. It is critical to understand what knowledge, skills, and abilities, and what tools and technologies, and certifications (if available) are expected of successful job candidates in these occupations.

These occupations all require a solid foundation in basic skills, such as reading, communication, math, and cognitive abilities that influence the acquisition and application of knowledge in problem-solving. Most require active learning and critical thinking skills. In addition, these occupations require workers to possess technical skills and knowledge related to their specific occupational discipline and to master certain tools and technologies and even achieve specific certifications.

### **Healthcare Practitioner and Technical Occupations**

#### *Knowledge, Skills, and Abilities*

Knowledge of the information and techniques needed to diagnose and treat human injuries and diseases are important in all critical health care occupations. This includes knowledge of symptoms, treatment alternatives, drug properties and interactions, and preventive health care measures.

**Knowledge**

Medicine and Dentistry  
Biology  
Customer and Personal Service  
English Language  
Psychology

**Skills**

Active Listening  
Reading Comprehension  
Speaking  
Critical Thinking  
Monitoring

**Abilities**

Problem Sensitivity  
Oral Comprehension  
Oral Expression  
Deductive Reasoning  
Inductive Reasoning

***Tools, Technologies, and Certifications***

Tools and technologies related to Healthcare occupations include several that ensure quality in the delivery of health services as well as increasing efficiencies in delivery of care, such as electronic medical records and time management.

There are many certifications in Healthcare occupations as many careers involve licensure. Beyond occupational-specific requirements, important certifications are concentrated in particular areas of patient care.

**Tools and Technologies**

Quality Assurance  
Patient Electronic Medical Records  
Microsoft Office  
Time Management  
Quality Control

**Certifications**

Basic Life Support  
Certification in Cardiopulmonary Resuscitation  
Advanced Cardiac Life Support  
Pediatric Advanced Life Support  
Nurse Administration

**Information Technology Occupations*****Knowledge, Skills, and Abilities***

These positions require an important mix of technical, business, and problem-solving skills. Information technology jobs require knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming. Design and systems analysis skills are also vital.

Abilities for these occupations are typically related to computer usage and programming. For example, job seekers should have the ability for mathematical reasoning, number facility, and deductive reasoning.

**Knowledge**

Computer and Electronics  
Customer and Personal Service

**Skills**

Active Learning  
Reading Comprehension

**Abilities**

Mathematical Reasoning  
Number Facility

Mathematics	Complex Problem-Solving	Oral Comprehension
English Language	Critical Thinking	Problem Sensitivity
Design	Troubleshooting	Deductive Reasoning

### *Tools, Technologies, and Certifications*

Computer occupations have a number of technologies associated with them. Depending on the occupation, individuals employed in these occupations will need to know everything from traditional software packages to advanced computer programming languages, like Structured Query Language (SQL), Java, and Linux.

Similarly, there are numerous certifications associated with computer occupations. Often, certifications are specific to some software package or technology, like the Cisco Network Associate certification. In other instances, certifications are more general, like Project Management Professional (PMP). These and other certifications for Information Technology occupations are as follows:

<b><u>Tools and Technologies</u></b>	<b><u>Certifications</u></b>
Structured Query Language (SQL)	Web Services
Project Management	Top Secret Sensitive Compartmented Information
Software development	Project Management Professional (PMP)
Oracle Java	Certified Information Systems
Other programming languages	Cisco Network Associate (CCNA)

## **Architecture and Engineering Occupations**

### *Knowledge, Skills, and Abilities*

Architecture and Engineering occupations are both technical but also practical, so they require a mix of knowledge, skills, and abilities. Mechanical applications, mathematics, and the laws of physics are among the most important areas of knowledge for this category of occupations.

Skills needed involve making decisions after analyzing tremendous volumes of data and mathematical information. Leading skills are complex problem solving, critical thinking, and judgment and decision making.

<b><u>Knowledge</u></b>	<b><u>Skills</u></b>	<b><u>Abilities</u></b>
Engineering and Technology	Complex Problem Solving	Information Ordering
Design	Critical Thinking	Mathematical Reasoning
Mechanical	Active Listening	Written

Mathematics  
Physics

Judgment and Decision-Making  
Operations Analysis

Deductive Reasoning  
Visualization

### *Tools, Technologies, and Certifications*

Many Architecture and Engineering occupations are expected to employ tools and technologies targeted at improving quality and reducing defects or inefficiencies, like Quality Assurance and Six Sigma aimed at quality improvement.

Similarly, certification for Engineers and other occupations in the category are also concentrated in quality improvement. In addition, some certifications deal with standards, like certifications in American National Standards (ANSI) or National Electrical Code (NEC) and Environmental Protection Agency (EPA) standards.

#### **Tools and Technologies**

Project Management  
Microsoft Office  
Product Development  
Quality Assurance (QA)  
Six Sigma

#### **Certifications**

Accreditation Board for Engineering and Technology (ABET)  
American National Standards (ANSI)  
American Society for Quality (ASQ)  
National Electrical Code (NEC)  
Environmental Protection Agency standards (EPA)

## **Business and Financial Occupations**

### *Knowledge, Skills, and Abilities*

Occupations found in this category will require workers to possess skills such as communication, critical thinking, and time management. These workers must also be able to establish and maintain cooperative working relationships with others and have knowledge of economic and accounting principles and practices, the financial markets, banking and the analysis and reporting of financial data.

#### **Knowledge**

Mathematics  
Economics and Accounting  
Customer and Personal Service  
English Language  
Personal and Human Resources

#### **Skills**

Active Listening  
Critical Thinking  
Judgment and Decision-Making  
Reading Comprehension

#### **Abilities**

Oral Comprehension  
Written Comprehension  
Problem Sensitivity  
Deductive Reasoning  
Information Ordering

### *Tools, Technologies, and Certifications*

Most of the occupations in this category will need to use office productivity software like Microsoft Office for documents, spreadsheets, publications, and database administration.

In addition to productivity software, many tools and technologies for business and financial occupations involve risk management and even technical proficiencies like Generally Accepted Accounting Principles.

Many certifications in this area are occupation specific, like Certified Public Accountant (CPA) and Series 7, which allow individuals to practice their trade in conformity with state and federal licensure requirements.

#### **Tools and Technologies**

Microsoft Office  
Business Development  
Risk Management  
Project Management  
Generally Accepted Accounting Principles

#### **Certifications**

Certified Public Accountant (CPA)  
Financial Industry Regulatory Authority (FIRA)  
Certified Internal Auditor (CIA)  
General Securities Representative Exam (Series 7)  
Chartered Financial Analyst (CFA)

### **Management and Supervisory Occupations**

#### *Knowledge, Skills, and Abilities*

Occupations found in this category will require workers to possess skills such as speaking, active listening, and critical thinking. Workers must also have knowledge of administration and management and of personnel and human resources. These workers ought to have the ability to express and comprehend oral and written communication.

#### **Knowledge**

Administration and Management  
Customer and Personal Service  
English Language  
Personnel and Human Resources  
Mathematics

#### **Skills**

Speaking  
Active Listening  
Critical Thinking  
Reading Comprehension  
Coordination

#### **Abilities**

Oral Expression  
Oral Comprehension  
Written Comprehension  
Problem Sensitivity  
Written Expression

### *Tools and Technologies*

Most of the occupations in this category must use office productivity software like Microsoft Office for documents and spreadsheets.

#### **Tools and Technologies**

Spreadsheet software

Personal computers

Electronic mail software

Word processing software

Notebook computers

### **Education and Training Alignment with Industries and Occupations**

*Information regarding the employment needs of employers, including how education and training align with targeted industries and occupations.*

A close look at the WIOA Planning Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. Moreover, nine of the top 15 existing in-demand, high-wage occupations in WIOA Planning Region 10 require a bachelor's degree for entry-level openings. Figure 4 shows the number of programs available in WIOA Planning Region 10 for each of the top 25 existing in-demand occupations.

*Note: The data in Figure 4 does not necessarily encompass all the education and training opportunities for each occupation in WIOA Planning Region 10. Rather, it provides a snapshot based on the data available within the Michigan Training Connect portal.*

**Figure 4:** Education Opportunities for the Top 25 Existing In-Demand Occupations  
in WIOA Planning Region 10

SOC	Job Title	Annual Openings	2020 Jobs	2021 Jobs	2020-2022 % Change	Median Hourly Earnings	Typical Entry Level Education	Programs Available
17-2051	Civil Engineers	1,540	3,307	3,450	217	\$37.15	Bachelor's degree	No programs
27-1021	Commercial and Industrial Designers	1,583	2,349	2,447	108	\$41.24	Bachelor's degree	No programs
11-9021	Construction Managers	2,289	4,382	4,605	331	\$35.24	Bachelor's degree	2 Associate 1 Certificate



SOC	Job Title	Annual Openings	2020 Jobs	2021 Jobs	2020-2022 % Change	Median Hourly Earnings	Typical Entry Level Education	Programs Available
29-1292	Dental Hygienists	759	3,297	3,722	398	\$33.42	Associate degree	2 Associate
29-1021	Dentists, General	510	1,682	1,855	160	\$102.51	Doctoral or professional degree	No programs available
47-2111	Electricians	1,043	10,378	11,060	791	\$32.50	High school diploma or equivalent	2 Bachelor's 2 Associate 7 Certifications
11-3031	Financial Managers	4,131	7,916	8,219	460	\$64.39	Bachelor's degree	2 Bachelor's 1 Certificate
51-1011	First-Line Supervisors of Production and Operating Workers	2,915	11,275	11,933	604	\$32.93	High school diploma or equivalent	No programs
11-1021	General and Operations Managers	6,627	28,237	29,030	758	\$52.95	Bachelor's degree	3 Bachelor's
17-2112	Industrial Engineers	4,884	15,761	16,595	994	\$47.11	Bachelor's degree	2 Bachelor's 2 Associate 7 Certifications
11-3051	Industrial Production Managers	1,844	4,735	4,947	190	\$57.16	Bachelor's degree	No programs
15-1212	Information Security Analysts	1,967	1,395	1,439	75	\$47.28	Bachelor's degree	1 Associate 2 Bachelor's 2 Certificate
23-1011	Lawyers	1,793	11,125	11,366	304	\$53.43	Doctoral or professional degree	No programs
13-2072	Loan Officers	1,828	7,322	7,943	917	\$36.90	Bachelor's degree	No programs
13-1081	Logisticians	1,665	4,948	5,124	300	\$42.55	Bachelor's degree	1 Certificate
13-1111	Management Analysts	4,626	8,995	9,211	321	\$42.16	Bachelor's degree	No programs
13-1161	Market Research Analysts and Marketing Specialists	3,731	10,226	10,517	455	\$33.25	Bachelor's degree	3 Bachelor's 2 Associate 1 Certification
17-2141	Mechanical Engineers	3,356	27,138	27,885	789	\$45.52	Bachelor's degree	2 Bachelor's
11-9111	Medical and Health Services Managers	6,822	5,500	5,638	239	\$47.43	Bachelor's degree	8 Certifications
29-1171	Nurse Practitioners	1,448	2,060	2,203	214	\$52.35	Master's degree	No programs
15-2031	Operations Research Analysts	1,674	1,164	1,201	62	\$38.63	Bachelor's degree	No programs

SOC	Job Title	Annual Openings	2020 Jobs	2021 Jobs	2020-2022 % Change	Median Hourly Earnings	Typical Entry Level Education	Programs Available
29-1041	Optometrists	175	550	605	66	\$66.61	Doctoral or professional degree	No programs
29-1071	Physician Assistants	559	1,629	1,706	102	\$56.10	Master's degree	No programs
29-1127	Speech-Language Pathologists	3,390	1,523	1,582	89	\$37.67	Master's degree	No programs
29-1131	Veterinarians	612	1,066	1,114	67	\$46.43	Doctoral or professional degree	No programs

Source: Bureau of Labor Statistics, Economic Modeling Specialists, Intl (EMSI), MiTC

- Industrial Engineers and Electricians have the most available education programs in Region 10 with two Bachelor degree options, two Associate degree options, and seven certification programs.
- Medical and Health Services Managers have the most certifications with eight in WIOA Planning Region 10.
- The in-demand skilled trade positions in Figure 4 have a strong number of certifications programs and apprenticeships available in WIOA Planning Region 10.
- Overall, WIOA Planning Region 10's education and training program availability is strong with a number of colleges and universities in the area.

## Workforce Analysis

*An analysis of the current workforce in the region, including employment/ unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment.*

The City of Detroit's population is currently well below the regional average educational attainment, according to 2018 data from the Census Bureau displayed in Figure 5, below. In the City of Detroit, 16.4 percent of individuals hold a bachelor's degree or higher, compared to 30.0 percent in the state as a whole. In addition, the educational attainment rate (Bachelor's or higher) in Oakland County is 48.0 percent, one of the highest rates in the State of Michigan, while the rates in Wayne, Monroe, St. Clair, and Macomb counties are 25.2 percent, 21.0 percent, 19.1 percent and 25.9 percent, respectively. The current educational attainment levels in the City of Detroit, WIOA Planning Region 10, and the state of Michigan do not align with increasing

employer needs. Too few individuals are prepared for in-demand jobs as more and more employers require higher skills for employment.

**Figure 5: Educational Attainment**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Population 25 years and over	6,853,674	616,561	106,143	890,456	113,357	1,184,918	437,572	2,911,435
High school graduate or higher, number of persons, age 25 years+, 2014-2018	6,257,361	557,903	97,039	840,156	103,606	1,032,733	358,323	2,631,437
High school graduate or higher, percent of persons, age 25 years+, 2014-2018	91.3%	90.5%	91.4%	94.4%	91.4%	87.2%	81.9%	90.4%
Bachelor's degree or higher, number of persons, age 25 years+, 2014-2018	2,055,131	159,835	22,341	427,086	21,650	299,012	71,552	929,924
Bachelor's degree or higher, percent of persons, age 25 years+, 2014-2018	30.0%	25.9%	21.0%	48.0%	19.1%	25.2%	16.4%	31.9%

**Source:** 2016-2020 ACS Five-Year Estimates

The most recent labor force participation rate shows Macomb and Oakland counties well above the state average of 61.4 percent, and the City of Detroit well below. These rates have been consistently declining with fewer individuals of working age participating in the labor force over time. This is not a phenomenon unique to Michigan; much of the United State is seeing the same drop in labor force participation. However, the problem is exacerbated in Michigan by an aging workforce, slow population growth, and increasing employer demand for skilled workers. Figure 6 highlights these values.

**Figure 6: Labor Force Participation Rates**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population 16 years +	8,070,619	710,009	122,171	1,024,743	130,683	1,384,920	523,622	3,372,526
In civilian labor force, count of population age 16 years+, 2014-2018	4,956,499	451,612	74,018	678,315	78,124	820,931	286,678	2,103,000
In civilian labor force, percent of population age 16 years+, 2014-2018	61.4%	63.6%	60.6%	66.2%	59.8%	59.3%	54.7%	62.4%

Source: 2016-2020 ACS Five-Year Estimates

At approximately 21 percent, the unemployment rate for youth is significantly larger than the overall unemployment rate of 7.1 percent in WIOA Planning Region 10. To a lesser degree, the same is true for African American individuals.

**Figure 7: Civilian Labor Force by Demographic Group – 2020**  
WIOA Planning Region 10

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16+	2,103,000	1,964,237	138,763	7.1%
Sex				
Male 16+	1,098,259	1,022,401	75,858	7.4%
16-19	42,632	33,330	9,302	27.9%
20-24	102,628	89,230	13,398	15.0%
25-54	701,819	661,138	40,681	6.2%
55-64	191,109	181,840	9,269	5.1%
65 Plus	60,071	56,863	3,208	5.6%
Female 16+	1,004,741	941,836	62,905	6.7%
16-19	42,966	35,744	7,222	20.2%
20-24	98,669	86,849	11,820	13.6%
25-54	634,534	599,416	35,118	5.9%
55-64	176,815	170,062	6,753	4.0%
65 Plus	51,757	49,765	1,992	4.0%

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Race				
White	1,469,502	1,398,817	70,685	5.1%
Black/African American	440,634	385,061	55,573	14.4%
Native American	5,717	5,266	451	8.6%
Asian	103,059	98,725	4,334	4.4%
Native Hawaiian / Pacific Islander	577	577	0	0.0%
Some Other Race	24,894	22,812	2,082	9.1%
Two or More Races	60,835	54,948	5,887	10.7%
Ethnicity				
Hispanic	91,636	84,545	7,091	8.4%

Source: 2016-2020 ACS Five-Year Estimates

**Figure 8: Labor Market Trends – 2015 - 2021**  
WIOA Planning Region 10

**Figure 8a: Labor Force, Persons**

Geography	2015	2017	2019	2021	2015–2021 Numeric Change	2015–2021 Percent Change
WIOA Planning Region 10	1,956,288	2,051,715	2,096,820	2,044,249	87,961	4.5%
Macomb	420,070	442,859	452,587	439,812	19,742	4.7%
Monroe	76,585	76,078	75,785	72,149	(4,436)	(5.8%)
Oakland	630,756	665,629	682,088	660,330	29,574	4.7%
St. Clair	72,569	75,220	76,499	74,255	1,686	2.3%
Wayne	756,308	791,929	809,861	797,703	41,395	5.5%
Michigan	4,760,000	4,911,000	4,969,000	4,776,000	16,000	0.3%
United States	157,130,000	160,320,000	163,539,000	161,204,000	4,074,000	2.6%

**Figure 8b: Employment, Persons**

Geography	2015	2017	2019	2021	2015–2021 Numeric Change	2015–2021 Percent Change
WIOA Planning Region 10	1,842,799	1,958,470	2,004,647	1,914,975	72,176	3.9%
Macomb	396,168	423,607	432,975	413,707	17,539	4.4%
Monroe	73,051	72,490	72,901	67,809	(5,242)	(7.2%)

Geography	2015	2017	2019	2021	2015–2021 Numeric Change	2015–2021 Percent Change
Oakland	601,330	642,418	658,244	629,457	28,127	4.7%
St. Clair	67,674	71,414	72,675	69,862	2,188	3.2%
Wayne	704,576	748,541	767,852	734,140	29,564	4.2%
Michigan	4,502,000	4,686,000	4,766,000	4,496,000	(6,000)	(0.1%)
United States	148,834,000	153,337,000	157,538,000	152,581,000	3,747,000	2.5%

**Figure 8c: Unemployment, Persons**

Geography	2015	2017	2019	2021	2015–2021 Numeric Change	2015–2021 Percent Change
WIOA Planning Region 10	113,489	93,245	92,173	129,274	15,785	14.0%
Macomb	23,902	19,252	19,612	26,105	2,203	9.2%
Monroe	3,534	3,588	2,884	4,340	806	22.8%
Oakland	29,426	23,211	23,844	30,873	1,447	4.9%
St. Clair	4,895	3,806	3,824	4,393	(502)	(10.3%)
Wayne	51,732	43,388	42,009	63,563	11,831	22.9%
Michigan	258,000	225,000	203,000	280,000	22,000	8.5%
United States	8,296,000	6,982,000	6,001,000	8,623,000	327,000	3.9%

**Figure 8d: Unemployment Rate, Percent**

Geography	2015	2017	2019	2021	2015–2021 Numeric Change
WIOA Planning Region 10	6.2%	4.8%	4.6%	6.8%	0.6%
Macomb	5.7%	4.3%	4.3%	5.9%	0.2%
Monroe	4.6%	4.7%	3.8%	6.0%	1.4%
Oakland	4.7%	3.5%	3.5%	4.7%	0.0%
St. Clair	6.7%	5.1%	5.0%	5.9%	(.08%)
Wayne	6.8%	5.5%	5.2%	8.0%	1.2%
Michigan	5.4%	4.6%	4.1%	5.9%	0.5%
United States	5.3%	4.4%	3.7%	5.3%	0.0%

**Source:** DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

## Workforce Development Activities

*An analysis of workforce development activities in the region, including available education and training opportunities. This analysis must include the strengths and weaknesses of workforce development activities in the region and the region's capacity to provide the workforce development activities necessary to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers in the region.*

Skill gap issues exist within WIOA Planning Region 10 and currently range from a lack of talent to fill jobs related to new technology, to increasing numbers of skilled workers leaving the workforce for retirement. The following gaps are top priorities for the MWAs in WIOA Planning Region 10 to address:

- *Aging workers leaving the workforce and taking skilled knowledge with them:* the MWAs in the region are working together on several grants to encourage more apprenticeship programs with employers. This will help younger workers learn from more experienced workers and will ensure that companies do not lose important knowledge.
- *Educational attainment not matching employer needs:* the MWAs are encouraging workers and job seekers to pursue career pathways that lead to industry-recognized, portable, stackable credentials, so that these individuals can fill in-demand jobs and increase their earnings.
- *Job seekers and entry-level workers lack the employability skills necessary for successful employment:* the MWAs in the region are collaborating with non-profits and other local programs to train job seekers in employability skills, making it more likely that they gain and retain employment.
- *Workers need to be upskilled for new technologies:* the MWAs and partners in the region are continuing to encourage employers to use state and federal workforce programs that will help them upskill their current workers, increasing worker retention and wages.

### Strengths and Weaknesses

To help inform this plan, core partners from WIOA Planning Region 10 were sent a questionnaire to get their input on workforce system strengths and weaknesses and the region's capacity to provide needed workforce development activities. What follows are the questions asked and a summary of the types of comments received.

**Question 1: Identify regional strengths and weaknesses of WIOA Title I program activities (Adult, Dislocated Worker and Youth formula programs, Job Corp, YouthBuild) and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.**

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> <li>• Title I performance goals consistently met.</li> <li>• Increased online presence and access to automated services.</li> <li>• Local MWAs within the region are working to be more creative with program design.</li> <li>• MWAs in all three WIOA Planning Regions have embraced a demand-driven approach.</li> <li>• All MWAs are funding and supporting more short-term training programs.</li> <li>• Community colleges are providing many high-quality learning opportunities.</li> <li>• MWAs in WIOA Planning Regions 6, 9, and 10 work closely with community colleges to plan, fund, and support high demand programming.</li> <li>• MWAs in all three regions partner to provide braided funding to help move job seekers from training to employment.</li> <li>• The MWAs in WIOA Planning Regions 6, 9, and 10 have formed a Business Services Network that meets to discuss best practices and create protocols for working with employers.</li> <li>• MWAs and partners from all three regions participate in joint training opportunities offered by SEMWAC, WIN,</li> </ul>	<ul style="list-style-type: none"> <li>• Additional training is needed for front-line staff.</li> <li>• The lack of capacity and funding to provide Temporary Work Experiences.</li> <li>• The lack of capacity of training providers to provide training for in-demand curriculum related to infrastructure and mobility.</li> <li>• The lack of workforce system capacity, including not enough case managers to remove participants' barriers.</li> <li>• The lack of capacity and funding for all Title I programs to be successful.</li> <li>• The ability to comply with ADA standards in a virtual world.</li> <li>• MWAs are not always able to meet the needs of individuals with barriers.</li> <li>• Inflexibility in programs makes it difficult to serve certain special populations.</li> <li>• Employer involvement is not always as strong as it needs to be.</li> <li>• There is a disconnect between the labor pool and employer demand. Many in-demand jobs require advanced training that workforce programs cannot fund.</li> <li>• This disconnect impacts recruitment as well, as it pertains to employers having opportunities for talent to train.</li> </ul>



Regional Strengths	Regional Weaknesses
<p>the Michigan Works Association, and the State.</p> <ul style="list-style-type: none"> <li>• MWAs augment USDOL and MiLMI data with real-time and other labor information to help make sound workforce decisions.</li> <li>• Information is shared across all MWAs to reduce overlap with employers.</li> <li>• Many highly skilled job seekers are served at American Job Centers.</li> </ul>	<ul style="list-style-type: none"> <li>• Transportation issues are a consistent struggle. Many workers are not close to job opportunities and do not have access to vehicles or public transportation.</li> <li>• The cost of childcare, and the lack of childcare providers, is the main reason for absenteeism.</li> <li>• Many current clients MWAs work with are the hardest to serve.</li> <li>• MWAs do not have enough funds for employability or soft skills training, which are often what workers need the most.</li> <li>• Performance outcomes often do not measure jobs created by entrepreneurs and contract employees.</li> <li>• Current funding streams create unnecessary competition between MWAs and their partners. Funding requirements restrict regional sharing and partnering.</li> <li>• There is a perception by some that clients served by MWAs are unemployable.</li> <li>• Performance metrics create disincentives to serve job seekers facing multiple barriers to employment.</li> </ul>

**Question 2: Identify regional strengths and weaknesses of WIOA Title II program activities (Adult Education and Literacy programs), administered by DOL, and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.**

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> <li>• The region is very connected, helping to bring partners and programs together.</li> </ul>	<ul style="list-style-type: none"> <li>• The lack of adult education programming capacity and funding is a prevalent issue.</li> </ul>

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> <li>• ESL programming is helping many English language learners secure employment.</li> <li>• Many new regional partnerships and programs are getting started in this area.</li> <li>• Adult education partners are reaching out more to MWAs about available programming opportunities.</li> <li>• Employment has become the primary goal of adult education versus just earning credentials.</li> <li>• As WIOA Title II is implemented, Adult Ed partners are getting more actively engaged in developing regional solutions.</li> <li>• More comprehensive foundational skills strategies are being developed in some parts of the region.</li> </ul>	<ul style="list-style-type: none"> <li>• The lack of access to UIA participants to enable proactive communication.</li> <li>• There is not enough funding, creating many gaps for where services are available.</li> <li>• Some Adult Education programs follow a traditional K-12 model and are not necessarily designed for adult learners.</li> <li>• Required metrics do not align with reality.</li> <li>• The central cities, rural areas, and older, ring suburbs with declining school age populations, have underperforming K-12 systems, resulting in extensive needs for many young adults.</li> <li>• Demand for adult services exceeds the MWAs' capacity to address.</li> <li>• Many schools in the region are not producing graduates with the right skills needed to sustain employment.</li> <li>• Some Adult Education programs are not designed to meet current employer needs.</li> <li>• Participant retention, due mainly to a lack of reliable transportation and child care.</li> <li>• Client assessment is inconsistent between agencies.</li> <li>• The need for more employers to provide summer work experiences.</li> </ul>

**Question 3: Identify regional strengths and weaknesses of WIOA Title III program activities (Wagner Peyser Act employment services) and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers in the region.**

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> <li>• The Michigan model of fully integrated American Job Centers is a strength.</li> <li>• Locally provided workforce services, wrap-around services, and braided funding help MWAs serve job seekers.</li> <li>• MWAs in WIOA Planning Regions 6, 9 and 10 have created an innovative system for programming that helps provide short-term demand driven training.</li> <li>• Examples of successful short-term employment services programs include boot camps, creative workshops, and in-house classes.</li> <li>• Employment Services curriculum and program resources are often shared across MWAs in all three planning regions.</li> <li>• Examples of shared resources include business services techniques, labor market information, and joint staff training.</li> </ul>	<ul style="list-style-type: none"> <li>• It is difficult to serve all special populations with current levels of funding and resources.</li> <li>• Meeting the diverse needs of all customers is difficult even with information sharing and resource sharing.</li> <li>• MWA staff does not have the capacity to be experts in serving all types of special populations.</li> <li>• The MWAs have some expertise but must collaborate more with other organizations to better serve special populations.</li> <li>• Many of the hardest-to-serve do not have skills needed to meet employer demand.</li> <li>• Participant retention, due to a lack of reliable transportation and child care.</li> <li>• Capacity to develop OJT's and apprenticeships.</li> </ul>

**Question 4: Identify regional strengths and weaknesses of WIOA Title IV program activities (Michigan Rehabilitation Services (MRS) and Bureau of Services for Blind Persons (BSBP)) and the regional capacity of these program activities to address educational and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.**

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> <li>• Engaging diverse customers with multiple barriers.</li> <li>• Partnerships and braided funding are a consistent success, especially with MRS.</li> </ul>	<ul style="list-style-type: none"> <li>• MRS staff is no longer co-located in all American Job Centers, making partnering more difficult.</li> </ul>

Regional Strengths	Regional Weaknesses
<ul style="list-style-type: none"> <li>• MRS and BSBP are meeting directly with MWA staff more often and participating in the regions' Business Services Network.</li> <li>• MRS and BSBP have been conducting training sessions for MWA frontline staff.</li> <li>• There is more collaboration with Veterans organizations to make sure Veterans are engaged in MWA initiatives.</li> <li>• The ability of both agencies to generate financial resources through third party agreements that can help with programming and training.</li> </ul>	<ul style="list-style-type: none"> <li>• MWAs and MRS do not always collaborate enough to serve the diversity of individuals using the system.</li> <li>• Need to collaborate more with partners on capacity building, information sharing, and working with hard-to-serve populations.</li> <li>• MWAs have concerns about duplicating employer outreach and engagement efforts with MRS.</li> <li>• Accessibility remains a concern for those who use the JAWS software.</li> <li>• Regional transportation challenges have a negative impact on employability.</li> </ul>

**Question 5: Identify any possible strategies or activities the regions could explore or engage in to build on these strengths or address weaknesses.**

**The MWAs in planning regions 6, 9, and 10 identified the following possible strategies or activities:**

1. MWAs and core partners will continue to work towards common metrics across the system to ensure successful strategic partnerships.
2. MWAs and core partners will continue to think regionally and develop better strategies about how to allocate resources to address the most critical needs of both job seekers and businesses.
3. MWAs will continue to explore and develop more regional strategies with core partners.

## Important Industry Sectors in WIOA Region 10

*An analysis of what sectors/industries are considered mature but still important to the regional economy, current and in-demand, and which are considered emerging in the regional economy.*

Figure 9 highlights the top 15 most in-demand industry sectors (2-digit NAICS level) in WIOA Planning Region 10. In-demand is defined as those industries with the highest number of job postings during the past two years and growing with an average annual wage over \$35,000. This average wage aligns with that used in the regional in-demand and emerging industries in the Michigan's WIOA Unified State Plan. A variety of occupations exist within the local industries, which offer wages dependent on tenure and other factors. While the industry average is an important wage factor to consider, the wages paid to workers in each occupation are a more relevant metric for workforce development. See Figures 1 and 2 for more detail on occupations. The 2020 employment levels for the highlighted industries in WIOA Planning Region 10 are also shown in Figure 9.

**Figure 9: WIOA Region 10's Top 15 In-Demand Industries**

NAICS	Industry	2020 Job Postings	2020 Jobs	2022 Jobs	2020 - 2022 Change	2020 - 2022 % Change	Avg. Earnings Per Job
11	Agriculture, Forestry, Fishing and Hunting	553	3,897	4,487	589	15%	\$44,437
22	Utilities	2,191	8,505	8,447	(58)	(1%)	\$207,508
23	Construction	12,397	88,371	93,462	5,091	6%	\$78,359
31	Manufacturing	64,094	217,317	233,459	16,143	7%	\$92,500
42	Wholesale Trade	20,129	73,692	72,626	(1,066)	(1%)	\$107,401
44	Retail Trade	74,814	189,449	193,245	3,796	2%	\$46,912
48	Transportation and Warehousing	20,657	85,016	90,002	4,987	6%	\$69,121
52	Finance and Insurance	25,786	87,078	93,135	6,058	7%	\$117,187
53	Real Estate and Rental and Leasing	11,412	33,084	33,849	765	2%	\$72,622
54	Professional, Scientific, and Technical Services	63,168	200,676	203,753	3,077	2%	\$115,037
56	Administrative and Support and Waste Management and Remediation Services	84,331	116,954	121,288	4,334	4%	\$57,834
62	Health Care and Social Assistance	84,927	270,381	271,425	1,045	0%	\$70,655
71	Arts, Entertainment, and Recreation	9,238	21,010	21,871	860	4%	\$61,877
81	Other Services (except Public Administration)	15,498	89,019	92,018	3,000	3%	\$36,586
99	Unclassified Industry	178,865	3,743	4,332	589	16%	\$60,422

Source: EMSI; DTMB, Bureau of Labor Market Information and Strategic Initiatives

Figure 10 highlights the top emerging industries in WIOA Planning Region 10. Emerging industries are those with a high growth (numeric and percent) expected over the next ten years, through 2030, and a high number of annual openings through 2030.

**Figure 10: WIOA Region 10 Top 15 Emerging Industries**

NAICS	Description	2020 Jobs	2030 Jobs	2020 - 2030 Change	2020 - 2030 % Change	Avg. Earnings Per Job
11	Agriculture, Forestry, Fishing and Hunting	3,897	5,222	1,324	34%	\$44,437
21	Mining, Quarrying, and Oil and Gas Extraction	988	914	(74)	(8%)	\$107,762
22	Utilities	8,505	7,503	(1,002)	(12%)	\$207,508
23	Construction	88,371	95,228	6,856	8%	\$78,359
31	Manufacturing	217,317	227,085	9,769	4%	\$92,500
42	Wholesale Trade	73,692	68,236	(5,455)	(7%)	\$107,401
48	Transportation and Warehousing	85,016	96,551	11,535	14%	\$69,121
52	Finance and Insurance	87,078	99,013	11,935	14%	\$117,187
53	Real Estate and Rental and Leasing	33,084	34,407	1,323	4%	\$72,622
54	Professional, Scientific, and Technical Services	200,676	203,531	2,855	1%	\$115,037
55	Management of Companies and Enterprises	49,344	47,714	(1,630)	(3%)	\$158,064
62	Health Care and Social Assistance	270,381	270,766	385	0%	\$70,655
71	Arts, Entertainment, and Recreation	21,010	21,663	653	3%	\$61,877
81	Other Services (except Public Administration)	89,019	94,493	5,474	6%	\$36,586
99	Unclassified Industry	3,743	5,569	1,826	49%	\$60,422

**Source:** EMSI; DTMB, Bureau of Labor Market Information and Strategic Initiatives

## Geographic Factors

*A discussion of geographic factors (inherent geographic advantages or disadvantages) that may impact the regional economy and the distribution of employers, population, and service providers within the region.*

WIOA Planning Region 10 is a relatively small geographic area representing about 3,230 square miles. The most recent Census estimate puts the region's population at 4.24 million, 42.2% of the state's population. WIOA Planning Region 10 is also home to 43.3% of the state's business establishments and 44.6% of the state's employed population. The region is dense compared to the state. WIOA Planning Region 10 has an average of 1,324 individuals per square mile, compared to the state average of 175 individuals per square mile.

Most workers in the region commute to some degree. Nearly 58.2 percent of workers travel more than 10 miles to their jobs each direction, and 20.4 percent travel more than 25 miles each direction, according to data from the LODES survey and Census OnTheMap. The average travel time to work in the region was about 27.1 minutes each direction. This is just above the state average of 24.6 minutes each direction. While the travel time across WIOA Planning Region 10 does not vary much from the City of Detroit to the outer counties, the means of travel does differ. The typical Detroit household has only one, if any, vehicles available for travel to and from work, while the typical household in WIOA Planning Region 10 outside of Detroit has two vehicles available, according to American Community Survey data. Also, of note are the housing ownership and vacancy rates in WIOA Planning Region 10's communities. Census data shows that in 2020 almost 24.5 percent of housing units in the City of Detroit are vacant, although estimates from city sources note that the rate must be much higher. Census data shows that the rate in WIOA Planning Region 10, however, are just 9.8 percent on average. The disparity between the City of Detroit and the other communities in the region cannot be overemphasized.

The region is heavily concentrated and well connected by highways. However, for workers without regular access to a vehicle, traveling to employment may be difficult as the region lacks a comprehensive transit system. Most available jobs for individuals with lower-than-average education (typical of job seekers in the City of Detroit and other dense, low-income populations) are located outside of the city limits in the outlying counties, which are not effectively connected by public transit. According to OnTheMap data, only 26.3 percent of Detroiters live and work in the city. Almost 73.3 percent commute outside of the city for their primary job, and 9.2 percent commute more than 50 miles each direction for work. Oakland County is vastly different, however; 56.8 percent of the population lives and works in the county and only 7.2 percent of those who travel commute more than 50 miles each direction for work.

## Demographic Characteristics

*The demographic characteristics of the current workforce and how the region's demographics are changing in terms of population, labor supply, and occupational demand.*

WIOA Planning Region 10's geographic make-up is unique in Michigan. It is home to not only the largest city (which is also one of the poorest), but it is also home to some of the wealthiest and most populated communities in the state. The City of Detroit represents exceptional challenges in the region.

Most job opportunities available in close geographic reach for Detroiters and those in the region without reliable transportation are inaccessible for other reasons. The fastest growing jobs and the most hiring in the region are in occupations that require post-secondary training and often a bachelor's degree. There is a strong mismatch between the jobs available, in particular the highest demand jobs shown in figures 1 through 3 which consistently require at least a college degree, and the current talent pool's skill and education level, in which about 30 percent of WIOA planning region 10 workers have a college degree. See figure 5 for education attainment information.

Figure 11 highlights the population demographics of the region. The region is ethnically diverse with a higher concentration of ethnic minorities than the state on average. This is particularly true in Wayne County and the City of Detroit.

**Figure 11: Population Demographics**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population	9,973,907	870,893	150,000	1,255,340	159,285	1,753,059	672,351	4,188,577
White	7,735,902	695,298	140,412	926,699	148,453	917,413	96,778	2,828,275
White Percent of Total	77.6%	79.8%	93.6%	73.8%	93.2%	52.3%	14.4%	67.5%
Black or African American	1,360,149	103,084	3,620	166,988	3,767	671,837	518,088	949,296
Black or African American Percent of Total	13.6%	11.8%	2.4%	13.3%	2.4%	38.3%	77.1%	22.7%
American Indian and Alaska Native	50,035	2,505	431	2,863	261	5,936	2,727	11,996
American Indian and Alaska Native Percent of Total	0.5%	0.3%	0.3%	0.2%	0.2%	0.3%	0.4%	0.3%
Asian	316,844	36,410	777	96,751	800	59,977	12,614	194,715
Asian Percent of Total	3.2%	4.2%	0.5%	7.7%	0.5%	3.4%	1.9%	4.6%



	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Native Hawaiian and Other Pacific Islander	3,117	619	2	313	52	426	106	1,412
Native Hawaiian and Other Pacific Islander, Percent of Total	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or more races	376,280	27,685	3,886	48,468	4,931	57,817	16,329	142,787
Two or more races, Percent of Total	3.8%	3.2%	2.6%	3.9%	3.1%	3.3%	2.4%	3.4%
Hispanic or Latino	521,203	23,551	5,527	53,779	5,531	106,070	52,077	194,458
Hispanic or Latino Percent of Total	5.2%	2.7%	3.7%	4.3%	3.5%	6.1%	7.7%	4.6%
White alone, not Hispanic or Latino	7,428,622	680,560	136,372	892,678	144,725	862,696	74,015	2,717,031
White alone, not Hispanic or Latino Percent of Total	74.5%	78.1%	90.9%	71.1%	90.9%	49.2%	11.0%	64.9%

Source: 2016-2020 ACS Five-Year Estimates

Figure 12 highlights the veteran population within the region. WIOA Planning Region 10 is home to a large veteran population. As of 2020, 36.4 percent of the state's veterans lived in the region, including 4.8 percent specifically in the City of Detroit.

**Figure 12: Veteran Population**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Civilian Population 18+	7,807,607	686,669	117,869	991,908	125,986	1,337,518	505,438	3,245,992
Veterans, 2016-2020	532,394	44,452	9,703	51,595	10,781	77,139	25,491	193,670
Share of Veterans in the State	100.0%	8.3%	1.8%	9.7%	2.0%	14.5%	4.8%	36.4%

Source: 2016-2020 ACS Five-Year Estimates

Figure 13 highlights the age distribution within the region. The population across the state of Michigan is aging. WIOA Planning Region 10's age distribution generally reflects the state averages.

**Figure 13: Age Distribution**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population	9,973,907	870,893	150,000	1,255,340	159,285	1,753,059	672,351	4,188,577
Persons under 5 years, 2020	568,326	47,772	7,839	67,888	8,035	115,077	48,462	246,611

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Persons under 5 years, 2020 percent	5.7%	5.5%	5.2%	5.4%	5.0%	6.6%	7.2%	5.9%
Persons under 5 years, 2011	573,280	45,413	8,665	66,130	9,293	115,077	50,146	244,578
Persons under 5 years, 2011 percent	6.0%	5.8%	5.7%	5.7%	5.7%	6.5%	7.0%	5.8%
Persons under 18 years, 2020	2,161,763	183,599	32,047	263,007	33,237	415,111	166,831	927,001
Persons under 18 years, 2020 percent	21.7%	21.1%	21.4%	21.0%	20.9%	23.7%	24.8%	22.1%
Persons under 18 years, 2011	2,505,495	184,176	36,637	265,722	38,640	438,774	190,347	963,999
Persons under 18 years, 2011 percent	25.3%	23.0%	24.1%	23.5%	22.0%	25.4%	26.7%	23.0%
Persons 65 years and over, 2020	1,712,841	148,022	27,160	211,390	29,856	270,442	93,716	686,870
Persons 65 years and over, 2020	17.2%	17.0%	18.1%	16.8%	18.7%	15.4%	13.9%	16.4%
Persons 65 years and over, 2011	1,522,156	131,194	20,371	181,557	23,641	251,248	81,925	608,011
Persons 65 years and over, 2011 percent	13.80%	14.30%	13.40%	13.20%	14.50%	12.70%	11.50%	14.5%

Source: 2016-2020 ACS Five-Year Estimates

WIOA Planning Region 10 has a greater share of foreign-born residents than Michigan on average. In addition, the region has a greater share of families where a language other than English is spoken in the home. According to Census data, a larger share of individuals in WIOA Planning Region 10 has limited English language proficiency than the state on average. Figure 14 highlights the foreign-born population within the region and percent of homes that speak a primary language other than English.

**Figure 14: Foreign Born and Primary Language Spoken at Home**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total population, 2016-2020	9,973,907	870,893	150,000	1,255,340	159,285	1,753,059	672,351	4,188,577
Foreign-born persons, 2016-2020	686,647	99,774	3,595	163,427	3,576	160,115	41,214	430,487
Foreign-born persons, percent, 2016-2020	6.9%	11.5%	2.4%	13.0%	2.2%	9.1%	6.1%	10.3%
Population 5 years and over	9,405,581	823,121	142,161	1,187,452	151,250	1,637,982	623,889	3,941,966
Language other than English spoken at home, number of persons, age 5 years+, 2016-2020	915,744	121,836	4,588	181,855	4,201	240,294	70,612	552,774
Language other than English spoken at	9.7%	14.8%	3.2%	15.3%	2.8%	14.7%	11.3%	13.2%

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
home, percent of persons age 5 years+, 2016-2020								

Source: 2016-2020 ACS Five-Year Estimates

**Figure 15: Limited English-Speaking Households by County**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Households	3,980,408	349,340	60,804	509,859	65,668	694,858	270,446	1,680,529
Limited English-speaking households, 2016-2020	65,837	11,288	167	13,283	330	17,375	6,552	42,443
Limited English-speaking households, percent of total, 2016-2020	1.7%	3.2%	0.3%	2.6%	0.5%	2.5%	2.4%	2.5%

Source: 2016-2020 ACS Five-Year Estimates

Figure 16 highlights the disabled population under age 65 and shows that the regional average is the same as the state. Three counties have a higher percentage of disabled individuals under the age of 65 in comparison to the region and state average: Monroe, St. Clair, and Wayne; the City of Detroit has the highest percentage, at almost 5 points over the region and state average.

**Figure 16: Percent of Population Under 65 with a Disability**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total civilian noninstitutionalized population	9,866,076	864,053	149,056	1,248,888	158,002	1,740,931	666,680	4,160,930
Persons with a disability, under age 65 years, 2016-2020	834,348	68,825	13,344	78,867	16,186	174,944	88,071	352,166
With a disability, under age 65 years, percent of total, 2016-2020	8.5%	8.0%	9.0%	6.3%	10.2%	10.0%	13.2%	8.5%

Source: 2016-2020 ACS Five-Year Estimates

Figure 17 indicates that 42% of the state's disabled population resides in WIOA Planning Region 10. The region is home to 42.2% of the state's overall population. This indicates that the region has a slightly, but not significantly, greater share of the state's disabled population.

**Figure 17: Individuals with Disabilities in Michigan by County –2020**

Geography	2016 – 2020 Estimate	2016 – 2020 Share of State
Macomb County	120,710	8.6%
Monroe County	21,777	1.6%
Oakland County	145,790	10.4%
St. Clair County	26,429	1.9%
Wayne County	273,347	19.5%
State of Michigan	1,400,782	100.0%

Source: 2016-2020 ACS Five-Year Estimates

Figure 18 shows that over half of the current disabled population in WIOA Planning Region 10 is of working age (18-64). A higher share of those who are disabled are female than male. More White individuals are disabled in the region than any other race. However, compared to the general population distribution, there is a higher share of disabled Black/African American individuals than would be expected based on the overall share of Black/African American individuals in the region.

**Figure 18: Individuals with Disabilities by Demographic Group**

Demographic Group	2020 Estimate	Percent Distribution
Total Population	539,847	100.0%
Sex		
Male	250,947	46.5%
Female	288,900	53.5%
Age		
17 and Under	37,560	7.0%
18-64	285,076	52.8%
65 +	217,211	40.2%
Race		
White	334,836	62.0%
Black / African American	166,047	30.8%
Native American	2,681	0.5%
Asian	11,697	2.2%
Hawaiian / Pacific Islander	216	0.0%
Some Other Race	9,011	1.7%
Two or More Races	15,359	2.8%

<i>Ethnicity</i>		
Hispanic	18,273	3.4%

Source: 2016-2020 ACS Five-Year Estimates

Income distribution in WIOA Planning Region 10 differs widely from the state and within the region itself. Just under one-fifth of Detroit's households live on less than \$10,000 annually. The federal poverty guideline for a family of four in 2015 was \$24,300. In the City of Detroit, 43.9 percent of families live near or below this income level, compared to 21.2 percent in the state of Michigan and 14.8 percent in Oakland County. Figure 19 details the income bracket of households within the region.

**Figure 19: Households by Income Bracket**

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Households	3,980,408	349,340	60,804	509,589	65,668	694,858	270,446	1,680,259
Households with Income of \$0 - \$9,999	254,746	15,371	3,405	20,893	3,546	75,045	49,492	118,260
Households with Income of \$0 - \$9,999, Percent	6.4%	4.4%	5.6%	4.1%	5.4%	10.8%	18.3%	7.0%
Households with Income of \$10,000 - \$14,999	163,196	11,878	2,067	14,778	2,627	36,827	21,095	68,177
Households with Income of \$10,000 - \$14,999, Percent	4.1%	3.4%	3.4%	2.9%	4.0%	5.3%	7.8%	4.1%
Households with Income of \$15,000 - \$24,999	366,198	30,043	4,804	32,104	5,976	72,960	37,051	145,887
Households with Income of \$15,000 - \$24,999, Percent	9.2%	8.6%	7.9%	6.3%	9.1%	10.5%	13.7%	8.7%
Households with Income of \$25,000 - \$34,999	382,119	32,139	5,412	37,710	6,566	71,570	34,888	153,398
Households with Income of \$25,000 - \$34,999, Percent	9.6%	9.2%	8.9%	7.4%	10.0%	10.3%	12.9%	9.1%
Households with Income of \$35,000 - \$49,999	529,394	45,764	6,749	51,468	9,588	93,806	40,026	207,374
Households with Income of \$35,000 - \$49,999, Percent	13.3%	13.1%	11.1%	10.1%	14.6%	13.5%	14.8%	12.3%

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Households with Income of \$50,000 - \$74,999	724,434	64,628	11,857	78,986	11,886	116,041	39,485	283,398
Households with Income of \$50,000 - \$74,999, Percent	18.2%	18.5%	19.5%	15.5%	18.1%	16.7%	14.6%	16.9%
Households with Income of \$75,000 - \$99,999	513,472	47,510	8,573	67,266	8,997	77,824	22,177	210,170
Households with Income of \$75,000 - \$99,999, Percent	12.9%	13.6%	14.1%	13.2%	13.7%	11.2%	8.2%	12.5%
Households with Income of \$100,000 - \$149,999	581,140	60,436	11,066	94,274	10,310	83,383	17,309	259,469
Households with Income of \$100,000 - \$149,999, Percent	14.6%	17.3%	18.2%	18.5%	15.7%	12.0%	6.4%	15.4%
Households with Income of \$150,000 - \$199,999	234,844	23,755	4,013	49,940	3,612	34,048	5,139	115,368
Households with Income of \$150,000 - \$199,999, Percent	5.9%	6.8%	6.6%	9.8%	5.5%	4.9%	1.9%	6.9%
Households with Income of \$200,000+	226,883	17,816	2,797	62,679	2,692	31,963	3,786	117,949
Households with Income of \$200,000+, Percentage	5.7%	5.1%	4.6%	12.3%	4.1%	4.6%	1.4%	7.0%
Average Household Income	\$80,803	\$82,277	\$81,333	\$111,468	\$76,848	\$70,041	\$46,474	\$84,393
Median Household Income	\$59,234	\$64,641	\$65,453	\$81,587	\$58,722	\$49,359	\$32,498	\$63,952
Per Capita Income	\$32,854	\$33,327	\$33,202	\$46,075	\$31,724	\$28,403	\$19,569	\$34,546

Source: 2016-2020 ACS Five-Year Estimates

Income disparities are a problem in WIOA Planning Region 10, with many residents living in poverty. In 2021, approximately 50 percent of the state's public assistance registrants lived in the region. Compared to the region's overall share of the state population this is a significant number

and share of those living on public assistance. The numbers are dropping, due to policy changes such as lifetime benefit limits in the State of Michigan, and many individuals are either approaching their limit or have already maxed out their benefits. Although numbers are dropping, WIOA Planning Region 10's workforce system is more heavily utilized by the public assistance population, creating a strain on resources. Figure 20 highlights the number of individuals registered to receive assistance from the state that also have a work requirement.

**Figure 20: Public Assistance Registrants in Michigan by County: 2019 – 2021**

Geography	2019	2021	2019 - 2021 Percent Change	2021 Share of the State
Macomb County	23,723	30,597	29.0%	7.9%
Monroe County	3,424	4,177	22.0%	1.1%
Oakland County	17,003	25,325	48.9%	6.6%
St. Clair County	5,242	6,030	15.0%	1.6%
Wayne County	103,918	125,204	20.5%	32.5%
Michigan	300,638	385,878	28.4%	100.0%

**Source:** Michigan Department of Health and Human Services

Figure 21 indicates that the 2021 population on public assistance in WIOA Planning Region 10 is 61.0 percent individuals aged 22 to 44, and 52.3 percent African American. Compared to the general population demographics in the region these groups are over-represented.

**Figure 21: Public Assistance Registrants: December 2021**

Demographic Group	Assistance Program Registrants	Percent of Total
Total	181,126	100.0%
<i>Sex</i>		
Male	79,717	44.0%
Female	101,405	56.0%
<i>Age</i>		
14-15	899	0.5%
16-19	14,506	8.0%
20-21	8,465	4.7%
22-44	110,425	61.0%
45-54	34,507	19.1%
55-64	12,321	6.8%
65+	3	0.0%
<i>Race</i>		

Demographic Group	Assistance Program Registrants	Percent of Total
White	57,844	31.9%
Black / African American	94,783	52.3%
Native American	979	0.5%
Other	9,083	5.0%
Hispanic	6,455	3.6%

**Source:** Michigan Department of Health and Human Services



## **Part III: Regional Service Strategies**

*Describe the regional service strategies that have been or will be established as a result of coordinated regional analysis and delivery of services, including the use of cooperative service delivery agreements, when appropriate. Regions may consider:*

- *Existing service delivery strategies that will be expanded, streamlined, or eliminated.*
- *New service strategies necessary to address regional education and training needs.*
- *Strategies to address geographic advantages.*
- *Approaches to improve services to individuals with disabilities, veterans, youth, or other hard to serve populations.*
- *Strategies to connect the unemployed with work-based learning opportunities.*
- *Strategies to integrate existing regional planning efforts among core partners.*

The MWAs and core partners in WIOA Planning Region 10 have a strong history of working collaboratively to develop and implement regional service strategies, and in many instances, have developed cooperative service delivery agreements. Moving forward, WIOA Planning Region 10 will continue to build on this success by expanding regional service strategies that work, impact the majority of service providers, build relationships, trust, and a shared language, and address regional training and employment needs. Special emphasis will be given to improving services to special populations, including veterans and the long-term unemployed, and developing even stronger partnerships with Title II and Title IV core partners.

What follows are descriptions of regional service strategies and cooperative service delivery agreements in which the MWAs in WIOA Planning Region 10 are engaged. Collectively they address regional education and training needs, connect the unemployed with work-based learning opportunities, and improve services to hard-to-serve populations. Most of the regional initiatives and service delivery strategies impact job seekers and employers across WIOA Planning Region 10 and reach into neighboring WIOA Planning Regions 6 and 9 as well.

### **Planning Region 10 Service Strategies**

#### **Going PRO Talent Fund**

MWAs in WIOA Planning Regions 6, 9, and 10 will continue to work together to optimize the implementation of the Going PRO Talent Fund (Talent Fund). The Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) awards funds to employers through the MWAs for training, developing, and retaining current and newly hired employees. These MWAs work together to identify and provide opportunities to employers who have locations in

more than one service area by designating one MWA to serve as the administrative agent for the grant. In 2022, WIOA Planning Regions 6, 9, and 10 combined received 366 awards totaling over \$12.6 million.

### Business Resource Networks

MWAs across the region continue to expand their Business Resource Network (BRN) activities and service partners. The BRN is a multi-employer collaborative that supports a “success coach”, whose purpose is to address the individual issues that impact employee attendance and productivity. Success coaches are paid by the participating employers to address human resource issues, like absenteeism and poor performance, and can help address critical training needs leading to upward mobility and higher wages.

OCMW! partners with the Oakland Livingston Human Service Agency (OLHSA) for its BRN Employee Retention Assistance program and currently has two OLHSA coaches and 9 employer partners. SEMCA’s CONNECTIONS program is for employers in out-Wayne County and has six partnering employers. MSCMW! manages its Business Resource Network program internally and has five success coaches and 16 employers.

### The Amazon Project

In 2017, SEMCA led a collaborative effort with the Michigan Economic Development Corporation (MEDC), the then Talent Investment Agency (TIA), and MWAs including DESC, MWSE, OCMW! and MSCMW!, that partnered with Amazon to coordinate local resources and facilitate recruitment of over 2,500 full-time employees, plus seasonal workers, for its Livonia Fulfillment Center. Amazon utilized a “paperless” hiring process that required applicants to have ongoing access to a desktop or laptop computer. Recognizing that this process may create barriers for many individuals who may have low computer skills and limited or no access to a computer and/or the internet, SEMCA created Train the Trainer workshops. These workshops were also utilized by other regional MWA staff to develop Amazon Application Assistance Sessions at their local American Job Centers, resulting in assisting over 740 individuals in southeastern Michigan.

SEMCA developed and shared all materials, including but not limited to, an Application Process Checklist, flyers, and social media postings. These combined efforts resulted in over 14,000 applicants for Amazon. SEMCA continues to lead this regional effort as Amazon begins recruitment for the new fulfillment centers in the city of Romulus and Shelby Township. The Amazon project is a best practice approach for a coordinated service delivery strategy.

### Michigan Central Innovation District

In February 2022, Governor Gretchen Whitmer joined Ford Motor Co. Executive Chairman Bill Ford, Google Senior Vice President and Chief Financial Officer Ruth Porat, and Detroit Mayor Mike Duggan to announce a new partnership to activate the Michigan Central Innovation District to attract and retain highly skilled talent and high-growth companies while supporting the development of neighboring neighborhoods. This new district, anchored by the iconic Michigan Central Train Station, will serve as a globally recognized hub for talent, mobility innovation, entrepreneurship, sustainability, affordable housing, small business opportunities, and community engagement. The partnership will focus on four key pillars, one of which is workforce development and will provide world-class training, post-secondary adult education, and career readiness resources in the district, including a potential physical space to host apprentice programs, employer-led collaboratives, and the Going Pro Talent Fund, to prepare local workers for high-tech jobs in mobility and other emerging fields.

### Southeast Michigan Works Agencies Council

The Southeast Michigan Works Agencies Council (SEMWAC) is a regional initiative that brings together leadership and staff from seven MWAs in WIOA Planning Regions 6, 7, 9, and 10. The directors from these MWAs meet every other month to discuss policy, coordinate staff development activities, and plan, implement, and monitor regional initiatives. Collaboratively, SEMWAC has procured a workforce development consultant to plan and facilitate meetings and utilizes WIN staff to help implement many regional initiatives. SEMWAC has been in existence in one form or another for over 20 years, having leveraged millions of dollars for the greater southeast Michigan region.

The primary goals of SEMWAC are to secure regional funding; implement regional workforce development initiatives; build stronger partnerships; and improve communication, collaboration, and consistency of service delivery throughout the greater region. Currently, the MWAs that comprise SEMWAC are working together on the regional implementation of grants from the U.S. Department of Labor, the U.S. Department of Commerce, and the State of Michigan, as well as supporting MICareerQuest Southeast and the efforts of the Business Services Coordinating Committee. The MWAs that comprise SEMWAC also worked together to develop WIOA Regional Plans and Mid Cycle Modifications that represent the true levels of cooperation and coordination throughout the greater region.

SEMWAC also convenes and supports the SEMWAC Directors Workgroup, Business Service Coordinating Committee, and Business Services Network. What follows are descriptions of these groups and some of the activities in which they are engaged.

- The SEMWAC Directors Workgroup is comprised of directors and lead administrative staff from all seven MWAs in SEMWAC. The main purpose of this group is to plan, implement, and monitor many of the regional initiatives, including those managed by SEMWAC and WIN. The SEMWAC Directors Workgroup also convenes to share best administrative and programmatic practices and help identify and facilitate opportunities for collaboration.
- The SEMWAC Business Services Coordinating Committee includes Business Services managers and select staff from all six MWAs in SEMWAC. This group has developed and helped implement strategies and guidelines for engaging employers, recruiting new talent, improving access to job-ready talent, and sharing job leads. The committee has held events on Improving Business Services Skills and Promoting Employee Retention. The group also coordinated a joint Rapid Response collaboration meeting with the LEO-WD, the Michigan Works Association, and the Unemployment Insurance Agency's rapid response coordinators. The purpose of this meeting was to make sure the MWA Rapid Response staff was working effectively with State agencies and each other on regional rapid response activities related to an increase in auto industry related layoffs.
- The Business Services Network (BSN) has been bringing front-line business services staff together from workforce and economic development agencies, educational institutions, and nonprofit organizations throughout the three WIOA Planning Regions 6, 9, and 10 since 2009. There are currently over 300 people registered with the BSN, with more than 75 people from 20 organizations attending regular BSN meetings. Prior to COVID-19 business services staff learned about current workforce development initiatives, shared best practices, and engaged in networking activities to foster strong working relationships. Topics included promoting apprenticeships, target populations, and youth employment.

### **Workforce Intelligence Network Services**

WIN is a partnership of community colleges and MWAs operating in WIOA Planning Regions 6, 7, 9, and 10. SEMCA serves as WIN's fiduciary and employer of record and provides administrative services in support of WIN and its initiatives. WIN was established in 2011 to create a comprehensive and cohesive talent development system in the region to ensure workers are prepared for success. Accordingly, WIN serves three primary roles: (1) Gathering, analyzing, and distributing real-time labor supply and demand intelligence on workforce characteristics specific to southeast Michigan; (2) Convening, facilitating, and engaging employers, and serving as the connection point for business, industry and other stakeholders as it relates to workforce development; and (3) Developing strategies and funding proposals for the delivery of regional workforce development programs through its partners.

Several WIN initiatives have resulted in cooperative service agreements with all seven MWAs including SEMCA, the ten community colleges that comprise WIN, and other partners in WIOA Planning Regions 6, 7, 9, and 10. What follows are descriptions of service strategies developed and – in most cases – managed by WIN:

#### WIN Labor Market Research and Data Services

WIN has an agreement with Michigan Works! agencies and community colleges throughout greater southeast Michigan to provide real-time data and other labor market information. Regional reports are produced quarterly and data support is provided for various project and grant-based initiatives. The Michigan Works! agencies use this information when working with job seekers and employers to provide local, real-time labor market information to promote data-driven decision making when it comes to employment, training, recruitment, and employment. Similarly, community colleges use this information to inform curriculum development and ensure enhanced marketability for students and graduates upon entering the local workforce. Understanding what skills, certifications, degrees, and occupation needs are required by employers allows the Michigan Works! agencies and community colleges the opportunity to proactively address various industry trends and address the local skill gaps. The data is also utilized by economic development partners to inform businesses about the quality of southeast Michigan's talent pool, including what their qualifications and skills sets are, and how to access training for existing employees. Moving forward, WIN and its partners will continue to explore additional opportunities to utilize this valuable information to attract and retain employers and provide them with a reliable source of qualified employees.

#### WIN Data and Research Learning Network Meetings

WIN learning network meetings are designed to provide quality data resources and tutorials to community college and Michigan Works! agency representatives throughout greater southeast Michigan. These professional development opportunities allow for Michigan Works! agencies and community colleges to share best practices related to the attraction, development, and retention of talent throughout WIOA Planning Regions 6, 7, 9, and 10. Previous topics include apprenticeships in Michigan, how to use data to assist local job seekers and employers, how to apply the findings from WIN labor market reports, hands-on data tutorials for various workforce-related scenarios, and more.

#### WIN Regional Training Programs

WIN provides project management for numerous regional workforce training initiatives. A WIN Regional Workforce Program Matrix is provided in the table below and additional information

about these programs can be found in Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations.

	<b>Closing the Skills Gap</b>	<b>Health Careers Alliance</b>	<b>Michigan Alliance Greater Mobility Advancement</b>	<b>One Workforce Industry Infinity</b>	<b>Michigan Learning &amp; Education Advancement Program (Southeast Michigan)</b>	<b>Michigan Rural Enhanced Access to Careers in Healthcare</b>	<b>EV Academy (formerly MIREV)</b>	<b>Good Jobs Challenge (Pending)</b>
	<b>MIApprenticeship</b>	<b>HCA</b>	<b>MAGMA</b>	<b>OWII</b>	<b>MILEAP</b>	<b>MIREACH</b>	<b>EV Academy</b>	<b>GJC</b>
<b>Grantee/Fiscal Agent</b>	Oakland Community College	WIN Dues	Corporate Dues / One Workforce Industry Infinity & MIREV	SEMCA	SEMCA	State of Michigan	SEMCA	State of Michigan
<b>Period of Performance</b>	2020-2024	Ongoing WIN Priority	Ongoing since 2009	2021-2025	2021-2023	2021-2025	2022-2027	2022-2027
<b>Grant Award</b>	\$4 million	-	Dues	\$10 million	\$2 million	\$2.5 million	\$5 million	\$25 million
<b>WIN Partners</b>	All WIN Partners, excluding Jackson College, Capital Area Michigan Works! & Lansing Community College	All WIN Partners	-	All WIN Partners	DESC, SEMCA, Macomb-St Clair Michigan Works!, Michigan Works!, Southeast, Monroe County Community College & Jackson College	GST Michigan Works!, SEMCA & Michigan Works! Southeast	All WIN Partners	All WIN Partners, excluding, DESC, GST Michigan Works!
<b>Training Reimbursement Funding</b>	\$720,000	-	-	\$4.6 million	Estimate: \$1.4 million	-	-	\$13 million
<b>Case Management / Wraparound Support Funding</b>	-	-	-	\$1 million	Estimate: \$278,000 and WIOA Funding	\$100,000	Misc. Amounts Per Partner	\$3.3 million
<b>Performance Outcome Targets</b>	3,200 Participants Served/ 720 Registered Apprentices	0	0	875 Participants Served	556 Participant Outcomes	100 Participants Served / Obtaining a Certification	673 Participants Obtaining a Certification	2,000 Participant Outcomes
<b>Participants Tracking System &amp; Responsibilities</b>	AGS Prime through SEMCA	-	SEMCA	AGS Prime through SEMCA	Michigan Works! agencies enter data in the One Stop Management Information System (OSMIS)	Michigan Works! agencies enter data in the One Stop Management Information System (OSMIS)	Michigan Works! agencies enter data in the One Stop Management Information System (OSMIS)	TBD
<b>Industry Sectors</b>	Advanced Manufacturing	Healthcare	Advanced Manufacturing	Advanced Manufacturing, Information Technology, Transportation, Logistic and Distribution	All Sectors	Healthcare	Advanced Manufacturing (EV/Mobility)	EV/Mobility, Information Technology, Broadband

## Pre-Apprenticeship Programs, Apprenticeship Initiatives, and Resources

### Apprenticeship Success Coordinators

MWAs across the region have expanded their Registered Apprenticeship (RA) support activities with state funding for Apprenticeship Success Coordinators (ASC). ASCs develop and implement comprehensive strategies to support RA expansion; engage industry and workforce intermediaries, employers, and other partners to expand and market RA to new sectors and underserved populations; enhance capacity to conduct outreach and work with employers to start new programs; and expand and diversify participation in RA through innovations, incentives, and system reforms. Michigan ranks seventh in the country for the total number of new registered apprenticeships, based on Fiscal Year 2020 data, and has 19,000 registered apprentices in more than 1,000 apprenticeship programs.

### Going PRO Apprenticeships

Building on the foundation and momentum of the Apprenticeship Success Coordinators, in early 2020 the State of Michigan dedicated USDOL Employment and Training Administration funds to continue RA expansion through Going PRO Apprenticeships (GPA). The GPA model grew from best practices established in the Going PRO Talent Fund. The program allows for the establishment of new USDOL RAs and up to \$3,000 per trainee to offset costs related to training. WIOA Planning Region 10 MWAs received \$786,000 for program expenses to create 249 new RAs and will leverage WIOA funding and other resources to coordinate supportive services. To date, the MWAs have enrolled 91 apprentices in the GPS program, which was recently extended by the State of Michigan to June 20, 2023.

### Talent Development Coalition's Construction Pre-Apprentice Program

The Talent Development Coalition's Construction Pre-Apprentice program is an Oakland University-Pontiac initiative supported by a grant from the Michigan Marshall Plan. Students work at Habitat for Humanity of Oakland County, are paid through OCMW!, and seek employment with 1-800-Hanson's and other construction companies. Students can receive scholarships from the Pontiac Promise Zone, Oakland University, the Greater Pontiac Community Coalition, and American House/REDICO. The OU-Pontiac Talent Development Coalition (TDC) is a consortium of 27-member organizations from business, education, government, and non-profit sectors. To date, the program has served 42 participants.

### Medical Assistant Apprenticeship Program

Oakland County Michigan Works! Oak Park, in partnership with the Henry Ford Health System, Oakland Community College, Schoolcraft College, and Henry Ford College, leads this one-year medical assistant apprenticeship program. The program provides classroom instruction and on-the-job training, paid for by Henry Ford Health System, as well as a competitive hourly wage to qualified candidates. OCMW! Oak Park pre-screens candidates and works with the participating colleges to coordinate entry into the apprenticeship program. To date, 32 apprentices have graduated and virtually all of them are working full-time at various facilities.

### Ford Fast Track Program

DESC is utilizing the Ford Fast Track program, which provides pre-apprentice opportunities at Michigan Central Station, for graduates from the Access For All program and other eligible participants. The Fast Track Program is designed to leverage existing training, pre-apprenticeship, and onboarding programs to identify a cohort of Detroiters for a four-month work experience that builds upon existing training programs. This paid work experience program will be a joint

initiative to provide a curated pathway from existing training programs to skilled trade employment.

### National Apprenticeship Week

National Apprenticeship Week (NAW) is a nationwide celebration that allows businesses, communities, and educators to showcase their apprenticeship programs while providing valuable information to career seekers. NAW 2021 was held November 14-17, 2021, during which time several MWAs and their partners hosted events. Proclamations were issued by Oakland County Executive David Coulter, and by City of Detroit Mayor Michael Duggan. Examples of events follow:

- *Registered Apprenticeship 101 sessions for employers and aspiring apprentices* hosted by MSCMW!
- *Employers-Discover the benefits of Registered Apprenticeship* hosted by Oakland Community College, in partnership with OCMW!
- *Veterans + Apprenticeships: The Perfect Equation* hosted by OCMW!
- *Why you should consider a Registered Apprenticeship Program* hosted by SEMCA
- *Launch your Apprenticeship, Launch your Success!* hosted by SEMCA
- *Healthcare Apprenticeships 101* hosted by the Health Career Alliance and SEMCA

Oakland County is currently updating its well-received “Apprenticeships in Oakland County and Southeastern Michigan.” This guide features 60 apprenticeships, including 19 new occupations such as apprenticeships in Information Technology. Each apprenticeship listing includes a job description, hourly and yearly wage projections, future job prospects, and contact information to education programs. Since the release, nearly 8,000 copies have been distributed to students, parents, strategic partners, and educators.

### **Other Cooperative Service Delivery Agreements**

There are many formal and informal cooperative service delivery agreements between MWAs, and between MWAs and their partners in WIOA Planning Region 10 and across WIOA Planning Regions 6, 9, and 10. They include agreements between MWAs for implementation of regional grants and initiatives; agreements between community colleges and MWAs for providing training, and in some cases, employment services; agreements between nonprofit organizations and MWAs for providing employment and program delivery services; and agreements between government entities and MWAs to provide administrative services. Other types of cooperative service delivery agreements include:

- MWAs serving participants from other MWAs when they walk in, or when they are referred by an MWA to take advantage of a special program or funding opportunity;



- MWA business services staff sharing job orders across MWAs, and working together on regional job fairs, employer forums, educational opportunities, and other special programs; and
- MWAs and their partners developing and implementing sustainability plans that continue to serve customers after a regional grant expires.

To be successful, it is critical for MWAs to effectively communicate expectations and routinely review outcomes with each service delivery partner.

### **Services to Individuals with Disabilities, Veterans, Youth, or other Hard to Serve Populations**

WIOA Planning Region 10 has given special emphasis to regional collaborations that meet the needs of special populations. This has become particularly important as job seekers from these groups continue to struggle to find sustainable employment. The MWAs in WIOA Planning Region 10 will continue to explore opportunities for the coordination of service strategies in the following areas:

- *Serving People with Disabilities:* MWAs will continue to work with Michigan Rehabilitation Services (MRS), the Michigan Bureau of Services for Blind Persons (BSBP), and other Title IV partners to expand services to people with disabilities. This includes identifying people with disabilities early in the intake process, ensuring that people with disabilities are referred appropriately to required support services, informing employers about the value of people with disabilities as employees, and connecting people with disabilities to employers and career opportunities.
- *Veterans:* MWAs will continue to ensure that all Veterans and Transitioning Service Members have access to the tools needed to find good jobs with good wages and career pathways.
- *Youth:* MWAs will continue to work with local partners to design and implement targeted strategies to reach in-school and out-of-school youth, remove barriers, address needs, and help find employment.
- *Adult Education:* MWAs will continue to build strong partnerships with Adult Education and other Title II partners, and proactively address basic skills deficiencies, including literacy and limited English language skills.
- *Work-Based Experience:* MWAs will continue to expand work-based learning opportunities and earn-and-learn opportunities such as apprenticeships, paid internships, and other paid work experience opportunities.

- *Returning Citizens:* MWAs will continue to partner with organizations that provide skills training, employment opportunities, and ongoing career support to individuals returning home from incarceration. Additionally, the MWAs have received over \$1.3 million under the Clean Slate Pilot (CSP) Program to assist Returning Citizens in expunging eligible convictions from their criminal record to aid them in their pursuit of full-time, self-sufficient employment.

## **Regional Strategies aimed at Serving Special Populations**

What follows are examples of programs and initiatives that focus on serving special populations with multiple barriers. Each special population is unique, and for interventions to be successful, each needs to be treated that way. Continued efforts will be made to cross-train support staff, facilitate dual program enrollment, and make cross-program referrals whenever possible. In almost all cases, these programs impact job seekers and/or employers from across WIOA Planning Region 10 and often WIOA Planning Regions 6 and 9 as well.

### Career and Educational Advisory Councils

Career and Educational Advisory Councils (CEACs) were established by the State of Michigan in 2017 to bring education and businesses together by establishing a formal entity and mechanism to build and maintain a collaborative partnership with local school districts, employers, postsecondary institutions, advocates, and training centers to identify significant talent needs in regions. Together, these partners advise MWAs on how to collectively develop and implement training strategies to help meet employers' talent needs. The CEACs also advise MWAs on how to guide career development programs and career pathways via high schools, community colleges, career and technical education, adult education programs, and prisoner reentry programs.

### Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP)

MRS and BSBP are both required Title IV partners with strong ties to Michigan Works! and other partners throughout the region. MRS provides specialized employment and education-related services and training to assist teens and adults with disabilities. BSBP provides counseling and employment training for daily living without vision. MRS/BSBP staff members often attend Michigan Works! Business Services team meetings, Business Services Network events, and partner with MWAs to coordinate employer leads without duplication of services. MRS/BSBP staff have provided training to front-line Michigan Works! staff across the region to educate and train employees on how to support and assist individuals with disabilities. MRS has also offered its signature Windmills training, designed to shatter attitudinal barriers, to Michigan Works! staff and employers across the region.

In some instances, MRS/BSPS staff is co-located at MWA offices or the MWA offers a satellite office for service delivery. A physical presence makes it easier for MRS and BSPS staff to discuss best practices, share ideas, and coordinate the delivery of services to local employers. Initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of employers are discussed at regular meetings with MWA staff. MRS and BSPS can provide retention and other acquisition services for business needs for current employees with disabilities as well as hiring supports/accommodations.

### Veteran's Employability Boot Camp

Since 2014, MSCMW! Career Planners have hosted a week-long workshop to better prepare veterans to conduct a more effective job search. Activities include resume development, effectively creating and posting Pure Michigan Talent Connect profiles, and mock interviewing. Veterans also consider occupational or employer-based training opportunities. It was originally developed to address the gap in services for veterans who were no longer eligible for services provided by the State of Michigan DVOP (now known as VCA) staff. This workshop continues to take place and typically has about 15 participants who come from all over Region 10. LEO-WD VCA staff, Macomb County Veterans Administration, Volunteers of America, a veteran's financial coach, and veteran-friendly employers participate each month.

### YouthBuild

YouthBuild is a community-based pre-apprenticeship program that provides job training and educational opportunities for at-risk youth who have previously dropped out of high school. During the program, youth learn vocational skills in construction while providing community service in their own neighborhoods. The YouthBuild program aims to raise high school completion or equivalency rates and improve employment opportunities for young adults. Young adults participate in the program for six-eight months, or longer if additional time is needed for their high school diploma/equivalency or completion of a paid work experience. Young adults who complete the program are supported by YouthBuild partners for 12 months, receiving placement services, ongoing career guidance and necessary supportive services.

DESC will implement a 2022 YouthBuild Program for 84 youth, ages 18-24, who are residents of Detroit's Eastside, and the cities of Highland Park and Hamtramck. The Program will partner with SEMCA, Workforce Development Institute (WDI), the Detroit Catholic Pastoral Alliance (DCPA), International Operating Engineering Local 324 (IOE324), The Green Door Initiative (GDI), and Say Detroit Play Center and will target youth who live in specific zip codes. The YouthBuild Program will offer participants training in academic remediation, construction skills, and green building. It

will also offer participants the opportunity to pursue certification as operating engineers through the Construction Plus track. Both programs offer youth the opportunity to earn industry-certified credentials and other supports to launch their careers.

### Grow Detroit's Young Talent

Grow Detroit's Young Talent (GDYT) is a citywide summer jobs program that trains and employs young adults between the ages of 14 and 24 for up to 120 hours. Youth participants must be permanent residents of the City of Detroit and be eligible to work in the United States. There are a broad range of jobs available to the participants, including community cleanups, event planning, accounting, retail, and the Junior Police or Fire Cadets. In 2021, over 8,000 local youth received employment, which is the goal again this year.

### Summer Young Professionals Program

The Summer Young Professionals Program is designed to assist participants, ages 14-24, to obtain and maintain an internship or work experience. This work-based learning experience is a partnership with community businesses willing to work collaboratively to offer young adults a "real world" work training opportunity in a variety of career paths. Services will be presented in a virtual capacity aimed at offering career preparedness, career exploration, and job readiness skills.

In Macomb County, participants interested in manufacturing and skilled trades have the option to attend the virtual Michigan Apprenticeship Program Plus (MAP+) through Macomb Community College. Additionally, programs funded by Chafee Foster Youth and the Summer Youth Employment Program (SYEP) and conducted during the summer. MSCMW! has work experience as a year-round activity in which many youth participants partake.

In Oakland County, the Oakland County MWA Pontiac office has partnered with the Pontiac Collective Impact Partnership and the City of Pontiac to co-brand summer youth programs as iamPontiac! Participants receive work experience, paid internships, resume assistance, soft skills, and networking opportunities while earning industry-recognized credentials.

In Out-Wayne County, Southeast Michigan Community Alliance, (SEMCA) Young Professionals Program, (SYPP) and the SEMCA MWA offers virtual/in-person credential-based training, a series of work-readiness workshops in career interest and exploration, financial literacy, post-secondary fit, resume, interviewing and job retention skills, and a Paid Work Experience

### Jobs for Michigan's Graduates (JMG)

DESC, OCMW!, and SEMCA are key partners for the JMG, the state-based affiliate of the national Jobs for America's Graduates (JAG) program. JMG works strategically with businesses, education, and community partners to build a skilled labor force for the future. Youth participants benefit from between 60 -120 hours of services, such as soft skill development, barrier removal, employment, and post-secondary planning. SEMCA has provided JMG programming since 2015 and is now at 10 locations that serve over 430 youth. OCMW! is piloting the JMG program at its Michigan Works! Waterford location with full rollout and implementation planned thereafter to the remaining five service centers.

DESC administers the JMG initiative to raise Detroit's high school graduation rate and ensure a successful transition into post-secondary education or employment. The program targets young people, ages 16 through 24, who have left the education system. The goals of the program include attainment of a high school diploma, or High School Equivalency (HSE) Certificate, occupational skills training, and a quality job with career advancement opportunities. Detroit is the largest JMG service area with nearly 850 students participating in programming.

### Promise Zones

Promise Zones are a unique approach to creating community-based universal scholarship programs that raise educational attainment levels and promote economic development. The Zones are public-private partnerships led by Promise Zone Authorities composed of local public officials and private sector leaders. There are 3 Promise Zones located within Planning Region 10.

*Detroit Promise* grew from an effort started by the Michigan Education Excellence Foundation and the Detroit Regional Chamber in 2013 to provide a tuition-free path to college for Detroit high school students. This non-competitive scholarship program is a last-dollar funding mechanism to cover the costs of tuition and fees. Federal funds are applied first to the cost and any remaining balance is covered by program contributions.

The *Hazel Park Promise* seeks to fuel school reform, energize regional economic development and transform the lives of students and families in Oakland County. In 2020, the program had impacted over 280 students and provided over \$85,000 in scholarships.

The *Pontiac Promise Zone* enables students within the district to obtain up to \$4,000 per semester in financial assistance to attend any college or university in Michigan. In Fall 2021 alone, the Pontiac Promise Zone awarded over \$225,000 in scholarships. All Pontiac students participating in the iamPontiac! Summer Young Professionals Program are encouraged to complete an application.

### Adult Education Strategies

In 2020, Detroit at Work (DAW) under the leadership of its administrative entity, Detroit Employment Solutions Corporation (DESC), and Detroit Public Schools Community District (DPSCD) partnered to significantly increase the number of adult Detroit residents with a high school diploma or GED to enable them to access post-secondary training required for middle-class jobs and careers. The *Learn to Earn* program launched in July 2020 and, to date, has enrolled 693 participants, supported 70 participants in earning their GED or High School Diploma, distributed \$1,552,613.48 in stipends, and helped 11 participants either attend training, obtain a new job, or receive a promotion in their current job site.

The program is open to Detroit adult residents who start with an academic proficiency level at or above 8th grade and are at least 3 years past what should have been their high school graduation date. Learn to Earn provides adult students with a stipend of up to \$200 per week for up to 6 months to enable them to dedicate time to the program. Some students may receive an extension if warranted. Without financial assistance, many Detroiters face an impossible choice between educational attainment and supporting their families. Those who work full time or even a 2nd or 3rd job are unable to earn their GED or diploma in an accelerated manner. Not surprisingly, most students take 2 or more years to complete a traditional program and retention rates are low.

Detroit at Work Skills for Life provides GED or technical certification in combination with wages earned through a part-time job in order to support participants in training.

MSCMW! works closely with the Macomb Intermediate School District (MISD) which employs a central coordinator for Adult Education programs and partners. They have strong referral relationships with these organizations and plan to expand that partnership by further coordinating the completion of Adult Education with career exploration before graduation.

OCMW! and Oakland County adult education providers, in partnership with the Oakland Literacy Council and Oakland Community College, convene the Oakland County Adult Education Collaboration to enhance the partnership and collaboration between Michigan Works! staff and adult education and literacy providers. The collaboration efforts have resulted in a new referral process, a joint poster featuring this partnership, and new partnership initiatives to share space and/or staff within Michigan Works! and adult education locations.

### Integrated Education and Training Programs

OCMW! Troy, in partnership with Troy School District's Continuing Education, offers the *TRAC Scholarship Program*, an integrated education and training program (IET) that provides adult

education and literacy activities, along with workforce preparation activities and training. TRAC cohorts can choose from industry-recognized certifications in the areas of business and information technology, child development, and office and medical administration. To date, the TRAC program has enrolled almost 100 adults, half of whom have already found employment.

### Community Health Corps

Detroit at Work's Community Health Corps (CHC) addresses public health emergency issues and provides economic support that is necessary because of the COVID-19 pandemic. The CHC aims to maintain a pipeline and active caseload of resident participants requiring intensive, restorative case management. Once stabilized with resources, education, and long-term assistance enrollment, a percentage of these high-need participants are transitioned to soft-touch support and decreased program participation. This allows the entry of additional, high-need resident participants into the CHC program.

### Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) is a community service and work-based training program for older workers. Authorized by the Older Americans Act, the program provides subsidized, service-based training for low-income persons 55 or older who are unemployed and have limited employment prospects. MSCMW! serves as the SCSEP State sub-grantee for Macomb, Oakland, and St. Clair Counties. Participants are placed in part-time community service training positions with a host agency that could be government, non-profit, faith-based, or community organizations, and receive a training stipend.

The State of Michigan Aging and Adult Services Agency also has two additional sub-grantees in Region 10, the Detroit Area Agency on Aging 1-A, which serves the City of Detroit, and the Senior Alliance 1-C, which serves the balance of Wayne County. There are currently two National Grantees that serve Region 10. AARP Foundation serves Macomb, St. Clair, and the balance of Wayne County (excluding the City of Detroit), and the Urban League of Detroit and Southeast Michigan serves Oakland County.

### Clean Slate Pilot (CSP) Program

As previously mentioned, the MWAs have received over \$1.3 million under the Clean Slate Pilot (CSP) Program to assist Returning Citizens in expunging eligible convictions from their criminal records. Early in the program's launch, the MWAs worked together to create guidelines and best practices for serving applicants whose convictions impacted multiple jurisdictions. Specific examples of regional expungement activities, and results, follow. Note that many applicants were not eligible, therefore applications submitted will appear much higher than individual successes.

PCS is a free expungement program for Detroit residents. The goal is to help Detroiters clear their criminal records to create better opportunities for employment, education, and housing. It is estimated that 215,000 Detroiters have criminal records. In the City of Detroit, there are an estimated 82,000 individuals who are eligible for criminal record expungement. However, many of these individuals do not seek expungement because they either do not know they are eligible or how to navigate the process. PCS serves to help Detroit residents remove these barriers to a clean record by determining whether they are eligible for expungement, and if so, increasing the likelihood of a successful application by providing dedicated attorney support. PCS attorneys handle all steps of the expungement process - from preparing the expungement application to representing clients in court hearings.

MSCMW! has reviewed nearly 1,200 applications for CSP. As of this writing, 9 expungements have fully been completed, 84 have a court date and 408 have been referred and are working with a contracted attorney. MSCMW! also works closely with the Offender Success contractors in Macomb and St. Clair Counties, as described later in this section.

To date SEMCA has received 857 applications from individuals that are interested in participating in the Clean Slate program. Of the 50 requests made for expungement, 100% have been approved and there are 163 hearings scheduled through the end of September 2022.

OCMW! has a dedicated Staff Attorney committed to the CSP. To date, OCMW! has received 2879 expungement applications, 127 cases went to a hearing and were granted, 172 convictions were set aside (expunged), and 110 individuals have had cases resolved.

#### Friends and Family Choices Program

DESC's Friends and Family Choices Program, launched in 2019, provides high-touch intensive case management and job readiness/placement services to Detroiters known to be directly or indirectly engaged in violent behavior, specifically in Detroit's 48205 zip code. The Friends and Family Choices program piloted a community-based approach to violence reduction in support of the work led by the Detroit Police Department (DPD). This community was targeted due to documented higher incidents of gun violence in comparison to others. The program's purpose, in partnership with the expertise of the community-based organization DLIVE, is to offer a strength-based approach to behavior modification that addresses what studies show are often the root causes of why some people of color choose violence as a means to resolve conflict, and most destructively, as a way of life.



### Returning Citizens Programs

Offender Success is a statewide strategic approach to create safer neighborhoods and better citizens. Parolees who are released to their respective communities from a correctional facility, and who are identified to participate in the *Offender Success Program* (OSP), benefit from the delivery of a seamless plan of services, programming, support, and supervision from the time of prison entry through transition, reintegration, and aftercare. Each OSP is regionally operated and community-driven through a local steering team comprised of community stakeholders derived from key service areas identified in the comprehensive plan. The MSCMW! provides free office space to OSP contractors in Macomb and St. Clair Counties as well as information, referrals, and presentations to each other's organizations.

*Center for Employment Opportunities* (CEO) is a non-profit organization, with locations in Detroit and Pontiac, dedicated to working exclusively with returning citizens and those impacted by the legal system. CEO provides individuals immediate paid work opportunities and an extensive support network to create strong pathways for economic mobility and build long-lasting careers. The MWAs in Detroit and Oakland County are partnering with CEO to refer participants and engage employers interested in alternative staffing solutions.

### Immigrant Population

The *Partnership. Accountability. Training. Hope* (PATH) Program provides services to individuals that lead to employment and economic self-sufficiency. The Arab American and Chaldean Council (ACC), a nonprofit human service organization serving the Middle Eastern and mainstream communities in southeast Michigan, is one example of a long time PATH provider. ACC's Oakland County programs provide access to a full range of core employment-related services to help businesses find skilled workers. These efforts result in a reduction in welfare cases, increases in reading and math skills, a higher rate of High School Equivalency (HSE) certificate and diploma attainment, an increase in wage gains, and a demonstrated positive impact on participant families.

The intent of the *Refugee and Immigrant Navigator* (RAIN) Program is to help all work-authorized immigrants and legal refugees overcome barriers to employment and successfully integrate into Michigan's economy. Each MWA in WIOA Planning Region 10 has identified staff who work with individuals to find a job that matches their unique qualifications and make necessary referrals. The dedicated Refugee Navigator receives referrals, works directly with clients to acquire necessary translation and interpretation services, performs community outreach and engagement, and maintains a comprehensive catalog of relevant resources.

In April 2022, the city of Detroit was designated a *Certified Welcoming* city, the first in Michigan. Certified Welcoming is a formal designation for cities and counties that have created policies and programs reflecting their values and commitment to immigrant inclusion. This innovative program assesses city and county governments on their efforts to include and welcome immigrants in all areas of civic, social, and economic life in their communities. Oakland County is currently part of the inaugural Welcoming America Certification Scholarship Cohort, along with New Orleans, Philadelphia, and San Antonio. When the certification process is complete, Oakland County will be the first fully certified county in the State of Michigan!

#### Detroit Workforce Funder Collaborative

In May 2021, the MWAs in Planning Region 10 were invited, on behalf of the Detroit Workforce Funder Collaborative, to participate in an Advisory Council for the development of a Jobs & Opportunity Report entitled *Advancing Workforce Equity in Detroit: A Blueprint for Action*. The Detroit Workforce Funder Collaborative was formed to create a racially equitable and just workforce eco-system in Greater Detroit focused on quality jobs for Black workers through aligned philanthropic resources and influence. The Advisory Council was asked to attend three virtual meetings to examine local data and provide first-hand experience and expertise about labor market equity and create guidelines for how local leaders can tackle structural racism in workforce development. The final report was released in 2022 and its key findings included:

- As the workforce grows more diverse, racial inequity carries mounting economic costs.
- The structure of the regional economy and evolving labor market demand reinforce racial gaps in employment and wages.
- Equity in higher educational attainment is essential, but insufficient, to achieve racial economic inclusion.
- The Covid-19 pandemic compounded pre-existing racial inequities and economic inequality, and it is likely to further disrupt the labor market by accelerating automation and digitalization.

The report further stated that “Policymakers, employers, educators, training providers, funders, and community-based organizations all have important roles to play to advance workforce equity in the Detroit region and to ensure that all workers, including those who face the additional burdens of systemic racism, are prepared for the jobs of tomorrow with the skills, supports, and access they need to fully participate and thrive in the economy.” Their recommendations for designing and activating such a racial equity agenda, developed in partnership with the regional advisory committee that informed the report, include the following action items:

1. Establish a unified collaborative to align workforce initiatives and help workers and job seekers navigate support and training services.
2. Strengthen education, training, and employment opportunities and wraparound supports for young people and adult learners.
3. Promote policy solutions and support worker power and advocacy to raise the floor on low-wage work.
4. Build robust data collection and measurement tools to track worker outcomes, identify opportunities for employers, and inform system improvements.
5. Support employers to adopt equitable practices in hiring, retaining, and promoting career development for workers of color.

#### Financial Literacy Initiatives

DESC integrates financial empowerment programming into the “*Grow Detroit’s Young Talent*” (GDYT) summer youth employment program. Through a grant from the Center for Financial Empowerment (CFE), DESC provides financial education on banking, budgeting, and saving within the GDYT program infrastructure. Financial education is integrated into virtual and in-person GDYT experiences, including, but not limited to program enrollment, orientation, and summer training. Financial education efforts focus on helping GDYT participants internalize the benefits of banking, develop a budget, create a savings plan, and maximize summer earnings. DESC encourages participants to save a portion of summer earnings by providing participants with information on how to “auto-transfer” funds from a checking account to a savings account.

For adults, Detroit at Work utilizes a “financial coaching” model at four of its career centers in cooperation with Local Initiatives Support Corporation (LISC). The financial coaching model enables the coaches to meet participants where they are at in order to meet the following objectives: achieve client-defined goals, address immediate issues, support specific actions to meet goals, improve financial situations, change financial behaviors, facilitate decision-making, and provide tools, resources, and referrals.

MSCMW! conducts financial literacy workshops in partnership with Macomb Community Action. Many of the Youth program include a robust offering of financial literacy services and participants take part in one-on-one financial tutoring and budget planning activities.

OCMW! hosts a series of financial wellness workshops to help individuals address a variety of challenges and seize financial opportunities. Topics include, among others: credit and debt management, budgeting, investing, credit scores, paying for higher education, retirement

planning, homeownership, and elderly care. National, state and regional experts lead the workshops, which are open to anyone who is interested in better money management.

## **Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations**

*Describe plans for the development and implementation of, or the expansion of, sector initiatives for in-demand industry sectors or occupations for the region. Regions should consider:*

- *Current in-demand industry sectors and occupations within the region.*
- *The status of regional collaboration in support of the sector initiatives.*
- *Current sector-based partnerships within the region.*
- *Which sectors are regional priorities, based upon data-driven analysis.*
- *The extent of business involvement in current initiatives.*
- *Other public-private partnerships in the region that could support sector strategies.*

The MWAs in WIOA Planning Region 10, along with MWAs in WIOA Planning Regions 6 and 9, have been actively convening and participating in regional industry sector initiatives for over 16 years. These include multiple sector initiatives in Health Care, Technology, Advanced Manufacturing, Construction, Defense, and Hospitality. These initiatives match current in-demand industry sectors and occupations within the region, as determined by data analyzed by WIN and described in Part II of this plan.

The sector initiatives engage employers throughout WIOA Planning Region 10, and in many cases, WIOA Planning Regions 6 and 9 as well. In addition to serving as the fiscal agent for many of these initiatives, MWAs in the region, along with WIN, are very active in providing important labor market information, talent and employer recruitment, employment services, funding for training, wrap-around services, placement services, and administrative support. MWAs also leverage millions of dollars of funds from other federal and private sources, and in many cases, provide extensive in-kind staff support.

What follows is a summary of current in-demand industry sector initiatives in WIOA Planning Region 10. Many of these initiatives also include MWAs and other partners in WIOA Planning Regions 6 and 9 and impact job seekers, incumbent workers, and employers from throughout southeast Michigan.

## **Michigan Works! Led Industry Sector Initiatives**

### Manufacturing Day

A presidential decree in 2014 established Manufacturing Day to encourage the exploration of careers in advanced manufacturing and build a future workforce. MWAs in the region, along with the Detroit Regional Chamber, the Detroit Economic Growth Corporation, the Macomb County Department of Planning and Economic Development, the Oakland County Planning and Economic Development Department, Wayne County, and many other regional partners, have convened Manufacturing Day activities for the last several years. Activities include educational tours of manufacturers and learning institutes for area high school students across WIOA Planning Region 10.

OCMW!, in partnership with Oakland Schools, the Oakland County Economic Development Department, and Oakland Community College, hosted its 7th annual Manufacturing Day for around 1,000 high school students who visited 10 companies across the County. Congresswoman Haley Stevens and County Executive Coulter kicked off this successful event. Students from the Oakland Schools Technical Center campuses and county high schools virtually visited Oakland County companies to participate in live, online tours with industry professionals. Event sponsors included ABB, Atlas Copco, Brose North America, Encore Automation, FANUC America, Hirotec America, Hi-Tech Mold & Engineering, Prefix Corp., Wenzel America, and 3-Dimensional Services Group. In May 2019, Oakland County Manufacturing Day won the “Best in Category” Achievement Award from the National Association of Counties (NACo).

Macomb County’s Manufacturing Day saw nearly 1,300 students from all 28 local high schools across the county visit one of 25 host sites. The annual event, which is coordinated by the Macomb County Department of Planning and Economic Development and the Macomb Intermediate School District, provides opportunities for students to tour local manufacturing facilities and meet people who make things. MSCMW! is represented as a member of the executive planning committee for the annual celebration. Manufacturing Day 2022 planning has commenced with the goal of accommodating 2,000 students at 70 host sites.

SEMCA, in partnership with the Wayne Economic Development Corporation and WIN, continues to be the coordinating administrator of Manufacturing Day across Wayne County and the City of Detroit. In 2021, SEMCA’s Manufacturing Day events engaged 47 schools, 6434 students, 6 colleges, and 25 manufacturing employers.

## Trade and Economic Transition Dislocated Worker Grant Funding for Retail Trade and Financial Services

The MWAs in Planning Region 10 were collectively awarded over \$1.8 million to deliver innovative employment and training assistance to workers affected by major economic dislocations. Michigan identified retail trade and financial services as two sectors undergoing a significant economic transition; manufacturing was later included. The MWAs conducted outreach and screened customers to determine whether any were eligible for enrollment under this grant. Services delivered include employment and training activities, including assessments and development of Individual Employment Plans (IEPs), short-term training, on-the-job training, pre-apprenticeship training, and customized training. Services were delivered both virtually and in person.

### MiCareerQuest Southeast

In November 2019, OCMW! and the Oakland County Department of Economic Development and Community Affairs, in conjunction with five MWAs from WIOA Planning Regions 6, 9, and 10, hosted the second MiCareerQuest Southeast. The event provided more than 19,000 high school students and chaperones the opportunity to experience hands-on, interactive exhibits in Advanced Manufacturing, Health Sciences, Information Technology, and Construction. This event is a true regional collaboration of 1,000 professionals from 115 companies, educational institutions, labor organizations, with over 170 volunteers. MiCareerQuest Southeast will return to the Suburban Collection Showplace for an in-person event in November 2023.

### BUILDing SKILLS Summer Trades Camp

BUILDing SKILLS Summer Trades Camps help prepare youth for high-wage, high-demand careers in the trades. SEMCA, in regional partnership with the trades, DESC, and OCMW!, is facilitating two camps in the summer of 2022. Stemming from the three-year partnership with the Michigan Regional Council of Carpenters and Millwrights, the new Detroit Training Center will host two sessions per day, in an 8-week program, for 30 WIOA eligible youth. Fundamental safety training, basic carpentry skills, tool usage, teamwork, and project-based learning serve as the curriculum for participants. Community service building projects in the surrounding neighborhood will provide skills application in team-based learning. Weekly employability skills workshops will supplement participants' experience via online learning opportunities. All participants will receive a tool belt, boots, basic tools, a hard hat, and a camp shirt to welcome them into the trade experience.

The Monroe County BUILDing SKILLS Summer Trades Camp is a partnership with the AFL-CIO Community Services, United Way, the Youth Opportunity Program of Monroe County

Intermediate School District, and 13 trade unions from the Monroe area. All participants will receive a paid work experience while learning basic safety training and job expectations. Hands-on carpentry and building trades experiences will be integrated into the program and include pipefitting, electrical, plumbing, iron worker, roofing, cement contracting, and painting.

#### Childcare Virtual Job Fair Here

In direct response to the critical shortage of childcare workers, the MWAs in Planning Region 10, along with Michigan Works! Southeast, coordinated the area's largest virtual childcare job fair with the Michigan Department of Labor and Economic Opportunity and Great Start to Quality. Nearly 100 licensed childcare providers, with immediate openings, participated in the event which was hosted on the state's virtual Brazen platform. Many of the childcare providers received funds from the Childcare Stabilization Grant program, through the American Rescue Plan, to hire, train, and retain staff. Over 160 job seekers registered for the event.

### **Workforce Intelligence Network Led Industry Sector Initiatives**

#### Michigan Alliance for Greater Mobility Advancement (MAGMA)

MAGMA is a consortium that includes five original equipment manufacturers (OEMs), five tier-one manufacturing suppliers, educational institutions, workforce organizations, and state government to address automotive industry skills requirements and training resources, particularly around connected and autonomous vehicles. The initiative was established in 2009 by the State of Michigan Workforce Development Agency (WDA), along with automotive manufacturing employers and educational institutions. Since 2013, WIN has convened and facilitated MAGMA, which aims to better assist Michigan's rapidly changing automotive industry as it moves towards connected and autonomous vehicles, cybersecurity, embedded software systems, and other emerging technologies. All WIN partners are permitted to attend quarterly MAGMA Advisory Council meetings with subject matter experts speaking on key topics affecting the region.

In the first quarter of 2021, SEMCA WIN received the \$10 million U.S. Department of Labor H1-B One Workforce *Building an Industry Infinity Supply Chain* five-year workforce training grant and MAGMA was a large foundation of the grant application which focuses on advanced manufacturing, cybersecurity, and transportation. Some MAGMA members are actively engaged in the Industry Infinity Transportation Collaborative and Industry Infinity Curriculum Development Committee to develop certification training programs for high demand transportation occupations and to regionally scale cybersecurity frontline worker certification training to enable connected automated vehicles.



In 2019, the MAGMA Governing Board identified and developed short course training programs as a key industry need for further developing individuals and teams, equipping them with multi-disciplinary skills necessary for developing next generation connected vehicles and related technologies. The development of these short courses provides a strong foundation for MAGMA to lead the 2022-2027 employer-led Michigan Revolution for Electrification of Vehicles (MIREV) collaborative funded by the State of Michigan Labor and Economic Opportunity, Workforce Development (LEO-WD).

#### Electric Vehicle Jobs Academy (formerly the Michigan Revolution for Electrification of Vehicles)

In Q4 2021, MAGMA Governing Board unanimously supported taking a lead role with the MIREV state grant application. WIN proposed a comprehensive EV Academy strategy involving over 100 key stakeholder and employer partners involved in six collaboratives, two project teams and an EV Academy for scaling electrified vehicle and mobility-related postsecondary certification training programs on the Michigan Community College Associate (MCCA) Educational Programs in Collaboration (EPiC) shared online learning platform. All WIN Michigan Works! agency and community college partners have an active role in the EV Academy. Michigan Works! agencies participate in the EV Academy Outreach and Recruitment Project Team, the full EV Academy employer-led collaborative meetings, and any of the additional working collaboratives of interest.

#### Health Careers Alliance for Southeast Michigan (HCA)

The HCA is an employer-led collaborative which is co-facilitated by the State of Michigan Labor and Economic Opportunity, Workforce Development (LEO-WD) and focused on the WIN southeast Michigan and capital area 19-county region. In 2021, there was an expansion in the HCA employer-led collaborative member composition to over a dozen healthcare systems and 20 stakeholder partners. In Q3 2021, HCA healthcare employers projected over 21,910 new hires over the next three years.

The goal of the HCA is to support and facilitate healthcare employers in developing a comprehensive approach to workforce planning by using the U.S. Chamber of Commerce Talent Pipeline Management model. Objectives include 1) Creating a replicable process and methodology for analyzing the healthcare workforce; 2) Analyzing talent flows; 3) Defining and implementing shared performance measures; and 4) Creating a value proposition and delivering certification and training programs.

Medical Assistant, Sterile Processing Technician, and Certified Nursing Assistant project teams were inactive in 2021 due to the continuation of the coronavirus pandemic. Strategies will be undertaken by the HCA to resolve talent shortages in these occupations by designing and

registering apprenticeship programs, holding virtual job fairs and career awareness fairs, implementing new recruitment strategies, and identifying additional training funding opportunities to support the healthcare labor force. All WIN community college and Michigan Works! agency partners actively participate in the Health Careers Alliance for Southeast Michigan.

Michigan Rural Enhanced Access to Careers in Healthcare (MIREACH): February 1, 2021 – January 31, 2025.

The State of Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD), as the lead applicant, worked collaboratively with WIN and other partners to apply for a \$2.5 million U.S. Department of Labor H-1B Rural Healthcare Grant Program to establish Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH). WIN has a subrecipient agreement with the State of Michigan for the MIREACH grant which was awarded in Q1 2021 to support an employer-led collaborative focused on the healthcare workforce shortages in rural communities across the state. Over the next four years, the grant will support the addition of more than 430 new healthcare workers and incumbent workers advanced into new positions in rural communities throughout Michigan.

The purpose of the U.S. Department of Labor H-1B Rural Healthcare grant program is to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations (including behavioral and mental healthcare) serving rural populations.

In 2021, MIREACH was elevated to a State Council and the Michigan Center for Rural Health (MCRH) was dedicated as a resource to support the MIREACH employer-led collaborative to verify rural healthcare locations for participant training delivered through this grant. MCRH plays a key role in rural health care by assisting in the creation and implementation of partnerships among organizations, health departments, hospitals, government and academia.

The MiREACH Project Council provides input and recommendations to help the State of Michigan achieve its performance outcomes related to the MiREACH project funded by the U.S. Department of Labor H-1B Rural Healthcare Grant Program. In-demand H-1B healthcare occupations include: Medical Assistants; Certified Nursing Assistants; Registered Nurses; Licensed Practical Nurses; Medical Equipment Preparers (Sterile Processing Technicians); Surgical Technologists; Home Health Aides and Direct Care Aides; Psychiatric Aides and Technicians; Substance Abuse and Behavioral Disorder Counselors; Rehabilitation Counselors; and Social Workers.

MIREACH is aimed at serving veterans, military spouses, transitioning service members, and underrepresented populations including women, people of color, ex-offenders, individuals with

disabilities, incumbent workers and other populations which are required to be 17 years of age or older and not currently enrolled in secondary school within a local educational agency.

MIREACH program activities include:

- Convening: Engaging healthcare providers and employers in the adoption and deployment of employment and training services to address specific healthcare needs in rural areas
- Career Pathway Development: Establishing new or expanding existing career pathways in the healthcare sector that focus on the skills, competencies, and credentials needed for middle to high-skilled direct patient healthcare occupations
- Developing Training options: to prepare individuals to successfully move into middle- to high-skilled employment in healthcare occupations which include work-based learning options.

WIN partners include the Southeast Michigan Community Alliance (SEMCA), GST Michigan Works! and Michigan Works! Southeast.

#### Michigan Learning and Education Advancement Program (MiLEAP): July 2021 – June 2023.

In Q3 2021, the SEMCA Workforce Intelligence Network was awarded the Michigan Learning and Education Advancement Program (MiLEAP) grant by the state of Michigan Labor and Economic Opportunity, Workforce Development (LEO-WD) to support short-term training programs, from one-day to two-years in length, which leads to an industry-recognized credential and employment.

#### Autonomous Career Navigation System (ACNS)

The ACNS partners include Macomb-St. Clair, Detroit Employment Solutions Corporation (DESC), Monroe Community College, SEMCA, Michigan Works! Southeast, and Jackson College. The ACNS partners recognize that the skills gap and need for upskilling the workforce has grown since the coronavirus pandemic. The ACNS's mission is to create an Autonomous Career Navigation System from secondary to postsecondary to employment by engaging with employers and participants to deliver certification programs for entry-level occupations for career mobility in any industry sector.

The ACNS project design involves community college, workforce agency, and non-profit partners working collaboratively to upskill the unemployed, underemployed, Asset Limited Income Constrained Employed (ALICE) population, COVID-19 essential workers, adults on public

assistance, and adults in need of a high school diploma or equivalency for career mobility and delivery of training certification programs for targeted occupations in any industry sector.

Michigan Works! agencies (MWA) will control the flow of funds and training delivery to community colleges, working together to achieve performance outcome objectives. ACNS partners will serve a total of 556 unemployed and underserved participants in the two-year period of performance. DESC has the largest number of participant training outcomes to obtain and includes the DESC Detroit at Work program which offers certification programs for: Dental Assistant Apprenticeship, Cybersecurity Operations, Networking Engineer, Cybersecurity Specialist, Desktop Support Network Administrator, Project Management Professional with CBAP, Lean or ITIL, Technology Professional 2, CDL-A, MIG Welding, Carpentry & Building Construction, Electrical Wiring Residential, Heating and Cooling, Renewable Energy, Industrial Manufacturing Pathway Training, Welding, CNC Operator Technician, Welding, Controls Technician, Industrial Maintenance Technician, Robot Programmer, Robot Technician, IT Support, Bridges to Career Opportunities (Construction), Contextualized Construction Skilled Trades, CDL-A, HVAC, and Diesel Mechanic. Most of these certification training programs are 7.5 to 16 weeks.

#### Advance Michigan Catalyst/America's Promise

On December 31, 2021, the Advance Michigan Catalyst/America's Promise grant was completed, and the WIN workforce collaborative was recognized as one of the top performers in the nation due to achieving or exceeding all performance outcomes. WIN helped the local MWA and community college partners secure the \$6 million U.S. Department of Labor (US DOL) America's Promise grant to train 900 individuals with a focus on the unemployed, unemployed, and at-risk population groups.

Macomb/St. Clair Michigan Works! (MSCMW!) received \$1,292,001 in Catalyst funds to train 247 unemployed or underemployed workers over a four-year period. MSCMW! partnered with the MTEC Center at Macomb Community College (MCC) to provide this training. The grant concluded with MSCMW! Serving a total of 246 participants. MCC designed five training pathways for this grant, which include Controls Technician, Electrical Maintenance Specialist, Mechanical Maintenance, Robot Programmer, and Robot Technician. The cohorts run 40 hours a week, and the instructional material covers foundational skills, workplace skills, manufacturing essential skills, and program-specific vocational skills. MSCMW! placed a Career Planner at MCC to work specifically with participants enrolled in the grant. The Career Planner is located at the training site to stay connected with students.

Oakland County Michigan Works! utilized \$910,000 of this grant to train 232 individuals. In partnership with Oakland Community College (OCC), Oakland County Michigan Works! launches

PLC and Robotics Technician cohorts and provides ongoing case management and placement assistance for graduates. Oakland County Michigan Works! has recently modified its training to include blueprint reading, more hands-on opportunities, and a Power Path screening to identify challenges in attention and stress management, with strategies to address challenges. It has also incorporated employability skills into training.

GST Michigan Works! was awarded \$456,423 to train 61 underemployed and unemployed individuals and 29 incumbent workers. At the conclusion of the grant, GST Michigan Works! trained a total of 69 individuals. Throughout the grant period, GST Michigan Works! has successfully partnered with training institutions such as Mott Community College workforce development to recruit potential grant participants.

Detroit Employment Solutions Corporation (DESC) was awarded \$1,124,000 to train 156 unemployed and underemployed individuals and 53 incumbent workers. The grant ending number of participants served was 139. In partnership with Macomb Community College (MCC), DESC has developed a strategy to recruit and enroll participants, as well as a placement strategy with local manufacturers. Their partnership offers four courses to participants: Controls Technician, Robot Programmer Evening, Robot Programmer Day, and Maintenance Technician. DESC has also partnered with Ross IES to support a full-time staff member to support program activities and serve as a liaison between Career Centers and training providers.

SEMCA was awarded \$820,000 to train 132 underemployed and unemployed individuals and 19 incumbent workers. At the conclusion of the grant, SEMCA served 207 individuals. SEMCA has partnered with Schoolcraft College to offer CNC Operating Training and with Henry Ford College to offer a Process Boot Camp Training for BASF during Q1 2020. It's partnership with the training institutions and assisting with curriculums has resulted in SEMCA exceeding its training goal. SEMCA also continues to recruit and advertise via social media outlets: Website, Facebook, Twitter, SEMCA TVs, and flyers at each of their American Job Centers.

Michigan Works! Southeast (MWSE) was awarded \$440,000 to train 54 underemployed and unemployed individuals and 18 incumbent workers. At the end of this grant, MWSE served a total of 63 participants. MWSE has partnered with Jackson College, Mott Community College, and Southern Michigan Center for Science and Industry to deliver relevant training.

The table below provides data on eight key performance outcome measures.

**U.S. Department of Labor America's Promise Catalyst Grant**

**1/1/2017 – 12/31/2021**

**Final Outcomes**

<b>Target Population Served</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	131	63	247	54	200	150	845
Outcomes to Date	126	52	246	55	232	176	887
<b>Incumbent Workers</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	10	17	0	8	0	25	60
Outcomes to Date	13	17	0	8	0	31	69
<b>Enrolled in Education</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	141	80	247	62	200	175	905
Outcomes to Date	116	64	245	63	232	197	917
<b>Completed Education</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	110	60	186	46	155	132	689
Outcomes to Date	95	45	205	43	188	160	736 (826 in WIPS)
<b>Completed Education with Credential</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	102	58	187	45	155	110	657
Outcomes to Date	99	44	220	43	188	159	753 (788 in WIPS)
<b>Obtained Employment</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	45	37	151	25	85	50	393
Outcomes to Date	28	18	189	11	84	114	444 (455 in WIPS)
<b>Incumbent Retained/Advanced</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	4	5	0	5	0	5	19
Outcomes to Date	0	0	0	0	0	18	18
<b>Total Population Served</b>	<b>DESC</b>	<b>GST</b>	<b>MSCMW</b>	<b>MWSE</b>	<b>OCMW</b>	<b>SEMCA</b>	<b>TOTAL</b>
Grant Goal	141	80	247	62	200	175	905
Outcomes to Date	139	69	246	63	232	207	959

### U.S. Department of Labor H1-B One Workforce, Building an Industry Infinity Supply Chain

Since data continues to show that robotics and automation is among the fastest growing classifications of job growth in the region and a top workforce priority for regional automotive companies, WIN partners obtained the \$10 million Industry Infinity grant for four more years of helping students obtain the high-demand, high skills, and confidence needed to be the region's next robotics technicians. The grant also commits to regional delivery of cybersecurity frontline worker training to enable connected automated vehicles in the southeast Michigan region and to deliver certification training programs for high-demand occupations in the transportation sector. Industry Infinity provides \$4.6 million in training funds and over \$1 million in wraparound services that flow through the Michigan Works! agency partners which braid and leverage WIOA funds with these additional training funds from the US DOL. The Industry Infinity grant also includes a regional Curriculum Development Committee, led by Henry Ford College, and a Transportation Collaborative led by the Michigan Department of Transportation to develop and achieve curriculum development outcomes in the key Industry 4.0 pillars of manufacturing, cybersecurity, and transportation.

### Advance Michigan Center for Apprenticeship Innovation/ U.S. Department of Labor Apprenticeship: Closing the Skills Gap grant

In February 2020, with assistance from WIN, Oakland Community College (OCC) was awarded a \$4 million four-year federal grant, known locally as MI-APPRENTICESHIP, to train 720 apprentices in advanced manufacturing careers across the state of Michigan and to provide the Advance Michigan Center for Apprenticeship Innovation (AMCAI) apprenticeship hub tools, resources, and experts to the region. Six Michigan Works! Agencies (Detroit Employment Solutions Corporation, GST Michigan Works!, Macomb/St. Clair Workforce Development Board, Michigan Works! Southeast, Southeast Michigan Community Alliance, and Oakland County Michigan Works!) were awarded a total of \$600,000 to support apprenticeship coordination activities, such as employer outreach, participant tracking, and case management. Additionally, seven community colleges (Henry Ford College, Macomb Community College, Monroe County Community College, Mott Community College, Schoolcraft College, Washtenaw Community College, and Wayne County Community College District) were awarded a total of \$700,000 to support apprenticeship coordination activities, including employer outreach, participant tracking, and case management. WIN was awarded \$1.6 million for project management and grant coordination and each community college and MWA partner will have access to training funds to help employers offset the cost of Related Technical Training for apprentices.

## U.S. Department of Labor (US DOL) American Apprenticeship Initiative (AAI)

In 2021, the Advance Michigan Center for Apprenticeship Innovation (AMCAI) completed all activities for the U.S. Department of Labor (US DOL) American Apprenticeship Initiative (AAI) grant. The WIN collaborative of community college and Michigan Works! agency partners earned recognition as one of the top-performing apprenticeship grantees in the nation by the National Governors Association Center for Best Practices by exceeding all target outcomes.

The Closing the Skills Gap MI-APPRENTICESHIP partners leverage the AMCAI apprenticeship hub which includes the [miapprenticeship.org](https://miapprenticeship.org) website with apprenticeship resources and links including the [rapidskillsgenerator.org](https://rapidskillsgenerator.org) website and real-time repository of over 540 occupational frameworks for developing Appendix A Work Process Schedules, the Return-on-Investment Calculator (ROI) which shows wage data and helps employers understand the financial benefits of hiring apprentices, the Apprenticeship Resource Tracking (ART) software to enable intermediary standards support for apprenticeship employers, and Equal Employment Opportunity (EEO)/Affirmative Action Plan (AAP) policy templates for intermediaries and sponsors to comply with 29 CFR Part 30 guidelines.

### **Partner Led Industry Sector Initiatives**

There are currently dozens of industry-specific sector initiatives and public-private partnerships in the region led by county economic development agencies and other community partners.

#### Detroit Regional Partnership

The Detroit Regional Partnership (DRP) was founded in 2019 as a regional economic development nonprofit serving the 11-county governments of the southeast Michigan region, the City of Detroit, and leading private-sector businesses. The organization is focused on marketing the region to out-of-state and international companies to attract investments and jobs. DRP partners with the regional MWAs to better understand the unique workforce and talent advantages in each community.

In December 2021, the DRP applied for a \$500,000 planning grant and advanced to Phase 2 of the Economic Development Administration's \$1 billion Build Back Better Regional Challenge. A coalition led by the DRP will compete as one of 60 nationwide finalists for up to \$100 million per grantee in American Rescue Plan Act funds for transformational economic programs that grow new industries or scale existing ones.

The DRP's application highlighted how the 11-county region, which includes Planning Region 10, could leverage its automotive, engineering, design, and manufacturing strengths to help



companies innovate and transition while securing the talent and infrastructure needed as electrification and autonomous technology redefine mobility. If funded, SEMCA will be the fiduciary agent.

#### Detroit Regional Chamber Sector Initiatives

MICHauto is an economic development initiative of the Detroit Regional Chamber (DRC), dedicated to promoting, retaining, and growing the automotive and mobility industries in Michigan. The program serves as the unified voice of Michigan's automotive industry, providing a platform for various automotive stakeholders to collaborate on matters related to advocacy, awareness, business attraction, and talent attraction and retention.

Detroit Drives Degrees (D3) is a collective impact initiative to improve the talent pipeline in the Detroit region with a focus on advancing access to postsecondary opportunities, boosting student success, retaining local talent, and attracting new talent. The initiative seeks to increase the proportion of individuals with college degrees and high-skill credentials in the region to 60 percent by 2030. D3 is funded by grants from the New Economic Initiative and an Association of Chamber of Commerce Executives (ACCE) Education Attainment award.

In addition, the DRC is involved in sector initiatives in the areas of Automotive/Mobility, Defense, Healthcare, Information Technology, and Transportation, Distribution, and Logistics. DRC has staff dedicated to these efforts and uses its website and ties to the business community to promote these sectors and attract new businesses to the region.

#### Oakland County Business Forward

Business Forward is Oakland County's new initiative to provide resources and services to small businesses in cooperation with community-based organizations and embed business consultants in communities so companies can thrive and grow. Business Forward Consultants work with entrepreneurs in a variety of venues including one-on-one consultations, training and workshops in basic business development, market research, customer identification, etc. The goal is to ensure all businesses have access to the resources they need to succeed, with a special focus on including minority, woman, and veteran-owned businesses.

#### Oakland80

Oakland County Executive Coulter launched Oakland80 with a goal of having 80 percent of adults with a post-high school degree or credential by 2030. This will lead to residents earning higher wages and pursuing more in-demand careers while employers access highly-skilled talent for their workforce. Oakland80 is managed jointly by the County Executive's office and Workforce

Development Division under the Economic Development Department and is supported by a Task Force comprised of innovative leaders from education, business, and labor organizations. In early 2022, OCMW! launched the Oakland80 Tuition Scholarship program to help eligible residents obtain the skills needed to flourish in a range of high-demand careers. More than 650 tuition scholarships are available, each worth up to \$2,000, with the possibility of additional funding through the OCMW!.

#### Automation Alley's Industry 4.0

Automation Alley, a nonprofit technology and manufacturing business association located in Troy, Michigan, is the World Economic Forum's Advanced Manufacturing Hub (AMHUB) for North America and a nonprofit Industry 4.0 knowledge center. Automation Alley facilitates public-private partnerships by connecting industry, education, and government to fuel Michigan's economy and accelerate regional innovation. The MWA and Automation Alley have partnered on various initiatives, including MiCareerQuest Southeast, Oakland County Manufacturing Day, and Laptops for Learning.

In late 2020, Automation Alley launched Project DIAMOnD (Distributed Independent and Agile Manufacturing On Demand), a grant program to help regional manufacturers purchase and integrate Industry 4.0 technologies to support the manufacturing of PPE for the Covid-19 pandemic. The project was funded by a \$10 million grant from Oakland County and a \$2 million grant from Macomb County. To date, the program has provided more than 250 3D printers to small companies. The Business Services teams from OCMW! and MSCMW! are helping to coordinate training on the machines through the use of an industry collaborative Going Pro Talent Fund award.

#### Detroit Economic Growth Corporation (DEGC) Industry Sector Initiatives

The DEGC has sector initiatives that focus on Automotive and Advanced Mobility, Advanced Manufacturing, Apparel, Fashion, and Luxury, Emerging Industries, Food Processing, and Medical Health. The DEGC promotes Detroit and the region, attracts new business, and secures resources to attract and retain businesses in these sectors. It works closely with DESC to help address training and workforce needs and to make sure employers hire qualified Detroiters.

#### Macomb County Department of Planning and Economic Development Sector Initiatives

The Macomb County Department of Planning and Economic Development targets leading industries, including advanced manufacturing, automotive, defense, food and agriculture, healthcare and social assistance, IT and cybersecurity, transportation, logistics and warehousing, professional services, and retail.

### Detroit Region Aerotropolis Development Corporation

The Detroit Region Aerotropolis Development Corporation is a four-community, two-county, public-private economic development partnership driving corporate expansion and new investment around the Detroit Metro and Willow Run Airports. As a regional economic development organization, the Aerotropolis provides a suite of economic development services to companies throughout the region. Services include site identification and infrastructure analysis, intergovernmental relations, regional market data and demographic information, and private sector engagement.

### Michigan Energy Workforce Development Consortium

The Michigan Energy Workforce Development Consortium (MEWDC) is an industry-led partnership of more than 50 representatives of industry, workforce, education, and veterans that are focused on workforce issues that are crucial to Michigan's energy industry. Get Into Energy is a program designed specifically to build awareness among students, teachers, military veterans, transitioning workers, and others about energy career opportunities. MEWDC has also been successful at building talent pipelines for gas and electric line workers and currently partners with eight high schools and twelve colleges and universities.

### Community College-Led Industry Sector Initiatives

Community Colleges, and other educational institutions and training organizations, utilize Employer Advisory Councils to identify and address the training needs of in-demand occupations. The regional MWAs partner with these schools to help with recruitment and provide funds for training and wrap-around services.

For example, Macomb Community College, in collaboration with the Michigan Boating Industry Association and the American Boat and Yacht Council, has developed a *Marine Technician Program*. This industry-driven partnership was initiated through the 4M group (MSCMW!, Macomb County Department of Planning and Economic Development, Macomb Community College and the Michigan Economic Development Corporation) to address the shortage of qualified workers and provide individuals with entry into a dynamic, competitive, year-round field. The seven-week program focuses on developing skills in marine systems, specifically gas and diesel engine repair, electrical systems, small engine repair, and plumbing and HVAC systems. The MSCMW! holds a seat on the Macomb Community College Advisory Board and will assist, along with OCMW!, with intake, eligibility, and funding for eligible candidates.

## **Part V: Administrative Cost Arrangements**

*Describe any administrative cost arrangements that currently exist or that will be established within the region, including the pooling of funds for administrative costs, as appropriate. Regions may consider:*

- *Current or proposed resource leveraging agreements.*
- *Establishing a process to evaluate cost-sharing arrangements.*

Over the last decade, WIOA Planning Region 10 partners have developed a wide variety of administrative cost-sharing arrangements. Two cost-sharing arrangements that have been particularly successful are activities driven by the SEMWAC and the WIN. It is the intention of the MWAs in WIOA Planning Region 10, as well as those in WIOA Planning Regions 6 and 9, to continue to support SEMWAC and WIN activities.

As previously described, SEMWAC is comprised of seven MWAs from WIOA Planning Regions 6, 7, 9, and 10. Each MWA contributes a designated amount of funds proportionate to its size as determined by its funding allocation. SEMCA serves as the fiscal agent and is responsible for administering SEMWAC activities. SEMCA has procured a workforce development consultant who will use these funds to plan and facilitate meetings and work of related regional workforce development projects.

Some of the services provided by SEMWAC to the regions include:

- Planning and facilitation of regular meetings with MWA Directors, MWA Administrative Managers, and Business Services Managers.
- Facilitation of annual regional planning that helps determine joint goals and priorities.
- Convening the Business Services Network, which brings business service representatives together from across the SEMWAC service area to network and share best practices.
- Convening regional staff workgroups that research and develop shared service strategies. Most recently, this included the development of communications, business services, and customer service strategies. The Business Services Coordination Committee is currently developing strategies for identifying and meeting employer needs.
- Providing joint staff development training like Rapid Response, On-the-Job, Equal Employment Opportunity, and Customer Services training for staff from all seven MWAs.

WIN is comprised of seven MWAs and ten community colleges from WIOA Planning Regions 6, 7, 9, and 10. Each MWA and community college contributes an equal share annually to support WIN operations and activities. SEMCA acts as the fiscal agent and is responsible for administering WIN activities. Some of the services provided by WIN to the regions include:

- Providing real-time labor market research and data services to individual MWAs, WIOA Planning Regions, and the 19-county WIN service region.
- Researching and publishing reports on innovation and disruption in the workforce and understanding jobs and talent in southeast Michigan, including skills gap analyses related to connected and automated vehicles and cybersecurity, regional employee turnover studies, and more.
- Researching and writing regional grant proposals, convening employer-led collaboratives, and managing grant initiatives as noted in Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations.

### **Memorandums of Understanding and Infrastructure Funding Agreements**

All of the WIOA Planning Region 10 MWAs have developed Memorandums of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs) to comply with provisions of the WIOA, the WIOA Final Regulations, federal guidance, and state policy. These cost-sharing agreements allow MWAs to share resources with American Job Center partners across jurisdictions. Infrastructure costs of a center are defined in WIOA Section (h) (4) as non-personnel costs that are necessary for the general operation of the center, including but not limited to facility costs, utilities and maintenance, equipment (including assessment related and assistive technology for individuals with disabilities), and technology to facilitate access to the center, including technology used for the center's planning and outreach activities.

Required partners include those that participate in Career and Technical Education, Community Services Block Grants, Indian and Native American Programs, U.S. Department of Housing and Urban Development (HUD) Employment and Training Programs, Job Corps, Jobs for Veterans State Grants (JVSF), Migrant and Seasonal Farm Worker Jobs Programs, Senior Community Service Employment Programs, Adult Education and Literacy Programs, Temporary Assistance for Needy Families (TANF) Programs, Trade Adjustment Assistance Programs, Unemployment Compensation Programs, and YouthBuild. MOUs are executed every 3 years, and IFAs are negotiated annually.

WIOA Planning Region 10 has also established administrative cost arrangements in several other areas and will continue to look for new cost-sharing opportunities. Many of these initiatives are

described in detail in Part III of this regional plan. What follows are some examples of MWA administrative cost arrangements.

- *Joint Administration of YouthBuild:* DESC is jointly administering a YouthBuild grant with SEMCA. Out-of-school youth, ages 16 to 24, from Detroit, Hamtramck, and Highland Park are provided with education, occupational skills training in the construction industry, leadership development, and post-program placement.
- *Joint Procurements:* The MWAs in WIOA Planning Region 10 have jointly procured services through their administrative arrangements with SEMWAC and WIN, including procurement of consultants, facilitators, project managers, and publications. They have also been able to jointly negotiate pricing to bring down the cost of technologies such as EMSI job parsing technology. One challenge for joint procurements activities is that each MWA is responsible for documenting procurements and is accountable for monitoring/audits.
- *In-Kind Contribution Arrangements:* All of the WIOA Planning Region 10 MWAs make in-kind contributions to support regional initiatives, primarily by subsidizing staff time initiatives described in this section and the sector initiative section of this plan. This is especially true for fiscal agents who dedicate administrative resources as well.

There are many other cost-sharing agreements and informal arrangements between MWAs and between MWAs and their partners in the region. In WIOA Planning Region 10 these include:

- Arrangements between MWAs to serve participants from each other's counties;
- Agreements with community colleges to provide staff development to MWA staff in relevant topics such as managing change, EEO, and teambuilding;
- Agreements with community colleges to provide training services to MWA participants;
- Agreements between MWAs and nonprofit organizations for providing employment and program delivery services; and
- Arrangements with the Michigan Works! Association to provide advocacy, education, and professional development. The Association also negotiates group pricing on subscription-based services such as the Gongwer News Service, the Employment & Training Reporter, and Salesforce Customer Relationship Management (CRM).

## **Part VI: Coordination of Transportation and Other Supportive Services**

*Describe how transportation and other supportive services, as appropriate, currently are coordinated or will be coordinated within the region. Regions may consider:*

- *Whether the provision of transportation or other supportive services could be enhanced, and if so, how.*
- *What organizations currently provide or could provide supportive services.*
- *Establishing a process to promote coordination of supportive services delivery.*

### **Transportation Services**

Transportation continues to be one of the biggest barriers for many job seekers in southeast Michigan. The lack of reliable public transportation and access to affordable car insurance limits access to entry-level and mid-skill jobs. The MWAs in WIOA Planning Region 10 have been collaborating with organizations throughout the region to address this critical issue. Given the current state of regional transportation services and the lack of funding for transportation-related supportive services, MWAs alone can do little to address the immediate concerns of job seekers who need significant transportation solutions.

Across the region, there are also transportation planning and development initiatives underway that may begin to address transportation needs over the next several years. The Southeast Michigan Council of Governments (SEMCOG) is responsible for developing regional transportation plans and administering the Transportation Improvement Program and Transportation Alternatives Program. Recent updates on SEMGOC activities include:

- In March 2019, SEMGOC adopted its 2045 Regional Transportation Plan for southeast Michigan, which serves as the region's guiding policy document for transportation investment. It describes how more than \$35 billion in revenues will be invested in 174 projects to support the region's transportation system through 2045. It addresses the future of mobility and responds to many of the regional, state, and national trends such as an aging demographic, future technology, and funding shortfalls.
- The Fiscal Year 2020-2023 Transportation Improvement Program (TIP) for southeast Michigan describes how over \$3.2 billion will be invested to support the transportation system. Actions described in this document are needed to improve the quality and reliability of the transportation system for all users, support economic prosperity, maintain fiscal sustainability, broaden access to core services, make communities more desirable, and protect the environment.

- The Transportation Alternatives Program (TAP) offers funding opportunities for several transportation improvements, including pedestrian and bicycle infrastructure and safety programs, historic preservation and rehabilitation of transportation facilities, environmental mitigation activities, and safe routes to school programs.

The Regional Transit Authority of Southeast Michigan (RTA) has recently updated its Regional Master Transit Plan, called ADVANCE 2021, which will guide strategic planning activities in Southeast Michigan over the next 20 years. Funding for the plan continues to be a primary obstacle as Macomb, Oakland, Washtenaw, and Wayne counties must all agree on the plan for it to be included on a regional ballot.

Until an RTA plan is in place, MWAs would benefit from additional funding for procuring transportation services. Several MWAs have uses Barrier Removal Employment Success (BRES) funding within their Business Resource Networks to supplement workforce retention efforts, however, additional funding to cover rideshare services such as Uber and Lyft would allow job seekers to commute to regions where programs and jobs exist.

MWAs can also continue to work with regional providers and employers to develop creative solutions. One such solution came at the request of the SEMCA Highland Park location on behalf of local manufacturing companies. SEMCA worked with SMART to add a bus stop in the industrial park to alleviate safety concerns for employees working late night shifts.

Business Resource Network representatives will continue to share new options for transportation-related supportive services. Examples include the Working Cars For Working People Program from the Here to Help Foundation, the Commute with Enterprise Ride-Share Program, the SMART Veteran Transportation services, and the Freedom Road Transportation's Volunteer Driver Program. These programs are dedicated to filling the transportation void for persons with disabilities, senior citizens, former prisoners re-entering society, veterans, and people with low incomes.

### **Supportive Services**

Within the five counties that comprise WIOA Planning Region 10, there exist many organizations that offer a variety of valuable supportive services. Select organizations work directly with local MWAs and their American Job Centers to provide subsidies to qualified participants and receive participant referrals. The WIOA Planning Region 10 MWAs have developed MOUs and, in some cases, Cost Infrastructure Agreements with their respective supportive service partners. These types of arrangements give MWAs a higher level of assurance that participant supportive service needs are addressed.



Demand for supportive services, however, is not waning. Participants are challenged with basic needs such as family obligations, transportation, childcare, and access to technology. The MWAs response has been swift to provide stipends and incentive payments, childcare scholarships, and addressing the digital divide with expanded computer distribution and better internet access.

While some of the MWAs were fortunate to receive other modes of funding, these sources are not sustainable or guaranteed. One example of additional funding included \$6.6 million from the *American Rescue Plan* to the Oakland County Workforce Development Division for workforce training and education needs related to the pandemic. The OCMW! is utilizing those funds for childcare scholarships, supportive services to individuals facing financial barriers, small business workforce retention support, and Oakland80 Career and Education Navigators.

In June 2020, three of the MWAs in WIOA Planning Region 10 received a donation totaling \$325,000 from the *Goldman Sachs Philanthropy Fund/Ballmer Group* for COVID-19 related emergency supportive services. These funds were used for workforce training, license/certification fees, work-related tools/equipment, technology equipment, transportation assistance, and other supportive services the Michigan Works! customers need to obtain/retain employment or attend/complete training.

Moving forward, the MWAs in WIOA Planning Region 10, along with their many partners, will continue to explore opportunities to expand and improve the coordination of these services. This may include exploring joint procurements and creating regional online directories and advisories of available supportive services in the region. If reductions continue, however, the MWAs will be challenged to address the growing needs of their customers.

## **Part VII: Coordination of Workforce Development and Economic Development Services**

*Describe how workforce development services currently are, or could be, coordinated with economic development services and providers within the region, and a description of the strategies that have been or will be established to enhance service delivery as a result of the coordinated regional analysis of such services. Regions may consider:*

- *Current economic development organizations engaged in regional planning.*
- *Education and training providers involved with economic development.*
- *Current businesses involved with economic development organizations.*
- *Targeted businesses from emerging sectors/industries.*

The MWAs in WIOA Planning Region 10 collaborate with many different economic development organizations at the local, county, and state levels. Some economic development organizations in the region are aligned with specific industry sectors, as described in Part IV of this plan, while others are broad-based economic development agencies housed within city and county governments. MWAs often collaborate with these organizations by helping them develop business recruitment and retention strategies, and by providing businesses with labor market information and access to MWA business services, training grants, and talent. In return, these partnerships help ensure that the MWAs in the region are business-driven and that the workforce system aligns with business needs. The MWAs also work collaboratively with the Michigan Economic Development Corporation (MEDC) to provide coordinated services for employers and expand awareness of the MWAs' services.

The MWAs in WIOA Planning Region 10 are very closely aligned with their respective county and city economic development agencies. These close ties make it possible for the MWAs and economic development agencies to easily partner on economic and workforce development activities. Examples include conducting regional job fairs co-sponsored by economic development and the MWAs, presenting joint Talent Services Proposals to attract new employers to the respective areas; conducting joint economic/workforce development retention calls to businesses, and identifying single points of contact for workforce questions for the region's largest employers. Examples of county and city partnerships include:

- The Detroit Economic Growth Corporation (DEGC), and the Wayne, Oakland, and Macomb County's Economic Development Departments all work closely with WIOA Planning Region 10 MWAs on business outreach and local sector initiatives.
- As previously mentioned, the Detroit Regional Partnership (DRP) serves the 11-county governments of the southeast Michigan region, the City of Detroit, and leading private-

sector businesses. DRP partners with the regional MWAs to better understand the unique workforce and talent advantages in each community.

- The Macomb County Department of Planning and Economic Development convenes periodic meetings with the 4M Group comprised of the MSCMW!, the Macomb County Department of Planning and Economic Development, the MEDC, and Macomb Community College.
- OCMW! is administered by the Oakland County Workforce Division, which is part of the Oakland County Economic Development Department. OCMW! serves as the point of contact for job seekers and businesses looking for workforce development services. Oakland County's Economic Development Department also provides support to businesses, residents, and communities across Oakland County, providing them with financial services, planning, business development, Veterans services, and small business assistance.
- The Wayne County Economic Development Department partners with MWAs to host Business Resource Network Roundtables on topics that include site location assistance, employee recruitment and training, managing and growing businesses, available financing options, expanding markets, and increasing sales.
- SEMCA's business services team works collaboratively with the local Economic Development agencies to recruit employers and share resources to help expand awareness of MWAs and the resources and services available to employers.
- The Livonia MWA Business Service Representative team has a long-term working relationship with the Livonia city planner, the Livonia Chamber of Commerce, and local colleges, including Schoolcraft College, Madonna University, and Davenport University.

Within the City of Detroit, the Mayor's Workforce Development Board (MWDB) brings together executive leaders to identify and implement solutions for Detroit's workforce ecosystem, broadly defined as not only the publicly-funded agencies that provide services to job seekers and employers, but also the businesses that determine hiring and employee training practices, the philanthropic partners that invest in programs, and the units of government that set laws and policies that impact workers and businesses.

In 2017, the MWDB engaged its members, staff, and community partners to develop a new City-wide vision: a unified approach to employment to ensure alignment between vision, goals, resources, communication, initiatives, and outcomes across various partners to benefit job seekers and employers. The MWDB and partners committed to raise Detroit's employment and

labor force participation rate to a level that is on par with or outperforming peer cities. Based on 2017 employment levels, we need 40,000 more employed Detroiters to meet the lowest rates of peer cities and 100,000 more employed Detroiters to reach the highest rates. The Executive Director of the MWDB is the Group Executive for Jobs, Economy and Detroit at Work for the City of Detroit.

The MWDB and its staff are directly responsible for the following: Establishing a comprehensive Detroit specific strategy that maximizes WIOA legislative goals, activities, and resources to implement national best practices; Creating innovative approaches to accomplish workforce development systems change across the City and region, including aligning public systems and policies to remove barriers to employment; Informed by local and national best practices, stakeholder input, data, and research, the MWDB leads an Economic Opportunity Agenda that will be a set of priorities defined by the Board. These priorities will accelerate the good work underway, and further enable the conditions for all Detroiters to participate in and benefit from the city's economic recovery, uniting existing agencies and services in a centralized system in order to connect adult education, training, employment, retention, and other supportive and stabilizing services for Detroiters who can benefit from these services; Intentionally integrating select non-traditional workforce services to deliver human-centered and trauma-informed problem solving and systems-level solutions; Coordinating with economic development teams, Board members and the greater business community drive workforce development with economic development and drive economic development with workforce development; and, Convening employers in Detroit's high-growth, high-demand industries to identify and solve for common workforce challenges, with an emphasis on identifying the skills and training needed for workers today and in the future.

Regional economic development organizations are currently engaged in workforce development planning by participating on their MWA Workforce Development Boards and through relevant economic development partnerships. Examples of regional partnerships include:

- The Detroit Regional Chamber serves as the voice of the southeast Michigan business community and works to bolster the business environment in the region. WIOA Planning Region 10 MWAs partner with the Chamber on several workforce development initiatives, including the Detroit Regional Partnership, a spin-off of the Detroit Regional Chamber's business attraction efforts.
- As noted elsewhere in this plan, Automation Alley is southeast Michigan's technology business association, connecting companies and organizations with talent, resources, and funding to accelerate innovation and fuel Southeast Michigan's economy. WIOA Planning Region 10 MWAs partners with Automation Alley on their advanced manufacturing,

defense, entrepreneurship, international business, and talent development initiatives, by participating on committees and providing resources.

- The Centropolis Accelerator at Lawrence Technological University, Tech Town Detroit, and OU INC are the region's most active and successful business accelerators. MWAs can partner with these organizations on sector initiatives that involve small businesses and by referring customers who are looking to start businesses on their own.
- Small Business Development Centers, located in several community colleges and counties in the region, also provide services to MWA customers who are looking to start businesses.
- For Detroit residents interested in starting an education and childcare business, or a professional services and contractors business, Detroit at Work offers a 2-week, online, Entrepreneurship Training Academy in partnership with Wayne County Community College District.
- Oakland County hosts quarterly Oakland County Economic Development meetings for local, state, and county economic developers to meet with partner agencies, including education and workforce providers as well as local chambers of commerce.

Education and training partners are an excellent way to extend the reach of the MWAs and provide coordinated services to employers. Almost all of the public post-secondary educational institutions across the region have varying economic development capabilities, and many of the community colleges participate in the Michigan New Job Training Program (MNJTP), which provides training for employers who are creating new jobs and/or expanding operations in Michigan. Both the Michigan Manufacturing and Technology Center (manufacturing) and the MIAT College of Technology (aviation) are examples of active training providers involved with economic development.

Employers across the region are also involved with economic development organizations. MWAs have worked hard to align education and training, workforce development, and regional economic development strategies to meet the needs of employers and provide a skilled workforce. Below is a small sampling of companies involved with economic development organizations across the region:

Amazon  
Ascension  
Ford Motor Company  
Henry Ford Health

Magna Seating  
McLaren Health Care  
Stellantis

To encourage the placement of Detroiters, DESC has developed a standardized priority hiring agreement that promotes equity by modernized hiring practices, including banning up-front identification of criminal records and limiting drug testing. DESC has already entered into priority agreements with Majorel, Universal, and Cure Auto Commercial. These relationships allow DESC to partner on other hiring efforts, such as hiring GDYT youth for summer jobs.

Moving forward the MWAs anticipate an increase in demand from employers within the automotive supply chain, especially those growing in the Electric Vehicle industry. There is a significant opportunity to support these employers, in partnership with the EV Academy, to scale postsecondary certification training programs to train new workers and/or upskill exiting employees. The MWAs will continue to work closely with existing partners to create a shared language and engage in economic development activities that will build the regional economy and create jobs and opportunities.

## **Part VIII: Local Levels of Performance**

*A description of how the region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in the WIOA Section 116(c), for the local areas or the planning region.*

The four MWAs in WIOA Planning Region 10 negotiate and reach agreement with the Governor and LEO-WD on local levels of performance. Although the MWAs negotiate separate agreements, they remained in contact with each other at SEMWAC meetings and other forums and shared the status of negotiations and their outcomes. Moving forward, the MWAs in WIOA Planning Region 10 will continue to work together to negotiate local levels of performance with the Governor and LEO-WD.

## **Appendix I: Public Comments and Responses**

<b>Comment/Question</b>	<b>Response to Comment</b>
No public comments received	No action necessary



