
The Workforce Innovation and Opportunity Act (WIOA) Regional Plan for WIOA Planning Region 10 for Program Years 2024-2027

Plan Period: July 1, 2024 through June 30, 2028



The WIOA Regional Plan for Planning Region 10

July 1, 2024 – June 30, 2028

Table of Contents

Executive Summary	4
Part I: Regional Planning Process	7
Part II: Labor Market Data and Economic Conditions Analysis	8
Core Partner Involvement.....	8
Employment Needs.....	8
Existing In-Demand Occupations	8
Emerging In-Demand Occupations	12
In-Demand Middle Skills Occupations	14
Knowledge, Skills, and Abilities Needed in Industries and Occupations In-Demand	17
Workforce Development Activities.....	21
Strengths and Weaknesses	22
Education and Training Alignment with Industries and Occupations.....	27
Workforce Analysis	28
Important Industry Sectors in WIOA Region 10.....	32
Geographic Factors	33
Demographic Characteristics	34
Part III: Regional Service Strategies	42
Planning Region 10 Service Strategies	42
Workforce Intelligence Network (WIN)	44
Pre-Apprenticeship Programs, Apprenticeship Initiatives, and Resources	47
Other Cooperative Service Delivery Agreements	49
Services to Individuals with Disabilities, Veterans, Youth, or other Hard to Serve Populations	50
Regional Strategies aimed at Serving Special Populations	51
Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations	60
Michigan Works! Led Industry Sector Initiatives	60
Workforce Intelligence Network Led Industry Sector Initiatives.....	62

Partner Led Industry Sector Initiatives 62

Part V: Administrative Cost Arrangements67

Memorandums of Understanding and Infrastructure Funding Agreements 67

Part VI: Coordination of Transportation and Other Supportive Services69

Transportation Services 69

Supportive Services..... 70

Part VII: Coordination of Workforce Development and Economic Development Services.....72

Part VIII: Local Levels of Performance75

Appendix I: Public Comments and Responses.....76

Attachment A1: Approval Request for Detroit Employment Solutions Corporation.....77

Attachment A2: Approval Request for Macomb/St. Clair Michigan Works!78

Attachment A3: Approval Request for Oakland County Michigan Works!.....79

Attachment A4: Approval Request for Southeast Michigan Community Alliance80

Executive Summary

Part I: Regional Planning Process

The Workforce Innovation Opportunity Act (WIOA) Planning Region 10 is comprised of four Workforce Development Boards, which oversee the regions four Michigan Works Agencies (MWAs). These 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 more than 25 years, these MWAs, along with MWAs from WIOA Planning Regions 6, 7, and 9, have worked together to coordinate how critical workforce development initiatives, programs, and services are implemented. SEMWAC, the Southeast Michigan Works! Agencies Council, is a longstanding regional alliance that brings together leadership and staff from these seven MWAs to discuss policy, coordinate staff development activities, share best practices, and plan, implement, and monitor regional initiatives. Their efforts have resulted in improved communication, collaboration, and consistency of service delivery throughout the greater region, and successful implementation of many regional workforce development grants and initiatives.

Part II: Labor Market and Economic Conditions

WIOA Planning Region 10 represents about 3,230 square miles of land with a population of 4.21 million, 42 percent of the state's population. The Region is also home to 43.1 percent of the state's business establishments and 44.4 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 most impoverished), but it is also home to some of the wealthiest and most populated communities in the state.

Most workers in the region commute to some degree. The average travel time to work is about 26.9 minutes in each direction. While the region is heavily concentrated and well connected by highways, for workers without regular access to a vehicle, traveling to employment may be difficult. Job opportunities available in close geographic proximity for Detroiters and those in the region without reliable transportation, however, are inaccessible for various reasons.

The fastest-growing jobs and the jobs in greatest demand are in occupations that require post-secondary training and often a bachelor's degree. Moreover, 39 of the top 50 existing in-demand, high-wage occupations in WIOA Planning Region 10 require a bachelor's degree, or higher, for entry-level openings. There is a strong mismatch between the jobs available and the current talent pool's skill and education level. 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.

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.

WIOA Planning Region 10 will continue to build on this success by expanding 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. Emphasis will be given to improving services to special populations, including individuals with disabilities, veterans, youth, justice impacted, refugees, immigrants, and the long-term unemployed, and to developing even stronger partnerships with WIOA 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. Such MWA-led initiatives 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 (EVJA), and the Health Careers Alliance for Southeast Michigan, are industry-specific. And partner organizations, including 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 SEMWAC and WIN. SEMWAC improves communication, collaboration, and consistency of service delivery throughout the region. WIN secures regional funding; implements regional workforce development initiatives; provides real-time labor market information; and convenes regional industry sector initiatives. WIOA Planning Region 10 MWAs, as well as those in WIOA Planning Regions 6, 7, and 9, will continue to support SEMWAC and WIN activities.

WIOA Planning Region 10 MWAs have also established administrative cost arrangements with each other to effectively manage youth programs and will continue to explore new cost-sharing opportunities.

Part VI: Coordination of Transportation and Other Supportive Services

Transportation continues to be a major barrier for many job seekers in southeast Michigan. Limited public transportation and access to affordable car insurance limits access to entry-level and mid-skill jobs. WIOA Planning Region 10 MWAs 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, promising developments and regional initiatives are underway. In January 2024, Michigan's Department of Labor and Economic Opportunity (LEO), Workforce Development (WD) provided funding for the Barrier Removal Employment Success (BRES) program to help remove employment barriers, including transportation.

Part VII: Coordination of Workforce Development and Economic Development Services

The WIOA Planning Region 10 MWAs collaborate with several different economic development organizations on a variety of workforce development-related activities and initiatives. These regional economic development organizations may focus on industry specific 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 are business driven and 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 consensus with the Governor and LEO-WD on local levels of performance. Although the MWAs negotiate separate agreements, they remain in contact with each other to share the status of their negotiations and outcomes. WIOA Planning Region 10 MWAs will continue to work together as local levels of performance are negotiated with the Governor and LEO-WD.

Conclusion

This planning process has provided a welcome opportunity to assess current regional workforce development initiatives and administrative arrangements, to describe new initiatives and arrangements that have been launched, and to identify opportunities for improved regional collaboration. It also allows the MWAs to ensure alignment with the Michigan Statewide Workforce Plan.

Most apparent is that regional collaboration continues to increase, especially with WIOA Title II and Title IV partners. Region 10's MWAs, along with the MWAs in WIOA Planning Regions 6 and 9, and their many partners, will continue to work together to build a strong state and regional workforce system that meets the needs of job seekers, employers, and the community.

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, hereinafter referred to as “Region 10”, is comprised of four Workforce Development Boards (WDBs) which oversee the regions four Michigan Works! Agencies (MWAs). These 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 Region 10 planning process began with a review of Policy Issuance (PI) 24-13, *Workforce Innovation and Opportunity Act Four-Year Regional and Local Plans for Program Years 2024 through 2027* from Michigan’s Department of Labor and Economic Opportunity (LEO), Workforce Development (WD), dated April 8, 2024, and a comparison to the *Mid-Cycle Modification to the WIOA Four-Year Regional Plan* as submitted in 2022. In anticipation of the official PI, leadership from the four MWA’s in Region 10, along with WIOA Planning Regions 6 and 9, formally engaged the Workforce Intelligence Network of Southeast Michigan (WIN) to assist with labor market data and analysis. The Region 10 MWA directors then contracted with EdEn Inc. (EdEn) to draft the remaining plan narrative.

To collect the remaining content from the MWAs, EdEn used a blended approach, which began by updating programmatic statistics and data for publicly available sources. Three virtual planning sessions were conducted with planners from each of the MWAs, and partners were given the opportunity to provide local updates, and to discuss new initiatives and programs within the region. EdEn then contacted each MWA independently to gather additional information about regional service strategies, industry sector initiatives, transportation and supportive services, and economic development partnerships. 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 comment from their respective local areas and gained feedback and support from their Chief Elected Officials (CEOs) and Workforce Development Boards (WDBs).

Region 10’s 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.

The following labor market data and analysis represent Region 10, which, as noted above, consists of Macomb, Monroe, Oakland, St. Clair, and Wayne counties.

Core Partner Involvement

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

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

Core partners were asked to identify available data that clarifies the nature and special needs of service populations, to identify the strengths and weaknesses of workforce development activities, and the regional partners' capacity to provide workforce services for respective populations. The survey questions and responses are identified below.

When the draft regional plan was made available for their comment, core partners were notified and encouraged to make comments on their organizations' behalf. During the initial comment phase, no formal comments were made. Core partners who have representatives on WDBs could also review and comment on the regional plan. Several WDB members made comments during the review process, many of which have been incorporated into this plan.

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 include those that require a high school diploma or more, experienced high demand through calendar year 2023, and are expected to grow, in the short-term, over the next two years (through 2025). Additionally, these occupations offer an hourly wage above the statewide median wage of \$21.88 per hour, and occupations with lower wages have been filtered out. Region 10's MWAs support career pathway opportunities for occupations that require high levels of education, including those in Figure 1. Figure 3 displays high-demand jobs available with shorter-term training.

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

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
13-1081	Accountants and Auditors	18,704	18,948	1.3%	1,551	4,127	\$37.95	Bachelor's degree
15-1243	Aerospace Engineers	184	206	11.8%	21	264	\$43.54	Bachelor's degree
11-9021	Architectural and Engineering Managers	7,876	7,998	1.5%	552	1,727	\$67.12	Bachelor's degree
15-1253	Civil Engineers	4,309	4,579	6.3%	390	2,279	\$38.08	Bachelor's degree
17-3022	Clinical and Counseling Psychologists	824	864	4.8%	61	422	\$35.95	Doctoral or professional degree
11-3013	Computer and Information Systems Managers	7,495	7,628	1.8%	550	229	\$67.23	Bachelor's degree
13-2099	Computer Occupations, All Other	3,942	4,003	1.5%	279	9,060	\$46.32	Bachelor's degree
11-3131	Construction Managers	2,984	3,125	4.7%	282	1,940	\$50.64	Bachelor's degree
15-1231	Data Scientists	2,178	2,308	6.0%	196	4,023	\$43.66	Bachelor's degree
19-4092	Dentists, General	1,614	1,644	1.8%	62	579	\$93.51	Doctoral or professional degree
15-1255	Electrical Engineers	5,605	5,697	1.6%	347	2,877	\$49.12	Bachelor's degree
29-1217	Electrical Power-Line Installers and Repairers	1,182	1,240	4.9%	124	179	\$48.82	High school diploma or equivalent
11-3021	Financial Managers	10,252	10,551	2.9%	842	4,882	\$63.98	Bachelor's degree
27-4021	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,188	3.5%	674	593	\$35.62	High school diploma or equivalent
29-1125	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	5,903	2.2%	540	2,747	\$37.53	High school diploma or equivalent
29-2036	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,458	4.0%	863	1,119	\$28.17	High school diploma or equivalent

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
11-1021	General and Operations Managers	38,642	39,477	2.2%	3,491	7,288	\$49.18	Bachelor's degree
29-2053	Heavy and Tractor-Trailer Truck Drivers	23,116	24,438	5.7%	3,103	10,568	\$25.74	Postsecondary nondegree award
11-3111	Human Resources Managers	2,529	2,563	1.3%	205	1,795	\$58.99	Bachelor's degree
15-2021	Industrial Engineers	14,853	15,105	1.7%	947	5,253	\$46.69	Bachelor's degree
13-2041	Information Security Analysts	1,836	1,916	4.4%	150	642	\$49.34	Bachelor's degree
27-2032	Insurance Sales Agents	6,561	6,828	4.1%	659	1,546	\$24.47	High school diploma or equivalent
19-3094	Interior Designers	734	803	9.4%	102	537	\$29.31	Bachelor's degree
19-2021	Lawyers	9,772	9,856	0.9%	414	1,484	\$51.62	Doctoral or professional degree
13-1011	Logisticians	5,008	5,207	4.0%	500	2,973	\$39.75	Bachelor's degree
13-1031	Management Analysts	7,978	8,225	3.1%	768	2,674	\$45.71	Bachelor's degree
11-9121	Managers, All Other	5,134	5,247	2.2%	429	2,418	\$60.24	Bachelor's degree
13-1074	Market Research Analysts and Marketing Specialists	10,274	10,639	3.6%	1,117	3,056	\$36.74	Bachelor's degree
11-2011	Marketing Managers	2,878	2,953	2.6%	265	2,936	\$62.69	Bachelor's degree
15-2051	Mechanical Engineers	20,162	20,403	1.2%	1,214	4,898	\$48.03	Bachelor's degree
11-9039	Medical and Health Services Managers	6,328	6,679	5.5%	618	4,787	\$49.14	Bachelor's degree
21-2021	Nurse Practitioners	3,460	3,741	8.1%	296	1,679	\$53.78	Master's degree
19-1023	Occupational Health and Safety Specialists	1,080	1,134	5.0%	142	799	\$36.99	Bachelor's degree
21-1018	Occupational Therapists	1,892	1,963	3.7%	139	811	\$40.52	Master's degree
29-1021	Operating Engineers and Other Construction Equipment Operators	3,393	3,568	5.2%	376	369	\$32.02	High school diploma or equivalent
15-1212	Operations Research Analysts	749	789	5.3%	65	740	\$40.55	Bachelor's degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
19-5012	Optometrists	625	645	3.2%	43	300	\$65.76	Doctoral or professional degree
25-9044	Physical Therapist Assistants	1,443	1,548	7.3%	253	895	\$27.26	Associate's degree
21-1019	Physical Therapists	3,212	3,366	4.8%	201	1,590	\$44.92	Doctoral or professional degree
21-1013	Physician Assistants	2,200	2,310	5.0%	164	733	\$55.78	Master's degree
13-1028	Project Management Specialists	11,914	12,192	2.3%	968	5,710	\$48.50	Bachelor's degree
11-9051	Property, Real Estate, and Community Association Managers	3,184	3,308	3.9%	306	1,461	\$30.24	High school diploma or equivalent
27-3011	Real Estate Sales Agents	1,129	1,201	6.4%	132	1,483	\$24.77	High school diploma or equivalent
11-2021	Sales Managers	6,879	6,936	0.8%	525	4,928	\$65.21	Bachelor's degree
13-2071	Software Developers	23,200	23,747	2.4%	1,515	12,922	\$50.39	Bachelor's degree
13-2072	Software Quality Assurance Analysts and Testers	1,428	1,467	2.7%	108	788	\$41.17	Bachelor's degree
21-1029	Speech-Language Pathologists	1,702	1,796	5.5%	139	1,825	\$39.92	Master's degree
11-3061	Transportation, Storage, and Distribution Managers	3,635	3,769	3.7%	354	2,827	\$44.66	High school diploma or equivalent
21-1093	Veterinarians	839	877	4.5%	47	683	\$57.40	Doctoral or professional degree
13-2082	Web and Digital Interface Designers	605	629	3.9%	55	810	\$39.13	Bachelor's degree

Source: Bureau of Labor Statistics (2023) and Lightcast (2024)

Emerging In-Demand Occupations

Occupations in Figure 2 include those that require a high school diploma or more, that are projected to record solid job expansion over the long-term (through 2033), and that have high annual job openings and median wages above the state median of \$21.88 per hour. Selection criteria included a combination of projected growth, both numeric and percent, that showcased growth as constant or positive for all occupations, sizable annual openings, and occupations that require more than a high school diploma.

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

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
13-1081	Accountants and Auditors	18,704	19,280	3.1%	1,508	\$37.95	Bachelor's degree
11-3012	Administrative Services Managers	2,666	2,800	5.0%	222	\$51.15	Bachelor's degree
11-9041	Architectural and Engineering Managers	7,876	8,098	2.8%	527	\$67.12	Bachelor's degree
13-1199	Business Operations Specialists, All Other	12,186	12,888	5.8%	1,140	\$37.34	Bachelor's degree
17-2051	Civil Engineers	4,309	5,090	18.1%	354	\$38.08	Bachelor's degree
11-3021	Computer and Information Systems Managers	7,495	7,954	6.1%	542	\$67.23	Bachelor's degree
15-1299	Computer Occupations, All Other	3,942	4,135	4.9%	273	\$46.32	Bachelor's degree
11-9021	Construction Managers	2,984	3,404	14.1%	267	\$50.64	Bachelor's degree
15-2051	Data Scientists	2,178	2,671	22.7%	193	\$43.66	Bachelor's degree
29-1021	Dentists, General	1,614	1,726	6.9%	59	\$93.51	Doctoral or professional degree
49-9051	Electrical Power-Line Installers and Repairers	1,182	1,334	12.8%	115	\$48.82	High school diploma or equivalent
11-3031	Financial Managers	10,252	11,346	10.7%	834	\$63.98	Bachelor's degree
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,608	9.5%	645	\$35.62	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	6,126	6.0%	525	\$37.53	High school diploma or equivalent
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,971	11.2%	836	\$28.17	High school diploma or equivalent
11-1021	General and Operations Managers	38,642	40,999	6.1%	3,397	\$49.18	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	23,116	26,985	16.7%	3,017	\$25.74	Postsecondary nondegree award
17-2112	Industrial Engineers	14,853	15,255	2.7%	884	\$46.69	Bachelor's degree

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
15-1212	Information Security Analysts	1,836	2,137	16.4%	148	\$49.34	Bachelor's degree
41-3021	Insurance Sales Agents	6,561	7,448	13.5%	645	\$24.47	High school diploma or equivalent
27-1025	Interior Designers	734	938	27.7%	96	\$29.31	Bachelor's degree
23-1011	Lawyers	9,772	10,205	4.4%	422	\$51.62	Doctoral or professional degree
13-1081	Logisticians	5,008	5,654	12.9%	488	\$39.75	Bachelor's degree
13-1111	Management Analysts	7,978	8,726	9.4%	747	\$45.71	Bachelor's degree
11-9199	Managers, All Other	5,134	5,491	7.0%	419	\$60.24	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	10,274	11,486	11.8%	1,104	\$36.74	Bachelor's degree
11-2021	Marketing Managers	2,878	3,106	7.9%	258	\$62.69	Bachelor's degree
31-9011	Massage Therapists	869	1,086	25.0%	152	\$25.83	Postsecondary nondegree award
17-2141	Mechanical Engineers	20,162	20,536	1.9%	1,155	\$48.03	Bachelor's degree
11-9111	Medical and Health Services Managers	6,328	7,743	22.4%	626	\$49.14	Bachelor's degree
29-1171	Nurse Practitioners	3,460	4,592	32.7%	290	\$53.78	Master's degree
19-5011	Occupational Health and Safety Specialists	1,080	1,260	16.6%	141	\$36.99	Bachelor's degree
29-1122	Occupational Therapists	1,892	2,156	13.9%	136	\$40.52	Master's degree
31-2011	Occupational Therapy Assistants	751	939	25.0%	134	\$28.45	Associate's degree
47-2073	Operating Engineers and Other Construction Equipment Operators	3,393	3,899	14.9%	360	\$32.02	High school diploma or equivalent
15-2031	Operations Research Analysts	749	891	18.9%	64	\$40.55	Bachelor's degree
29-1041	Optometrists	625	692	10.8%	35	\$65.76	Doctoral or professional degree
31-2021	Physical Therapist Assistants	1,443	1,848	28.1%	264	\$27.26	Associate's degree
29-1123	Physical Therapists	3,212	3,783	17.8%	190	\$44.92	Doctoral or professional degree
29-1071	Physician Assistants	2,200	2,643	20.1%	163	\$55.78	Master's degree
13-1082	Project Management Specialists	11,914	12,640	6.1%	925	\$48.50	Bachelor's degree

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
11-9141	Property, Real Estate, and Community Association Managers	3,184	3,571	12.2%	297	\$30.24	High school diploma or equivalent
29-1141	Registered Nurses	44,225	45,566	3.0%	2,561	\$38.86	Bachelor's degree
15-1252	Software Developers	23,200	25,239	8.8%	1,493	\$50.39	Bachelor's degree
15-1253	Software Quality Assurance Analysts and Testers	1,428	1,568	9.8%	106	\$41.17	Bachelor's degree
29-1127	Speech-Language Pathologists	1,702	2,073	21.8%	137	\$39.92	Master's degree
15-2041	Statisticians	205	260	26.9%	19	\$50.85	Master's degree
11-3071	Transportation, Storage, and Distribution Managers	3,635	3,995	9.9%	336	\$44.66	High school diploma or equivalent
29-1131	Veterinarians	839	979	16.7%	44	\$57.40	Doctoral or professional degree
15-1255	Web and Digital Interface Designers	605	699	15.4%	55	\$39.13	Bachelor's degree

Source: Bureau of Labor Statistics (2023) and Lightcast (2024)

In-Demand Middle Skills Occupations

Occupations in Figure 3 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 \$21.88 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 \$24.00 per hour. While the top current in-demand occupations generally require a bachelor's degree or higher education, many Region 10 MWA customers seek shorter-term education or training to find work. Figure 3 provides a snapshot of Region 10's middle skills occupations.

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

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
17-3021	Aerospace Engineering and Operations Technologists and Technicians	152	185	21.8%	18	\$31.37	Associate's degree	None
53-2021	Air Traffic Controllers	278	300	8.0%	27	\$72.97	Associate's degree	Long-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	1,999	2,194	9.8%	173	\$28.82	Postsecondary nondegree award	None
53-2022	Airfield Operations Specialists	215	240	11.8%	22	\$36.28	High school diploma or equivalent	Long-term on-the-job training
17-3011	Architectural and Civil Drafters	999	1,144	14.5%	115	\$27.56	Associate's degree	None

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
49-3023	Automotive Service Technicians and Mechanics	9,506	10,033	5.5%	877	\$23.95	Postsecondary nondegree award	Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,710	4,079	10.0%	359	\$25.60	High school diploma or equivalent	Long-term on-the-job training
43-5011	Cargo and Freight Agents	1,411	1,631	15.6%	178	\$22.45	High school diploma or equivalent	Short-term on-the-job training
47-2031	Carpenters	6,900	7,389	7.1%	639	\$28.30	High school diploma or equivalent	Apprenticeship
17-3022	Civil Engineering Technologists and Technicians	989	1,078	9.0%	104	\$28.10	Associate's degree	None
47-4011	Construction and Building Inspectors	2,008	2,140	6.5%	249	\$28.40	High school diploma or equivalent	Moderate-term on-the-job training
29-1292	Dental Hygienists	3,174	3,389	6.8%	237	\$34.92	Associate's degree	None
33-3021	Detectives and Criminal Investigators	1,123	1,172	4.4%	89	\$45.31	High school diploma or equivalent	Moderate-term on-the-job training
29-2032	Diagnostic Medical Sonographers	1,373	1,493	8.7%	85	\$36.08	Associate's degree	None
17-3023	Electrical and Electronic Engineering Technologists and Technicians	1,188	1,263	6.3%	126	\$31.01	Associate's degree	None
49-9051	Electrical Power-Line Installers and Repairers	1,182	1,334	12.8%	115	\$48.82	High school diploma or equivalent	Long-term on-the-job training
47-2111	Electricians	12,274	12,526	2.0%	1,124	\$31.77	High school diploma or equivalent	Apprenticeship
33-2011	Firefighters	3,144	3,375	7.3%	264	\$28.07	Postsecondary nondegree award	Long-term on-the-job training
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,608	9.5%	645	\$35.62	High school diploma or equivalent	None
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	818	868	6.0%	55	\$39.13	Postsecondary nondegree award	Moderate-term on-the-job training
39-1013	First-Line Supervisors of Gambling Services Workers	677	752	11.1%	84	\$30.62	High school diploma or equivalent	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	6,126	6.0%	525	\$37.53	High school diploma or equivalent	None
33-1012	First-Line Supervisors of Police and Detectives	1,174	1,223	4.2%	84	\$44.61	High school diploma or equivalent	Moderate-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,971	11.2%	836	\$28.17	High school diploma or equivalent	None

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
53-2031	Flight Attendants	2,679	2,761	3.0%	366	\$31.07	High school diploma or equivalent	Moderate-term on-the-job training
11-9051	Food Service Managers	3,695	3,889	5.3%	439	\$31.32	High school diploma or equivalent	None
29-9021	Health Information Technologists and Medical Registrars	311	359	15.4%	25	\$31.71	Postsecondary nondegree award	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,842	4,094	6.5%	358	\$25.35	Postsecondary nondegree award	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	23,116	26,985	16.7%	3,017	\$25.74	Postsecondary nondegree award	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	8,390	9,006	7.3%	736	\$29.61	High school diploma or equivalent	Long-term on-the-job training
41-3021	Insurance Sales Agents	6,561	7,448	13.5%	645	\$24.47	High school diploma or equivalent	Moderate-term on-the-job training
29-2061	Licensed Practical and Licensed Vocational Nurses	4,339	4,739	9.2%	385	\$29.11	Postsecondary nondegree award	None
31-9011	Massage Therapists	869	1,086	25.0%	152	\$25.83	Postsecondary nondegree award	None
49-9062	Medical Equipment Repairers	682	759	11.2%	73	\$27.54	Associate's degree	Moderate-term on-the-job training
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,604	1,789	11.6%	159	\$28.44	High school diploma or equivalent	Long-term on-the-job training
31-2011	Occupational Therapy Assistants	751	939	25.0%	134	\$28.45	Associate's degree	None
47-2073	Operating Engineers and Other Construction Equipment Operators	3,393	3,899	14.9%	360	\$32.02	High school diploma or equivalent	Moderate-term on-the-job training
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	73	97	32.7%	10	\$38.45	High school diploma or equivalent	Moderate-term on-the-job training
31-2021	Physical Therapist Assistants	1,443	1,848	28.1%	264	\$27.26	Associate's degree	None
47-2152	Plumbers, Pipefitters, and Steamfitters	5,901	6,043	2.4%	532	\$35.86	High school diploma or equivalent	Apprenticeship
33-3051	Police and Sheriff's Patrol Officers	8,604	8,886	3.3%	702	\$31.43	High school diploma or equivalent	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	3,531	3,795	7.5%	399	\$25.43	High school diploma or equivalent	Moderate-term on-the-job training

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
11-9141	Property, Real Estate, and Community Association Managers	3,184	3,571	12.2%	297	\$30.24	High school diploma or equivalent	None
41-9021	Real Estate Brokers	726	820	12.9%	74	\$26.53	High school diploma or equivalent	None
41-9022	Real Estate Sales Agents	1,129	1,346	19.2%	125	\$24.77	High school diploma or equivalent	Moderate-term on-the-job training
29-1126	Respiratory Therapists	1,956	2,114	8.1%	115	\$31.67	Associate's degree	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	13,228	13,332	0.8%	1,267	\$33.00	High school diploma or equivalent	Moderate-term on-the-job training
25-3021	Self-Enrichment Teachers	2,910	3,253	11.8%	407	\$23.25	High school diploma or equivalent	None
53-6051	Transportation Inspectors	254	278	9.2%	26	\$44.00	High school diploma or equivalent	Moderate-term on-the-job training
11-3071	Transportation, Storage, and Distribution Managers	3,635	3,995	9.9%	336	\$44.66	High school diploma or equivalent	None

Source: Economic Modeling Specialists, Intl (EMSI)

The next section presents an analysis of the knowledge, skills, and abilities these occupations require. 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 Region 10's existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including the 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, technologies, and certifications (if available) are expected, of successful job candidates in these occupations.

These occupations all require a solid foundation in such basic skills as reading, communication, math, and cognitive abilities that influence the acquisition and application of knowledge in problem solving. Most occupations require active learning and critical thinking skills, and all 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 one needs to diagnose and treat human injuries and diseases is important in all critical healthcare occupations. This includes knowledge of symptoms, treatment alternatives, drug properties and interactions, and preventive healthcare measures.

Knowledge

Medicine and Dentistry
 Biology
 Customer and Personal Service
 Therapy and Counseling
 Psychology

Skills

Active Listening
 Reading Comprehension
 Speaking
 Critical Thinking
 Monitoring

Abilities

Problem Sensitivity
 Near Vision
 Oral Expression
 Deductive Reasoning
 Information Ordering

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.

Many certifications are required in healthcare occupations because most careers involve licensure. Beyond occupational-specific requirements, important certifications are concentrated in specific areas of patient care.

Tools and Technologies

Medical Software
 Microsoft Office
 Scheduling Software
 Information Retrieval
 Categorization Software

Certifications

Basic Life Support (BLS)
 Cardiopulmonary Resuscitation (CPR)
 Advanced Cardiovascular Life Support (ACLS)
 Licensed Practical Nurse (LPN)
 American Registry of Radiologic Technologists (ARRT)

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, information ordering, and deductive reasoning.

Knowledge

Computer and Electronics
 Engineering and Technology
 Customer and Personal Service
 Mathematics
 Communications and Media

Skills

Critical Thinking
 Active Listening
 Complex Problem-Solving
 Systems Analysis
 Time Management

Abilities

Information Ordering
 Deductive Reasoning
 Mathematical Reasoning
 Problem Sensitivity
 Oral Expression

Tools, Technologies, and Certifications

Computer occupations require a diverse set of technologies. Depending on the occupation, individuals employed in these occupations will need to know everything from traditional software packages to such advanced computer programming languages as Structured Query Language, Java, and Linux.

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

Tools and Technologies

Data Base User Interface and Query Software
Development Environment Software
Enterprise Resource Planning
Project Management
Web Platform Development

Certifications

Certified Information Systems Security Professional
Project Management Professional Certification
CompTIA A+
Cisco Certified Network
Certified Information System

Architecture and Engineering Occupations

Knowledge, Skills, and Abilities

Architecture and Engineering occupations are both technical and practical, so they require a mix of knowledge, skills, and abilities. Mechanical applications, design, 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. Leading skills are complex problem solving, critical thinking, and judgment and decision making.

Knowledge

Engineering and Technology
Design
Mechanical
Building and Construction
Physics

Skills

Complex Problem Solving
Critical Thinking
Quality Control Analysis
Judgment and Decision-Making
Systems Analysis

Abilities

Information Ordering
Mathematical Reasoning
Written Expression
Deductive Reasoning
Visualization

Tools, Technologies, and Certifications

Many Architecture and Engineering occupations are expected to use tools and technologies targeted at improving quality and reducing defects or inefficiencies (e.g., Quality Assurance and Six Sigma).

Similarly, certification for Engineers and other occupations in this category are also concentrated in quality improvement. High demand certifications include Six Sigma Green Belt, LEED Accredited Professional, and Project Management Professional.

Tools and Technologies

Project Management
Quality Assurance

Certifications

Professional Engineer License
Six Sigma Green Belt

Scientific Software
Computer Aided Design
Photo Imaging Software

Engineer in Training
LEED Accredited Professional
Project Management Professional Certification

Business and Financial Occupations

Knowledge, Skills, and Abilities

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

Knowledge

Customer and Personal Service
Administration and Management
Economics and Accounting
Administrative
Mathematics

Skills

Active Listening
Critical Thinking
Reading Comprehension
Speaking
Monitoring

Abilities

Oral Comprehension
Written Comprehension
Deductive Reasoning
Problem Sensitivity
Information Ordering

Tools, Technologies, and Certifications

Most of the occupations in this category require office productivity software, including Microsoft Office for documents, spreadsheets, publications, and database administration.

In addition to productivity software, tools and technologies for business and financial occupations may involve risk management and such technical proficiencies as Generally Accepted Accounting Principles.

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

Tools and Technologies

Accounting Software
Business Intelligence and Data Analysis Software
Human Resource Software
Financial Analysis Software
Microsoft Office

Certifications

Certified Public Accountant
Project Management Professional Certification
Enrolled Agent
Certified Internal Auditor
Chartered Financial Analyst

Management and Supervisory Occupations

Knowledge, Skills, and Abilities

Occupations in this category require workers to possess such skills as judgment and decision making, complex problem solving, and critical thinking. Workers must also have knowledge of administration, management, personnel, and human resources. These workers shall also have the ability to express and comprehend oral and written communication.

Knowledge

Administration and Management
 Customer and Personal Service
 Sales and Marketing
 Personnel and Human Resources
 Economics and Accounting

Skills

Judgment and Decision Making
 Complex Problem Solving
 Critical Thinking
 Coordination
 Management of Resources

Abilities

Deductive Reasoning
 Oral Expression
 Problem Sensitivity
 Information Ordering
 Written Expression

Tools and Technologies

Most of the occupations in this category need to use management software, including Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) programs.

Tools and Technologies

Office Suite Software
 Enterprise Resource Planning
 Customer Relationship Management
 Document Management Software
 Project Management Software

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.

An analysis of the workforce development activities in Region 10 indicate that gaps exist and currently range from a lack of talent to fill jobs related to new technology, and the increasing numbers of skilled workers leaving the workforce for retirement. The following gaps are top priorities for the MWAs:

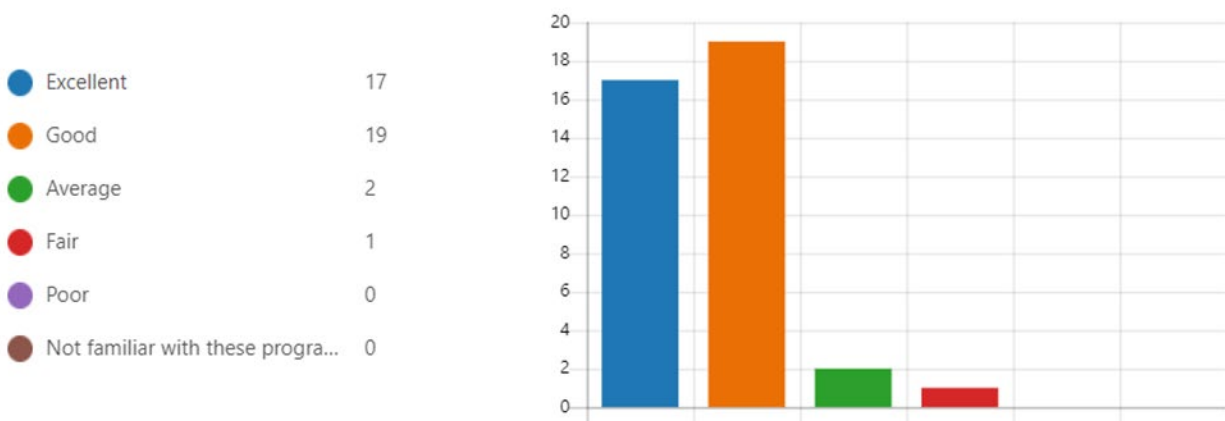
- Aging workers are leaving the workforce and taking skilled knowledge with them: MWAs in the region are working together on several grants to encourage more apprenticeship programs with employers. This will help younger workers learn from more experienced workers and will ensure companies do not lose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

and federal government to help upskill current workers, increasing retention of workers and increasing wages.

Strengths and Weaknesses

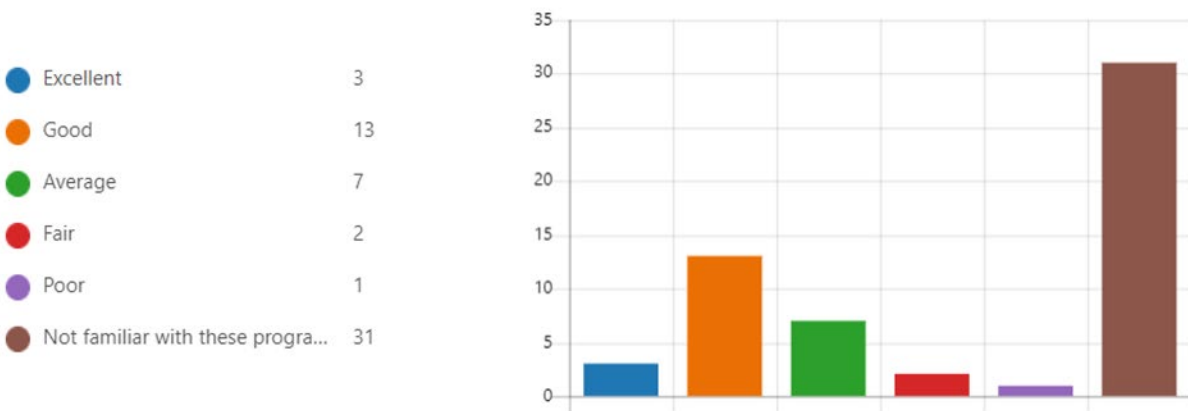
To help inform this plan, core partners from Region 10 were sent a questionnaire for input on workforce system strengths, weaknesses, and the region’s capacity to provide the needed workforce development activities. Once these comments were received, a team of MWA directors and lead staff met to review the feedback and identify other strengths and weaknesses in the system. What follows are the questions asked and a summary of the types of comments received.

Question 1: How would you rate the strength of the Michigan Works! Agency’s WIOA programs and services in your region? This includes services to unemployed and underemployed adults, laid-off workers, and youth programs.



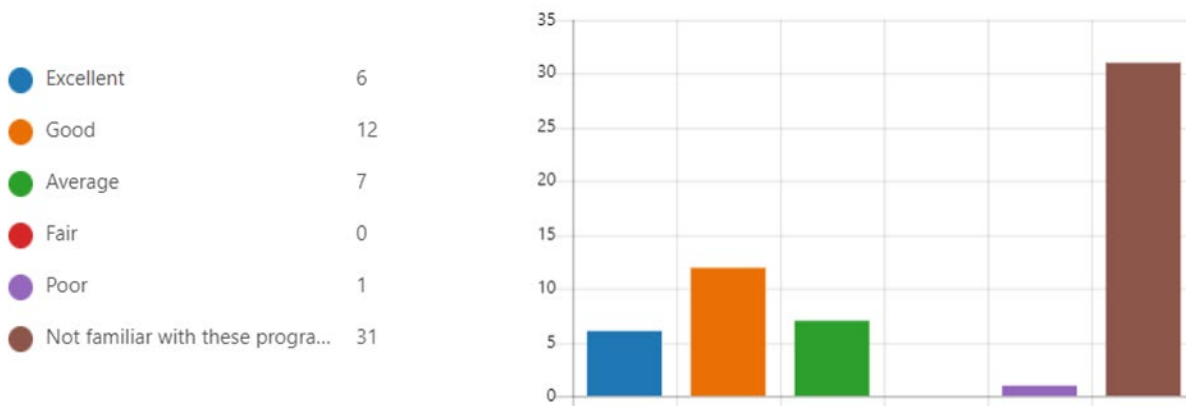
The general sentiment toward Michigan Works! Agency WIOA Title I – IV programs were very positive. Most respondents provided a rating of either “Excellent” or “Good” for these programs, although three respondents provided a rating of “Average” or worse.

Question 2: How would you rate the strength of the Job Corps program (Title I) in your region? This includes the program and services delivered by the Job Corps Center in Detroit.



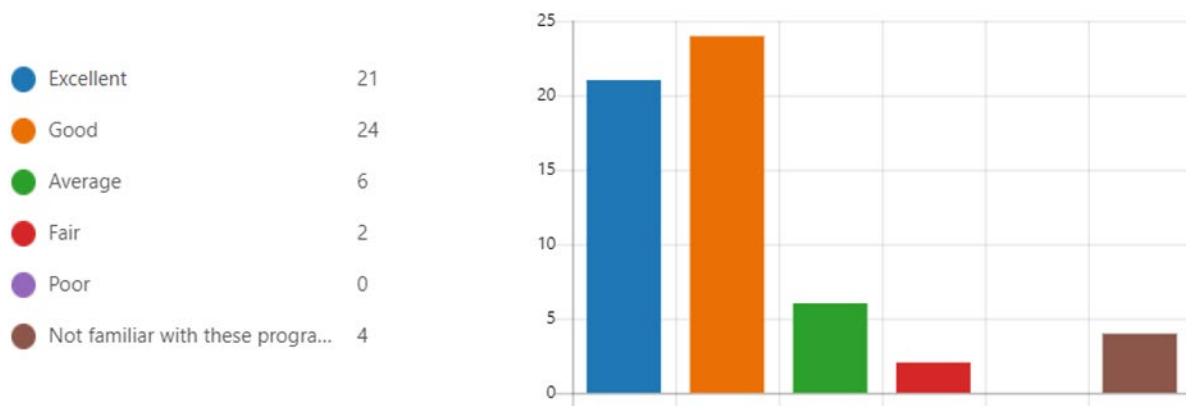
Respondents were less optimistic, in general, about the strength of the Job Corps program compared to WIOA programs and services. Most of those respondents were either not familiar with these programs, or rated them Good-to-Average, in aggregate.

Question 3: How would you rate the strength of the YouthBuild program (Title I) in your region? This includes the YouthBuild program delivered by Detroit at Work.



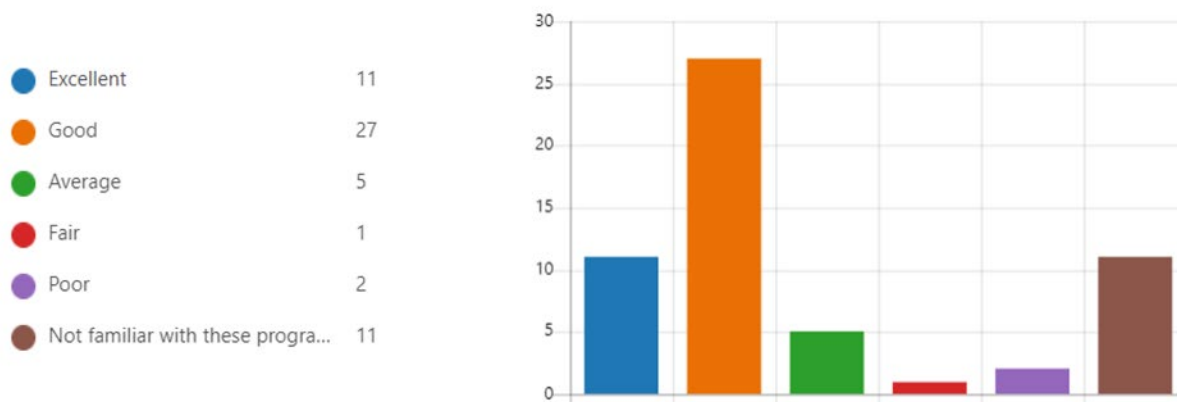
Similar to responses for the Job Corps program, respondents were either unfamiliar with these programs, or rated them anywhere between “average” and “excellent”.

Question 4: How would you rate the strength of the adult education (Title II) programs in your region? This includes adult education programs delivered at local school districts and non-profit organizations in your community, including English as a Second Language (ESL), General Education Development (GED), and high school completion programs.



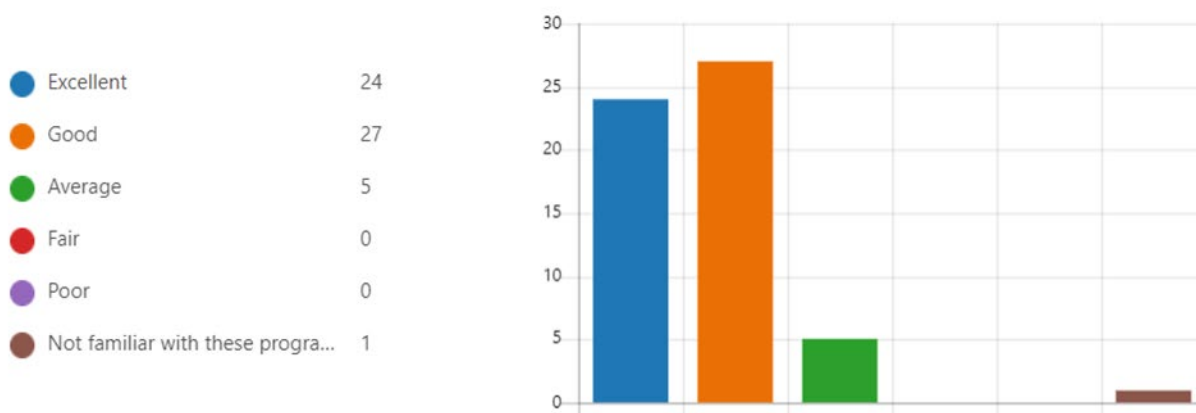
Adult education programs, including ESL and GED programs, were highly rated across the region. Among all the respondents, most rated the strength of programs as “Excellent” or “Good” overall.

Question 5: How would you rate the strength of adult literacy (Title II) programs in your region? This includes literacy providers, non-profit organizations, etc.



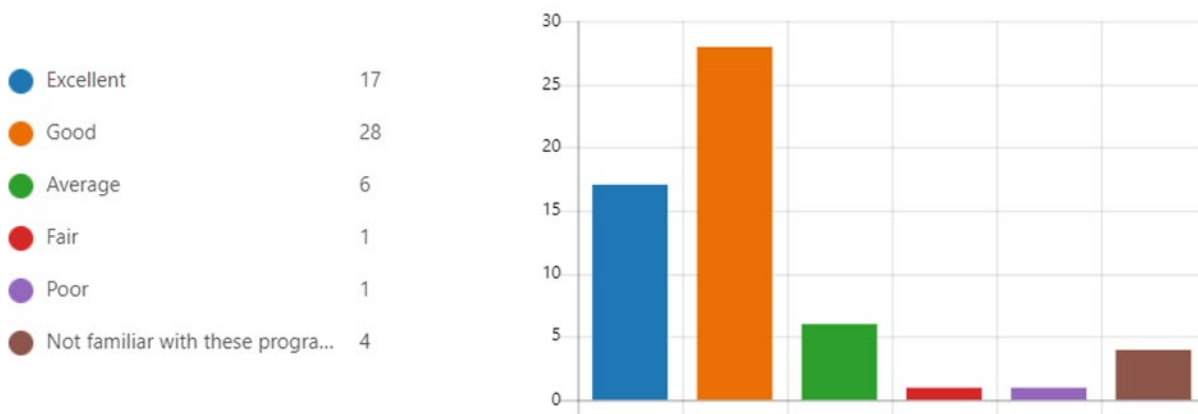
Results for adult literacy were mixed compared with previous responses. Although a significant majority still rated programs “Good” overall, the responses were even, including eight responses in the Poor-to-Average range. Compared to ratings of other services, the data suggests that adult literacy programs have the most room for improvement.

Question 6: How would you rate the strength of the Michigan Works! Agencies’ services to the general public and employers, as funded through Wagner-Peyser Employment Services (Title III)? This includes workshops, computer labs, job fairs, general job search assistance, resource navigation, referrals, and more.



Michigan Works! Agencies’ services were very highly rated in this survey. There were no responses for “Fair” or “Poor” and only five that selected the next lowest option of “Average”.

Question 7: How would you rate the strength of the vocational rehabilitation services (Title IV) in the region? This includes programs and services delivered by Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP).



Vocational rehabilitation services, including Michigan Rehabilitation Services and Bureau of Services for Blind Persons, were rated quite high by respondents. On average, most of those answering the survey selected a rating of “Good”, although several responses were also collected with a rating of “Excellent” or “Average”.

Question 8: Of the programs previously mentioned, identify any regional strengths. This may include the ability to address the workforce needs of individuals and employers, including individuals with barriers to employment. Be program specific.

- **Innovative training** for youth, persons with different abilities, and adults
- **Equitable wages** for staff to increase retention and facilitate success for program participants.
- **Connectivity** with various organizations and services provided.
- **Supportive services** eliminate barriers to employment like childcare and transportation.
- **Adaptability, timeliness, teamwork, and adequate staffing** of programs.
- **Collaboration** between Michigan Works! Agencies (MWA) and Community Colleges.
- **Employer-driven training** through the Going Pro Talent Fund (GPTF).
- **Knowledge and support** of clients’ needs in the region, especially Detroit.
- **Coordination** with other programs/organizations.
- **Apprenticeship opportunities**, including youth apprenticeships.
- **Partnerships** in adult education and Michigan Works!
- **Professional services** to help clients meet their employment and training goals.
- **Employment and Resource Fairs** on a continuing basis.
- **Vocational rehabilitation services** are easy to navigate.

- **Commitment to learning** for students whose first language is not English.
- **Paid work experience** programs.
- **Funding** across many sources to support jobseekers and employers.
- **Well-informed WIOA partners** of community needs.
- **High-quality services** to clients, especially with the increase of refugee numbers.
- **Veterans' Services** onsite at the American Job Centers.
- **The Young Professionals Program** has consistently produced great candidates who are well-prepared for the workforce.
- **Alignment** of training programs with industry needs.

Question 9: Of the programs previously mentioned, identify any regional weaknesses. This may include the ability to address the workforce needs of individuals and employers, including individuals with barriers to employment. Be program specific.

- **Communication issues** with Michigan Works offices, including unclear communication and changing rules.
- **Limited information and collaboration** among WIOA partners.
- **Staffing shortages** in some offices.
- **Lack of ESL and adult literacy programming** in some regions.
- **Lack of flexibility with funding** for training.
- **Need for more outreach and engagement** with agencies, partners, and potential clients.
- **Challenges with regional transportation** and limited **childcare options**.
- **Limited workforce-ready skills** often prevent students' entry into the workforce.
- **Minimum education requirements** for training and pre-apprenticeship programs.
- **Difficulty in making contact** with agencies.
- **Limited community awareness** of available programs.
- **Challenges in assisting justice-involved individuals**.
- **Delays in program start, signing up, and assessment**.
- **Need for better communication** between all stakeholders and opportunities for collaboration.
- **Not enough multilingual staff** to assist individuals who do not speak English.

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 Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including the Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. Moreover, 12 of the region's top 15 existing in-demand, high-wage occupations require a bachelor's degree for entry-level openings. Figure 4 shows the number of programs available in Region 10 for each of the top 15 existing in-demand occupations. The education and training availability was found via the Michigan Training Connect (MITC) portal on the Pure Michigan Talent Connect (PMTTC) website.

In addition to the programs available in the following table, several large four-year universities and other educational providers are in the region. In 2023, 36,002 postsecondary completions were awarded in the five-county region according to Integrated Postsecondary Education Data System (IPEDS) data. Some top jobs have ample training available beyond the MITC-available data: just over 9.3 percent of these completions were in Engineering and Engineering Technology programs, and 19.3 percent were for Health Professions. Among all degrees conferred, a total of 20.6 percent of healthcare completions were for a credential beyond a bachelor's degree, a requirement for certain top jobs, including Physical Therapists, Speech-Language Pathologists, and Physician Assistants, all of which typically require at least a master's degree.

Note: The data in Figure 4 provides a snapshot of education and training opportunities based on the data available within the MITC portal and does not necessarily encompass all the education and training opportunities for each occupation in Region 10.

Figure 4: Education Opportunities for the Top 15 Existing In-Demand Occupations in Region 10

SOC	Job Title	2023 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education	Programs Available
15-1253	Civil Engineers	4,309	6.3%	390	2,279	\$38.08	Bachelor's degree	4 Associate 1 Bachelor's 3 Certificates
11-3131	Construction Managers	2,984	4.7%	282	1,940	\$50.64	Bachelor's degree	8 Associate 9 Bachelor's 12 Certificates
15-1231	Data Scientists	2,178	6.0%	196	4,023	\$43.66	Bachelor's degree	1 Associate 3 Bachelor's 16 Certificates
11-3021	Financial Managers	10,252	2.9%	842	4,882	\$63.98	Bachelor's degree	1 Associate 3 Bachelor's 2 Certificates
11-1021	General and Operations Managers	38,642	2.2%	3491	7,288	\$49.18	Bachelor's degree	7 Associate 13 Bachelor's 11 Certificates
13-1011	Logisticians	5,008	4.0%	500	2,973	\$39.75	Bachelor's degree	3 Associate 7 Bachelor's 7 Certificates
13-1031	Management Analysts	7,978	3.1%	768	2,674	\$45.71	Bachelor's degree	5 Associate 9 Bachelor's 9 Certificates

SOC	Job Title	2023 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education	Programs Available
11-9039	Medical and Health Services Managers	6,328	5.5%	618	4,787	\$49.14	Bachelor's degree	1 Associate 5 Bachelor's 6 Certificates
21-2021	Nurse Practitioners	3,460	8.1%	296	1,679	\$53.78	Master's degree	4 Master's 4 Doctoral or Professional Degrees
21-1019	Physical Therapists	3,212	4.8%	201	1,590	\$44.92	Doctoral or professional degree	2 Doctoral or Professional Degrees
21-1013	Physician Assistants	2,200	5.0%	164	733	\$55.78	Master's degree	4 Associate 1 Bachelor's 32 Certificates
13-1028	Project Management Specialists	11,914	2.3%	968	5,710	\$48.50	Bachelor's degree	5 Associate 8 Bachelor's 16 Certificates
13-2071	Software Developers	23,200	2.4%	1515	12,922	\$50.39	Bachelor's degree	8 Associate 5 Bachelor's 36 Certificates
21-1029	Speech-Language Pathologists	1,702	5.5%	139	1,825	\$39.92	Master's degree	1 Master's 1 Doctoral or Professional Degree
11-3061	Transportation, Storage, and Distribution Managers	3,635	3.7%	354	2,827	\$44.66	High school diploma or equivalent	6 Associate 8 Bachelor's 7 Certificates

Source: Bureau of Labor Statistics (2023), Lightcast (2024), MITC (2024)

Overall, Region 10's education and training program availability is strong, with a number of colleges and universities located in the area. Data in Figure 4 shows that the Software Developers for Applications job have gained at least two available bachelor's degree programs in Region 10 since 2018, according to the PMTC portal. This, however, is not enough to satisfy the needs of Region 10's employers, particularly in the growing tech hub of Detroit. Because of training deficiencies, such non-degree programs as Experience IT and Grand Circus have been created in the Detroit area to generate a pipeline of qualified IT workers.

The in-demand management positions in Figure 4 have a strong number of education and training opportunities available in Region 10. Despite the high number of programs, employers struggle to find workers with the appropriate credentials for high-wage management positions, according to anecdotal feedback from employers and MWAs across the State.

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 the 2022 Census Bureau data displayed in Figure 5. In the City of Detroit, 16.9 percent of individuals hold a bachelor's degree or higher, compared to 31.1 percent in the state as a whole. In addition, the educational attainment rate (bachelor's or higher) in Oakland County is 49.5 percent, one of the highest rates in the State of Michigan, while the rates in Wayne, Monroe, St. Clair and Macomb counties are 26.5 percent, 22.6 percent, 19.9 percent and 26.8 percent, respectively. The current

educational attainment levels in the City of Detroit, 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 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	6,938,439	623,718	109,932	906,930	114,600	1,205,390	417,331	2,960,570
High school graduate or higher, number of persons, age 25+, 2018-2022	6,366,037	565,282	100,775	859,267	105,342	1,058,102	345,689	2,688,768
High school graduate or higher, percent of persons, age 25+, 2018-2022	91.8%	90.6%	91.7%	94.7%	91.9%	87.8%	82.8%	90.8%
Bachelor's degree or higher, number of persons, age 25+, 2018-2022	2,160,351	167,161	24,842	449,241	22,800	319,402	70,464	983,446
Bachelor's degree or higher, percent of persons, age 25+, 2018-2022	31.1%	26.8%	22.6%	49.5%	19.9%	26.5%	16.9%	33.2%

Source: 2018-2022 ACS Five-Year Estimates

The most recent labor force participation rates show Macomb and Oakland counties well above the state average of 61.5 percent, and the City of Detroit well below. These rates have been steadily increasing, with more individuals of working age participating in the labor force over the last several years. This achievement for Michigan occurred despite an aging workforce and slow population growth. 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+	8,166,427	719,240	126,258	1,044,318	131,970	1,408,500	496,762	3,430,286
In civilian labor force, count of population age 16+, 2018-2022	5,022,353	460,314	75,376	693,427	79,446	836,649	272,226	2,145,212
In civilian labor force, percent of population age 16+, 2018-2022	61.5%	64.0%	59.7%	66.4%	60.2%	59.4%	54.8%	62.5%

Source: 2018-2022 ACS Five-Year Estimates

At approximately 17.0 percent, Region 10's youth unemployment rate is significantly larger than the overall unemployment rate of 6.7 percent. To a lesser degree, the same is true for African American individuals.

Figure 7: Civilian Labor Force by Demographic Group – 2023 WIOA Region 10

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16+	2,142,938	1,998,911	144,027	6.7%
Sex				
Male 16+	1,131,548	1,053,856	77,692	6.9%
16-19	43,580	35,391	8,189	18.8%
20-24	104,437	91,017	13,420	12.8%
25-54	717,678	674,556	43,122	6.0%
55-64	199,903	190,448	9,455	4.7%
65 Plus	65,950	62,444	3,506	5.3%
Female 16+	1,011,390	945,055	66,335	6.6%
16-19	44,871	38,260	6,611	14.7%
20-24	99,869	87,978	11,891	11.9%
25-54	634,023	596,769	37,254	5.9%
55-64	177,120	169,247	7,873	4.4%
65 Plus	55,507	52,801	2,706	4.9%
Race				
White	1,455,589	1,381,158	73,322	5.0%
Black/African American	444,632	389,070	55,484	12.5%
Native American	4,808	4,481	329	6.8%
Asian	111,430	107,218	4,217	3.8%
Native Hawaiian / Pacific Islander	390	*	*	*
Some Other Race	31,295	28,387	2,895	9.3%
Two or More Races	97,315	89,025	8,188	8.4%
Ethnicity				
Hispanic	100,050	92,415	7,519	7.5%

Source: 2018-2022 ACS Five-Year Estimates

Figure 8: Labor Market Trends – 2017 – 2023 WIOA Region 10

Figure 8a: Labor Force, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	2,073,966	2,118,121	2,042,888	2,111,979	38,013	1.8%
Macomb	447,838	457,368	439,919	455,508	7,670	1.7%
Monroe	76,087	75,885	72,122	77,534	1,447	1.9%
Oakland	673,030	689,483	660,789	687,933	14,903	2.2%
St. Clair	76,071	77,287	74,301	77,012	941	1.2%
Wayne	800,940	818,098	795,757	813,992	13,052	1.6%
Michigan	4,911,000	4,980,000	4,775,000	5,008,000	97,000	2.0%
United States	160,320,000	163,539,000	161,204,000	167,116,000	6,796,000	4.2%

Figure 8b: Employment, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	1,978,724	2,028,345	1,915,403	2,034,326	55,602	2.8%
Macomb	428,149	438,286	414,146	439,505	11,356	2.7%
Monroe	72,521	72,902	67,771	74,284	1,763	2.4%
Oakland	649,306	666,319	630,128	667,877	18,571	2.9%
St. Clair	72,179	73,566	69,936	74,088	1,909	2.6%
Wayne	756,569	777,272	733,422	778,572	22,003	2.9%
Michigan	4,686,000	4,777,000	4,501,000	4,812,000	126,000	2.7%
United States	153,337,000	157,538,000	152,581,000	161,037,000	7,700,000	5.0%

Figure 8c: Unemployment, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	95,242	89,776	127,485	77,653	-17,589	-18.5%
Macomb	19,689	19,082	25,773	16,003	-3,686	-18.7%
Monroe	3,566	2,983	4,351	3,250	-316	-8.9%
Oakland	23,724	23,164	30,661	20,056	-3,668	-15.5%
St. Clair	3,892	3,721	4,365	2,924	-968	-24.9%
Wayne	44,371	40,826	62,335	35,420	-8,951	-20.2%
Michigan	225,000	203,000	274,000	195,000	-30,000	-13.3%
United States	6,982,000	6,001,000	8,623,000	6,080,000	-902,000	-12.9%

Figure 8d: Unemployment Rate, Percent

Geography	2017	2019	2021	2023	2017–2023 Rate Change
WIOA Region 10	4.6%	4.2%	6.2%	3.7%	-0.9%
Macomb	4.4%	4.2%	5.9%	3.5%	-0.9%
Monroe	4.7%	3.9%	6.0%	4.2%	-0.5%
Oakland	3.5%	3.4%	4.6%	2.9%	-0.6%
St. Clair	5.1%	4.8%	5.9%	3.8%	-1.3%
Wayne	5.5%	5.0%	7.8%	4.4%	-1.2%
Michigan	4.6%	4.1%	5.7%	3.9%	-0.7%
United States	4.4%	3.7%	5.3%	3.6%	-0.7%

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

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 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 WIOA Unified State Plan. Various occupations exist within the local industries, which offer wages dependent on tenure and other factors. While the industry average is an important wage factor, the wages paid to workers in each occupation are a more relevant metric for workforce development. Figures 1 and 2 provide more detail on occupations. The 2023 employment levels for the highlighted industries are also shown in Figure 9.

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

NAICS	Description	2023 Job Postings	2023 Jobs	2025 Jobs	2023-2025 Change	2023-2025 % Change	Avg. Earnings Per Job
72	Accommodation and Food Services	37,960	151,234	154,246	3,013	2.0%	\$29,923
71	Arts, Entertainment, and Recreation	5,128	24,496	25,580	1,084	4.4%	\$69,610
23	Construction	10,274	76,726	79,123	2,397	3.1%	\$98,748
61	Educational Services	13,376	26,700	26,929	229	0.9%	\$57,021
52	Finance and Insurance	18,179	80,486	80,529	43	0.1%	\$123,418
62	Health Care and Social Assistance	87,874	269,665	275,408	5,743	2.1%	\$77,310
55	Management of Companies and Enterprises	2,059	48,655	50,131	1,476	3.0%	\$171,141
21	Mining, Quarrying, and Oil and Gas Extraction	999	921	956	35	3.8%	\$123,181
81	Other Services (except Public Administration)	14,349	74,148	75,105	957	1.3%	\$48,350
54	Professional, Scientific, and Technical Services	55,779	189,987	192,652	2,664	1.4%	\$130,594
53	Real Estate and Rental and Leasing	7,262	31,262	32,407	1,145	3.7%	\$80,276
48	Transportation and Warehousing	56,231	90,142	96,524	6,382	7.1%	\$80,672
99	Unclassified Industry	13,090	6,563	8,106	1,543	23.5%	\$63,407
22	Utilities	2,147	8,444	8,477	33	0.4%	\$194,350
42	Wholesale Trade	22,342	75,990	76,103	114	0.1%	\$119,345

Source: Lightcast (2024); DTMB (2023)

Figure 10 highlights Region 10's top emerging industries. Emerging industries are those with high growth (numeric and percent) expected over the next ten years, through 2033, and a high number of annual openings through 2033.

Figure 10: WIOA Region 10 Top 15 Emerging Industries

NAICS	Description	2023 Jobs	2033 Jobs	2023-2033 Change	2023-2033 % Change	Avg. Earnings Per Job
72	Accommodation and Food Services	151,234	157,992	6,758	4.5%	\$29,923
11	Agriculture, Forestry, Fishing and Hunting	3,806	5,317	1,511	39.7%	\$49,129
71	Arts, Entertainment, and Recreation	24,496	27,284	2,788	11.4%	\$69,610
23	Construction	76,726	82,757	6,030	7.9%	\$98,748
52	Finance and Insurance	80,486	81,057	571	0.7%	\$123,418
62	Health Care and Social Assistance	269,665	291,949	22,285	8.3%	\$77,310
51	Information	22,817	22,507	(310)	(1.4%)	\$121,255
55	Management of Companies and Enterprises	48,655	53,318	4,663	9.6%	\$171,141
21	Mining, Quarrying, and Oil and Gas Extraction	921	1,006	85	9.2%	\$123,181
81	Other Services (except Public Administration)	74,148	78,070	3,922	5.3%	\$48,350
54	Professional, Scientific, and Technical Services	189,987	196,246	6,259	3.3%	\$130,594
53	Real Estate and Rental and Leasing	31,262	34,480	3,218	10.3%	\$80,276
48	Transportation and Warehousing	90,142	107,326	17,185	19.1%	\$80,672
99	Unclassified Industry	6,563	11,667	5,105	77.8%	\$63,407
22	Utilities	8,444	8,276	(168)	(2.0%)	\$194,350

Source: Lightcast (2024); DTMB (2023)

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.

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 4.21 million, 42.0 percent of the state's population. Region 10 is also home to 43.1 percent of the state's business establishments and 44.4 percent of the state's employed population. The region is dense compared to the state. Region 10 has an average of 2,042 individuals per square mile, compared to the state's average of 178 individuals per square mile.

Most workers in the region commute to some degree. Nearly 60.0 percent travel more than 10 miles to their jobs each direction, and 21.7 percent travel more than 25 miles each direction, according to data from the LEHD Origin-Destination Employment Statistics (LODES) survey and Census OnTheMap. The region's average travel time to work was about 26.9 minutes each direction. This is just above the state's average of 24.5 minutes each direction. While the travel time across 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 Region 10 household

outside of Detroit has two vehicles available, according to American Community Survey data. The housing ownership and vacancy rates in Region 10 communities are also notable. 2022 Census data indicates that nearly 23.0 percent of housing units in the City of Detroit are vacant, but city estimates suggest that the actual rate is much higher. In contrast, Region 10's vacancy rate averages 8.6 percent. Wayne County's vacancy rate is 13.3 percent but drops to 6.4 percent when the City of Detroit is excluded. The disparity between the City of Detroit and the region's other communities 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 because 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) are located beyond city limits in the outlying counties, which are not effectively connected by public transit. According to OnTheMap data, only 30.6 percent of Detroiters live and work in the city. Almost 70.0 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; 55.7 percent of the population lives and works in the county, and only 7.1 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.

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 most impoverished), but it is also home to some of the wealthiest and most populated communities in the state. The City of Detroit presents exceptional challenges for the region, though recent years have demonstrated significant progress.

Most job opportunities available within close geographic proximity to Detroiters, and those in the region without reliable transportation, are inaccessible for various reasons. The fastest-growing jobs and those with the most hiring in the region are in occupations that require post-secondary training and often a bachelor's degree. A strong mismatch exists between the available jobs, particularly the highest demand jobs as shown in Figures 1 through 3, which consistently require at least a college degree, and the current talent pool's skill and education level, where about 30.0 percent of Region 10's workers possess a college degree. Figure 5 provides education attainment information.

Figure 11 highlights the region's population demographics. 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	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
White	7,617,085	680,537	142,046	913,135	147,655	905,956	77,788	2,789,329
White Percent of Total	75.7%	77.5%	91.7%	71.8%	92.1%	50.8%	12.2%	65.7%
Black or African American	1,363,539	108,151	3,322	167,691	3,753	670,722	495,533	953,639
Black or African American Percent of Total	13.6%	12.3%	2.1%	13.2%	2.3%	37.6%	77.8%	22.5%
American Indian and Alaska Native	45,662	1,799	157	2,236	284	5,497	2,274	9,973
American Indian and Alaska Native Percent of Total	0.5%	0.2%	0.1%	0.2%	0.2%	0.3%	0.4%	0.2%
Asian	327,551	39,992	569	102,915	759	61,624	10,252	205,859
Asian Percent of Total	3.3%	4.6%	0.4%	8.1%	0.5%	3.5%	1.6%	4.8%
Native Hawaiian and Other Pacific Islander	2,780	462	12	405	22	350	94	1,251
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	543,305	40,084	7,250	70,819	6,531	91,998	23,902	216,682
Two or more races, Percent of Total	5.4%	4.6%	4.7%	5.6%	4.1%	5.2%	3.8%	5.1%
Hispanic or Latino	550,427	25,208	6,134	57,851	5,832	112,699	48,054	207,724
Hispanic or Latino Percent of Total	5.5%	2.9%	4.0%	4.5%	3.6%	6.3%	7.5%	4.9%
White alone, not Hispanic or Latino	7,394,140	669,918	139,170	889,221	144,743	866,868	64,186	2,709,920
White alone, not Hispanic or Latino Percent of Total	73.5%	76.3%	89.9%	69.9%	90.3%	48.7%	10.1%	63.8%

Source: 2018-2022 ACS Five-Year Estimates

Figure 12 shows that Region 10 is home to a large veteran population. As of 2022, 36.0 percent of the state's veterans lived in the region, including 4.6 percent 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+	7,903,494	695,215	122,132	1,011,234	127,257	1,361,166	479,926	3,317,004
Veterans, 2018-2022	498,788	39,559	9,318	48,275	9,628	72,681	22,765	179,461
Share of Veterans in the State	100.0%	7.9%	1.9%	9.7%	1.9%	14.6%	4.6%	36.0%

Source: 2018-2022 ACS Five-Year Estimates

Figure 13 highlights the region's age distribution. The population across Michigan is aging, and 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	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
Persons under 5 years, 2022	552,803	46,844	7,919	66,132	7,885	113,837	43,814	242,617
Persons under 5 years, 2022 percent	5.50%	5.33%	5.11%	5.20%	4.92%	6.39%	6.88%	5.71%
Persons under 5 years, 2018	572,374	47,677	7,960	68,288	8,098	115,396	49,366	247,419
Persons under 5 years, 2018 percent	5.69%	5.43%	5.14%	5.37%	5.05%	6.48%	7.75%	5.83%
Persons under 18 years, 2022	2,149,464	182,534	32,602	260,597	32,905	420,181	156,754	928,819
Persons under 18 years, 2022 percent	21.37%	20.78%	21.06%	20.48%	20.53%	23.58%	24.62%	21.87%
Persons under 18 years, 2018	2,196,098	186,502	32,824	269,153	34,121	420,346	169,766	942,946
Persons under 18 years, 2018 percent	21.83%	21.23%	21.20%	21.16%	21.29%	23.59%	26.66%	22.20%
Persons 65 years and over, 2022	1,786,825	153,699	29,207	222,540	31,019	281,455	91,780	717,920
Persons 65 years and over, 2022 percent	17.77%	17.50%	18.86%	17.49%	19.36%	15.80%	14.41%	16.90%
Persons 65 years and over, 2018	1,522,156	131,194	20,371	181,557	23,641	251,248	81,925	608,011
Persons 65 years and over, 2018 percent	15.13%	14.93%	13.16%	14.27%	14.75%	14.10%	12.87%	14.31%

Source: 2018-2022 ACS Five-Year Estimates

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 Region 10's individuals have limited English language proficiency than the state on average. Figure 14 highlights the foreign-born population within the region and the percentage 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, 2018-2022	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
Foreign-born persons, 2018-2022	694,860	99,284	3,512	166,176	3,081	168,249	35,917	440,302
Foreign-born persons, percent, 2018-2022	6.9%	11.3%	2.3%	13.1%	1.9%	9.4%	5.6%	10.4%
Population 5 years and over	9,505,118	831,609	146,904	1,206,132	152,372	1,667,804	592,973	4,004,821
Language other than English spoken at home, number of persons age 5 years+, 2018-2022	943,593	123,078	5,088	189,384	3,656	255,583	63,878	576,789
Language other than English spoken at home, percent of persons age 5 years+, 2018-2022	9.9%	14.8%	3.5%	15.7%	2.4%	15.3%	10.8%	14.4%

Source: 2018-2022 ACS Five-Year Estimates

A “limited English-speaking household”, as shown in Figure 15, is one in which all members, 14 years and over, have at least some difficulty with the English language.

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	4,009,253	354,251	62,240	524,762	65,989	688,461	249,518	1,695,703
Limited English-speaking households, 2018-2022	67,271	11,095	189	13,514	270	18,831	5,803	43,899
Limited English-speaking households, percent of total, 2018-2022	1.7%	3.1%	0.3%	2.6%	0.4%	2.7%	2.3%	2.6%

Source: 2018-2022 ACS Five-Year Estimates

Figure 16 highlights Region 10's disabled population. Monroe, St. Clair, and Wayne counties, and the City of Detroit, have a higher share of disabled individuals under the age of 65 than the state on 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	9,949,793	871,490	153,758	1,265,417	158,988	1,770,251	631,434	4,219,904
Persons with a disability, under age 65 years, 2018-2022	831,675	68,592	13,933	78,104	16,148	172,704	83,270	349,481
With a disability, under age 65 years, percent of total, 2018-2022	8.4%	7.9%	9.1%	6.2%	10.2%	9.8%	13.2%	8.3%

Source: 2018-2022 ACS Five-Year Estimates

Figure 17 indicates that 41.9 percent of the state's disabled population resides in Region 10. The region is home to 42.2 percent of the state's overall population. This indicates that the region has a slightly, but not significantly, lesser share of the state's disabled population.

Figure 17: Individuals with Disabilities in Michigan by County –2022

Geography	2018 – 2022 Estimate	2018 – 2022 Share of State
Macomb County	121,934	8.7%
Monroe County	22,691	1.6%
Oakland County	144,565	10.3%
St. Clair County	26,582	1.9%
Wayne County	273,385	19.5%
State of Michigan	1,403,198	100.0%

Source: 2018-2022 ACS Five-Year Estimates

Figure 18 shows that the current disabled population in Region 10 is primarily female, of working age (18-64), and white. Compared to the general population distribution, however, a higher share of disabled Black/African American individuals reside in Region 10 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	2022 Estimate	Percent Distribution
Total Population	589,157	100.0%
Sex		
Male	276,255	46.9%
Female	312,902	53.1%
Age		
17 and Under	40,935	6.9%
18-64	308,546	52.4%

Demographic Group	2022 Estimate	Percent Distribution
65 +	239,676	40.7%
Race		
White	377,162	64.0%
Black / African American	162,624	27.6%
Native American	2,132	0.4%
Asian	13,081	2.2%
Hawaiian / Pacific Islander	259	0.0%
Some Other Race	9,022	1.5%
Two or More Races	24,877	4.2%
Ethnicity		
Hispanic	21,348	3.6%

Source: 2018-2022 ACS Five-Year Estimates

Region 10's income distribution differs widely from the state and within the region. Just under one-fourth of Detroit's households live on less than \$14,999 annually. The federal poverty guideline for a family of four in 2024 is \$31,200. In the City of Detroit, 46.9 percent of families live near or below this income level, compared to 24.8 percent in the state of Michigan and 17.6 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	4,009,253	354,251	62,240	524,762	65,989	688,461	249,518	1,695,703
Households with Income of \$0 - \$9,999	202,166	14,210	2,264	19,033	2,749	54,749	32,472	93,005
Households with Income of \$0 - \$9,999, Percent	5.0%	4.0%	3.6%	3.6%	4.2%	8.0%	13.0%	5.5%
Households with Income of \$10,000 - \$14,999	165,381	11,058	2,167	14,230	2,749	41,807	26,240	72,011
Households with Income of \$10,000 - \$14,999, Percent	4.1%	3.1%	3.5%	2.7%	4.2%	6.1%	10.5%	4.2%
Households with Income of \$15,000 - \$24,999	301,401	24,667	4,411	26,586	4,829	62,082	30,935	122,575
Households with Income of \$15,000 - \$24,999, Percent	7.5%	7.0%	7.1%	5.1%	7.3%	9.0%	12.4%	7.2%
Households with Income of \$25,000 - \$34,999	327,120	27,164	5,096	32,436	5,573	60,593	27,371	130,862
Households with Income of \$25,000 - \$34,999, Percent	8.2%	7.7%	8.2%	6.2%	8.4%	8.8%	11.0%	7.7%
Households with Income of \$35,000 - \$49,999	484,737	41,540	6,787	47,896	8,704	89,208	38,264	194,135
Households with Income of \$35,000 - \$49,999, Percent	12.1%	11.7%	10.9%	9.1%	13.2%	13.0%	15.3%	11.4%
Households with Income of \$50,000 - \$74,999	689,069	60,757	11,326	73,471	11,580	112,968	37,811	270,102
Households with Income of \$50,000 - \$74,999, Percent	17.2%	17.2%	18.2%	14.0%	17.5%	16.4%	15.2%	15.9%

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Households with Income of \$75,000 - \$99,999	539,098	50,375	8,506	66,840	9,807	81,293	23,035	216,821
Households with Income of \$75,000 - \$99,999, Percent	13.4%	14.2%	13.7%	12.7%	14.9%	11.8%	9.2%	12.8%
Households with Income of \$100,000 - \$149,999	660,499	65,060	11,321	99,062	10,961	96,000	20,859	282,404
Households with Income of \$100,000 - \$149,999, Percent	16.5%	18.4%	18.2%	18.9%	16.6%	13.9%	8.4%	16.7%
Households with Income of \$150,000 - \$199,999	312,858	33,127	5,734	58,814	5,109	43,596	6,555	146,380
Households with Income of \$150,000 - \$199,999, Percent	7.8%	9.4%	9.2%	11.2%	7.7%	6.3%	2.6%	8.6%
Households with Income of \$200,000+	326,924	26,293	4,628	86,394	3,928	46,165	5,976	167,408
Households with Income of \$200,000+, Percentage	8.2%	7.4%	7.4%	16.5%	6.0%	6.7%	2.4%	9.9%
Average Household Income	\$92,835	\$93,292	\$92,489	\$126,488	\$85,544	\$81,036	\$54,054	\$98,258
Median Household Income	\$68,505	\$73,876	\$72,573	\$92,620	\$66,887	\$57,223	\$37,761	\$72,595
Per Capita Income	\$37,929	\$38,015	\$37,704	\$53,157	\$35,483	\$32,643	\$22,861	\$40,410

Source: 2018-2022 ACS Five-Year Estimates

Region 10's income disparities are a problem, with many residents living in poverty. In 2023, 49.1 percent of the state's public assistance registrants lived in the region. Compared to the region's overall share of the state's population, this is a significant number and share of those living on public assistance. The numbers are increasing, possibly due to policy changes and the COVID-19 pandemic. Many individuals are either approaching their limit or have already maxed out their benefits. The public assistance population disproportionately uses Region 10's workforce system, creating a strain on resources. Figure 20 highlights the number of individuals who are registered to receive state assistance, and who also have a work requirement.

Figure 20: Public Assistance Registrants in Michigan by County: 2021 – 2023

Geography	2021	2023	2021 - 2023 Percent Change	2023 Share of the State
Macomb County	31,180	34,476	10.6%	8.2%
Monroe County	4,305	4,621	7.3%	1.1%
Oakland County	25,598	26,279	2.7%	6.2%
St. Clair County	6,145	6,857	11.6%	1.6%
Wayne County	128,314	134,553	4.9%	32.0%
Michigan	393,338	420,873	7.0%	100.0%

Source: Michigan Department of Health and Human Services

Figure 21 indicates that Region 10's 2023 public assistance population is 61.7 percent of individuals aged 22 to 44, and 49.3 percent African American. Compared to the general population demographics in the region, these groups are over-represented.

Figure 21: Public Assistance Registrants: December 2023

Demographic Group	Assistance Program Registrants	Percent of Total
Total	206,786	100.0%
<i>Sex</i>		
Male	92,665	44.8%
Female	114,118	55.2%
<i>Age</i>		
14-15	981	0.5%
16-19	15,020	7.3%
20-21	9,565	4.6%
22-44	127,526	61.7%
45-54	39,132	18.9%
55-64	14,535	7.0%
65+	27	0.0%
<i>Race</i>		
White	71,390	34.5%
Black / African American	101,923	49.3%
Native American	1,179	0.6%
Other	10,316	5.0%
Hispanic	7,730	3.7%

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 Region 10 have a strong history of working collaboratively to develop and implement regional service strategies, and in many instances, they have developed cooperative service delivery agreements. Region 10 will continue to build on this success by expanding regional service strategies that work, have impact, build relationships, impart trust, create a shared language, and address regional training and employment needs. Emphasis will be placed on improving services to special populations, including individuals with disabilities, veterans, and the long-term unemployed, and on developing even stronger partnerships with WIOA 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 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. Many regional initiatives and strategies impact job seekers and employers across Region 10 and reach into neighboring WIOA Planning Regions 6 and 9 as well.

Planning Region 10 Service Strategies

Going PRO Talent Fund

LEO-WD awards funds to employers, through the MWAs, to train, develop, and retain current and newly hired workers. MWA Business Services staff conduct fact-finding sessions with employers to assess their talent skill gaps and find suitable training providers. Training must be short-term, fill a demonstrated talent need, and lead to an industry-recognized credential. MWAs in WIOA Planning Regions 6, 9, and 10 will continue to work together to optimize the Going PRO Talent Fund's implementation. These MWAs collaborate to identify and provide opportunities to employers who have locations in more than one service area by designating one MWA to serve as the grant's administrative entity. In the 2023 funding cycle, 226 employers in Region 10 received training awards totaling more than \$12.3 million. 2024 is poised to be equally impressive as 182 employers have received \$9.1 million in the first of two funding cycles.

Business Resource Networks

The *Business Resource Network* (BRN) is a multi-employer collaborative that supports a “success coach” who addresses barriers that impact employee attendance and productivity, including absenteeism and poor performance. Coaches also can help address critical training needs leading to upward mobility and higher wages.

While the initial LEO-WD BRN funding was not reallocated, both OCMW! and SEMCA have retained their local programs with outside funding. OCMW! partners with the Oakland Livingston Human Service Agency (OLHSA) to operate the BRN Employee Retention Assistance program, which currently has 19 employer partners and a ninety percent retention rate of the employees who have received program services.

SEMCA’s *CONNECTIONS* program is for employers in out-Wayne County and has 10 partnering employers. The two program coaches have worked with over 170 individuals to overcome barriers to maintaining employment. An example includes assisting a mother and her two kids move out of a domestic violence situation into a new apartment. Another example was helping an early-shift worker from Metro Airport purchase a vehicle, so she didn’t have to walk to the bus stop.

The Michigan Central Innovation District

In February 2022, Governor Gretchen Whitmer joined Ford Motor Company’s Executive Chairman, Bill Ford; Google’s 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. The District will attract and retain highly skilled talent and high-growth companies and support the development of neighboring neighborhoods. Anchored by the iconic Michigan Central Station, the District serves as a globally recognized hub for talent, mobility innovation, entrepreneurship, sustainability, affordable housing, small business opportunities, and community engagement. The partnership focuses 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, to prepare local workers for high-tech jobs in mobility and other emerging fields.

To support the District, LEO-WD provided \$1.875 million to DESC for training opportunities and career readiness resources through 2025. Training may include information technology apprenticeships and courses toward an SAE credential, basic electronics, electronics engineering technology, or other related offerings. The former Michigan Central Station reopened in June 2024.

Southeast Michigan Works Agencies Council (SEMWAC)

SEMWAC is a regional alliance that brings together leadership and staff from seven MWAs in WIOA Planning Regions 6, 7, 9, and 10. The MWA directors meet every other month to discuss policy, coordinate staff development activities, share best practices, 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 implement regional initiatives. SEMWAC has existed for more than 20 years and has leveraged millions of dollars for the greater southeast Michigan region.

SEMWAC builds strong partnerships and improves communication, collaboration, and consistency of service delivery throughout the region. Currently, the member MWAs are implementing regional grants

from the U.S. Department of Labor (USDOL), the U.S. Department of Commerce, and the State of Michigan, as well as supporting career exploration with MiCareerQuest Southeast. The MWAs also collaborate to develop WIOA Regional Plans and Mid-Cycle Modifications that represent the true levels of cooperation and coordination throughout the region.

Workforce Intelligence Network (WIN)

WIN is a partnership of ten community colleges and seven 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 regional comprehensive and cohesive talent development system that ensures 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 connecting business, industry, and other workforce development stakeholders; and 3) developing strategies and funding proposals to deliver regional workforce development programs through 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. Descriptions of service strategies that WIN has developed and -- in most cases -- managed follow:

WIN Labor Market Research and Data Services

WIN has agreements with MWAs and community colleges in southeast Michigan to provide real-time data and other labor market information. Regional reports are produced quarterly, and data support is provided for various projects and grant-based initiatives. MWAs use this information as they serve job seekers and employers to provide local, real-time labor market information for promoting data-driven decisions on employment, training, recruitment, and employment. Similarly, community colleges use this information to inform curriculum development and ensure enhanced marketability for students and graduates who enter the local workforce. Understanding employers' skills, certifications, degrees, and occupation needs allows the MWAs and community colleges to proactively address various industry trends and local skill gaps. Economic development partners also use the data to inform businesses about southeast Michigan's talent pools, qualifications and skills sets, and how to access training for existing employees. WIN and its partners will continue to explore additional ways in which this valuable information can attract and retain employers and provide them with a reliable source of qualified employees.

WIN Regional Training Programs

WIN provides project management for numerous regional workforce training initiatives and employer-led collaboratives. The following table and narratives identify and describe these initiatives:

WIN Matrix of Training Initiatives and Employer-Led Collaboratives

	Closing the Skills Gap	Health Careers Alliance	Michigan Alliance Greater Mobility Advancement	One Workforce Industry Infinity	EV Jobs Academy	Apprenticeship Building America
		HCA	MAGMA	OWII	EVJA	ABA
Period of Performance	2020-2025	Ongoing WIN Priority	Ongoing since 2009	2021-2025	2022-2027	2022-2026
Grant Award	\$4 million	-	Dues	\$10 million	\$13.4 million	\$5.8 million
Geography	Southeast Michigan, with no-cost tools and resources that can be used Statewide	Statewide in Michigan	Statewide in Michigan	Southeast Michigan	Statewide in Michigan	Southeast Michigan, with no-cost tools and resources that can be used Statewide
WIN Partners	All WIN Partners, excluding Jackson College, Capital Area Michigan Works! & Lansing Community College	All WIN Partners	Original Equipment Manufacturers, Suppliers & All WIN Partners	All WIN Partners	All WIN Partners	All WIN Partners, excluding, Jackson College, Mott Community College, Wayne County Community College, Lansing Community College and GST
Training Reimbursement Funding	\$720,000	-	-	\$4.6 million	\$8.4 million	\$150,000 employer incentives only
Case Management / Wraparound Support Funding	-	-	-	\$1 million	Misc. Amounts Per Partner	Not allowed
Performance Outcome Targets	3,200 Participants Served/ 720 Registered Apprentices	0	0	875 Participants Served	673 Participants Obtaining a Certification	200 Apprentices & 350 Pre-Apprentices
Industry Sectors	Advanced Manufacturing	Healthcare	Advanced Manufacturing	Manufacturing, Information Technology, Transportation, Distribution &	Advanced Manufacturing (EV/Mobility)	All Sectors, traditional and non-traditional

The Advance Michigan Center for Apprenticeship Innovation/USDOL Apprenticeship: Closing the Skills Gap Grant

With assistance from WIN, Oakland Community College (OCC) was awarded a \$4 million four-year federal grant, known as *MI-APPRENTICESHIP*, in February 2020. This grant trains 720 apprentices in advanced manufacturing careers across Michigan and provides the *Advance Michigan Center for Apprenticeship Innovation (AMCAI)* apprenticeship hub tools, resources, and experts. Six MWAs in Regions 6, 9, and 10 (DESC, GST Michigan Works!, MSCMW!, Michigan Works! Southeast, SEMCA, and OCMW!) were awarded a total of \$600,000 to support such apprenticeship coordination activities 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 the 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 could access

training funds that help employers offset the cost of Related Technical Instruction for apprentices. A one-year no-cost extension extended the grant to February 2025. Closing the Skills Gap partners have enrolled 1,120 participants in education and/or training activities and engaged 543 employers.

WIN Employer-Led Collaboratives (ELCs) and State of Michigan Initiatives

The *Michigan Alliance for Greater Mobility Advancement (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 for emerging technologies in connected, autonomous, lightweight, hybrid, electric, alternative fuel, and other advanced vehicle technologies. The Michigan Workforce Development Agency (WDA), automotive manufacturing employers, and educational institutions established the initiative in 2009. Since 2013, WIN has convened and facilitated MAGMA, which assists Michigan's rapidly changing automotive industry as it moves to connected and autonomous vehicles, cybersecurity, embedded software systems, and other emerging technologies. All WIN partners attend quarterly MAGMA Advisory Council meetings that feature expert speakers on key regional topics.

In 2019, the MAGMA Governing Board identified and developed short course training programs to develop next generation connected vehicles and related technologies. The identification of occupational skills needs and short course programs provided a strong foundation for MAGMA to lead the 2022-2027 *Electric Vehicle Jobs Academy (EVJA)* ELC proposal that LEO-WD funded. WIN proposed a comprehensive EV strategy that included more than 100 key stakeholder and employer partners in six collaboratives, two project teams, and an EV Academy for scaling electrified vehicle and mobility-related postsecondary certification training programs. All WIN partners actively participate in the EVJA. MWAs, for example, participate in the EVJA Outreach and Recruitment Project Team, the full EVJA employer-led collaborative meetings, and any other relevant working collaborative and/or project team.

The *Health Careers Alliance for Southeast Michigan (HCA)* is an ECL that the LEO-WD co-facilitates and focuses on the WIN southeast Michigan and Capital Area 19-County Region. The HCA membership consists of large, urban, multi-state, and statewide employers, and small, independent, and rural healthcare employers. The HCA supports and facilitates healthcare employers by developing a comprehensive approach to workforce planning. 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 for delivering certification and training programs. HCA employers often lead innovative workforce development strategies that serve statewide employer needs.

In 2021, the HCA's ELC project management activities were written into WIN's USDOL Apprenticeship Building America (ABA) grant to develop new healthcare registered apprenticeship programs (RAPs). To date, the HCA has been instrumental in developing RAPs for the Surgical Technologist and Practical Nurse (LPN) occupations. Both RAPs are examples of innovative employee retention strategies where employers can advance incumbent nursing assistants, medical assistants, and other healthcare workers into critical need positions with higher wages. These programs lead to untapped populations of full-time working adults who could not otherwise shift careers and pursue healthcare education and training programs. if

not for the registered apprentice earn-as-you-learn model. Employers are eager to roll out similar programs as collaborative solutions to collective needs.

WIN Workforce Training Initiatives

In the first quarter of 2021, SEMCA WIN received the \$10 million USDOL *H1-B One Workforce Building an 'Industry Infinity' Supply Chain* five-year workforce training grant. MAGMA was a large foundation of the grant application, which focuses on advanced manufacturing, cybersecurity, and transportation.

Industry Infinity provides \$4.6 million in training funds and over \$1 million in wraparound services that flow through the MWA's, which braid and leverage WIOA funds. 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. SEMCA WIN applied for a one year no cost extension to accommodate a waiting list for incumbent worker training. This grant will end in early 2025.

Pre-Apprenticeship Programs, Apprenticeship Initiatives, and Resources

Apprenticeship Success Coordinators and Intermediary Services

Based on Fiscal Year 2024 data, Michigan ranks seventh in the country for the total number of active apprenticeships and has 19,600 registered apprentices in more than 1,000 apprenticeship programs. Region 10's MWAs have expanded their Registered Apprenticeship (RA) support activities with \$1.345 million in state funding for Apprenticeship Success Coordinators (ASCs). 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.

ASCs within the MWA system are taking the guesswork out of apprenticeships by becoming Workforce Intermediaries. As partners of the USDOL's Office of Apprenticeship, Workforce Intermediaries are integral stakeholders in expanding the number of RA opportunities across industries. Both MSCMW! and WIN are certified intermediaries and provide industry expertise, connect employers and labor organizations with workforce and education partners, and assist with developing and administering registered apprentices. OCMW! is currently completing the process to become an intermediary.

Michigan Statewide Targeted Apprenticeship Inclusive and Readiness System (MiSTAIRS)

The State's MWAs were recently awarded funding for the MiSTAIRS, which complements the ASC function detailed above. The MiSTAIRS will provide underrepresented populations unparalleled access to a life-changing pathway by ensuring readiness for direct enrollment and completion of Registered Apprenticeship Programs (RAPs). The MiSTAIRS targets underrepresented populations, specifically women, people of color, individuals with disabilities, and individuals without a High School Equivalency (HSE) credential, diploma, or its equivalent. Region 10's MWAs received \$973,453 to execute the MiSTAIRS.

Early Childhood Investment Corporation (ECIC) Investments

ECIC is investing in apprenticeship initiatives by granting MWAs access to \$2 million in federal American Rescue Plan Act (ARPA) funding through design grants. These funds are part of a larger Michigan Department of Education Caring for MI Future initiative to open new, or expanded, childcare programs in Michigan.

MSCMW! launched its Workforce Intermediary program with an Early Childhood Education RAP supported by a \$120,000 ECIC Design Grant. Soon after, added a second employer and a RAP related to the Industrial Maintenance Mechanic occupation. Their intermediary services have been supported by ECIC, Michigan's State Apprenticeship Expansion Program, and ASC grant funding. MSCMW! is actively working with 3 to 4 additional employers who are interested in expanding apprenticeships in southeast Michigan.

OCMW! is using its \$120,000 ECIC Design Grant to focus on the needs of the childcare industry and to provide additional funds to offset the cost of training. OCMW! will also launch its intermediary services with a Childcare Development Specialist RAP and intends to hold the standards for interested employer partners.

Fast Track Program

DESC is utilizing the *Fast Track Program* model, which provides pre-apprentice opportunities at commercial construction sites around the city for graduates from the *Access for All* program and other eligible participants. The Fast Track Program leverages 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.

Medical Assistant Apprenticeship Program

OCMW!, 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, on-the-job training paid for by Henry Ford Health System, and a competitive hourly wage to qualified candidates. OCMW! pre-screens candidates and works with the participating colleges to coordinate entry into the apprenticeship program. To date, 38 apprentices have graduated and virtually all are working full-time at various facilities.

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 is held annually in November, during which time MWAs and their partners host a series of apprenticeship events. Examples follow:

- Proclamations issued by City of Detroit Mayor Michael Duggan and by Oakland County Executive David Coulter;
- DESC industry specific events in partnership with Detroit Home Builders (construction), Henry Ford Health (healthcare), and Great Lakes Water Authority (manufacturing and utilities);

- *Registered Apprenticeship 101 sessions for employers and aspiring apprentices:* MSCMW!;
- *Employers-Discover the benefits of Registered Apprenticeship:* Oakland Community College, in partnership with OCMW!;
- *Veterans + Apprenticeships | The Perfect Equation:* OCMW!;
- *Developing New Apprenticeships in Monroe County:* SEMCA and Monroe County Community College;
- *Women in Apprenticeship | Paving New Career Paths:* SEMCA and Schoolcraft College;
- *Apprenticeship Learning Network (ALN) 11 | Veteran Apprenticeships:* MSCMW!;
- *Focus on Women in Leadership & Apprenticeship:* SEMCA;
- *Jump Start your Career though Apprenticeship:* MSCMW!, in partnership with the Macomb County Intermediate School District;
- Michigan Educators in Apprenticeship and Training (MEATA) Fall Drive-In; and
- *ROI: Maximizing the Benefits of Your Registered Apprenticeship Info Session:* MSCMW!, the Macomb Intermediate School District, Macomb County Planning and Economic Development, Michigan Veterans Employment Services, Michigan Rehabilitation Services, Chaldean Community Foundation, and Macomb Community College.

Youth Apprenticeship Week

Building off the success of National Apprenticeship Week, Youth Apprenticeship Week (YAW) is a nationwide celebration that highlights the benefits and value of RAP opportunities for youth, ages 16–24. Employers, educators, labor unions, workforce professionals, and their partners across the country are launching RAPs that allow youth to earn competitive wages while they obtain the relevant training and experience to start their careers, often including the opportunity to earn college credit. YAW enables MWAs to host events that highlight these life-changing career opportunities and show how they can create a sustainable pipeline of skilled and diverse talent. Examples follow:

- *Apprenticeship and Pre-Apprenticeship Information Session:* SEMCA and Schoolcraft College;
- *Detroit Workforce of the Future “Skilled Trades” exploratory session:* Operating Engineers Local 324 Stationary Engineer Education Center and DESC;
- *Youth Apprenticeship Open House:* SEMCA and Monroe County Community College;
- *Develop Your Career Pathway Through Apprenticeship:* SEMCA and Henry Ford College;
- *Skilled Trades Pre-Apprenticeship and Apprenticeship Information Session:* OCMW! and Oakland Community College;
- *Proclamation presentation issued by Oakland County Executive David Coulter:* OCMW! and the Oakland County Water Resources Commissioner; and
- *Blue Water Building Trades Career Fair:* MSCMW!, Blue Water Building Trades, St. Clair County Regional Educational Service Agency (RESA), MUST Construction Careers, and the Community Foundation of St. Clair County.

Other Cooperative Service Delivery Agreements

Many formal and informal cooperative service delivery agreements exist between MWAs, between MWAs and their partners in Region 10, and across WIOA Planning Regions 6, 9, and 10. They include agreements between MWAs to implement regional grants and initiatives; agreements between community colleges

and MWAs to provide training, and in some cases, employment services; agreements between nonprofit organizations and MWAs to provide employment and program delivery services; and agreements between government entities and MWAs to provide administrative services. Other types of cooperative service delivery agreements include:

- reciprocal arrangements between MWAs to serve participants from other MWAs when they walk in, or when they are referred by an MWA to take advantage of a program or funding;
- 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, MWAs must 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

Region 10's MWAs have specifically emphasized regional collaborations that meet the needs of special populations. This has become particularly important as job seekers from these groups continually struggle to find sustainable employment. Region 10 will continue to explore opportunities to coordinate 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 WIOA Title IV partners to expand services for 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, transitioning service members, eligible spouses, and family caregivers have access to tools they need to find good jobs with competitive wages and career pathways.
- *Youth:* MWAs will continue to work with local partners to design and implement targeted strategies that reach in-school and out-of-school youth and help them remove barriers, address needs, and find employment. Regional efforts around summer programs and Skilled Trades training have been coordinated with great success.
- *Adult Education:* MWAs will continue to build strong partnerships with Adult Education and other WIOA Title II partners, and proactively address adults' 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, including apprenticeships, paid internships, and other paid work experiences.

- *Justice Impacted Individuals*: MWAs will continue to partner with organizations that provide skills training, employment opportunities, and ongoing career support for individuals who have been impacted by the justice system and/or are returning home from incarceration.
- *Refugees and Immigrants*: The MWA will continue to support initiatives that help refugees and immigrants address their unique barriers.
- *ALICE Population*: The MWAs will consider the ALICE population, (e.g., individuals who are Asset Limited, Income Constrained, yet Employed), when making regional programmatic decisions. ALICE households earn more than the Federal Poverty Level, but not enough to afford the basics where they live. The average Household Survival Wage for one adult and one child within Region 10 is \$22.88 per hour and reflects the minimum cost to live and work in the current economy.

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 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. In almost all cases, these programs impact job seekers and/or employers from across Region 10 and often WIOA Planning Regions 6 and 9 as well.

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

Region 10's MWAs will continue to work with MRS and BSBP. Both are required WIOA Title IV partners with strong ties to Michigan Works! and other partners throughout the region. MRS provides eligible individuals with disabilities vocational rehabilitation services to prepare them for employment and economic self-sufficiency. BSBP provides vocational skills training to aid in finding a job and training in daily living skills for residents living without vision. MRS and BSBP staff members often attend Michigan Works! Business Services team meetings, networking events, and they partner with MWAs to coordinate employer leads without duplication of services. MRS and BSBP staff also provide training to front-line MWA staff to educate and train those employees who are supporting and assisting individuals with disabilities.

MRS and BSBP staff are co-located at some MWA offices, or the MWA offers a satellite office for service delivery. A physical presence makes it easier for MRS and BSBP staff to discuss best practices, share ideas, and coordinate the delivery of services to local employers. MRS and BSBP also help businesses identify barriers, provide accommodations, and provide consultation and/or education based on the unique needs of their workforce.

Veterans

Region 10's MWAs provide U.S. military veterans and transitioning service members access to the tools they need to obtain employment in southeast Michigan. In fact, all eligible veterans, their spouses, and their caregivers receive priority status for job training programs, and they are referred to a State of Michigan Veterans Career Advisor (VCA). VCAs may be co-located in MWA offices and work directly with veterans and eligible persons who have significant barriers to employment. Individualized careers services include, but are not limited to comprehensive assessment interviews, career guidance services, Individual

Employment Plans (IEPs), staff-assisted job search activities, labor market information (LMI), and basic staff-assisted career services.

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 they provide community service in their own neighborhoods. The YouthBuild program raises high school completion or equivalency rates and improves employment opportunities for young adults. Young adults participate in the program for six to eight months, or longer if additional time is needed to obtain their high school diploma or its equivalency, or to complete a paid work experience. Young adults who complete the program are supported by YouthBuild partners for 12 months to receive placement services, ongoing career guidance, and necessary supportive services.

DESC's and SEMCA's YouthBuild Program targets youth who are ages 18-24 and reside in Detroit's Eastside, or the cities of Highland Park or Hamtramck. The program partners with Atlantic Impact, International Operating Engineering Local 324, and the Green Door Initiative, and targets youth who live in specific zip codes. YouthBuild offers these participants training in academic remediation, construction skills, and green building. It also provides youth the opportunity to pursue certification as operating engineers through the Construction Plus track. Both programs offer industry-certified credentials and other supports to launch their careers.

Young Professionals Initiative

The *Young Professionals Initiative* increases career awareness and preparation while reducing youth unemployment. Young Professionals supports young residents, ages 14-24, who face barriers to obtaining employment by exposing them to multiple career and educational opportunities. The program helps them earn a short-term training certificate and obtain work experience. Competitive grants were awarded to each of the Region 10 MWAs, which offer unique youth experiences in their respective areas.

In Detroit, the Young Professionals Initiative provides work experiences, career exploration activities, and supportive services to *Grow Detroit's Young Talent* (GDYT), the *GDYT MicroWorks E-Commerce Program*, and the *Family and Friends Choices* Programs. DESC was awarded \$211,232.

In Macomb and St. Clair Counties, MSCMW! partners closely with MRS to offer work-based training to youth with disabilities. This includes paid work experience, pre-apprenticeship, and on-the-job training. Programming also includes career exploration activities as well as financial literacy and work-readiness training. MSCMW! was awarded \$175,085.

In Oakland County, the OCMW! Pontiac one-stop center partners with the Pontiac Collective Impact Partnership and the City of Pontiac to co-brand summer youth programs such as *IAmPontiac!* Participants receive work experience, paid internships, resume assistance, soft skills, and networking opportunities while they earn industry-recognized credentials. OCMW! was awarded \$222,795.

In Out-Wayne and Monroe Counties, the *SEMCA Young Professionals Program* (SYPP) prepares youth, adults, and dislocated workers, for the world of work. SYPP offers virtual and/or in-person credential-

based training, a series of work-readiness workshops in career interest and exploration, goal setting, financial literacy, FAFSA completion, resume writing, interviewing and job retention skills, labor market data, and a paid work experience. SEMCA was awarded \$180,020.

Foster Care Summer Youth Employment Program (SYEP)

The SYEP for Chafee-eligible foster youth provides participants meaningful work experience and employment development opportunities that include work readiness training. DESC, MSCMW!, and SEMCA offer subsidized employment opportunities to participants for a minimum of six weeks, at least 20 hours per week, earning no less than minimum wage. Eligibility for the SYEP is restricted to open case foster youth, who are ages 14 and older, do not have a goal of reunification, or are likely to remain in care until age 18 or older.

DESC offers a variety of activities and supports to help approximately 100 active Chafee-eligible foster care youth successfully transition to adulthood annually.

2024 marks the fifteenth year that MSCMW! has implemented SYEP programming that braids Chafee and TANF funding to provide paid work experiences and support services to 10 foster youth.

SEMCA has offered the SYEP for ten years and includes summer paid employment, financial literacy education, and workforce development activities (soft skills and work readiness). In 2024 SYEP will provide services to 35 current Wayne County Chafee-eligible foster care youth and enroll 50 percent of the foster care youth in the WIOA year-round Youth Program.

Jobs for Michigan's Graduates (JMG)

All four MWAs in Region 10 are key partners with JMG, the state-based affiliate of the national *Jobs for America's Graduates* (JAG) program. JMG works strategically with business, education, and community partners to build a skilled labor force for the future. Youth participants benefit from between 40-130 hours of services, including soft skill development, barrier removal, employment, and post-secondary planning. The MWAs may braid WIOA Youth funding with JMG funding, as allowable and applicable.

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 16-24, who have left the education system. The program's goals include attainment of a high school diploma or a High School Equivalency (HSE) Certificate, occupational skills training, and a quality job with career advancement opportunities. Detroit is the largest JMG service area with over 500 students participating in programming.

SEMCA has provided JMG programming since 2015 and serves over 400 youth annually at 10 locations. Programming includes 6 Out-of-School Dropout Recovery Model Programs, 3 In-school Multi-Year Dropout Prevention Model Programs, and 1 In-school Alternative Dropout Prevention Model Programs.

MSCMW! signed a memorandum of understanding with JMG in 2023 and launched JMG programming at Yale High School in January 2024.

OCMW! operates JMG programming at its Michigan Works! Waterford location and provides work-readiness workshops within Waterford Durant Alternative High School and expanded its partnership with

Oakland Intermediate School district to support their Pathways to Apprenticeship program serving 100 youth.

Ballmer Group

Ballmer Group is committed to improving economic mobility for children and families in the United States, with a focus on early learning, K-12 education, college and career pathways, housing, health, and criminal justice. Ballmer Group is a national and regional funder and invests deeply in southeast Michigan, Washington State, and Los Angeles County. Relevant projects in Region 10 follow:

DESC received \$1.5 million, from 2023-2026, to increase work-based learning opportunities for students and adults. The grant supports the *Grow Detroit's Young Talent* summer initiative, ensuring that 8,000 Detroit youth and young adults have meaningful summer work experiences that create pathways to future opportunities. Previously, DESC received \$3 million from Ballmer to transform Detroit Public Schools Community District's Career Technical Education Centers into world-class training facilities for youth and adults who pursue career pathways in the region's growth industries.

MSCMW! received \$1,128,700 during 2022-2025 to launch *High School Young Professionals* for underserved students in Macomb County. The program complements and expands career exploration and preparation efforts at high school campuses and provides intensive mentorship, academic remediation, barrier removal, expanded career planning and preparation activities, financial literacy, work-readiness training, and paid work experience. The High School Young Professionals initiative's early interventions increase long-term labor force success.

OCMW! received \$500,000 during 2022-2024 to support *Oakland NEXT*, an innovative career exploration and training program for young adults in Oakland County, that builds the region's future workforce with bright, talented young professionals. The grant supplements state and federal workforce dollars to support youth work experiences and training opportunities in high-demand industry sectors, incentives and supportive services across the county.

SEMCA received \$1,550,000 during 2022-2025 to create an inclusive, lifelong talent and career development system that responds to labor market and industry demands and drives a resilient, vital, and competitive economy. The grant increases youth engagement by establishing intensive, community-level outreach throughout Wayne County.

Career and Educational Advisory Councils (CEACs)

CEACs bring together education and businesses by establishing a formal mechanism for collaborative partnerships with local school districts, employers, postsecondary institutions, advocates, and training centers to identify significant talent needs in the region. These partners advise MWAs in developing and implementing training strategies that meet employers' talent needs. CEACs also advise MWAs on guiding career development programs and career pathways, including those available through high schools, universities, community colleges, Career and Technical Education (CTE), adult education programs, prisoner reentry programs, corrections education, veterans' programs, and college access networks. In December 2023, regional CEACs approved the five-year Section 61(b) CTE Early Middle College and CTE Dual Enrollment Strategic Plan, which drives the CTE curriculum across the state.

Adult Education Strategies

Detroit at Work (DAW), under the leadership of its administrative entity, Detroit Employment Solutions Corporation (DESC), and Detroit Public Schools Community District (DPSCD), have partnered to significantly increase the number of adult Detroit residents with a high school diploma or GED to enable them access to post-secondary training required for middle-class jobs and careers. The *Adult High School Certification Program* (AHSCP) increases the number of adult Detroit residents who obtain a high school diploma or GED while also increasing their ability to engage in middle-class career and job opportunities. Specifically, as detailed in the State and Local Fiscal Recovery Funds- Final Rule, the program will occur in "qualified census tracts areas or low-income communities to promote healthier living environments." The AHSCP supports academic instruction to adult Detroit residents interested in obtaining a high school diploma or equivalent.

The program is open to adult Detroit residents who start with an academic proficiency level at or above the 4th grade and are at least 3 years past their high school graduation date. The program integrates academic skill building with career navigation and career coaching services. Participants enroll in training or explore career options that can be pursued once their high school diploma or GED is earned. *Detroit at Work Skills for Life* provides GED or technical certification in combination with wages earned through a part-time job to support participants as they obtain their credentials.

MSCMW! works closely with the Macomb Intermediate School District (MISC), 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 Adult Education with career exploration completion 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 between Michigan Works! staff and adult education and literacy providers. The collaborative efforts have resulted in a simplified referral process, a joint poster featuring this partnership, and new initiatives to share space and/or staff within OCMW! and adult education locations. OCMW! also partners with Troy Continuing Education to operate an Integrated Education and Training (IET) program called *Troy Adult Education and Careers* (TRAC). TRAC combines adult education and training, workforce preparation activities, and workforce training that leads to educational and career advancement. Since 2018, TRAC has helped 213 participants earn certificates and credentials.

SEMCA has developed excellent working relationships with Wayne RESA and the Monroe County Intermediate School District and entities that operate WIOA Title II Adult Education and Literacy Activities that easily achieve coordination. The MWA's Adult Education and Literacy entities' services and coordination strategies are identified and described in Memorandums of Understanding (MOUs). SEMCA, Wayne RESA, Monroe ISD, and their WIOA Title II Adult Education partners are redefining and adjusting program service delivery and design to improve workforce investment activities and outcomes that align with WIOA. For example, the team is identifying WIOA service gaps that Adult Education can fill. SEMCA will continue to align adult education and core partner services to increase career exploration and awareness via business and education collaboration.

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, who are unemployed, 55 or older, 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 includes government, non-profit, faith-based, or community organizations, and receive a training stipend.

The State of Michigan's Behavioral and Physical Health and Aging Services Administration is the designated State Unit on Aging. The unit offers three additional sub-grantees that serve residents in Region 10. They include the Detroit Area Agency on Aging 1-A, Ageways Nonprofit Senior Services 1-B, and The Senior Alliance 1-C.

Additionally, two national grantees serve Region 10. AARP Foundation serves Macomb, St. Clair, and Wayne County, and the Urban League of Detroit and Southeastern Michigan serves Oakland County.

Clean Slate Programs

While the initial LEO-WD Clean Slate funding was not reallocated, several Clean Slate Programs continue to help residents expunge eligible convictions from their criminal records. Specific examples of regional expungement activities and results, follow:

Project Clean Slate (PCS) is a free expungement program for Detroit residents. PCS helps Detroiters clear their criminal records to create better opportunities for employment, education, and housing. Approximately 215,000 Detroiters have criminal records and an estimated 82,000 of these individuals are eligible for criminal record expungement. However, many do not seek expungement because they either do not know they are eligible or how to navigate the process. PCS helps Detroit residents remove these barriers to a clean record by determining whether they are eligible for expungement, and if so, providing dedicated attorney support. PCS attorneys handle all steps of the expungement process - from preparing the expungement application to representing clients in court hearings. The initiative recently completed its 10,000th successful expungement.

SEMCA's *Clean Slate Expungement Program* provides professional legal assistance to eligible residents of Monroe County and Wayne County (excluding the City of Detroit). The program has received 857 applications from interested individuals, 215 applicants have been approved (based on eligibility), 541 convictions have successfully been set aside, and 48 pending hearings are scheduled. Clean Slate participants are also introduced to MWA services and resources, including job fairs, resume writing, job search assistance, and if eligible, training.

OCMW! administers the *Oakland County Clean Slate Program* and has two dedicated and passionate attorneys on staff. During Fiscal Year 2023 alone, 790 past convictions were set aside for 448 residents. On April 11, 2023, the Michigan State Police introduced a process that automatically expunges certain convictions without an application. Oakland County residents can determine if their convictions have been set aside automatically by following the steps detailed on the OCMW! website.

Justice Impacted Programs

DESC and SEMCA are implementing a \$4 million USDOL *Pathway Home* grant to close the gap between an adult's release from incarceration and enrollment into a reentry program that leads to employment. The program will provide services to Wayne County's justice-involved residents at the new Wayne County Criminal Justice Center. Pathway Home serves participants who are sentenced to probation and awaiting release in a manner that addresses both potential recidivistic factors and work readiness needs.

Through the *Michigan Citizens Reentry Initiative* (MiCRI), Detroit at Work supports residents who have been imprisoned or faced criminal charges by providing access to training, employment, and career planning services. MiCRI improves participant employment and reentry outcomes by aligning the job training and skills development happening while at Residential Reentry Centers (RRCs), or while in home confinement, to the specific labor market needs of the communities. DESC will provide services while the individual is at an RRC or in home confinement.

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

Refugee and Immigrant Programs

The *Partnership. Accountability. Training. Hope* (PATH) Program provides services that lead to employment and economic self-sufficiency. America's Community 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 and *Temporary Assistance for Needy Families* (TANF) Refugee provider. ACC's programs provide a full range of core employment-related services to help businesses find skilled workers. These efforts reduce welfare cases, increase reading and math skills, increase HSE certificate and diploma attainment, increase wage gains, and demonstrate a positive impact on participant families.

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

SEMCA has transformed and rebranded its RAIN Program as the *New Americans Initiative*, recognizing the importance of helping refugee and immigrant populations transition into employment. This intentional shift will attract a broader participant base and garner increased support from the community. The new service delivery model provides family-centered coaching to the New Americans served.

In April 2022, Detroit was designated a *Certified Welcoming City*, the first in Michigan. Certified Welcoming is a formal designation for cities and counties whose policies and programs reflect their values and

commitment to immigrant inclusion. This innovative program assesses the efforts of city and county governments to include and welcome immigrants in all areas of civic, social, and economic life in their communities. At the direction of the Oakland County Board of Commissioners and the County Executive, Oakland County is seeking accreditation as a Welcoming County for refugees and immigrants who come to the county in pursuit of brighter opportunities.

The Michigan *Skilled Immigrant Integration Program* (SIIP) creates an inclusive, thriving professional community in Michigan, where the skills and talents of internationally trained professionals are embraced to benefit Michigan's economy. A partnership between the Michigan Global Talent Coalition, the Michigan Works! Association, Upwardly Global, and Global Detroit, the SIIP's Global Talent Job Coaches are strategically located at MWAs in Oakland, Macomb, and Wayne counties to connect internationally trained or educated professionals with competitive careers in their respective fields, through tailored career support and hands-on job coaching. Aligned with Governor Whitmer's 60 by 30 workforce development goal, this program enhances participants' skills through focused upskilling and reskilling initiatives and provides crucial support for their professional advancement.

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 help 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 them with information on "auto-transferring" 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 the Local Initiatives Support Corporation (LISC). The financial coaching model enables coaches 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.

The MSCMW! Youth and PATH Departments are collaborating to provide quarterly workshops with guest presenters, that include Macomb Community Action (tax preparation), Gesher Human Services (Understanding Your Paycheck), and Michigan State University Extension (budgeting). Both departments have begun leveraging Financial Literacy modules through the online Khan Academy platform to provide participants with more in-depth learning on select topics of interest.

OCMW! hosts *Financial Fitness*, a series of virtual financial wellness workshops, in partnership with banks, credit unions, and financial institutions, to help individuals address challenges and seize opportunities. Topics include 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 available to anyone interested in better financial management.

SEMCA hosts a variety of financial-related workshops. These consist of Financial Literacy, Financial Wellness, Financial Management, Parts 1 & Part 2, Introduction to Budgeting, Introduction to Identity Theft, and Introduction to Using Credit Cards. SEMCA's workshops help participants understand the importance of financial management, how to protect their income, and make a working budget. They empower and equip participants with the knowledge and tools they need to break free from debt, establish a rainy-day fund, and lay the foundation for a secure retirement. SEMCA also partners with two local companies, First Merchant's Bank and the Monroe County Opportunity Program, to offer financial related workshops, including Introduction to Banking Basics and Financial Capabilities.

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.*

Region 10's MWAs, along with MWAs in WIOA Planning Regions 6 and 9, have actively convened and participated in regional industry sector initiatives for more than 20 years. These include multiple sector initiatives in Healthcare, Technology, Advanced Manufacturing, Mobility, 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.

Sector initiatives engage employers throughout 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, actively provide important labor market information, talent and employer recruitment, employment services, funding for training, wrap-around services, placement services, supportive services, and administration. MWAs also leverage millions of dollars from other federal and private sources, and, in many cases, provide extensive in-kind staff support.

A summary of Region 10's current in-demand industry sector initiatives follows. 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 throughout southeast Michigan.

Michigan Works! Led Industry Sector Initiatives

Manufacturing Day

A Presidential decree in 2014 established Manufacturing Day to explore careers in advanced manufacturing and build a future workforce. Region 10's MWA, along with the Detroit Regional Chamber, the Detroit Economic Growth Corporation, the Macomb County Department of Planning and Economic Development, the Oakland County Economic Development Department, Wayne County, and many other regional partners, have convened Manufacturing Day activities for the last decade. Students and teachers take tours of advanced manufacturing design labs, testing centers, and assembly operations, participate in hands-on activities, and engage with employees to learn about career paths, skills, and entry-level job opportunities. Information about the most recent Manufacturing Day activities follows:

DESC's contractors highlighted manufacturing employment opportunities during Manufacturing Day by chaperoning youth to business hosted events, such as at American Axle & Manufacturing. Students participating in DESC's Jobs for Michigan Graduates program also attended Manufacturing Day events.

In Macomb County, the 2023 Manufacturing Week was held the first week of October, and 70 hosts/tours and 2,000 K-12 students attended. St. Clair County also hosted Manufacturing Week, and every sophomore in the county toured a local advanced manufacturing partner. MSCMW! partners with the Macomb Intermediate School District and the St. Clair Regional Educational Service Agency to provide administrative event planning, event day support, and business outreach and recruitment.

Oakland County is the epicenter of advanced manufacturing in the state. Accordingly, Oakland County Manufacturing Day inspires students to begin their journeys toward successful careers and allows employers to meet with the future workforce. OCMW!, in partnership with Oakland Schools, the Oakland County Economic Development Department, and Oakland Community College, hosted its 9th annual Manufacturing Day for 1,000 high school students, who visited 32 companies across the County. Congresswoman Haley Stevens and County Executive Coulter kicked off this successful event where students from the Oakland Schools Technical Center campuses and county high schools participated in live tours with industry professionals. Event sponsors included Automation Alley, FATA Automation, FANUC America, Humanetics, and Williams International.

SEMCA, in partnership with the Wayne Economic Development Corporation and the Wayne Regional Service Agency, hosted its 9th annual Manufacturing Day across Wayne County and the City of Detroit. 2023 activities continued as in-person events; however, the hybrid model remained an option to introduce a broader group of students to manufacturing companies in Wayne County. The event hosted 41 schools, 1665 students, 7 colleges, 23 manufacturing employers, and 425 contacts on the virtual component.

MiCareerQuest (MiCQ) Southeast

MiCQ is the largest career exploration event in southeast Michigan. OCMW!, along with the five MWAs from WIOA Planning Regions 6, 9, and 10, host more than 5,000 high school students, teachers, and chaperones at the Suburban Collection Showplace. Participants experience hands-on, interactive exhibits in Advanced Manufacturing, Health Sciences, Technology, and Construction. This event is a true regional collaboration of professionals from 114 employers, educational institutions, labor organizations, and more than 140 volunteers. MiCQ is an annual event and will return in November 2024.

Career Camp Summer Exploration and Experience

Career Camp Summer Exploration and Experience will prepare youth for high-wage, high-demand career paths in traditional and non-traditional trades. SEMCA is facilitating a construction summer camp in 2024 with Bold Construction, which is a six-week paid work experience session that will teach 8 WIOA eligible youth fundamental safety training, career readiness, basic on-the-job construction experience, communication, and teamwork skills. Participants will receive necessary safety items and tools and then be assigned to on-the-job commercial or residential sites. The construction summer camp builds off the Michigan Regional Council of Carpenters and Millwrights (MRCC) program, which offers eight one-week summer sessions for participants, ages 15-17. SEMCA, OCMW!, and DESC will continue their partnership with MRCC to establish pre-apprenticeship cohorts for young adults, ages 18-24. A pharmacy technician career exploration and experience camp will be established, in partnership with CVS.

Michigan Employment Recovery National Dislocated Worker Grant (DWG) - Auto Related Employment Recovery Project

In late 2023, the Region 10 MWAs were collectively awarded \$709,409 to temporarily expand their capacity to serve dislocated workers and to meet the increased demand for employment and training services following a plant closure or mass layoff. Services under this special DWG include career services, training, and supportive services that help dislocated workers return to employment in a high-demand industry.

Workforce Intelligence Network Led Industry Sector Initiatives

WIN is currently convening several industry sector initiatives including MAGMA, the EVJA, and the Health Careers Alliance for Southeast Michigan, as previously mentioned in Part III of this Plan. These initiatives match current in-demand industry sectors and occupations within the region, as determined by data collected by WIN and described in Part II of this Plan.

In direct response to State of Michigan sector strategies initiatives, WIN partners developed employer-led collaborative (ELC) strategies and outcome targets for the EVJA and the Health Careers Alliance for Southeast Michigan. ELCs bring together community colleges, workforce agencies, private training providers, non-profits, economic development agencies, government, and industry. Partnering employers share common pain points about talent challenges, information about technology trends, and changing occupational skills needs. Institutions for higher education and training providers can then develop certification training and degree programs that meet the needs of the ELC.

WIN's ELC work plan activities follow the U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) methodology. The TPM methodology uses supply chain principles to engage with business and public policy leaders to transform education and workforce systems to be employer-led and demand-driven. TPM helps employers work together to develop talent pipelines for specific occupations. WIN and several WIN MWA partners have obtained the TPM certification.

Region 10's MWAs contribute significantly to the performance of ELCs by providing jobseeker and employer recruitment, employment services, funding for training, wrap-around services, placement services, and administrative support. MWAs also leverage funds from other federal and private sources, and in many cases, provide extensive in-kind staff support.

Partner Led Industry Sector Initiatives

Currently, dozens of industry-specific sector initiatives and public-private partnerships exist in the region. Community partners and county economic development agencies lead these partnerships

Detroit Regional Partnership

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

In 2023, the Detroit Regional Partnership Foundation was awarded \$52.2 million through a four-year *Build Back Better Regional Challenge* grant through the U.S. Department of Commerce Department's Economic Development Agency. The Global Epicenter of Mobility (GEM) coalition creates a smart, secure, sustainable, and inclusive advanced-mobility industry, starting with the transition to next-generation electric, autonomous, and fully connected vehicles.

SEMCA is one of five co-recipients of the grant and leads the GEM Talent Transformation pillar, whose partners include DESC, GST Michigan Works, MSCMW!, Michigan Works! Southeast, and OCMW!. Additional talent pillar subrecipients include Ann Arbor SPARK, Detroit Future City, the Detroit Regional Chamber, Global Detroit, and the Michigan Founders Fund.

Each partnering MWA received \$200,000 for program and administration over four years and \$150,000 for relevant mobility training. MCSMW!, OCMW!, and SEMCA each received an additional \$90,000 to provide job coaches for the GEM component of the state's SIIP.

Detroit Regional Chamber (DRC) Sector Initiatives

The DRC's mission is implemented by creating a business-friendly climate and providing value for members in the 11-county southeast Michigan region. DRC also executes the statewide automotive and mobility cluster association, MICHauto, and hosts the nationally recognized Mackinac Policy Conference. DRC's sector initiatives follows:

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. This work will increase postsecondary attainment in Michigan to 60 percent and reduce the racial equity attainment gap by half by 2030. Grants from the Ralph C. Wilson, Jr. Foundation and Ballmer Group fund D3.

MICHauto is an economic development initiative dedicated to promoting, retaining, and growing the automotive and mobility industries in Michigan. The program is 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.

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

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 MWAs and Automation Alley have partnered on various initiatives, including MiCareerQuest Southeast, Manufacturing Day, and Laptops for Learning.

Automation Alley helps local manufacturers use advanced technology to become more adaptable and efficient and to realize significant cost savings, with Project DIAMOND (Distributed Independent and Agile

Manufacturing on Demand). This grant program distributes 3D printers to deliver additive manufacturing capabilities to eligible small businesses. The project was initially funded by a \$10 million grant from Oakland County and a \$2 million grant from Macomb County for 250 3D printers. In early 2024, Oakland County directed an additional \$15 million to purchase 250 new 3D printers. Governor Gretchen Whitmer also committed an undisclosed amount of ARPA funding “to expand the project into all of Michigan’s 83 counties”. The Business Services teams from OCMW!, MSCMW!, and SEMCA help to coordinate training on the printers with an Employer-Led Collaborative Going Pro Talent Fund award.

Detroit Region Aerotropolis Development Corporation

The Detroit Region Aerotropolis Development Corporation is a four-community, two-county, public-private economic development partnership that drives 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 (MEWDC)

MEWDC is an industry-led partnership of more than 50 representatives from industry, workforce development, education, and veterans who are focused on workforce issues crucial to building and sustaining Michigan’s energy industry. Through its *Get into Energy* initiative and *Careers in Energy Week*, MEWDC is building awareness among students, teachers, military veterans, transitioning workers, and others about energy career opportunities. Region 10’s MWAs actively participate in Careers in Energy Week.

In 2023, LEO-WD awarded the MEWDC more than \$1.7 million to integrate additional high-demand occupations into energy education programs for nearly 1,400 participants, including underrepresented populations who earn energy credentials, through 2025. The MEWDC also created a toolkit leveraged by the MWAs to bring awareness to occupations in the energy sector. The content was shared on social media and with high school partners that distributed the toolkit to their students.

Detroit Economic Growth Corporation (DEGC) Industry Sector Initiatives

The DEGC is a non-profit organization that serves as Detroit’s lead implementing agency for business retention and attraction and economic development. DEGC leverages the region's world-class Industry 4.0 technology partners to focus on the Apparel, Fashion, and Luxury, and Automobility industry sectors.

Macomb County Department of Planning and Economic Development (PED) Sector Initiatives

PED retains, grows, and attracts economic investment while it improves the overall quality of life for residents and businesses in Macomb County. PED’s sector initiatives target 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. MSCMW! is closely aligned with PED.

Economic Development Alliance (EDA) of St. Clair County Sector Initiatives

The EDA of St. Clair County is a regional non-profit economic development agency that has served the Blue Water Area for more than 60 years. The EDA is supported by public and private sector investors and works closely with community stakeholders and regional partners to stimulate the economy and drive job growth and investment. The four main sector industries in the EDA's region include mobility and automotive, advanced manufacturing, energy generation and distribution, and warehouse, logistics, and distribution.

Oakland County Economic Development Department's Business Retention and Growth (BR&G)

The BR&G team connects with enterprises to understand and respond to their needs for growth within Oakland County. Working with State and local partners, BR&G improves the business operating climate, facilitates talent acquisition, and assists in strengthening the economy. The BR&G team currently focuses on 3 key industry sectors, based on the density of the county's employers. The sectors include Information Technology (562 companies), Research, Engineering & Design (688 companies), and Robotics Integrators (389 companies).

Oakland County Thrive

Oakland Thrive provides resources and services to small businesses, in cooperation with community-based organizations, and embeds business consultants in communities so companies can thrive and grow. Thrive consultants connect with entrepreneurs in a variety of venues, including one-on-one consultations, business development trainings and workshops, provide market research, and/or identify customers. Thrive ensures that all businesses, including minority, women, and veteran-owned businesses, have access to the resources they need.

Southeast Michigan Council of Governments (SEMCOG) Talent initiative

SEMCOG is a southeast Michigan regional planning partner with local member governments, whose membership includes counties, cities, villages, townships, intermediate school districts, and community colleges. In 2023, SEMCOG was designated as an Economic Development District (EDD) by the U.S. Economic Development Administration (EDA), joining over 400 EDDs across the nation that focus on economic development planning and project implementation that aligns with their region's comprehensive economic development strategy (CEDs). As part of that designation, SEMCOG has formed its new Economic Development Council to oversee and facilitate the development, maintenance, and implementation of the CEDs for southeast Michigan. Talent is one of the three pillars within the CEDs, and talent initiatives are developed with the Metropolitan Affairs Coalition (MAC), a coalition of business, labor, government, and education.

Community College-Led Industry Sector Initiatives

Community Colleges and other educational institutions and training organizations create Employer Advisory Councils to identify and address the training needs of in-demand occupations. The regional MWAs partner with these schools to recruit 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 PED, 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 develops 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 assists 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.*

Region 10 partners have developed a variety of administrative cost-sharing arrangements. Two that have been particularly successful are activities driven by SEMWAC and WIN. Region 10's MWAs and those in WIOA Planning Regions 6 and 9, will 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 uses these funds to plan and facilitate meetings and related regional workforce development projects.

Examples of services SEMWAC provides include:

- planning and facilitating regular meetings with MWA directors and their administrative managers; and
- facilitating annual regional planning that helps determine joint goals and priorities.

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. WIN's services include:

- real-time labor market research and data services to individual MWAs, WIOA Planning Regions, and the 19-county WIN service region;
- researching and publishing workforce and talent reports specific to southeast Michigan, including a skills gap analysis related to connected and automated vehicles and cybersecurity, and a regional employee turnover study; and
- researching and writing regional grant proposals, convening employer-led collaboratives, and managing grant initiatives, as noted in Part IV of this plan.

Memorandums of Understanding and Infrastructure Funding Agreements

All of Region 10's 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 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 (JVSG), 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.

Region 10's MWAs have 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 Plan. Examples of MWA administrative cost arrangements follow:

- *Joint Administration of YouthBuild:* DESC jointly administers a YouthBuild grant with SEMCA. Out-of-school youth, who are ages 16 to 24, and who reside in Detroit, Hamtramck, or Highland Park, are provided occupational skills training in the construction industry, leadership development, and post-program placement.
- *Joint Procurements:* Region 10's MWAs have jointly procured services through their administrative arrangements with SEMWAC and WIN, including procuring consultants, facilitators, project managers, and publications. They have also jointly negotiated pricing to reduce the cost of technologies such as Lightcast's job parsing technology. Joint procurement activities are challenging because each MWA is responsible for documenting procurements and is accountable for monitoring and audits.
- *In-Kind Contribution Arrangements:* All Region 10's 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 also dedicate administrative resources.

Many other cost-sharing agreements and informal arrangements exist between MWAs and between MWAs and their partners in the region. In Region 10 these include:

- arrangements between MWAs to serve participants from each other's counties;
- agreements with community colleges to provide staff development for MWA staff on relevant topics, including managing change, Equal Employment Opportunity (EEO), and teambuilding;
- agreements with community colleges to provide training services for 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 such subscription-based services 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

Southeast Michigan has a large transportation network that covers the majority of the region, though some gaps exist where transit service is not accessible, or is restricted to certain populations, including seniors or people with disabilities. Five public transit agencies operate fixed-route bus or rail service in the region: the Ann Arbor Area Transportation Authority (AAATA, also known as TheRide), the Detroit Department of Transportation (DDOT), the Suburban Mobility Authority for Regional Transportation (SMART), the Detroit Transportation Corporation (DTC, operating as the Detroit People Mover [DPM]), and M-1 RAIL (operating as QLINE). More than 80 community-sponsored transit providers also serve the region, in addition to numerous organizations and companies that provide transportation and mobility services.

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

Across the region, transportation planning and development initiatives are underway that may begin to address transportation needs over the next several years. The Southeast Michigan Council of Governments (SEMCOG) administers the Transportation Improvement Program (TIP) and Transportation Alternatives Program (TAP) and develops regional transportation plans.

SEMCOG's *2045 Regional Transportation Plan for Southeast Michigan (RTP)* 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. The Plan also addresses the future of mobility and responds to many of the regional, state, and national trends, including an aging demographic, future technology, and funding shortfalls.

The Regional Transit Authority of Southeast Michigan (RTA) plans, funds, coordinates, and accelerates regional transit services, projects, and programs in southeast Michigan, which comprises all of Macomb, Oakland, Washtenaw, and Wayne Counties, including the City of Detroit. Within these roles, RTA leads regional transit planning, develops and implements new services, allocates federal and state funding to transit service operators, and secures new regional funding sources for public transit.

RTA envision is a region with sufficient and stable funding to support improved public transit options that will advance equity by increasing accessibility; satisfy the integrated mobility needs of southeast Michigan communities; and promote livable, healthy, and sustainable growth. The 2023 update to the *Regional Transit Master Plan* (RTMP) guides RTA and its partners, including transit agencies, community transit providers, nonprofit organizations, and government entities, toward achieving this vision.

On November 8, 2022, the residents of Oakland County approved the Oakland County Public Transportation millage. This voter-approved, 10-year, .95 millage is dedicated to maintaining and expanding public transit services throughout Oakland County. Since the approval of the transit millage, Oakland County has moved quickly to establish a foundation on which to build a better transit system for county residents. A Transit Division, within the Oakland County Economic Development Department, has been created and staffed with a manager and two transit planners. The Transit Division team will work with stakeholders and elected officials to develop regional transportation strategies.

To date, the Oakland County Executive Office and Board of Commissioners have negotiated contracts with the four current transit providers – Suburban Mobility Authority for Regional Transportation (SMART), North Oakland Transportation Authority (NOTA), Western Oakland Transportation Authority (WOTA), and the Older Persons' Commission (OPC) to continue, improve, and expand county-wide transportation services.

Until these plans are in place, MWAs would benefit from additional funding to cover such rideshare services as Uber and Lyft. These transportation options allow job seekers to commute to regions where programs and jobs exist. The MWAs will also continue to refer job seekers to programs 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 Region 10, many organizations offer a variety of valuable supportive services. Select organizations work directly with local MWAs and their American Job Centers to provide subsidies for qualified participants and receive participant referrals. Region 10's MWAs have developed MOUs and, in some cases, Cost Infrastructure Agreements with their respective supportive service partners. These arrangements help MWAs ensure that the supportive service needs of participants are addressed.

Demand for supportive services, however, is not waning. Participants are challenged with such basic needs as family obligations, transportation, childcare, and access to technology. The MWAs' response has been swift to provide stipends, incentive payments, and childcare scholarships, and to address the digital divide with expanded computer distribution and better internet access. While some MWAs have received additional supportive services funding, these sources are not sustainable, guaranteed, or consistent.

In early 2024, LEO-WD announced the recipients of the Barrier Removal and Employment Success (BRES) Expansion Grant Program, which helps at-risk individuals secure and retain long-term, meaningful employment. This population, especially those currently working in low-wage jobs and those in the ALICE population, often are not eligible for other assistance or job support programs. DESC, OCMWI, and SEMCA collectively received \$2,940,500 to address a variety of employment barriers, including transportation,

housing, childcare, clothing, work tools and equipment, training materials, legal services, and many others.

OCMW! also received a \$7,585,000 investment of ARPA funds from the Oakland County Board of Commissioners. These funds will provide flexible financial assistance, case management, and program navigation to individuals who face barriers to employment and education opportunities, including professional certification programs.

Region 10's MWAs, 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.*

Region 10's MWAs 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 the MWA's business services, training grants, and talent. In return, these partnerships ensure that the MWAs in the region are business-driven and that the workforce system aligns with business needs. The MWAs collaborate with the Michigan Economic Development Corporation (MEDC) to provide coordinated services for employers and expand awareness of the MWAs' services.

Region 10's MWAs are very closely aligned with their respective county and city economic development agencies. These close ties enable 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, conducting joint economic/workforce development retention calls to businesses, and identifying single points of contact for workforce questions for the region's largest employers. The MWAs work closely with the MEDC, local community colleges, and economic development entities to craft joint Talent Services Proposals that attract new employers to the region. Examples of county and city partnerships include:

- The Detroit Mayor's Workforce Development Board is specifically focused on providing training and opportunities in targeted industries to ensure residents are ready and able to connect with jobs. To accomplish this, the Board provides career pathways and entry points for Detroiters of all skill levels within high-growth, high-demand industries.
- The DEGC promotes Detroit and the region, attracts new business, and secures resources to retain businesses in the region. It works closely with DESC to address training and workforce needs and ensures employers hire qualified Detroiters. DEGC also manages initiatives to support small businesses and grow neighborhood commercial corridors.
- 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.

- The EDA of St. Clair County engages in attraction, community investment, and expansion projects in the Blue Water Area. The EDA convenes a monthly meeting of workforce development taskforce partners to discuss new programs and services for supporting area businesses. In addition to the EDA, Workforce Task Force members represent MSCMW!, St. Clair County Community College, Michigan the Manufacturing Technology Center, National Corporation Training Solutions, RESA, and Michigan Rehabilitation Services. The EDA is also a MEDC Small Business Support Hub, which strengthens regional ecosystems for entrepreneurs.
- OCMW! is administered by the Oakland County Workforce Development Division, a part of the Oakland County Economic Development Department, which supports businesses, residents, and communities across Oakland County by providing financial services, planning, business development, Veterans services, and small business assistance.
- The Wayne County Economic Development Department focuses on infrastructure, public safety, and government services to create the best environment for businesses to thrive. The Department has ties with workforce development partners and assists with talent recruitment, candidate pre-screening, incentives for hiring, training, and skills upgrading, and health insurance for small businesses.
- The MWA's Business Services teams collaborate with local economic development agencies by providing resources to recruit and retain talent, supporting training and hiring access, and utilizing other regional resources to keep current with workforce data.

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

- The Detroit Regional Chamber serves as the voice of the southeast Michigan business community and bolsters the region's business environment. Region 10's MWAs partner with the Chamber on several workforce development initiatives, including the DRP, a spin-off of the Detroit Regional Chamber's business attraction efforts. The DRP serves the 11-county governments of the southeast Michigan region, the City of Detroit, and leading private-sector businesses. DRP also partners with SEMCA and regional MWAs to execute the \$52.2 million GEM grant.
- As noted above, 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. Region 10's MWAs partner 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 and Tech Town Detroit are the region's most active and successful business accelerators. MWAs may partner with these organizations on sector initiatives that involve small businesses, and by referring customers who want to start businesses on their own.

- As noted above, the Detroit Regional Workforce Partnership is a new coalition that brings and retains talent in metro Detroit and southeast Michigan. The group includes leaders from across business, government, and philanthropy in Wayne, Oakland, and Macomb counties.

Education and training partners are positioned to extend the reach of the MWAs and provide coordinated services to employers. Almost all public post-secondary educational institutions across the region have varying economic development capabilities. Community colleges, universities, and third-party training providers are an integral component of the Going PRO Talent Fund and expand the reach of the MWAs. Many community colleges also 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 that are involved with economic development.

Employers across the region are also involved with economic development organizations. MWAs have aligned education and training, workforce development, and regional economic development strategies that meet the needs of employers and provide a skilled workforce. Business services representatives connect thousands of employers to economic development resources that meet their talent needs.

The MWAs anticipate an increase in demand from employers within the automotive supply chain, especially those growing in the electric vehicle, mobility, and semiconductor industries. A significant opportunity exists to support these employers, in partnership with the EVJA and the MEDC, to scale postsecondary certification training programs, and to train and/or upskill workers. The MWAs will continue to work closely with existing partners to create a shared language and engage in economic development activities that 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.

Region 10's MWAs negotiate and reach agreement with the Governor and LEO-WD on local levels of performance. Although the MWAs negotiate separate agreements, they remain in contact with each other at SEMWAC meetings and other forums to share the status of negotiations and their outcomes. The MWAs will continue to work together to negotiate local levels of performance with the Governor and LEO-WD.

Appendix I: Public Comments and Responses

Comment/Question	Response to Comment
No public comments received	No action necessary

Attachment A1: Approval Request for Detroit Employment Solutions Corporation

1. Region Number: WIOA Planning Region 10

2. Plan Title(s): WIOA Regional Plan for Program Years 2024 – 2027

3. Policy Issuance Number: 24-13

4. Plan Period: 09/01/2024 - 08/31/2028

The Chief Elected Official(s) and Workforce Development Board hereby request approval of this document. Please insert the printed name for each signature provided below.

Chief Elected Official

Signature of Authorized Chief Elected Official:

Printed Name:

Date:

Workforce Development Board Chairperson

Signature of Workforce Development Board Chairperson:

Printed Name:

Date:

The Michigan Department of Labor and Economic Opportunity, Workforce Development, in compliance with applicable federal and state laws, does not discriminate in employment or in the provision of services based on race, color, religion, sex, national origin, age, disability, height, weight, genetic information, marital status, arrest without conviction, political affiliation or belief, and for beneficiaries only, citizenship or participation in any federally assisted program or activity.

Attachment A2: Approval Request for Macomb/St. Clair Michigan Works!

1. Region Number: WIOA Planning Region 10

2. Plan Title(s): WIOA Regional Plan for Program Years 2024 – 2027

3. Policy Issuance Number: 24-13

4. Plan Period: 09/01/2024 - 08/31/2028

The Chief Elected Official(s) and Workforce Development Board hereby request approval of this document. Please insert the printed name for each signature provided below.

Chief Elected Official

Signature of Authorized Chief Elected Official:

Printed Name:

Date:

Workforce Development Board Chairperson

Signature of Workforce Development Board Chairperson:

Printed Name:

Date:

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Attachment A3: Approval Request for Oakland County Michigan Works!

1. Region Number: WIOA Planning Region 10

2. Plan Title(s): WIOA Regional Plan for Program Years 2024 – 2027

3. Policy Issuance Number: 24-13

4. Plan Period: 09/01/2024 - 08/31/2028

The Chief Elected Official(s) and Workforce Development Board hereby request approval of this document. Please insert the printed name for each signature provided below.

Chief Elected Official

Signature of Authorized Chief Elected Official:

Printed Name: David Coulter, Oakland County Executive

Date:

Workforce Development Board Chairpersons

Signature of Workforce Development Board Chairperson:

Printed Name: David Darbyshire

Date:

The Michigan Department of Labor and Economic Opportunity, Workforce Development, in compliance with applicable federal and state laws, does not discriminate in employment or in the provision of services based on race, color, religion, sex, national origin, age, disability, height, weight, genetic information, marital status, arrest without conviction, political affiliation or belief, and for beneficiaries only, citizenship or participation in any federally assisted program or activity.

Attachment A4: Approval Request for Southeast Michigan Community Alliance

1. Region Number: WIOA Planning Region 10

2. Plan Title(s): WIOA Regional Plan for Program Years 2024 – 2027

3. Policy Issuance Number: 24-13

4. Plan Period: 09/01/2024 - 08/31/2028

The Chief Elected Official(s) and Workforce Development Board hereby request approval of this document. Please insert the printed name for each signature provided below.

Chief Elected Official

Signature of Authorized Chief Elected Official:

Printed Name:

Date:

Workforce Development Board Chairpersons

Signature of Workforce Development Board Chairperson:

Printed Name:

Date:

The Michigan Department of Labor and Economic Opportunity, Workforce Development, in compliance with applicable federal and state laws, does not discriminate in employment or in the provision of services based on race, color, religion, sex, national origin, age, disability, height, weight, genetic information, marital status, arrest without conviction, political affiliation or belief, and for beneficiaries only, citizenship or participation in any federally assisted program or activity.