

## JOBS, TALENT, AND PEOPLE WORKGROUP DRAFT RECOMMENDATIONS AND POLICY IDEAS

	Entrepreneurship and Innovation	Regional Sector Growth and Workforce Development	Talent Retention and Attraction	Immigration and Welcoming Communities	Childcare Access and Affordability
<b>Recommendations</b>	Expand access to capital and technical support for Michigan entrepreneurs, small businesses, and diverse microbusinesses.	Target business development and workforce development incentives regionally, including creating new programs where there are gaps or adjusting existing programs to be more sector-driven and employer friendly.	Develop a robust talent retention and attraction program including novel incentives, community placemaking investments, and targeted marketing.	Prioritize policies that support retention of international students and create a welcoming environment for international immigrants and diverse communities.	Increase access to and affordability of childcare programs, including training and certifying a workforce to support the need.
<b>Policy Ideas</b>	<p>Significantly increase state investment in venture capital (modeling Ohio's Third Frontier program)</p> <p>Refresh Michigan's Capital Access Programs and the state's implementation of the federal State Small Business Credit Initiative 2.0 (SSBCI) to expand working capital availability</p> <p><i>For both of the above, review eligibility requirements to maximize applicant pool, ensuring barriers for underserved populations are addressed (e.g., multiple languages);</i></p>	<p>Focus economic development strategies on the creation of regional innovation districts that include a clustering of complementary businesses, anchor institutions, entrepreneurs, and other economic and physical assets.</p> <p>Create targeted incentive programs for regions that are losing or at risk of losing population, are economically disadvantaged, and/or experience persistent unemployment, including grants, low-interest loans, and tax incentives for employers that locate, expand, or increase opportunities in the region.</p> <p>Expand Michigan's Collaborative Development Council's mandate to become a strategic body for a coordinating regional economic and workforce</p>	<p>Pilot a reverse scholarship program, providing tuition reimbursement to retain Michigan college grads and/or attract talent (need to cross-walk this with Re-connect).</p> <p>Provide first-time homebuyer and relocation incentives to encourage new graduates to stay in Michigan and new workers to migrate to Michigan.</p> <p>Expand support for arts and culture programs and initiatives (e.g., Michigan Arts and Culture Council, MI Humanities) and build on existing MiPlace and regional placemaking programs to support</p>	<p>Develop a dedicated office within the Department of Licensing and Regulatory Affairs to address statewide international certification reciprocity. Dedicate state resources to ensure licensed/credentialed professionals from outside the United States can have their relevant documentation translated and applied to Michigan's license or credential standards.</p> <p>Reduce barriers to immigrant employment by increasing efforts and efficiencies in conducting foreign credential evaluations, providing coaching, and diminishing</p>	<p>Scale the Tri-Share Model statewide, by investing in employer engagement and provide incentives for employers that participate in the program.</p> <p>Enact a 100% refundable childcare tax credit so that regardless of an individual's tax liability, all credited costs are returned to the taxpayer.</p> <p>Provide a state tax credit for businesses offering paid parental leave, mirroring the baseline requirements of the current federal tax credit, which sunsets in 2025, scaled to the</p>

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	<p><i>and refine list of focused industries to ensure maximum impact of funds on Michigan's key growth sectors</i></p> <p>Invest in micro-loan programs, such as the Michigan Economic Opportunity Fund (currently \$10 million) through recruitment of more private capital and stronger state support, and expand public-private partnerships (e.g., Huntington Bank's Lift Local Business) to expand business financing options for underserved populations.</p> <p>Expand MI-STEP to meet current and projected demand and increase assistance cap (currently \$15,000 per company per year) and to offer export financing on a larger scale (e.g., direct loans, commercial loan guarantees).</p>	<p>development programming.</p> <p>Expand Michigan's Employer-Led Collaboratives initiative that utilizes an industry clusters and sector strategies approach to enhance connections between economic development, workforce development, education, private industry, and community-based organizations.</p> <p>Develop a customizable skills training program tailored to company needs that allows for dynamic and rapid employee training and upskilling in various industries (may be a refresh of GoingPro). Coordinate implementation with employers, regional workforce development agencies, community colleges, and other community partners.</p> <p>Expand apprenticeship, internship, and mentorship programs for high-demand careers and entrepreneurs, targeting underrepresented populations for inclusion.</p>	<p>the growth of vibrant, diverse, and resilient communities that contribute to a sense of inclusion and belonging.</p> <p>Expand Michigan's Business Resource Network to increase employee retention by providing resources for employers to address employees access to mental and behavioral health supports.</p> <p>Develop a robust marketing campaign in coordination with the Pure Michigan program that connects the states' unique natural, historical, and place-based community assets with additional targeted messaging aimed at attracting and retaining talent.</p>	<p>barriers to <a href="#">obtain a driver's license</a>.</p> <p>Provide statewide free English as a Second Language (ESL) programming.</p> <p>Create multilingual signage on publicly owned property to increase access to state amenities.</p> <p>Create targeted incentives for local and regional planning organizations for the development of amenities tailored to local immigrant populations and aimed at creating more welcoming communities.</p> <p>Create a state supported immigration and naturalization legal fund that could be deployed regionally based on immigration needs.</p>	<p>percentage of wages covered by the employer by offering a 12.5 – 25 percent credit based on a minimum of 50 percent salary coverage as the baseline.</p> <p>Develop a state pilot grant program providing technical assistance and capital to encourage Michigan employers to explore and deploy onsite childcare.</p> <p>Expand the Reconnect program to 18-year-olds for the limited purpose of obtaining childcare certifications and provide free continuing education/certifications for childcare workers.</p>
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