

1) Foster a vibrant entrepreneurial ecosystem

Ensure that any individual that aspires to create a business has the opportunity to succeed.

Recommendation Details (DRAFT)

Michigan's current and prospective small business owners need access to capital and technical support to ensure all community members who desire, have the opportunity and autonomy to achieve economic growth through the creation of their own business.

- Integrate small-business development programming within the required PreK-12 curriculum.
- Deploy working capital loans with non-traditional underwriting practices to support business owners and entrepreneurs in underserved communities.
- Provide a significant funding increase to expand the number of available opportunities within the Global Entrepreneur in Residence Program through Michigan's universities to encourage international students to build their businesses in Michigan.
- Develop a suite of services tailored to the needs of diverse micro businesses including providing services in multiple languages, expanding and creating programs that increase access to capital, and education about the ease of working with H1-B visa employees.
- Provide technical assistance to support Michigan start-ups in gaining access to global customers.

Population Impact Assessment

- **Migration (Domestic and International):** **Increases** by offering an environment for personal economic growth.
- **Population Retention:** **Increases** by offering paths to growth for existing employers.
- **Growing Families:** Neutral

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
2. What are the opportunities and challenges associated with approving and implementing this recommendation?
3. How can we ensure this recommendation improves outcomes in an equitable way?

2) Concentrate industry sector growth regionally to support talent attraction and retention

Take advantage of business synergies within geographic regions to attract talent.

Recommendation Details (DRAFT)

Michigan should identify and support the expansion of investments in business and workforce attraction by clustering similar industries and their ancillary partnerships to attract industry specific innovators.

- Conduct an inventory of existing business operations and aligned economic and workforce development supports across the state.
- Provide targeted incentives for the attraction of businesses aligned with regional priority industries.
- Establish industry connection strategies between Michigan universities and regionally specific talent demands.
- Provide targeted incentives for post-secondary graduates in high-growth industries that commit to locating in Michigan.

Population Impact Assessment

- **Migration (Domestic and International):** Increase by incentivizing the concentration of industry specific thought leadership.
- **Population Retention:** Increase by incentivizing expansion of existing Michigan businesses.
- **Growing Families:** Neutral

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
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3. How can we ensure this recommendation improves outcomes in an equitable way?

3) Ensure access to affordable housing (move to Infrastructure and Places Workgroup)

Grow Michigan's safe and affordable housing stock and provide financial tools to ensure equitable access.

Recommendation Details (DRAFT)

Michigan needs housing that matches the needs of the individuals that must be attracted and retained to help the economy thrive.

- Strengthen and promote Michigan's first-time home buyer program that provides state incentives to leverage private capital and affordable rates for first-time Michigan home buyers.
- Pass legislation that prohibits discrimination by source of income to increase access to affordable housing.
- Provide incentives for the strategic development of multi-family housing within communities that rely on migrant or seasonal workforce.

Population Impact Assessment

- **Migration (Domestic and International):** **Increases** by providing incentives for new migrants and attracted talent who may be first-time home buyers.
- **Population Retention:** **Increases** by ensuring current Michiganders' income source is not a barrier to housing access.
- **Growing Families:** Neutral to **Increases** if more families can afford to live in the state

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
2. What are the opportunities and challenges associated with approving and implementing this recommendation?
3. How can we ensure this recommendation improves outcomes in an equitable way?

4) Develop a dynamic talent attraction and retention program

Provide marketing and incentives aligned with regional growth strategies to attract and retain talent.

Recommendation Details (DRAFT)

As technology continues to swiftly change how the world does business and new markets evolve, Michigan needs to attract and retain the right talent. The state can do this by proactively promoting the unique strengths of our existing and new industries and offering talent incentives to support regional growth efforts.

- Fund and staff an office dedicated to working with regional economic development organizations to quickly provide statewide and regionally focused marketing for domestic and international audiences.
- Develop marketing materials that focus on welcoming policies and recent improvements (e.g., Elliott-Larsen expansion, water quality investments)
- Provide a one-time housing incentive and simplified application process for state assistance programming for new Michiganders.

Population Impact Assessment

- **Migration (Domestic and International):** **Increases** by educating and incenting new constituencies about opportunities in Michigan.
- **Population Retention:** **Increases** by allowing Michigan based companies to access the global market without having to relocate.
- **Growing Families:** Neutral

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
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3. How can we ensure this recommendation improves outcomes in an equitable way?

5) Position Michigan as a leader in regional workforce development (highlighted bullets may move to Higher Education)

Increase workforce development supports to respond to industry needs.

Recommendation Details (DRAFT)

Michigan should prioritize investments and policies that make it easier for regions to develop workforce skills for emerging industries or reskill their workforce to achieve their industry development goals.

- Expand partnerships between employers and regional workforce development entities to match workforce training with local demands, including reskilling current workforce or supporting emerging industries.
- Fund regionally driven apprenticeship programs for high-demand careers.
- Eliminate out-of-state tuition differential at four-year institutions to attract domestic students to Michigan.
- Provide funding incentives to universities that demonstrate graduate retention over a target period.
- Provide targeted incentives for post-secondary graduates in high-growth industries that commit to locating in Michigan.

Population Impact Assessment

- **Migration (Domestic and International):** Increase by incentivizing relocation for education opportunities.
- **Population Retention:** Increase by providing young adults and displaced workers greater opportunity for education and skill growth.
- **Growing Families:** Neutral

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
2. What are the opportunities and challenges associated with approving and implementing this recommendation?
3. How can we ensure this recommendation improves outcomes in an equitable way?

6) Enact policies to overcome barriers to successful employment

Make Michigan the leader in provision of comprehensive employment supports.

Recommendation Details (DRAFT)

Michigan should be a national leader in the provision of programs and resources that address barriers to employment and career growth.

- Provide targeted incentives to businesses and economic development entities that coordinate regional ride share programming to address transportation barriers.
- Reorganize Medicaid administration to implement annual determinations for adults and multi-year determinations for children.
- Increase and extend the benefits offered through the Unemployment Insurance Agency.

Population Impact Assessment

- **Migration (Domestic and International):** Neutral
- **Population Retention:** **Increases** by providing the current and emerging Michigan workforce with resources to support personal income and career growth.
- **Growing Families:** **Increases** in the long-term by fostering an environment where family responsibilities are not viewed as an impediment to employment growth.

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
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3. How can we ensure this recommendation improves outcomes in an equitable way?

7) Position Michigan as a premier destination for international immigrants

Create a welcoming environment for international immigrants.

Recommendation Details (DRAFT)

Michigan should prioritize policies that support the amenities and economic opportunities most important to attracting international immigrants.

- Expand state resources to ensure licensed/credentialed professionals from outside the United States can have their relevant documentation translated and applied to Michigan's standards.
- Provide state identification cards to individuals of all immigration statuses.
- Provide statewide free English as a second language programming.
- Create multilingual signage on publicly owned property to increase access to state amenities.
- Significantly increase resources for public and private entities providing legal aid/naturalization programming.
- Partner with universities to attract international students through increased H1-B Visa applications.
- Provide targeted incentives for local and regional planning organizations for the development of amenities tailored to local immigrant populations.
- Develop a robust marketing campaign to highlight Michigan as a welcoming community for immigrants.

Population Impact Assessment

- **Migration (Domestic and International):** Increase by incentivizing relocation.
- **Population Retention:** Increase by providing a welcoming atmosphere for Michigan's current international communities.
- **Growing Families:** Increase in the long-term as international immigrants build roots in welcoming communities.

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
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3. How can we ensure this recommendation improves outcomes in an equitable way?

8) Empower Michigan students to meet emerging employer workforce demands (move to P-12 Workgroup)

Provide new opportunities early and often for skill growth.

Recommendation Details (DRAFT)

Michigan's students need early exposure to high-tech and hands on learning opportunities to pique interest and develop skills in high-demand industries.

- Provide targeted funding and interventions for STEM programming in underserved communities to support diverse representation in STEM careers.
- Expose all children to hands on training programs through the restoration of skill-based graduation requirements.
- Establish regional mechanisms to ensure alignment between employers, economic development organizations, and adult education programming.

Population Impact Assessment

- **Migration (Domestic and International):** Neutral.
- **Population Retention:** Increase by providing students of all ages with greater avenues to employment.
- **Growing Families:** Neutral

Key Questions for Workgroup Feedback

1. How should we refine this recommendation to maximize its impact and effectiveness?
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3. How can we ensure this recommendation improves outcomes in an equitable way?

9) Guarantee high-quality childcare services for all Michiganders

Ensure that childcare access is not a barrier to employment or advancement for Michigan parents.

Recommendation Details (DRAFT)

Michigan should foster an economic environment where both public and private entities incorporate the value of childcare into their workforce development and retention models.

- Expand the Tri-Share Model and deploy it statewide giving businesses the flexibility to increase their childcare investments and capping the employee share of childcare contributions.
- Enact a 100% refundable childcare tax credit.
- Provide a tax credit for businesses offering paid parental leave.
- Develop a grant program to encourage employers to build onsite childcare centers.
- Expand the Reconnect program to 18-year-olds for the limited purpose of obtaining childcare certifications.
- Develop a funding mechanism to cover all costs of continuing education and certifications for childcare workers.

Population Impact Assessment

- **Migration (Domestic and International):** **Increases** overtime as businesses incorporate childcare support in their recruiting strategies.
- **Population Retention:** **Increases** by providing young parents with greater economic flexibility for non-childcare priorities.
- **Growing Families:** **Increases** in the long-term by fostering an environment where parental leave and family growth are not viewed as an impediment to employment growth.

Key Questions for Workgroup Feedback

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