



**PUBLIC SECTOR  
CONSULTANTS**

## Agenda

### **Growing Michigan Together Council: Jobs, Talent, and People (JTP) Workgroup, Meeting #3: Talent Attraction and Retention**

Tuesday, August 29, 2023 | 9 – 11 AM

Webinar link:

<https://publicsectorconsultants.zoom.us/j/82884768075?pwd=dDdtV1hybER4VIN1RzY4anhueidWQT09>

Dial: 646-558-8656

Meeting ID and Passcode: 828 8476 8075 and 898248

Time	Agenda Item	Facilitator
9:00 AM	Welcome	Co-Chairs: Portia Roberson, CEO Focus: HOPE Marty Fittante, CEO InvestUP
9:05 AM	The Importance of Talent Attraction and Retention to Population Growth	Gabe Rodriguez-Garriga, Vice President of Strategy Business Leaders for Michigan
9:45 AM	Summary of the Workgroup Charge for Meeting #3	PSC Team
9:55 AM	Facilitated Discussion on Bold Ideas for Talent Attraction and Retention <ul style="list-style-type: none"><li>Breakout sessions to answer questions provided in assignment below (30 minutes)</li><li>Breakout groups share recommendations to the full workgroup and discussion occurs (30 minutes)</li></ul>	PSC Team and Co-Chairs
10:55 AM	Wrap-up and Next Steps	Kelly Rogers, Vice President PSC

# Assignment

Please review the recommendations below provided in the survey for talent attraction and retention. Be prepared to answer the questions at the end of this document in breakout sessions during the workgroup meeting tomorrow.

## Talent Attraction and Retention Recommendations to Date

### Entrepreneur and Small Business Supports

- Provide better capital access that will generate new business startups for those in targeted demographic groups.
- Require education in small business development programming that will ensure success and create an entrepreneurial middle class.
- Create rural water authorities to ensure that resources are available to create or upgrade water systems. This should have a lower barrier to entry than the state water revolving loan funds.
- A similar investment in internet infrastructure would assist in areas where new entrepreneurial startups could occur.
- Improve regulations to better and more quickly permits use of our natural resources to be part of opportunity that centers on sustainability and climate.

### Housing and Other Supports

- Create first time home buyer programs that are supplied by lending institutions.
- Create strategically placed housing for migrant and summer workers.
- Expand access to affordable housing by expanding the Housing and Community Development Fund and improving the Housing Choice Voucher program:
  - Prohibit housing discrimination based on source of income (disability or veterans' benefits, vouchers etc.).
- Provide universal child care.
- Provide access to universal family and medical leave.
- Implement robust language access programs.

### Incentives and Regional Cooperation

- Provide relocation incentives to attract young people, domestic, and international migrants to Michigan.
  - Funding could be justified by helping to defray housing cost.
  - Incentives and welfare assistance for immigrants that move to Michigan.
- Provide incentives for graduates who join high-growth industries and stay in Michigan.
- Strengthen partnerships between the state and organizations working on attraction and retention
- Eliminate out of state tuition rates to grow enrollment.
- Increase funding for job training programs.
- Implement strategies that target investments by region to communities that are best suited for those opportunities.

## Questions for Today

1. What are we doing well in Michigan to attract and retain talent? Where are the gaps?
2. Michigan should be like [city and/or state] in attracting and retaining talent because they [do what successfully].
3. How do we use our entrepreneurial/small business ecosystem to attract and retain talent? What bold ideas are needed to improve this ecosystem?
4. What bold policy changes, programs, and incentives will help attract and retain talent to grow Michigan's population?