

October 12, 2023

Jobs, Talent, and People

Final Workgroup Recommendations

**GROWING
MICHIGAN
TOGETHER**



The Charge: **Focus on Three Key Priorities**

- 1 Address workforce shortages
- 2 Increase Michigan's quality of life
- 3 Attract and retain talent

Grounding Data



Only **3%** of college graduates in Michigan migrate from other states annually.



Just **one-quarter** of University of Michigan Computer Science grads remain in state five years after graduation. Michigan is **19th** for computer programming wages.



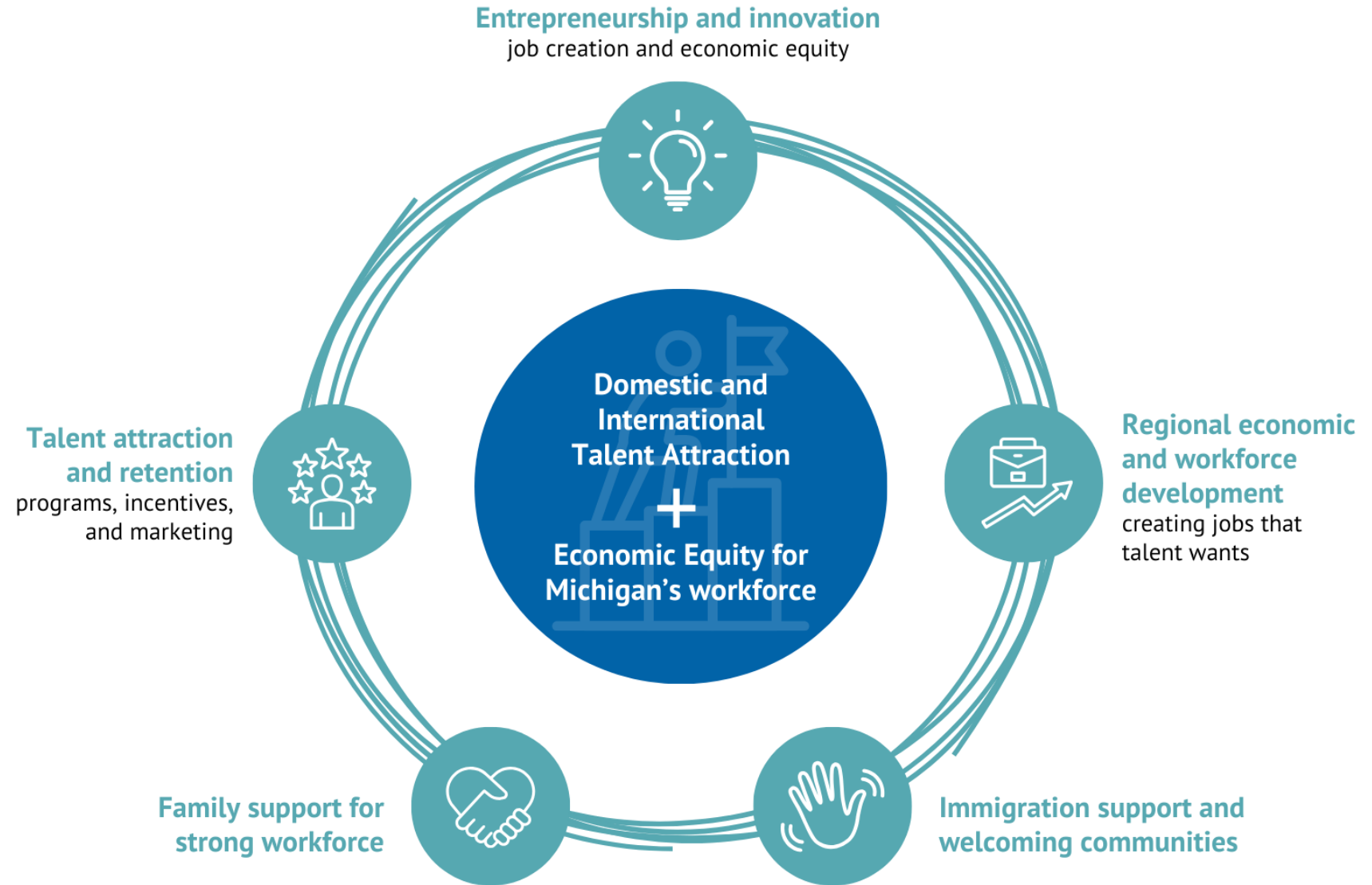
International immigration will be a source of **positive population growth** through 2050.



Unique regions across Michigan are poised to **deploy new resources** and **development strategies** in partnership with the state.



The focus of the Jobs, Talent, and People Workgroup



Recommended Strategies

These recommendations **holistically** address population growth for all regions of the state and offer **opportunities for equity and growth** for Michigan's workforce.



Attract and Retain Talent

Implement a robust talent retention and attraction program including novel incentives, workforce development program expansion, community placemaking investments that support shared cultural experiences, and targeted marketing.



Regional Development

Implement the state's economic development strategic plan with a focus on aligning Michigan's workforce development programs, talent attraction and retention efforts, and growth-sector strategies to collectively drive regional priorities in a coordinated way.



Immigration and Welcoming Communities

Prioritize programs, policies, and regional supports to develop a stronger pipeline of international talent that is retained long term through a welcoming environment for international immigrants and diverse communities in Michigan.



Entrepreneurship and Innovation

Embrace Michigan's entrepreneurial and innovation roots and create a culture that supports entrepreneurship and innovation for all.



Family Support

Increase access to and affordability of culturally appropriate family support resources, including training and certifying a workforce to support the need.