

Talent Attraction and Retention: The Charge for Today's Meeting

Growing Michigan Together Council
Workgroup Meeting Three

The Charge for Today



Revisit

Revisit the priority summary, grounding data, and survey results related to the topic.



Discuss and refine

Discuss and refine the recommendations.



Arrive

Arrive at a draft list of workgroup recommendations on this topic.

Reminders

- Bold ideas are needed
- All voices will be called upon for a diverse perspective
- Urban versus rural challenges will be considered
- The group will stay focused on population growth
- Please raise Zoom's virtual hand to speak
- Only workgroup members will be called upon



Format for Today

- Review recommendations from the survey
- Follow-on discussion will occur to address four questions



Priority Two: Talent Attraction and Retention

- We need to determine the policy changes, programs, and incentives that can assist Michigan in attracting and retaining talent
- We will do this by looking at the current gaps and assessing best practices from around the country that we could model or improve upon here

Talent Attraction and Retention: Grounding Data

- Twenty-four states are doing better than Michigan in attracting college-educated adults
- While we do well with retention (seventh nationally), we lose crucial talent such as computer programmers
- We rank 48th on the net inflow of people ages 16 to 26
- While Michigan was named an “emerging startup ecosystem,” less than 1 percent of venture investment lands here
- We need to consider the “Three Ts”: Technology, Talent, and Tolerance

Talent Attraction and Retention: Grounding Data

Michigan Programs

- Sixty by 30
- Michigan Economic Opportunity Fund
- Michigan Reconnect
- Kalamazoo Promise
- Electric Vehicle Jobs Academy
- University guarantees

Other States

- California down payment program
- Tulsa remote work program
- Vermont attraction program
- Austin “Keep Austin Weird”
- Denver placemaking efforts

Relevant Survey Results: Incentives and Regional Cooperation

- Provide relocation incentives to attract young people and domestic and international migration to Michigan
 - Funding could be justified by helping to defray housing cost
 - Incentives and welfare assistance for people who are immigrants who 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

Relevant Survey Results: Housing and Other Supports

- Create first-time homebuyer 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

Relevant Survey Results: 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
- An investment in internet infrastructure would assist in areas where new entrepreneurial startups could occur
- Improve regulations to better and more quickly permit use of our natural resources to be part of an economic development opportunity that centers on sustainability and climate

Question One

What are we doing well in Michigan to attract and retain talent and where are the gaps?

Question Two

What bold policy changes, programs, and incentives will help attract and retain talent to grow Michigan's population?

Question Three

What bold ideas are needed to improve Michigan's entrepreneurial/small business support ecosystem to attract and retain talent?



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