

The Michigan Talent System: Developing Skilled Workers through Work-Based Learning Strategies

**Michigan Career Educator & Employer Alliance
Annual Conference
June 19, 2015**



- Introductions
- Talent System Overview
- Capital Area Partnership Spotlight
- Questions

Governor

System Partners

Legislature

Governor's Talent Investment Board

Workforce Development Agency

Workforce Development Boards

Michigan Works! Agencies

Education

Economic Development

Workforce Development Agency



Implementing **demand-driven** model locally for a more targeted, rapid response to company worker needs

Agency assigned staff in **five talent-short industry sectors** to boost training and recruitment

Working with Michigan Works!, business associations, economic development, education, etc. to **form local company groups** to address talent issues.

The WDA is responsible for:

- Demand driven activities to ensure a skilled workforce
- Retaining, attracting and matching talent based on employer needs by:
 - Improving talent matching through Pure Michigan Talent Connect
 - Attracting and retaining talent by meeting the needs of employers
 - Developing talent through employment and training services



Local Elected Officials/Workforce Development Boards

LEOs

- Serve as grant recipient
- Liable for funds
- May designate an entity to serve as a local grant subrecipient or as a fiscal agent
- Appoint members to the local WDB

WDBs

- Develop and submit local plans
- Select and certify One-Stop operators
- Provide oversight of the One-Stop system
- Hire administrative staff



Michigan Works! Agencies (MWAs)

MWAs

Provide administrative support for the local WDB

Partner with the State

May provide direct services, may contract services, or a combination of both

Ensure local plan/priorities are followed

Negotiate performance levels with the state, in conjunction with LEO and WDB

Ensure performance measures are met

Provide oversight of local contractors

Provide training and technical assistance to local contractors

Answer to the local WDB

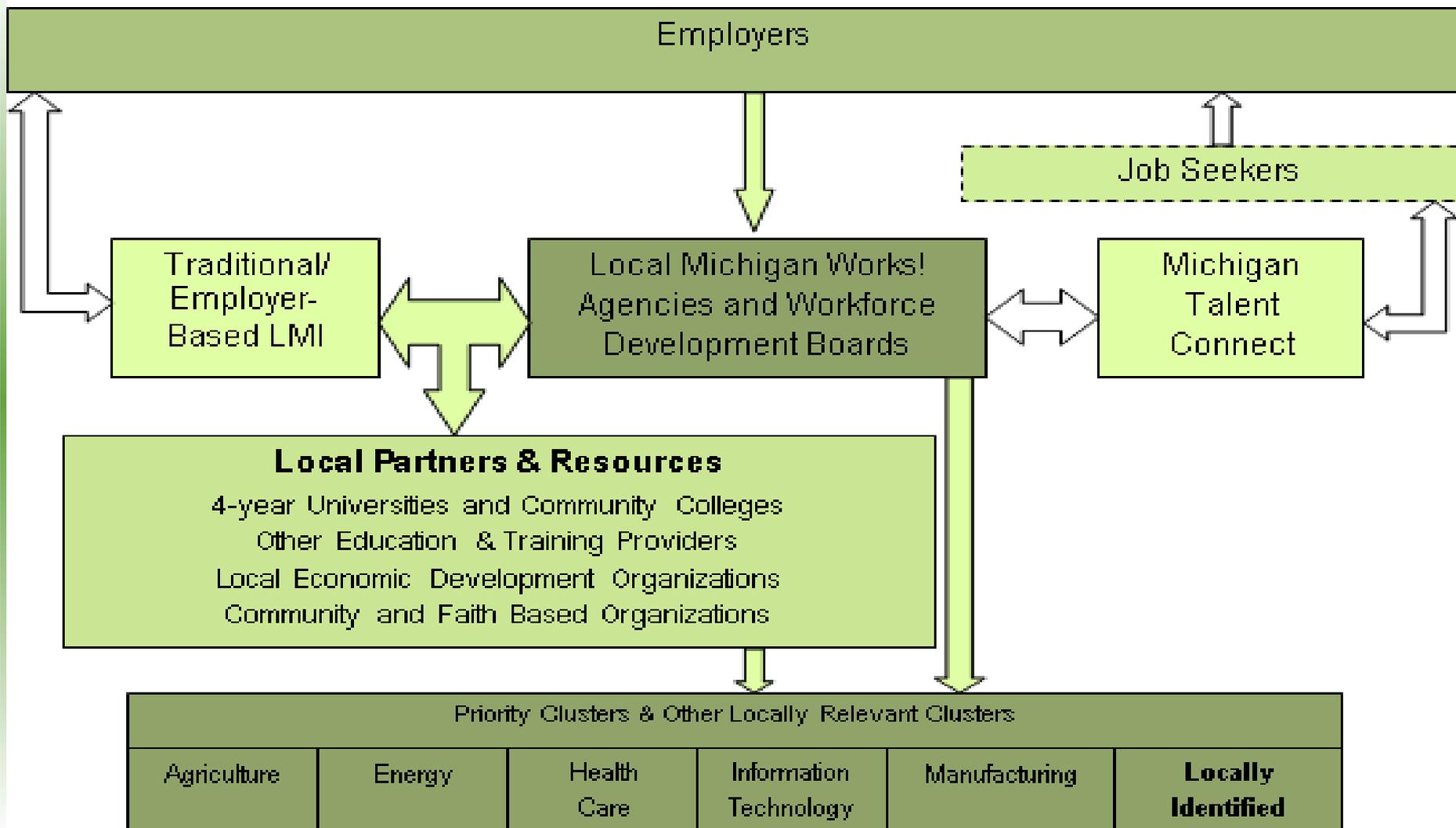
Are the direct contact for subcontractor questions

What is Demand-Driven?

- Opposite of supply-driven
- Establishes employers as primary customers of workforce system
- Employers identify their labor market information



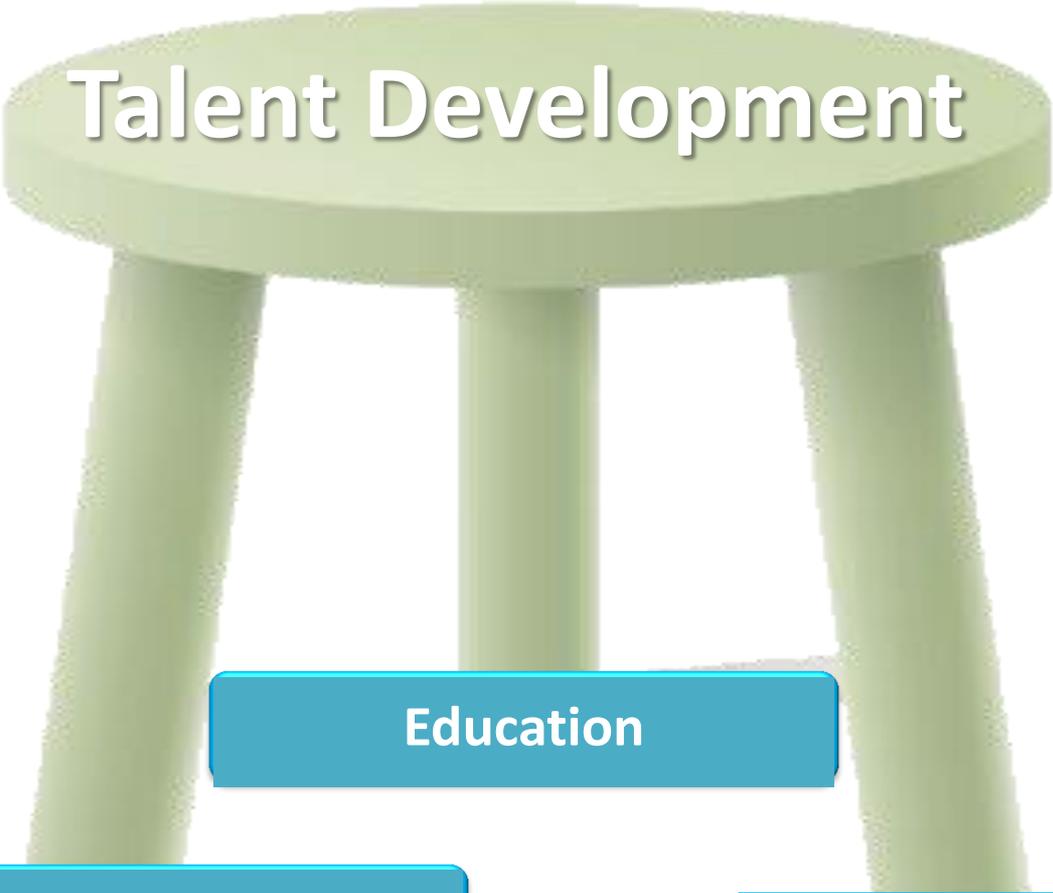
The Michigan Talent System



Demand-Driven System



Three-Legged Stool



Talent Development

Education

Workforce Development

Economic Development

Capital Area Partnership Spotlight

Andrea Ragan

Executive Director

Capital Area IT Council

Capital Area Michigan Works!



Chad Borodychuk

Business Development Manager

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Lansing Community College



Keith Lambert

Tri-County Development Manager

Lansing Economic Area Partnership







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