

# *Michigan's New Department of Talent & Economic Development*

**Marcia Black-Watson, Industry Talent Director  
Workforce Development Agency**

**MEATA 2015 Spring Apprenticeship Conference  
May 22, 2015**

- **Establishment of TED & TIA**
- **MICA**
- **MI-AIM**
- **MAT<sup>2</sup>**
- **STTF**
- **NEGs**

# Functional Structure





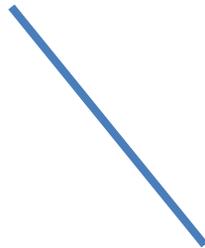
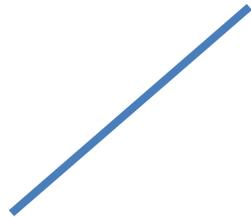
# Michigan Department of Talent & Economic Development (TED)

[www.michigan.gov/ted](http://www.michigan.gov/ted)

- Allows the state to leverage its ability to build talent with in-demand skills while helping state businesses grow and thrive.
- Joining job creation and economic development efforts under one umbrella, TED consists of the:
  - **Michigan Economic Development Corporation (MEDC)**
  - **Michigan State Housing Development Authority (MSHDA)**
  - **Michigan Strategic Fund (MSF)**
  - **Newly created Talent Investment Agency (TIA)**



# TIA Functional Structure





# MI Talent Investment Agency (TIA)

[www.michigan.gov/tia](http://www.michigan.gov/tia)

- Created to address the gap between workers with the right skills and employers in need of highly skilled workers for the jobs of today and tomorrow.
- TIA joins the efforts of the **Workforce Development Agency** and the **Unemployment Insurance Agency** to integrate new workers into the economy and help those workers that have been in or out of the workforce transition into new jobs.
- TIA coordinates programs related to job preparedness, career-based education, worker training, employment assistance and unemployment insurance.



# Workforce Development Agency (WDA)

[www.michigan.gov/wda](http://www.michigan.gov/wda)

Promotes a flexible, innovative, and effective workforce system within the State of Michigan. To accomplish this, the WDA supports a **demand driven workforce system**, assists the structurally unemployed with financial independence, advocates for the integration of workforce development into the K-12 school system, and supports the **alignment of workforce development with economic development** efforts.

# Michigan Industry Cluster Approach

## Manufacturing



## Information Technology



## Health Care



## Energy



## Agriculture



# MICA Program Areas

**MI-AIM (Michigan Apprenticeships, Internships, Mentoring):  
The Path to Work-based Learning Career Opportunities in Michigan**

**Skilled Trades Training Fund (STTF)**

**Michigan Advanced Technician Training (MAT<sup>2</sup>)**

**Community College Skilled Trades Equipment Fund (CCSTEP)**

**Career Jump Start & Grant Development**

# MICA Objectives

## All Employer Focused



Employers identify industry demand and vacancies

Employers provide direct input into the design of educational program offerings

Services and programs align with industry's need for workers and skills

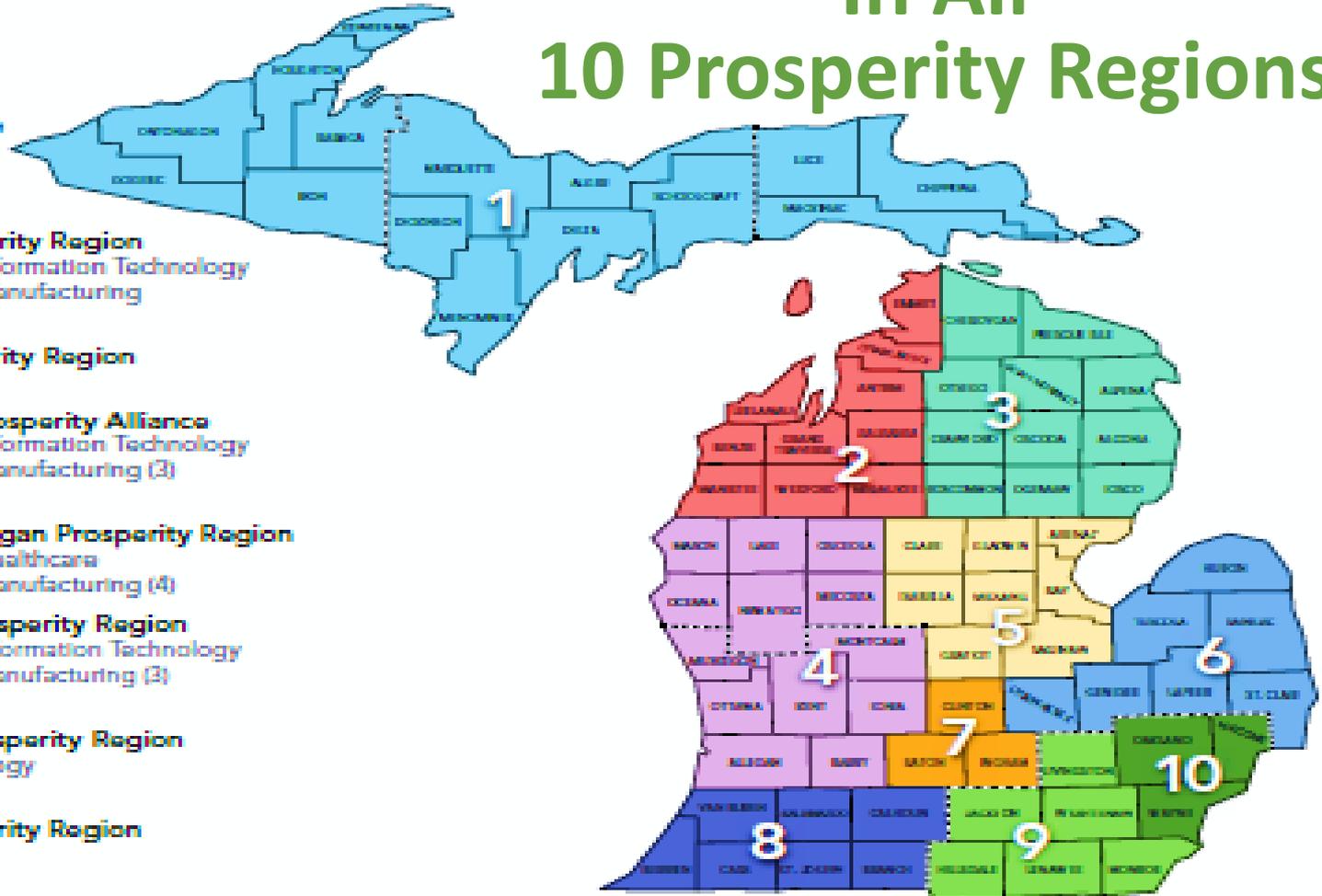
Training investments includes programs representing high-demand occupations based on input from employers

# MICA Commitments In All 10 Prosperity Regions

## REGIONS

- 1** **Upper Peninsula Prosperity Alliance**  
Construction (2)  
Healthcare  
Manufacturing (3)
- 2** **Northwest Prosperity Region**  
Agriculture  
Healthcare  
Hospitality  
Information Technology  
Manufacturing
- 3** **Northeast Prosperity Region**  
Agriculture
- 4** **West Michigan Prosperity Alliance**  
Agriculture  
Construction  
Energy (2)  
Information Technology  
Manufacturing (3)
- 5** **East Central Michigan Prosperity Region**  
Agriculture  
Energy  
Healthcare  
Manufacturing (4)
- 6** **East Michigan Prosperity Region**  
Agriculture  
Energy  
Healthcare  
Information Technology  
Manufacturing (3)
- 7** **South Central Prosperity Region**  
Information Technology  
Manufacturing
- 8** **Southwest Prosperity Region**  
Healthcare (2)  
Manufacturing
- 9** **Southeast Michigan Prosperity Region**  
Energy (3)  
Healthcare (3)  
Information Technology (2)  
Manufacturing (5)  
Retail/Service
- 10** **Detroit Metro Prosperity Region**  
Agriculture  
Energy (7)  
Healthcare (4)  
Information Technology (5)  
Manufacturing (4)

 Service Delivery Regions



- MI-AIM (Michigan Apprenticeships, Internships, Mentoring): The Path to Work-based Learning Career Opportunities in Michigan
- Provides a comprehensive outreach and communications strategy, resources and technical assistance with the ‘aim’ of creating more RAs, especially in non-traditional occupations, while promoting additional types of work-based learning

## More than 70 Partners:

- American Apprenticeship Initiative Advisory Group
  - Michigan Apprenticeship Success Network
- Promotion & Outreach
  - Technical Careers Website and Videos
- Funding & Resources
  - Guide

## Next Meeting:

**June 25**

**1:00 – 3:30pm**

**Local 324 Heavy Equipment Operator Training School**

**Howell, Michigan**

# Michigan Advanced Technician Training

**Industry**

**Government**

**Colleges**

**K-12 Schools**



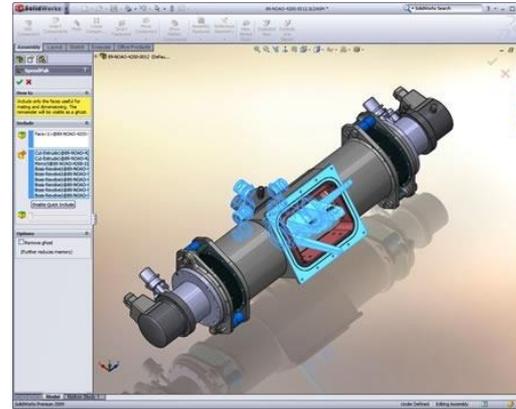
# MAT<sup>2</sup> Program Overview

- ❑ **Students** earn an associate's degree with time spent in a classroom and real-world experiences at a company.
- ❑ **Companies** invest in training by paying tuition, school stipend, wages during work period -- receiving a Return on Investment.
- ❑ **Companies** have interns who contribute like a regular employee, require less training.
- ❑ **Companies** don't spend as much money on recruitment, retention, and re-training of new employees.

## Mechatronics



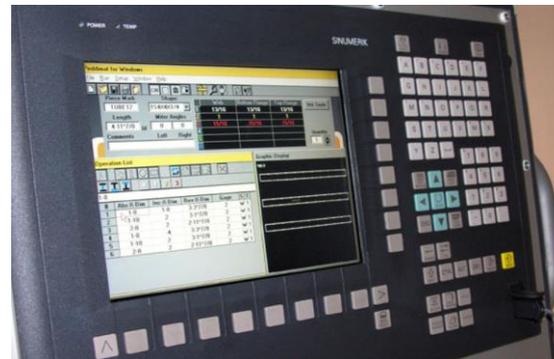
## Technical Product Design



## Information Technology



## Computer Numerical Control (CNC)



# Growth of the MAT<sup>2</sup> Program

**2013**

**Mechatronics**

**Students**

**31**

**Companies**

**11**

**Colleges**

**2** Henry Ford College and Oakland Community College

**2014**

**Mechatronics** Technical Product Design  
**Information Technology**

**Students**

**68**

**Companies**

**29**

**Colleges**

**3** HFC, OCC, and Macomb Community College

# 2015 MAT<sup>2</sup> Colleges & Programs

- **Mechatronics**

- Oakland Community College
- Macomb Community College
- Lansing Community College
- Henry Ford College
- Baker College-Cadillac

- **Information Technology**

- Oakland Community College
- Lansing Community College

- **Technical Product Design**

- Mott Community College
- Macomb Community College

- **Computer Numerical Control**

- Delta College
- Henry Ford College
- Kalamazoo Valley Community College

# MAT<sup>2</sup> 2015 Program Goals

## ■ Student Applicants

■ 500\*



- 500 applicants required to obtain
- highly qualified students for the program.



## ■ Company Slots for Students

■ 170\*



- \* Job placements needed in 2015 for MAT<sup>2</sup> students

# Skilled Trades Training Fund

# STTF



*Promoting a flexible, innovative, and effective workforce system within the State of Michigan.*

# Skilled Trades Training Fund Facts

- **Began in fiscal year 2014**
- To be used for **short-term training** needs for employers
- Demand driven
- Filling the **gap of federal funds**
- **Partner Inclusive**

- **Classroom**
  - Conducted by third party unless exclusive in nature
  - Lead to recognizable credential
  - May take place at training provider, onsite at company, or online
  - May be for existing employee(s) or individual(s) to be hired after the STTF application is approved
- **On-site training with wage reimbursement, for individual(s) to be hired**
  - Training for the individual(s) to obtain skills to become proficient in the new job
  - Individual(s) must be hired after the STTF application is approved and before training begins
- **Apprenticeships– for *new apprentices* only**
  - U.S. Department of Labor (USDOL) Registered Apprenticeships
  - Apprentices may be a new employee or an existing employee, new to the position

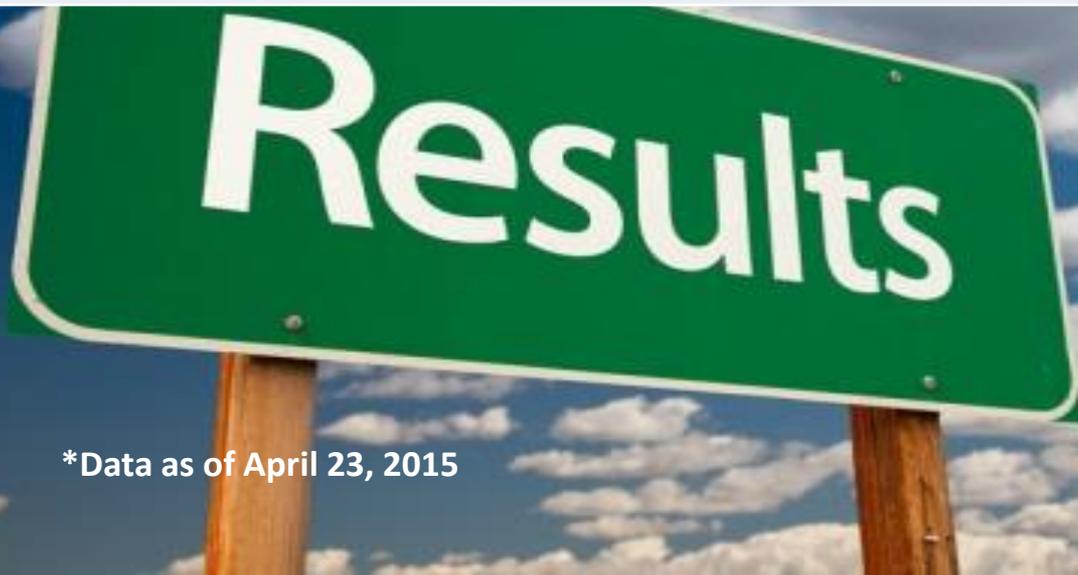
# Training Duration and Targets

With the exception of Apprenticeships, training should not exceed **three months**

- Targeted amounts are:
  - **\$3,000 Apprenticeships**
  - **\$1,500 all other**
    - **Wage reimbursement paid based on retention**
      - **60 days 50%**
      - **90 days 75%**
      - **180 days 100%**

- Businesses are **referred** to a Business Solutions Professional (BSP)
  
- BSP conducts **fact-finding** to determine:
  - If other funds are available to use first
  - If funding streams can be blended to achieve the outcomes for customer(s)
  - If the training request meets the employers needs
  
- If STTF is appropriate:
  - An STTF application is completed

	FY14*	FY15*
Number of Awards	184	232
Number of Companies Benefitting	210	252
Number of Current Employees to be Trained	9,351	6,103
Number of Individuals to be Hired and Trained	1,758	2,498
Average Cost of Training (per person)	\$760	\$990
Number of New Apprenticeships	<i>Not Collected</i>	168

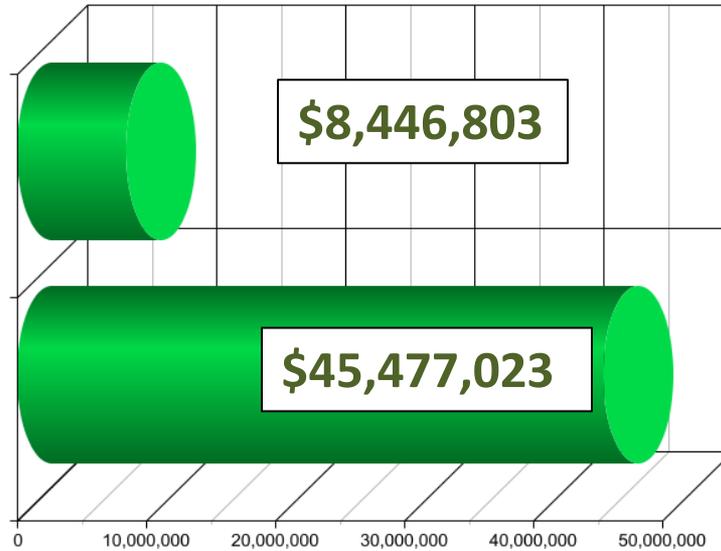


\*Data as of April 23, 2015

# Leveraged Funds

Skilled Trades  
Training Funds

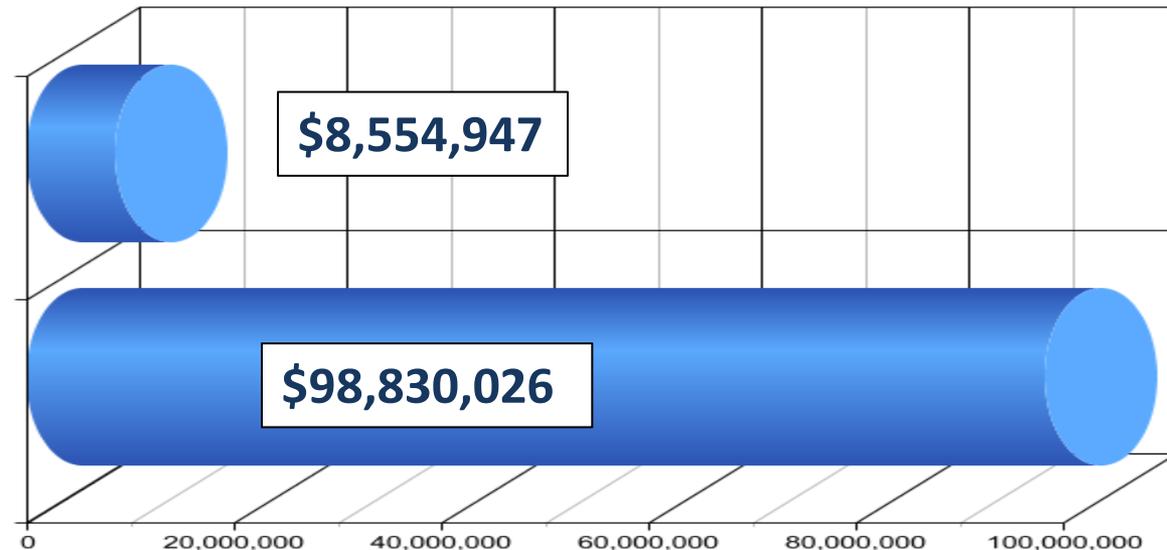
Partner  
Leveraged Funds



**Fiscal  
Year  
2014**

Skilled Trades  
Training Funds

Partner  
Leveraged Funds



**Fiscal  
Year  
2015**

# *Job-Driven National Emergency Grants*



- SOM received \$6.175 million
- Intended to temporarily expand service capacity by providing time-limited funding in response to significant dislocation events
- Funding in each region
- Committed to utilize at least 30 percent of training funds to support work-based learning, including USDOL RAs.

## ■ Eligible Participants

- Long-term unemployed jobseekers
- UI recipients that have been profiled as likely to exhaust their benefits
- Foreign-trained immigrant workers, who qualify as dislocated workers, and have faced barriers to obtaining employment in their trained field or profession



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