

# Talent Cultivation/Aptitude Pairing Committee Report

**Committee Members:** Jenny Geno, Lee Graham, Rachel Lutz.

## Process

Our committee has met 4 times since its formation. Existing data for programs/opportunities were identified at both the secondary and post-secondary levels. Committee members reviewed and analyzed the data, followed by identifying gaps. Recommendations were identified and additional strategies were solidified. Specifics are detailed below.

Recommendation	Details
Funding/Incentives for Teacher/WBL Coordinator Externships for K-12	MISTEM Network can support this work, helping to expand educator career/industry awareness.
Adult Education Expansion and more flexibility.	<p>Pilot Project that will allocate funding to areas that demonstrate a need for programming. Partnering with local community college would strengthen the program and provide smooth transitions from skill building to employment. Adult Education components, some of which may be in partnership with local community college, could include:</p> <ul style="list-style-type: none"> <li>GED Prep/Testing</li> <li>High School Completion</li> <li>Short Term Career Training</li> <li>Customized Skills Training for Employers</li> </ul>
Host community roundtables to garner input around needs and barriers, ensuring community inclusion regarding data collection.	<p>Discussions with community members that have struggled with employment related issues, whether it be training, promotion, upskilling, or personal issues are imperative to developing strong models.</p> <p>Returning citizen needs should be factored into decision making, as well as strong wrap around services that are easily accessed with sustainable funding.</p> <p>Some initial data collection to this end has begun in Saginaw and will be ongoing.</p>

Talent Cultivation Efforts Already in Place that Yield Positive and Comprehensive Data	Promising Efforts that Need Committed Sustainability Support
<ul style="list-style-type: none"> <li>● DOL Registered Apprenticeship</li> <li>● CTE and CTE EMCs <ul style="list-style-type: none"> <li>○ Programs</li> <li>○ Expanded Funding for CTE EMCs</li> </ul> </li> <li>● Apprenticeship Expansion-Youth and Adult (already occurring-could funding be allocated to sponsors to get them to consider this as an option?)</li> </ul>	<p>Pre-apprenticeship certificate (MARC) development for all industries</p> <p>Access For All Sustainability</p>