

Talent Cultivation and Aptitude Pairing Workgroup

Report
December 6, 2021

Workgroup Members:



Jenny Geno at Plumbers & Steamfitters I
85 Afl-Cio



Jenny Geno, Executive Director,
Saginaw ISD

Lee Graham, Executive Director Labor-
Management Education Committee,
Operating Engineers 324

LEO Members:

Megan Schrauben, Executive Director,
MiSTEM Network

Jeni Spaulding, Departmental
Specialist Operations/Talent
Information Systems
Employment & Training

Recap:

Recommendations from September 16, 2021 Meeting



- 1) Funding/Incentives (that have been vetted) for Teacher/Work Based Learning Coordinator Externships for K-12
- 1) Adult Education Expansion and more flexibility.
- 1) Host community roundtables to garner input around needs and barriers, ensuring community inclusion regarding data collection.

Current Best Practices:

- DOL Registered Apprenticeship
- Career and Technical Education (CTE) and CTE Early Middle Colleges (EMC)
 - Programs
 - Expanded Funding for CTE EMCs (directly aligns with 60x30)
- Apprenticeship Expansion-Youth and Adult

Additional Data



Community Input Summary from Saginaw:

Targeted communication of new training programs in the community.

Computer/office skills to increase aptitude and confidence

Paid training- this would alleviate financial concerns while training was taking place.

Employability skills training

Support, such as career navigators/coaches, to build relationships and help address barriers. Literacy and language barriers were listed as some reasons for non-engagement

Transportation needs, perhaps shuttles, that could take people to and from work.

Flexible/multiple training times and offerings. Many are balancing family issues and jobs which prevent them from engaging.

Additional Recommendations



K-12 Schools

Educational Development Plan (EDP) tracking mechanism. Legislation indicates that this should begin at grade 7, but it does not always happen. This is where career awareness begins and is imperative to early engagement.

Sustainable Career Navigator Funding in School Aid Fund. Many districts have these individuals in place and the impact to career awareness and exploration has been substantial. There is a strong and direct connection between career development and social emotional learning. The skill sets in both directly align to employer needs.

Both of these items address talent cultivation and aptitude pairing.

Additional Recommendations



Adults

Live virtual tours of industry to aid with career awareness. Showcase high demand industries in a real time setting so Q and A can occur.

Funding to MWAs

Highlight/promote businesses across Michigan that participate.

Increased **flexibility** with who MWAs can enroll in programs (policy and legislation).

Holistic case management approach within MWAs across all programs.

Incentives for employers to help with employees **transportation needs**.

In Summary...



Strategy Proposal

- 1) Funding/Incentives for Educator Externships for K-12
- 2) Adult Education Expansion to areas where this is not available & Flexibility on use of funds
- 3) Ongoing community engagement/input around adult training opportunities & needs
- 4) Continued/expanded funding and support for secondary CTE and Registered Apprenticeship Expansion
- 5) EDP tracking/accountability for grades 7-12
- 6) Sustainable funding in SAF for Career Navigators and related training
- 7) Funding for virtual tours for adult career exploration, with statewide promotion of employer participation
- 8) Holistic case management approach within MWAs across all programs
- 9) Employer incentives to support transportation barriers.
- 10) Increased flexibility with who MWAs can enroll in programs (policy and legislation).

Thank you!

