LEO
1/7/2026

# Department of Labor and Economic Opportunity
## Fiscal Years 2027 – 2031

**FOUNDATIONS**

**MISSION**
Expand economic opportunity and prosperity for all

**VISION**
Make Michigan a place where all PEOPLE, BUSINESSES AND COMMUNITIES have the economic means and personal freedoms to reach their full potential

**VALUES**
- People-centered approach
- Collaboration to achieve unity of purpose and greater success
- Data- and evidence-based promotion of opportunity

**KEY GOALS**

| Close Opportunity Gaps | Protect and Enhance Health, Safety, and Economic Security | Educate Michiganders and Grow the Middle Class | Create Better Jobs and Support Small Businesses | Build Strong and Welcoming Communities |
|---|---|---|---|---|

**KEY STRATEGIES**

**Prioritize Assistance:**
1. Maintain at least 65% of assistance in geographically disadvantaged areas. Boost procurement to firms in disadvantaged areas to 20%.
2. Overall reduction in homeless by 1%.
3. Support more than 280,000 participants per year for LEO-E&T programs, which are intended for, but not limited to, underrepresented populations and individuals with barriers to employment.

**Close Wage Gaps:**
4. Support the creation of 12,000 Children's Savings Accounts.
5. MiSTEM will reduce opportunity gaps and serve 10,000 under-served or underrepresented educators, administrators, and students.
6. Boost wages for Going PRO Talent Fund participants by 6.5% and 25% for LEO-E&T training participants.
7. Maintain the amount of assistance to diverse businesses of at least 35% of assistance being provided to businesses with diverse ownership.

**Close Employment Gaps:**
8. Increase awareness of agency programs and services and drive participants toward LEO-E&T programs.
9. Grow and diversify the network of vendors and service providers that hire or support the placement of individuals with disabilities.

**Increase Opportunity:**
10. The Office of Global Michigan (OGM) will lead processes and development of language access plans and language access implementation for all SOM departments.

1. Increase awareness of labor and wage protections, as well as safe working conditions as part of job quality principles, through enhanced outreach promoting the Workplace Rights one-stop site and the LARA small business one-stop emphasizing responsibilities, rights, compliance, and regulations; by contacting 34,000 people to increase web traffic.
2. Ensure effective responsiveness of housing, health & safety, wage, complaints/apparent violations, and workers compensation claims filed to 85% within targeted timelines.
3. Develop a transformational approach to worker health and safety.
4. Pay unemployment benefits to 87% of eligible applicants within 21 days of their first compensable week while maintaining an improper payment rate of less than 10%.

1. Lift 40,000 Michigan families out of poverty by the end of FY27.
2. Increase co-enrollment across LEO-E&T programs to connect dual customers with additional services that lead to positive outcomes for credentials and employment.
3. Secure additional funding sources to support LEO-E&T programs and services.
4. Increase the implementation of project-, problem-, and place-based (3P) education-based instruction in K-12 schools in Michigan and expose 100,000 students to STEM careers.

**Create Better Jobs**
1. Secure competitive business growth opportunities which result in more than 3,500 total jobs that are either above the ALICE1 threshold or have a pathway to a job that is above the ALICE threshold and provide other pathway job opportunities to Michiganders through training programs targeting in-demand careers and industry-recognized credentials.

**Support Small Business**
2. Provide support to 26,100 small businesses through contracts with small business service providers as well as direct finance assistance to small businesses.
3. Provide business support services and funding to help launch 2,175 new businesses in FY2026.
4. Deploy grants and loans to assist small businesses with accessing an additional $525.5 million in capital in FY2026.
5. Facilitate matching and other contract bidding opportunities for small businesses to increase their revenue by $1.91 billion in FY26.

**Address Talent Shortcomings**
6. Provide internship placement opportunities to 600 graduates in STEM-related fields within the State of Michigan in FY2026.

**Broadband**
1. Boost high-speed internet adoption to 76% and availability to 93%.

**Housing**
2. Increase the stock and quality of homes, financing 28,000 Housing Units by end of FY27.

**Placemaking**
3. Catalyze the investment of $1.8 billion of Private Investment in Michigan communities in FY2026.
4. Create vibrant communities through reactivating 2.3 million square feet of publicly owned property.

**Community Support Systems**
5. Generating $116 million in economic impact through supporting the increase in volunteerism in Michigan.
6. Supporting community centers and other organizations receiving capacity building services to stabilize them and improve their services for the ALICE population.

**Build Welcoming Communities**
7. Become a top 10 state for net talent migration by promoting Michigan as a place of opportunity for all people.
8. ORP will support rural resiliency by offering programs that build rural capacity and prepare communities to capitalize on opportunity.
9. The Office of Rural Prosperity's Rural Readiness Grant Program will build capacity for underserved rural communities by funding collaborative planning, capacity-building projects, and readiness initiatives that position communities to access state, federal and philanthropic investment.
10. Support community resiliency by strengthening community capacity to respond, plan, and grow.

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- **Build Strong and Welcoming Communities**

**CORE OPERATING PROCESSES**

- Labor – Workers' Disability Compensation, Occupational Safety and Health, Employment Relations, Wage & Hour enforcement
- Unemployment insurance – Appeal, Agency Services, Finance / Reporting, Investigations, Internal Controls, Tax / Employer Services
- Employment & Training – Bureau of Services for Blind Persons, Michigan Rehabilitation Services, Workforce Development
- Prosperity – Postsecondary attainment, Immigration / Migration, Refugee Services, Community Service, Ethnic Commissions
- Administrative Services – Budget / Finance, Internal Controls, Facilities, IT Services, Grants / Acquisitions
- LEO Executive Office – Legislative Affairs/Communications, Human Resources/Talent Development
- MEDC, MSHDA, MI State Landbank, OFME, MIHI, CWETO

**KEY MEASURES**

**LABOR FORCE GROWTH**
- % of LEO-E&T participants employed.
- Post-Secondary Credentials.
- Secondary credentials.
- Number of returning citizens placed/hired for jobs.
- State Incented Housing Units.
- Leveraged Placemaking Investment.
- Public space reactivated.
- High-Speed Internet Availability.
- Protection and Safety Outreach Contacts.
- Percent of LEO-E&T participants maintaining employment (2nd and 4th quarters after completion of services).
- Percent of LEO-E&T participants retained with the same employer (2nd and 4th quarters after completion of services).
- Interns Placed.
- Number of communities with economic resilience strategies.
- Number of employers and MWA staff trained on attracting workers to Michigan to fill labor force gaps.
- Number of identified priority vital documents that will be translated.

**ORGANIZATIONAL PERFORMANCE**
- Budget deployed.
- % of procurement to geographically disadvantaged businesses.
- Constituent satisfaction.
- Employee engagement score.
- Active ERG members.
- Internal communications interactions.
- Timeliness of response to Labor Agency complaints/notices.
- % of claimants first UI payments made within 21 days.
- % of audited claims with valid eligibility determinations.
- % of nonmonetary determinations made within 21 days.
- Improper payment rate.

**HOUSEHOLD INCOME**
- Pathway jobs.
- % increase in wages for LEO-E&T participants who receive training.
- % increase in wages – Going Pro Talent Fund participants.
- Number of apprentices who completed their registered apprenticeship
- Number of businesses served through LEO-E&T
- Students exposed to STEM careers
- Small business jobs created.
- Facilitated revenue for small business.
- Small businesses assisted.
- New business starts
- Capitol formation
- % of assistance to diverse businesses.
- Number of under-served or underrepresented educators, admins, and students served.

**ALICE RATE**
- Number of ALICE families served
- Number of organizations receiving capacity building services
- Number of households served through VITA program
- Economic impact of volunteerism
- % assistance in geographically disadvantaged areas
- High-speed internet adoption
- Number of children with new savings accounts
- Homelessness reduced
- % of Total Targeted Rural Prosperity Participants Achieved
- Number of participants in LEO-E&T programs
- Number of apprentices from underserved populations
- Number of youth participants served
- Number of youth participating in registered apprenticeships
- Number of individuals with disabilities served
- Number of Justice Involved Individuals served
- Number of customers enrolled in more than one LEO-E&T program
- New funding secured in support
- Number of new funding sources for LEO-E&T programs and services

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