



Pathways to High Wage Careers Report

AUGUST 2025

Introduction

When Michigan women are economically secure and thriving, Michigan's economy grows stronger. Today, there are hundreds of high wage career openings across the state — and Michigan's women represent a ready talent pool to fill these critical roles and help drive our state's economic success.



Gov. Gretchen Whitmer with MWC Commissioners at the roundtable on apprenticeship hosted by Accenture on November 27, 2023. Persons in the photo [clockwise]: Gov. Gretchen Whitmer; Kendra Quinlan, Accenture Market Development Director and Co-Founder of Michigan Apprentice Network; Kaleena Louis, Director of Partnerships and Engagement at NPower; Lisa Cawley, Accenture Managing Director and MWC Vice Chair; Faye Nelson, Managing Director of Nelson and Associates and MWC Commissioner; Josie Wheeler, Accenture apprentice alumna; and Daisy Pointer, current apprentice at Accenture.

According to the [2024 Women in the Michigan Workforce Report](#), labor force participation for women in Michigan is 10% below that of men. If women were to participate in Michigan's labor force at the same rate as men, the economic potential is estimated to be in the range of \$24B to \$47B annually.

To accelerate women's labor force participation in high wage careers, the Michigan Women's Commission (MWC) convened Pathways to High Wage Careers Roundtables statewide,

promoting high wage, high demand career pathways for women and engaging employers in identifying and addressing the barriers that limit women's participation and advancement in the workforce.

This report shares what the MWC learned from these conversations — and offers clear, actionable recommendations to ensure more Michigan women can access, enter, and thrive in high wage careers.

Executive Summary



Photo of booths from the April 5, 2025, Skilled Trades roundtable in Detroit.

Established in 1968, the Michigan Women's Commission (MWC) is charged with surveying the women of Michigan, identifying the challenges they face, recommending policies to address those challenges, and recognizing the achievements of Michigan women. The MWC is currently focusing on **health, wealth and leadership** and this report addresses **economic security and wealth generation for women**.

In recent surveys, Michigan women identified economic security as their top priority — with a strong call for clear pathways into high wage careers. Throughout the statewide roundtables, clear themes emerged around three powerful levers for advancing women into high wage, high demand, high growth careers. These three levers are:

Skilled
Trades & IT
Apprenticeships

Small Business
Ownership &
Entrepreneurship

Corporate
Initiatives

The cost of exclusion is economic. When women are economically secure, our economy thrives. Supporting women's access to high wage careers strengthens Michigan's economy through increased spending, business growth, and generational stability.

While their perspectives were diverse, the message was consistent: we have the talent, but we lack the support. This report synthesizes the key learnings from those engagements into actionable categories — apprenticeships, small business ownership, and corporate initiatives — with a call-to-action section highlighting the most urgent and impactful statewide recommendations.

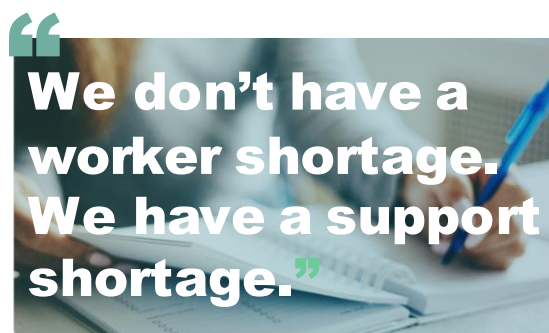
3 Targeted Pathways to High Wage Careers for Michigan Women

Throughout the statewide roundtables, clear themes emerged around three powerful levers for advancing women into high wage, high growth careers. These three levers are apprenticeships, small business ownership and entrepreneurship and corporate initiatives.



Apprenticeships

Skilled trades and information technology (IT) registered apprenticeships provide accessible, high-wage pathways into essential industries. Michigan urgently needs more skilled workers to sustain and accelerate its economic growth. In 2024, Governor Whitmer signed an Executive Directive charging the Michigan Department of Labor and Economic Opportunity (LEO) with implementing a statewide strategy to train thousands of new workers in critical fields.



Skilled trades remain one of the best pathways to a high wage career, however, women significantly lag with only 3% of women making up the on-site workforce. There is significant room for growth in this high demand market. Registered apprenticeships are the primary pathway for entering the skilled trades. the demand for tech talent is equally pressing, creating a parallel opportunity for residents to secure high-paying, future-proof careers without the burden of traditional college debt. Michigan's tech industry is booming, with a projected 9% growth in tech occupations by 2032. To fill this talent pipeline, the state and private partners are increasingly turning to the registered apprenticeship model—an "earn-while-you-learn" approach that combines paid, on-the-job training with classroom instruction. These programs significantly improve career pathways by removing financial barriers, provide in-demand skills and create direct employment pipelines.

Women should make up a significant share of Michigan's skilled workforce, yet their participation remains low due to persistent cultural, structural, and logistical barriers. According to the 2024 Women in the Michigan Workforce Report, women hold only 10% of registered apprenticeships in Michigan and are overrepresented in the lowest-paying occupations. However, the opportunity within both the skilled trades and IT via apprenticeships presents a unique opportunity to change this narrative. By intentionally recruiting women into these high-wage, high-demand apprenticeship programs, Michigan can create a more equitable and robust workforce for the future.

Recommendations

- Expand funding for non traditional training pathways with guaranteed support services.
- Scale regional pre-apprenticeship and boot camp models that center inclusion.
- Incentivize employers to adopt child care and care-giver friendly practices, like the [MI Tri-Share Child Care Program](#)
- Improve marketing and storytelling to normalize women in skilled trades and IT apprenticeships and introduce these opportunities to K-12 girls.
- Enact a law requiring construction employers to ensure gender-inclusive sanitary facilities and accommodations
- Increase access to drivers education for high school students and support school based instruction
- Elevate the [Michigan Apprenticeship Network \(MiAN\)](#) among Michigan employers through strengthened partnership with State of Michigan departments and agencies.

Small Business Ownership and Entrepreneurship

Women-led businesses are booming. However, according to the Founders Forum Group, the venture capital industry and startup ecosystem continue to present significant barriers for women. As of early 2025, female founders receive a disproportionately small slice of global venture capital—a gap that represents not just an equity issue, but a substantial missed economic opportunity estimated at over \$5 trillion globally.

When well-supported, owning a small business can generate higher earnings, personal freedom, and long-term wealth. Women entrepreneurs also build community wealth by hiring locally, reinvesting profits, and serving as role models for other women and girls. However, women-owned businesses remain under capitalized, under-resourced, and often face structural barriers to benefiting from state procurement opportunities and investment pathways.



Recommendations

- Establish a statewide First Rung Capital Fund for women-owned startups.
- Launch a fully staffed Microbusiness Advocacy Office at the state level.
- Launch "State Contracts 101" to grow small and women-owned business participation.
- Fund technical assistance as a complement to capital investments.
- Reintroduce and modernize Angel Investor Tax Credits to diversify who holds capital.

Corporate Initiatives

Corporate careers can be a lucrative path for women if it offers competitive pay and benefits, clear pathways for advancement, access to leadership opportunities, and professional training, mentorship, and networks. Data from the [Inforum Michigan Women's Leadership report](#) highlights the gap in corporate leadership: women account for just 23% of executive officers in Michigan's public companies, and women of color make up only 2%.

These opportunities are not always extended equally to women in the corporate workplace. Opportunity depends on more than hiring — it requires internal investment in mentorship, inclusive culture, and measurable accountability.



Recommendations

- Establish and fund Employee Resource Groups (ERGs) for women to build networks and visibility.
- Promote flexible and hybrid work options that accommodate child care and caregiving roles.
- Provide formal sponsorship programs, beyond mentorship, to ensure women are advocated for in promotion decisions.
- Subsidize or provide child care and caregiving financial support.
- Support return-to-work programs for women reentering the workforce.
- Create menopause and aging workforce policies, including health accommodation and flexible schedules.
- Enact Michigan's 2025 Pay Equity and Transparency Legislative Package — with business incentives.

Call to Action



Vice President of External Supply Chain for Kellanova and MWC Financial Freedom Committee Chair [Dr. Tracy Joshua](#) speaking at an MWC Community Reception and Networking Event on October 21, 2024, in Battle Creek, MI.

To translate these initiatives into concrete progress, the following calls to action are designed to be actionable and attainable. These recommendations provide a roadmap for policy makers, businesses, and communities to take immediate steps that will have a tangible impact on enabling more women to achieve economic security. Each item is crafted to build on existing successes, offer a high return with low barriers to implementation, and drive measurable economic benefits for Michigan.

Expand the MI Tri-Share Child Care Program

Builds on a nationally recognized model already in place in Michigan.

Low administrative lift to scale across regions and sectors.

Increases workforce participation by addressing one of the biggest barriers facing working women: affordable, accessible child care.

Why this matters: Child care and caregiving responsibilities are one of the top reasons women are pushed out of the workforce or limited to low wage roles. The **MI Tri-Share Child Care Program** allows employers, employees, and the state to split the cost — a win for business and families alike.

Expand Funding to Nontraditional Training Pathways

- Pre-apprenticeship programs already exist, Michigan Women in Trades (MiWIT) for example, but
 - need scale and support services.
- Trainings can be integrated into current workforce training models.
- Pre-apprenticeship and IT bootcamp training moves women into high need, high wage fields like
 - advanced manufacturing, IT, and skilled trades.

Why this matters: Pre-apprenticeship programs act as both a bridge and a buffer. They bridge the gap between interest and employment and buffer women against the systemic challenges that cause many to leave apprenticeships prematurely.



Group photo of tradeswomen, staff, speakers, and other attendees of BUILDing Impact's Michigan Tradeswoman's Summit hosted by Operating Engineers 324 at their Construction Career Center in Howell, MI on March 22, 2025.

Pass a law requiring construction employers to ensure gender-inclusive sanitary facilities and accommodations

In early 2024, Washington enacted HB 2266, with bipartisan support, the nation's first law requiring construction employers to ensure gender-inclusive sanitary facilities and accommodations for menstruation and lactation directly on job sites. Michigan lawmakers should replicate and expand upon Washington's precedent.



Why this matters: By implementing these targeted workplace accommodations, Michigan can remove critical barriers to women's participation and retention in high wage, high demand industries—contributing directly to the Commission's goal of unlocking economic security and growth.

Elevate the Michigan Apprenticeship Network (MiAN) among Michigan employers

The Michigan Apprenticeship Network (MiAN) fosters collaboration among local and state organizations, Michigan businesses, and skilling organizations across the state to strengthen and expand professional, professional services apprenticeship programs. By raising awareness and sharing best practices, MiAN aims to grow the number of Michigan employers offering these high quality apprenticeships statewide.

To elevate MiAN's impact, State of Michigan departments and agencies—such as the Department of Labor and Economic Opportunity (LEO), the Michigan Economic Development Corporation (MEDC), and Michigan Works!—should continue to proactively collaborate with MiAN to actively recruit more employers through coordinated communications and outreach efforts.

Why this matters: Expanding the number of Michigan employers that offer professional services apprenticeships creates more pathways to high wage careers for Michigan women and all residents, at relatively low cost. These apprenticeship opportunities also help attract and retain employers in Michigan by providing them with a proven network and a ready-made apprenticeship development playbook.

Create a Statewide First Rung Capital Fund

Extends concepts already piloted by groups like Michigan Women Forward.

Small-dollar grants or loans have an immediate impact on microbusinesses.

Catalyzes entrepreneurship, especially in under-resourced communities.

Why this matters: A woman with a business idea shouldn't need wealth or connections to get started. First-dollar access unlocks generational wealth building and job creation. First rung capital funds give startups the early cash they need to build and launch. They help cover key costs like hiring, product development, and branding. Many also offer mentorship and connections that can shape a startup's growth. Early funding boosts credibility and gives founders room to experiment before revenue kicks in.

Launch "State Contracts 101" to Grow Small and Woman Owned Business Participation

Create and fund a State Contracts 101 education and technical assistance series — paired with a targeted marketing campaign — to help small and women-owned Michigan businesses compete for and win state contracts. Many small businesses lack the knowledge and support needed to navigate the state's procurement system, which limits competition and keeps fewer taxpayer dollars in local communities.

This educational series would deliver practical, accessible training on key topics such as:

Practical tools and ongoing support

How to read and respond to RFPs

Pathways to subcontracting

How to do business with the State of Michigan

The differences between service and product proposals

Sessions would be offered statewide, both in-person and virtually, with a focus on reaching women-owned businesses and other underrepresented entrepreneurs. This initiative would build upon Michigan Department of Management and Budget's (DTMB) Michigan Contract Connect and Let's Do Business resources. Funding could support and expand the already existing DTMB collaborative partnerships to educate and engage small and women-owned businesses in state procurement opportunities.

Why this matters: This initiative will expand the pool of qualified small business suppliers, increase competition, keep more contract dollars local, and build a stronger, more resilient Michigan economy.

Reintroduce and Modernize Angel Investment Tax Credit

- A single policy change can shift investor behavior.
- Increases early-stage capital for women-led companies and keeps investment local.

Why this matters: Michigan lawmakers created an angel investor credit designed to be short-lived, running only during 2011–2012. When statewide tax reform occurred in 2011, it cemented the credit's end. Though revival efforts have been proposed, no new legislation has reinstated it, leaving Michigan without a formal angel investment tax credit since then. Capital isn't just about access to it, it's about who decides. Incentivizing diverse angel investors helps rewire who gets to grow and scale in Michigan's economy.



Increase funding for programs that offer entrepreneur training and coaching

- Builds upon programs like Michigan's SmartZones, Start Garden, and TechTown Detroit.
- Public funding for such programs has helped hundreds of startups survive and grow, especially in tech, manufacturing, and life sciences and support regional innovation and revitalization efforts.

Why this matters: Investing in startup CEO training is a high-impact strategy that improves survival rates, increases investor confidence, boosts inclusive entrepreneurship, and strengthens local economies. It's not just support for individuals—it's foundational economic infrastructure.

Pass Michigan's 2025 Pay Equity and Transparency Legislative Package — with Business Incentives

Strengthen Pay
Transparency.

Expand Protected
Categories.

Establish Pay
Equity Certification.

Strengthen
Enforcement.

Integrate with State
Economic Strategy.

Incentivize
Business Action

Offer state
contract preferences.

Provide
tax credits.

Offer grants for
small and medium
sized employers.

Why this matters: Passing this package will close wage gaps, strengthen Michigan's talent pipeline, and advance women's economic security.

Roundtables



November 27, 2023

WHAT

Gov. Gretchen Whitmer joined the MWC for the inaugural roundtable in Detroit at Accenture in November 2023, where she charged the MWC with developing actionable recommendations to help clear the path for more women to enter and advance in high wage careers.

KEY TAKEAWAYS

The roundtable highlighted the value of apprenticeship programs and highlighted the unique application of this approach to development technology talent, highlighting Accenture's apprenticeship model. The roundtable featured current and former apprentices, along with local technology bootcamp providers, sharing the success and challenges to enabling more women to take part in this pathway to a high wage career. It also highlighted the Michigan Apprenticeship Network (MAN), a group of Michigan employers who advocate and utilize apprenticeship models for developing technology talent for their workforce.



Persons in the photo [left to right]: MWC Commissioners Danielle Atkinson, Founding Director of Mothering Justice; Sue Townsel, Program Manager for Corewell Health and MWC Chair; Dr. Tracy Joshua, MWC Financial Freedom Committee Chair; Dr. Geneva Williams, Founder and CEO of Dr. Geneva Speaks; Muna Jondy, Immigration Attorney at Law Office of Muna Jondy; Sabala Mandava, Chair of Radiology for Henry Ford Health, MWC Vice Chair Lisa Cawley, Faye Nelson; Kelli Saunders, Vice President of Policy and Engagement for the Small Business Association of Michigan; and Misti Rice, Executive Director of Government Affairs for Magna. Gov. Gretchen Whitmer is in the center of the photo between Dr. Geneva Williams and Sabala Mandava.

WHO

Participants included:

Managing Director of Nelson & Associates and MWC Commissioner, Faye Nelson

Accenture apprentice alumna, Josie Wheeler

Current Accenture apprentice, Daisy Pointer

Accenture Managing Director and MWC Vice Chair, Lisa Cawley

Director of Partnerships and Engagement for NPower, Kaleena Louis

Market Development Director and Co-Founder of Michigan Apprentice Network at Accenture, Kendra Quinlan

MWC Commissioners Dr. Geneva Williams and Financial Freedom Committee Chair Dr. Tracy Joshua were present

April 16, 2024

WHAT

MWC Commissioner Tamara Faber hosted MWC's second roundtable in Jackson focusing on Consumers Energy's [electric lineworker pre-apprenticeship program](#).

KEY TAKEAWAYS

This roundtable reinforced the lack of awareness about skilled trades apprenticeship programs and the critical need for affordable, accessible child care. For example, we learned that an 11-week pre-apprenticeship program in Marshall attracts only a limited number of women applicants, primarily because child care responsibilities and caregiving demands make it difficult for them to participate. Additionally, there are no restrooms for women on the worksite, highlighting the need for accessible, clean, and appropriately located bathroom facilities on-site.



Persons in the photo [left to right]: Rachel Babale, Director of Labor Relations for Consumers Energy; Stacey Lamb, Executive Director of Learning and Development; Susan Corbin, Director of the Michigan Department of Labor and Economic Opportunity; Tamara Faber, former Chief Digital Officer for Consumers Energy and former MWC Commissioner; Project Manager for Corewell Health and MWC Chair Sue Townsel; and Kendra Quinlan.

WHO

Participants included:

Former Chief Digital Officer for Consumers Energy and Former MWC Commissioner, [Tamara Faber](#)

Executive Director, Learning and Consumer Energy, [Stacey Lamb](#)

Director of Labor Relations for Consumers Energy, [Rachel Babale](#)

Project Manager for Corewell Health and MWC Chair, [Sue Townsel](#)

Director of the Michigan Department of Labor and Economic Opportunity, [Susan Corbin](#)

Accenture Market Development Director and Co-Founder of Michigan Apprentice Network, [Kendra Quinlan](#)

MWC Financial Freedom Committee Chair Dr. Tracy Joshua and Commissioner Muna Jondy were present

May 23, 2024

WHAT

MWC was invited to the 2024 Michigan Educator, Apprenticeship and Training Association (MEATA) Spring Conference in Traverse City to educate and engage stakeholders about the unique challenges and barriers women face when it comes to enrolling and completing a registered apprenticeship program.

KEY TAKEAWAYS

A current apprentice explained that child care was a significant barrier for her, and that without her employer's flexibility in accommodating her child care needs and apprenticeship schedule, she would not have been able to complete the program. The MI Tri-Share Child Care Program was highlighted as one solution for providing affordable, accessible child care to Michigan families.



MWC Financial Freedom Committee Chair Dr. Tracy Joshua standing and speaking at a podium with a microphone and the panelists are sitting at a rectangular table to her right.

WHO

Participants included:

Vice President of External Supply Chain for Kellanova and MWC Financial Freedom Committee Chair, Dr. Tracy Joshua

Director of the Michigan Department of Labor and Economic Opportunity, Susan Corbin

Former Chief Strategy Officer of the Michigan Women's Commission, Shannon Garrett

Regional Director of Apprenticeship Services for Northwest Michigan Works!, Evelyn Szpliet

Accenture Market Development Director and Co-Founder of Michigan Apprentice Network, Kendra Quinlan

Healthcare Associate for Ophthalmic Consulting and Surgery Center, Breah Kidder

September 18, 2024

WHAT

MWC Commissioner Kelli Saunders, hosted a roundtable in Lansing highlighting the Women's Entrepreneurial Fellowship (WEF) program made possible by the Small Business of Michigan Foundation (SBAMF) and the Michigan Economic Development Corporation's (MEDC) Small Business Support Hub grant.

KEY TAKEAWAYS

Many small businesses in Michigan do not have the knowledge or support needed to navigate the state's procurement system, which limits competition and keeps fewer taxpayer dollars in local communities. This conversation opened the door to broader discussions about expanding opportunities for women entrepreneurs — including how to access capital and how to attract and retain the talent needed to grow their businesses.



Persons in the photo [left to right]: MWC Commissioner Kelli Saunders; Kim Bode, Principle at 8Thirty/Four Communications and SBAM Board Member; Commissioner Charity Dean; Amy Rencher, Senior Vice President of Small Business and Talent for the Michigan Economic Development Corporation; Kendra Quinlan; John LoPorto, Deputy Chief of Staff, Department of Labor and Economic Opportunity; and Cheryl Bergman, MWC Executive Director

WHO

Participants included:

VP of Policy and Engagement for SBAM and MWC Commissioner, Kelli Saunders

President/CEO of the Michigan Black Business Alliance and MWC Commissioner, Charity Dean

Accenture Market Development Director and Co-Founder of Michigan Apprentice Network, Kendra Quinlan

Principle of Thirty/Four Communications and SBAM Board Member, Kim Bode

Deputy Chief of Staff, Department of Labor and Economic Opportunity, John LoPorto

Senior Vice President of Small Business Services and Solutions, Amy Rencher

MWC Financial Freedom Committee Chair Dr. Tracy Joshua was present

October 22, 2024

WHAT

MWC Financial Freedom Committee Chair Dr. Tracy Joshua hosted the following roundtable in Battle Creek about corporate initiatives and resources for women.

KEY TAKEAWAYS

Kellanova and WK Kellogg Co. are global leaders in workplace initiatives that support women, offering employee resource groups, reverse mentorship programs, and mother's rooms in all Kellanova plant facilities. The Michigan Women's Commission encourages other employers to follow their example. Implementing the pay equity and transparency legislative package will ensure that businesses not only adopt practices like Kellanova's but also create a more comprehensive, sustainable path for women's success in the corporate world.



Persons in the photo [left to right]: Brianna Franks, Senior Director of North America Engineering for Kellanova; Evelyn Parks, Vice President of Global Environmental, Health and Safety Supply and Sponsor of the Supply Chain Women Advisory Board for Kellanova; Kimberly Carter, Ed.D; Superintendent of Battle Creek Public Schools; MWC Financial Freedom Committee Chair Dr. Tracy Joshua; Sherry Brice, MBA, Chief Supply Chain Officer for WK Kellogg Co; and Jaime Halprin-Oesch, Senior Director of Digital Consumer Experience for Kellanova and Chairwomen of Kellanova's Women of Kellanova+ (WOK+).

WHO

Participants included:

Vice President of External Supply Chain for Kellanova and MWC Financial Freedom Committee Chair, Dr. Tracy Joshua

Chief Supply Chain Officer for WK Kellogg Co, Sherry Brice, MBA

Senior Director of North America Engineering for Kellanova, Brianna Franks

Vice President of Global Environmental, Health and Safety Supply and Executive Sponsor of the Supply Chain Women Advisory Board for Kellanova, Evelyn Parks

Senior Director of Digital Consumer Experience for Kellanova and Chairwomen of Kellanova's Women of Kellanova+ (WOK+), Jaime Halprin-Oesch

Superintendent of Battle Creek Public Schools, Kimberly Carter, Ed.D

MWC Commissioners Andrea Hunter, Chair Sue Townsel, Karin Hopman, Financial Freedom Committee Chair Dr. Tracy Joshua, Dr. Sabala Mandava, Charity Dean, Muna Jondy, Faye Nelson; and Vice Chair Lisa Cawley were present

February 5, 2025

WHAT

Commissioner Charity Dean moderated Access to Capital, a virtual roundtable focusing on the lack of capital women small business owners receive.

KEY TAKEAWAYS

Women are disproportionately denied access to capital because they are often perceived as unprepared, uncertain, or not ready to scale. To address these barriers, panelists emphasized the importance of angel investors, CEO and Founder training, and the creation of a 'first rung' fund to help propel women-owned small businesses to the next level."



Persons in the photo [left to right]: Dr. Dawn Batts, CEO of Milestone Growth Capital Institute and Co-Founder of Detroit Commune Angels; Tosha Tabron, Director of Originations for The Kresge Foundation; Carolyn Cassin, President and CEO of Michigan Women Forward; Commissioner Charity Dean; and MWC Financial Freedom Committee Chair Dr. Tracy Joshua

WHO

Participants included:

Vice President of External Supply Chain for Kellanova and MWC Financial Freedom Committee Chair, Dr. Tracy Joshua

CEO of the Michigan Black Business Alliance (MBBA) and MWC Commissioner, Charity Dean

President and CEO of Michigan Women Forward, Carolyn Cassin

CEO of Milestone Growth Capital Institute and Co-Funder of Detroit Commune Angels, Dr. Dawn Batts

Director of Originations for The Kresge Foundation, Tosha Tabron

April 5, 2025

WHAT

MWC Commissioner and tradeswoman of 30 years Andrea Hunter moderated a roundtable encouraging young women to explore careers in the skilled trades industry.

KEY TAKEAWAYS

This event was designed to introduce Michigan women to the wide range of skilled trades career opportunities available to them, helping ensure access to stable, well-paying employment. Historically, women have not been exposed to the skilled trades as a viable career path. However, more women are now entering these professions due to high demand and the fact that the required training—often provided through employers—can be completed without incurring college debt.

In addition to vendor tables representing various trades, the event featured a skilled trades discussion panel. The panel included women who are actively promoting opportunities for women in the trades through apprenticeships, resource development, and legislative advocacy.

They shared insights on the challenges women face in the skilled trades and highlighted how the benefits often outweigh these barriers.

Additional panelists, such as Rita Brown from the National Association of Women in Construction (NAWIC) and Si'Eirria Edmonds from the Michigan Workforce Development Institute (MIWDI), provided information about the resources, apprenticeships, and training their organizations offer to help women succeed in their chosen trade.

U.S. Congresswoman Rashida Tlaib (12th District) also joined the panel, emphasizing the importance of legislative measures to expand access to affordable child care, skilled trades training facilities, reliable transit systems, strong health and safety protections, and affordable health care—so that women face fewer obstacles when pursuing careers in the trades.

This panel succeeded in educating participants about the significant number of skilled trades jobs that remain unfilled, with estimates projecting millions of high-paying openings by 2030, many of them right here in Michigan.

April 5, 2025 (cont.)

WHAT

MWC Commissioner and tradeswoman of 30 years Andrea Hunter moderated a roundtable encouraging young women to explore careers in the skilled trades industry.



Persons in the photo [left to right]: Juanita Ray, President of Local 223 and National Executive Board Member on the UWUA National Executive Board; Ghana Goodwin-Dye, UAW Electrician and Education Specialist/Coordinator with the University of Michigan Labor Studies; Teresa Singleton, Fire Engine Operator with the Detroit Fire Department; Si'Eirria Edmonds, Apprenticeship Readiness Program Manager for the Workforce Development Institute; Congresswoman Rashida Tlaib, Andrea Hunter; MWC Commissioner and Detroit/Downriver APRI Chapter President, Rita Brown; President of BCC+ and President of the NAWIC National Board of Directors; and MWC Financial Freedom Committee Chair Dr. Tracy Joshua

WHO

Participants included:

Detroit/Downriver APRI Chapter President and MWC Commissioner, Andrea Hunter

Congresswoman Rashida Tlaib

UAW Electrician and Education Specialist/Coordinator with the University of Michigan Labor Studies, Ghana Goodwin-Dye

Fire Engine Operator with the Detroit Fire Department, Teresa Singleton

President of Local 223 and National Executive Board Member on the UWUA National Executive Board, Juanita Ray

President of BCC+ and President of the NAWIC National Board of Directors, Rita Brown

Apprenticeship Readiness Program Manager with the Workforce Development Institute, Si'Eirria Edmonds

MWC Financial Freedom Committee Chair Dr. Tracy Joshua, Commissioner Faye Nelson, and Chair Sue Townsel were present

April 15, 2025

WHAT

MWC Commissioner Dean hosted a roundtable about Hiring and Training Great Staff for Small Businesses.

KEY TAKEAWAYS

It's costly for women small business owners to hire and retain employees. By increasing funding for existing training programs, these business owners can build strong networks and gain access to qualified talent — helping them grow their businesses and reach the next level.



Persons in the photo [left to right]: MWC Executive Director Cheryl Bergman; Dana Williams, HR Director and COO of Kapstone Employment Services; Kerry Buffington, President and CEO of Detroit Employment Solutions Corporation; April Anderson, Co- Owner and Pastry Chef of Good Cakes and Bakes; Stephanie Byrd, Co-Owner of Flood's Bar and Grille; Terri Weems, Group Executive Workforce for Detroit at Work; Angela Wright, CEO of Wright Hospitality and Entrepreneur; MWC Commissioner Charity Dean; MWC Chair Sue Townsel; and Amanda Wagenschutz, Vice President of People and Culture Operations of Consumers Energy and MWC Commissioner

WHO

Participants included:

President/CEO of the Michigan Black Business Alliance and MWC Commissioner, Charity Dean

Group Executive Workforce for Detroit at Work, Terri Weems

CEO of Wright Hospitality and Entrepreneur, Angela Wright

Co-Founder, HR Director and COO of Kapstone Employment Services, Kerry Buffington

Co-Owner and Pastry Chef of Good Cakes and Bakes, April Anderson

President and CEO of Detroit Employment Solutions Corporation, Dana Williams

Co-Owner of Flood's Bar and Grille, Stephanie Byrd

Thank you!

Thank you to the Michigan Women's Commission's Financial Freedom Committee for championing the Pathway to High Wage Career Roundtables and report.

MWC Financial Freedom Committee Chair Dr. Tracy Joshua

Financial Freedom Committee members: MWC Vice Chair Lisa Cawley, along with Commissioners Andrea Hunter, Muna Jondy, and Faye Nelson

Special thank you to MWC staff: MWC Executive Director Cheryl Bergman; Anna Rose Benson, Stakeholder Relations Lead and; J'Nay Mason, Communications Specialist



Persons in the photo [left to right]: Michigan Women's Commission Commissioners Andrea Hunter; MWC Chair Sue Townsel; Karin Hopman, Finance and HR Director at Disability Advocates of Kent County; MWC Financial Freedom Committee Chair Dr. Tracy Joshua; Dr. Sabala Mandava; Charity Dean; Muna Jondy; MWC Executive Director Cheryl Bergman; Faye Nelson; and MWC Vice Chair Lisa Cawley.