



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
LANSING

SUSAN CORBIN
DIRECTOR

MEMORANDUM

DATE: January 19, 2024

TO: Mary Cavanagh, Chair, Senate Appropriations Subcommittee on Labor and Economic Opportunity/MEDC
William Snyder, Chair, House Appropriations Subcommittee on Labor and Economic Opportunity

FROM: Poppy Hernandez, Executive Director
Office of Global Michigan
Department of Labor and Economic Opportunity

SUBJECT: Pursuant to Section 953 of PA 119 of 2023
Office of Global Michigan Activities FY 2023 Report to the Legislature

Attached is the Office of Global Michigan Activities FY23 Report to the Legislature pursuant to Section 953 of PA 119 of 2023.

Should you have any questions regarding this report or need additional information please contact Jayshona Hicks, LEO Director of Legislative Affairs, at Hicksj15@michigan.gov or (248) 200-9134.

cc: Members, Senate Appropriations Subcommittee on LEO/MEDC
Members, House Appropriations Subcommittee on LEO
Jen Flood, State Budget Director
Kathryn Summers, Senate Fiscal Agency
Mary Ann Cleary, House Fiscal Agency
Senate and House Policy Staff

Office of Global Michigan
FY 2023 Report to the Legislature

(Pursuant to Section 953 of PA 119 of 2023)

January 31, 2024

Prepared by

Office of Global Michigan

Reporting Period: October 1, 2022 through September 30, 2023

Executive Summary:

Public Act 119 of 2023 section 953 requires the following:

Sec. 953. *The Office of Global Michigan must produce a report by January 31. The report may include other information, but it must include all of the following:*

(a) A description of the major programs and activities of the Office of Global Michigan and the number of individuals served through those programs.

(b) The number of refugee arrivals, the job placement rate of those refugees actively receiving services under the global Michigan grants, and the average wage and initial job placements for those refugees.

(c) A description of the activities that the office has conducted to attract and retain international, advanced degree, and entrepreneurial talent.

Required Information:

(a) A description of the major programs and activities of the Office of Global Michigan and the number of individuals served through those programs.

The Office of Global Michigan (OGM) works to make Michigan welcoming and inclusive. Consistent with that mission, the office leads the state's equity and inclusion work and newcomer integration initiatives. OGM works with state agencies and community-based partners, mitigating barriers to services for immigrant and ethnic communities to ensure equitable inclusion in opportunities with the state of Michigan. We achieve this vision through partnerships and community engagement, effective state operations, and strategic advocacy initiatives. OGM is made up of three divisions: Equity & Inclusion, Refugee Services, and Commissions Administration:

Equity & Inclusion

The Equity and Inclusion team leads all of state government language access planning and delivery, equity in access to state services, workforce development partnerships for immigrant inclusion, and is recognized as the State's lead for training and technical assistance to fuel talent growth partnerships. The Equity and Inclusion team also supports the state's Diversity, Equity, and Inclusion (DEI) work and the state's Equity and Inclusion Officers (EIO).

Language Access Planning:

The Equity and Inclusion team hired a Language Access Coordinator in May 2023 and contracted with consultants Language Equity & Access Partners (LEAP) in September in preparation for statewide language access planning. In November, House Bill 4720 and Senate Bill 382 were signed into law to direct the development of a development of the State of Michigan Language Access Plan (LAP), which Global Michigan will lead.

Refugee Services

The Refugee Services team leads programs and services that support the effective resettlement and integration of refugees and immigrants in Michigan. With a mindset to continuously improve programs and services rooted in successful integration of refugees, this team is entrenched in data and reporting, and designs and leads efforts for sponsorship supports, employment services, health, youth supports, ESOL, and education and digital literacy initiatives.

Michigan is in the top 10 of states to receive arriving refugees. Due to our outstanding program and our strong ethnic communities in the state, Michigan continues to be a destination for refugees. For retention purposes specifically, refugee service agencies and employment/employment-service providers deliver training and services to refugees to assist them in obtaining employment.

Michigan has received roughly 3,500 Ukraine arrivals through the federal government's Uniting for Ukraine program, over 1,500 Cuban and Haitian arrivals, and welcomed 2,583 refugees through the federal government's refugee resettlement program. Global Michigan had ongoing communications and engagements with many state agencies, partners, and community stakeholders during FY23 as we received the largest number of arrivals with humanitarian status into the state in over a decade.

FY23 major programs and activities and number of individuals served through Refugee Services programs:

Overall, unduplicated: 8,985

FY23 Program Participants

Employment & Post-Resettlement: 2,787

Older Refugee: 130

Health Promotion: 1,001

Youth Mentoring: 238

School Impact: 1,652

Digital Learning and Literacy Program: 1,025

Employment and Post Resettlement:

Refugee Support Services funding helps refugees and other ORR populations gain economic independence by helping them find and maintain employment, preferably within a year of being enrolled in the program. The Refugee Support Services Program also addresses barriers to employment and community integration such as social adjustment, English language instruction, interpretation and translation, and Citizenship and naturalization. These core services also build community partnerships with organizations and businesses, helping refugees successfully integrate into local communities.

School Impact:

The Refugee School Impact (RSI) program provides support school districts impacted by school-aged refugees and ORR-eligible populations. Grantees may provide RSI program services to all ORR-eligible individuals from birth to age 18. RSI and Early RSI program services prioritize new arrivals within their first year of arrival, yet can serve those who have been in the U.S. five years or less and continue to face integration and academic challenges. Both youth and their families may receive services from the RSI program. The central goals of the program are to ensure that ORR-eligible children are prepared to succeed in formal schooling, promote access to childcare, strengthen academic performance, and aid the social adjustment of newly arriving refugee youth and their families.

Youth Mentoring:

The Youth Mentoring (YM) program funds grantees to match eligible youth with mentors, who will support their successful integration and help them thrive. Grantees also provide case management to support individual educational and career development goals. All ORR-eligible individuals between the ages of 15-24 can receive services for up to five years from their date of eligibility.

Older Refugee:

The Services to Older Refugees Program ensures that refugees aged 60 and older have access to applicable services for the aging and to provide qualifying refugees with appropriate services not currently available in the community. Refugees aged 60 and above who have been in the United States for up to 5 years are eligible for all program services. Referral services, interpreter services, and citizenship and naturalization preparation services for these refugees are available beyond the five-year mark.

Health Promotion:

The Refugee Health Promotion (RHP) Program provide direct services to promote newcomers' health and well-being routinely and during times of crisis. The three primary RHP goals are provide opportunities to increase health literacy, coordinate physical and mental health care and to organize wellness groups. The Health Promotion program also includes a Refugee Mental Health Initiative (ReMHI). The Refugee Mental Health Initiative, within the RHP Program, seeks to build capacity within communities to address the mental health needs of refugee populations. New arrivals may face varying emotional distress from pre-migration and post-resettlement stressors, impacts of the COVID-19 pandemic, and/or racial/social injustice/inequity. ReMHI activities focus on increasing mental health literacy, coordinating mental health care, and organizing wellness groups.

Digital Literacy and Learning:

The Digital Literacy and Learning Program (DLL) provides support to newcomer families as they transition and integrate into their communities. The services include intensive case management, access to quality, affordable devices and internet services, as well as digital skills development. The program provides access to EnGen a virtual English language platform.

Commissions Administration

The Commissions Administration team supports the ethnic and advocacy-focused Commissions through community events and partnerships, resources, research, and informed advocacy initiatives. Currently supported Commissions include the Hispanic Latino Commission of Michigan, the Michigan Commission on Middle Eastern American Affairs, and the Michigan Asian Pacific American Affairs Commission, with anticipated growth in FY24 for the Commissions Administrative team to begin support of the Michigan Immigrant and Refugee Council and the LGBTQ+ Commission.

(b) The number of refugee arrivals, the job placement rate of those refugees actively receiving services under the global Michigan grants, and the average wage and initial job placements for those refugees.

- 284 job placements and 612 individuals received an employment service
- 46% Job placement rate
- Average wage for full time employment: \$17.00 per hour.

(c) A description of the activities that the office has conducted to attract and retain international, advanced degree, and entrepreneurial talent.

Workforce trainings:

Throughout FY23, Global Michigan provided content trainings for approximately 150 individuals who help immigrants join the workforce. Training was provided to the Michigan Works Associations' Refugee & Immigrant Navigators and other staff, various ethnic service organizations, and others.

WES Skilled Immigrant Integration Program (SIIP) Demonstration Grant – SOM Career Connector program:

Global Michigan was selected as one of 5 national sites to participate in an 18-month pilot to develop and implement statewide networking and professional employment programming for skilled immigrants. Global Michigan hosted monthly webinars for the Career Connector participants, along with bi-weekly emails with information about SOM job postings and office hours to answer questions. Global Michigan also worked with the state's Equity & Inclusion Officers to develop best practices around hiring and retention of employees.

A total of 8 webinars were held from September 2022 through May 2023, along with 3 sessions of office hours. There were 50 total participants in the program, with at least 2 obtaining full-time employment with the State of Michigan as a result of the

program. Work with the state's Equity and Inclusion Officers is ongoing, and a guidebook is currently being developed for SOM human resources and Civil Service staff.

MGTI partnership:

Global Michigan has a strong partnership with Global Detroit (a SE Michigan non-profit), who is administering the statewide Michigan Global Talent Initiative (MGTI) through a State of Michigan appropriation of \$5 million. OGM staff have provided on-going technical assistance and guidance to Global Detroit in developing the program, which supports the Governor's Sixty by 30 credential attainment goal. Aspects of MGTI include:

- International student retention
- Supporting immigrant entrepreneurs
- Attracting, training, and placing skilled immigrants in Michigan's workforce
- Credentialing and upskilling support
- Community and tribal college support
- International talent attraction
- Contextualized ESL (English as a Second Language) instruction

Workforce Development:

Global Michigan serves as the technical content expert for the MWA Refugee & Immigrant Navigator (RAIN) program. The RAIN program endeavors to ensure that immigrants and refugees are connected to appropriate workforce development services. Additionally, Global Michigan participated in the World Education Services (WES) Barrier Reduction group which strived to remove occupational licensing barriers for individuals who are foreign educated/foreign trained. The work in the Barrier Reduction group paired well with the on-going work that Global Michigan does with LARA to minimize and/or remove barriers within the state's occupational licensing process.

Task Force on Foreign-Trained Medical Professionals:

In November 2022, LARA launched the Task Force on Foreign-Trained Medical Professionals (FTMP) to identify barriers for health workers educated outside the US and recommend policy and administrative changes to address those barriers. OGM was a member of the Task Force and contributed to the task force's final report, which was published in November 2023.

WES Gateway Program:

Global Michigan is a referral partner for World Education Services' (WES) Gateway Program, which provides credential evaluations to those educated in certain countries undergoing civil unrest, war, natural disaster, etc. that prevent them from obtaining official documents from their school. Clients are referred to Global Michigan by partners, such as MWAs and resettlement agencies, and assist those eligible in applying to the program. In FY23, 44 applications were submitted.

White House Task Force for New Americans:

In June 2023, the White House Task Force for New Americans (WH TFNA) and the U.S. Citizenship & Immigration Services (USCIS) sent a delegation of staff representatives to Michigan to meet with stakeholders and discuss policy interventions in the fields of workforce development and inclusion. Global Michigan was part of these meetings and gave presentations about its ESL and credential evaluation programs along with its partnerships with regional agencies.