

Michigan's Global Talent Attraction, Retention and Recovery Plan



Ask any business owner, corporate leader, economic developer, chamber of commerce or economist to name the #1 factor driving economic recovery, economic growth, future job creation and prosperity and they will all give you the same answer: **talent**.

THE PROBLEM

Michigan's businesses and corporations, Michigan's communities and Michigan's economy all are struggling to secure the talent needed to fuel our recovery and power our future. The shortages of high-skilled talent needed to continue our state's leadership in automotive design, autonomous vehicles, electric cars, health care, manufacturing and many other sectors are acute. So, too, are the talent shortages needed to support the retail, tourism, agriculture, manufacturing, and other sectors of our economy—all vital to the health of our communities.



THE REALITY

Virtually all of the growth in Michigan's workforce over the last two decades—particularly in our high-skilled science, technology, engineering and mathematics (STEM) workforce—has come from global talent and immigrants. New Americans account for almost all of the population growth in Michigan over the last 30 years. The majority of New Americans are coming to the state well educated—over 50 percent of adult arrivals since 2010 possess a four-year college degree or higher. Michigan colleges and universities are home to more than 30,000 international students who comprise a majority of the graduate students in key engineering, computer science and technical fields critical to our economic future.

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A PLAN

American Rescue Plan funding creates an opportunity for Michigan to develop a Global Talent Attraction, Retention and Recovery Plan that builds on our state's existing assets and early successes in creating smart policies and programs to grow our economy.

The strategies focus on: (1) attracting high-skilled New Americans, international students, and companies (2) retaining those new residents, as well as those already here, and (3) placing this credentialed workforce with Michigan companies to fill unmet talent needs, establishing Michigan as a center for global prosperity.

Specifically, this five-year plan at \$4.8 million per year would:

- 1 — Build a statewide initiative to [attract and welcome New American professionals](#) to help fill critical STEM talent shortages in Michigan's high-growth and critical industries and enterprises.
- 3 — Leverage the state's leadership in [retaining international students](#) by helping Michigan companies hire and retain top international talent, especially those studying at Michigan colleges and universities and those in high-skilled STEM fields.
- 3 — [Support New Americans to maximize and leverage their skill sets](#), including assisting in navigating state licensing and credentialing process.
- 4 — [Improve access to community college opportunities, as well as graduation rates](#), for New American Michiganders as part of the 60x30 talent initiative.
- 5 — Expand successful pilot initiative to [attract and root global startups in Michigan](#) to augment Michigan's innovation leadership in key manufacturing, automotive, education, health care and biotechnology sectors.
- 6 — Expand opportunities for New Americans to access [contextualized ESL instruction](#) to prepare them for success and advancement in the Michigan workforce.
- 7 — Sustain the state's [workforce development navigators](#) program to ensure that New Americans are prepared for and connected to talent gaps within Michigan's economy.



Over the next decade these efforts are designed to produce the following impacts:

- Add another 95,000 college-educated New Americans to the Michigan workforce, filling some of the most critical talent needs in Michigan's fastest growing and highest paying industries.
- Make Michigan the national leader in international student attraction and retention, adding 10,000 Michigan college and university graduates to our state's workforce in critical engineering, computer science, IT and other STEM fields.
- Fully employ the skills of thousands of New Americans in Michigan, reducing "brain waste" that occurs when skilled professionals work in service industry jobs because of licensing, regulatory or cultural barriers.
- Assist 10,000 New Americans in Michigan to successfully attain associate degrees from community colleges across our state.
- Attract 50 startup companies projected to raise over \$500 million in investment capital and create 600 good-paying jobs in various Michigan innovation sectors.

GET IN TOUCH

To learn more about Michigan's Global Talent Attraction, Retention and Recovery Plan, contact:

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