



Talent Attraction, retention and training
are the currency for the State's future economic growth.

Michigan's Talent Challenge



**Presentation to House Appropriations Subcommittee on
School Aid**

September 19, 2017



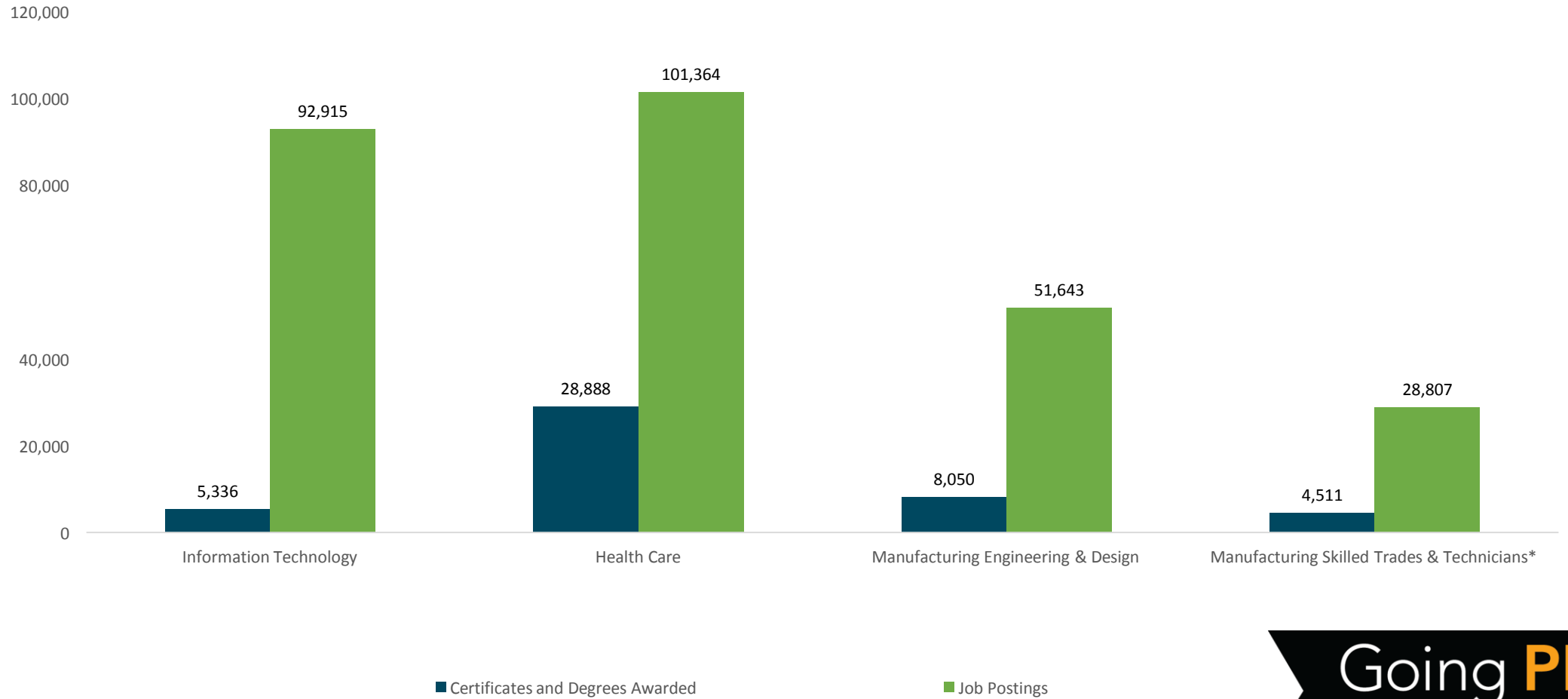
Talent Gap

Available and skilled workforce is the foremost challenge to Michigan's economic success.

Low unemployment rates across Michigan is good news, but creates a significant challenge on hiring.



Top In-Demand Job Clusters Job Postings vs. Newly Awarded Certificates and Degrees (State of Michigan, 2014- 2015)



* Apprenticeship completions data from Department of Labor included

Data: Burning Glass Technologies, Integrated Postsecondary Data System (IPEDS)
Analysis: Workforce Intelligence Network





> CTE Equipment Grants

- Combination of formula funding and competitive grant
- Each Career Education Planning District (CEPD) to get at least as much as last year
- New dollars focused on competitive grant
- Emphasis to help districts with no CTE millage



> Why a competitive grant?

- The cost to start-up a new program is very expensive
- Looking to reward the innovative
 - K-12 and Adult Ed/C.C. partnerships
 - Strong local business partnerships
- Ensure training leads to real jobs
- Eliminate duplication
- Focus on sustainability

**MICHIGAN
CAREER PATHWAYS
ALLIANCE**

Educate. Empower. Employ.



Student Success

- ✓ **Elevate productive use of education development plans (EDPs)** – Put meaningful and consistent use of EDPs in school improvement plans.
- ✓ **Increase opportunities for career discovery** – As part of school improvement plans, schools must submit a plan with a series of milestones for career exposure in elementary, middle and high school.
- ✓ **Implement career exploration and job readiness** – Change the Michigan Merit Curriculum to include a robust career exploration and job readiness (job skills for 21st Century) course in 7th, 8th or 9th grades.
- ✓ **Utilize tools for student career planning** – Encourage statewide use of Career Cruising, MI Bright Future and Pathfinder for students (and adults) to explore career options and learn the steps necessary to enter desired careers.



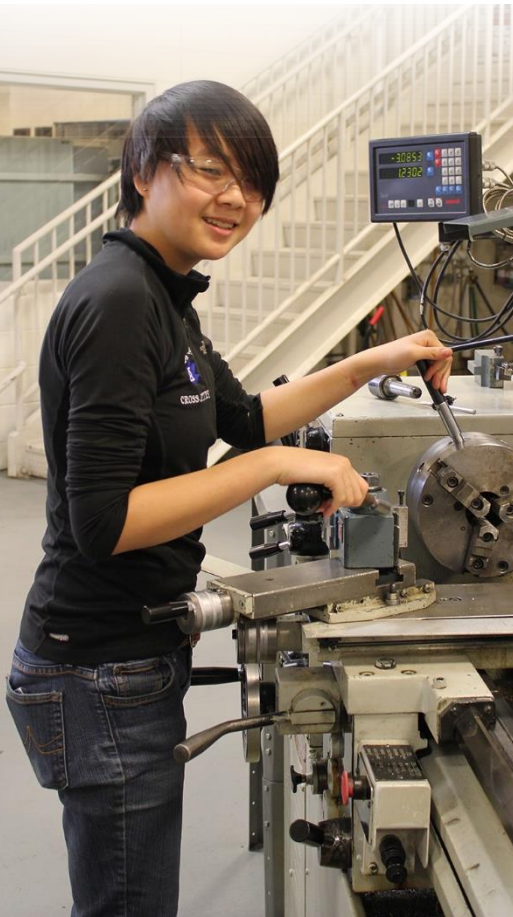
CPA: Student Success cont.

- ✓ **Enhance career counseling** – Support districts with the hiring of “career development facilitators” that support school counselors, with the focus of helping each student explore career options, whether that pathway is early/middle college, apprenticeship, community college or four-year universities, and provide guidance on setting a path to a career. We have additional “best practices” from which districts can choose.
- ✓ **Implement talent transcripts** – Document tangible career skills students have achieved during education. (For example, list software proficiencies and professional certifications to illustrate skills beyond classroom grades.)



Merit Curriculum Flexibility

- ✓ Showcase Michigan Merit Curriculum flexibility – Provide technical assistance to school districts on how to integrate Michigan Merit Curriculum requirements with career programs (such as geometry in carpentry). Valuable, outside project-based learning opportunities such as SquareOne and FIRST Robotics will also be considered for credit.
- ✓ Allow computer science to count under a foreign language requirement
- ✓ Allow career health programs to count as health and/or physical education requirements.



Recruit & Retain Instructors

- ✓ Adopt and communicate MDE policy change allowing for non-teacher certified CTE instructor authorization for up to 10 years.
- ✓ Allow professional trades instructors who have retired to come back and teach without a retirement penalty.
- ✓ Develop a condensed teaching certificate for those teaching professional trades courses.





Support Career Development

- ✓ **Bring Education and Business Together** – Establish a formal entity and mechanism to build and maintain a collaborative partnership with local districts, employers, advocates and training centers to help match what is being taught with community needs.
- ✓ **Develop CTE/professional trades playbook** – Develop and provide a playbook of best CTE practices to schools and support those that need help implementing them.
- ✓ **Match crowdfunding for counselors and professional trades programs** – A program to provide state-matching dollars through a crowdfunding program to assist in covering the costs for counselors and professional trades programs.
- ✓ **Promote non-taxable deductions for professional trades instructors and curriculum development.**



Practical Professional Trade Experiences

- ✓ **Implement externships and out-of-classroom experiences** – Time spent by teachers and counselors engaging with local employers and technical centers will count toward continuing education and professional development.
- ✓ **Ensure state-funded CTE programs lead to an industry recognized credential** – Require an industry recognized credential, certificate or college credit as determined by the state (TED and MDE) through discussions with regional employers.
- ✓ **Count rigorous CTE credentials as transferable college credits** – Any institution that takes public money needs to accept and count these credits towards a degree from that institution. Establish an unbiased entity to act as “referee” to determine if the rigor of CTE the credentials are can transferable.



Expand CTE

- ✓ **Expand CTE statewide** – Start the discussion to provide equitable opportunities for all students with additional funding to schools to operate CTE and professional trades programs statewide.



Next Issue: Housing

While talent is front and center right now, affordable housing is the next big issue.

Lack of quality, affordable housing across Michigan – both rural and urban.

TED working on developing solutions through its key agencies – MSHDA & MEDC.





www.michigan.gov/ted

http://www.michigan.gov/mde/0,4615,7-140-6530_2629---,00.html

Questions?