



**MICHIGAN  
ECONOMIC**  
DEVELOPMENT  
CORPORATION

## **TALENT SOLUTIONS**

*Delivering Top Talent for Michigan's  
Tech-Forward Economy*



***“Talent has been a focus at MEDC for at least the past decade, but the way they’re approaching it now is more focused and driven.”***

*“When people say ‘narrow,’ it can sound negative, but I think in this case it’s a good thing to have a narrow focus on particular, in-demand industries that have the potential for high growth.”*

-Quentin L. Messer Jr. President & CEO, MEDC



## DRIVEN BY MICHIGANDERS

- The talented, hardworking people of Michigan are our most precious natural resource.
- Michigan is ranked the No. 4 state for out-migration, with nearly one-third of migrators between ages 18 and 34.
- This is a once-in-a-generation opportunity to uplift Michiganders during the transition of the automotive industry.
- 'Make it in Michigan' Strategy
  - Win Projects
  - Invest in People
  - Revitalize Places



Our process is **invite-only**, tailored to businesses that are ready to make history by scaling their operations in Michigan's key growth industries:

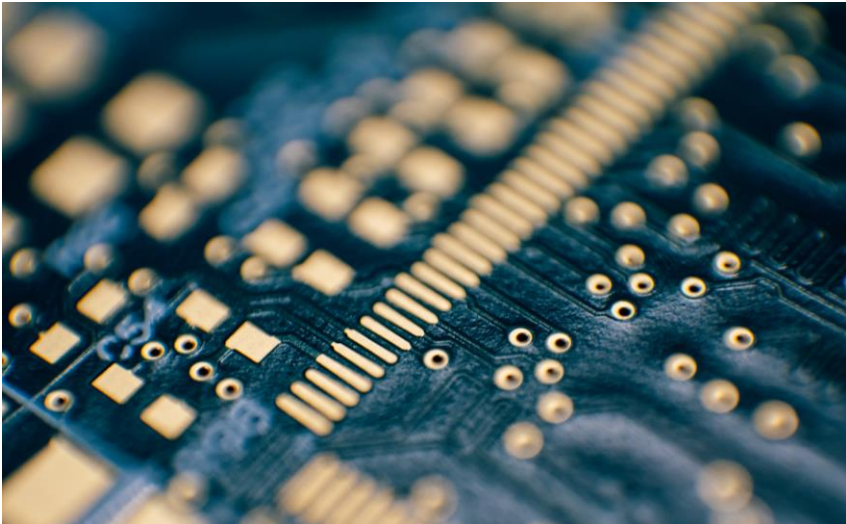
- EV & Mobility
- Semiconductors
- With more key industries to come ...

## KEY ACTIONS

- **CULTIVATE** talent in Michigan
- **RETAIN** a diversified pipeline
- **ATTRACT** incredible talent and investment from around the country and the world

# SMARTER, FASTER & WORLD-CLASS

We are working closely with  
**industry and higher ed**  
**partners across the Semiconductor**  
**ecosystem**



Calumet Electronics

Hemlock Semiconductor

KLA

SK Siltron CSS

Fraunhofer at MSU

imec

University of Michigan

Michigan State University

Michigan Technological University

Wayne State University

Oakland University

Delta College

Lansing Community College

Washtenaw Community College

# BECAUSE THE FUTURE IS NOW...

We're investing in both **the people of Michigan** and our **strategic partners in key growth industries** to ensure that generations will thrive.



Aisin  
BorgWarner  
Bosch  
Denso  
Ford  
General Motors  
LG Energy Solution  
Magna  
Mahle  
Mobis  
Nissan  
Our Next Energy  
Shape Corp.  
Subaru  
Toyota  
Ultium Cells  
ZF

University of Michigan  
Michigan State University  
Michigan Technological University  
Ferris State University  
Macomb Community College  
Schoolcraft College

MiSTEM Network  
MiLEAP  
MI Afterschool Partnership  
MAISA  
MCAN



# KEY ACTIONS

*Driving Success in EV & Mobility and Semiconductors*



*“Partnering with MEDC’s Talent Action Team means we are proactively engaging with Michigan’s rich pool of talent to meet our current needs. And, we have a whole team of experts in our corner as we look to the future.”*

– Denise Gray, LG Energy Solution

## **ACTION ONE: CULTIVATING TOP TALENT**

**Investments in STEM education to prepare students for future in-demand careers**

- PK-12 programming and engagement
- Strategic investments in higher education
- Statewide talent strategy



MTU Mind Trekkers 2023

# PK-12 Investment

## Digital Curriculum in EV & Mobility

- Grade-specific units for K-8 starting in Fall 2024

## Strategic Investments in EV, Mobility and Semiconductor Career Exposure with Employers

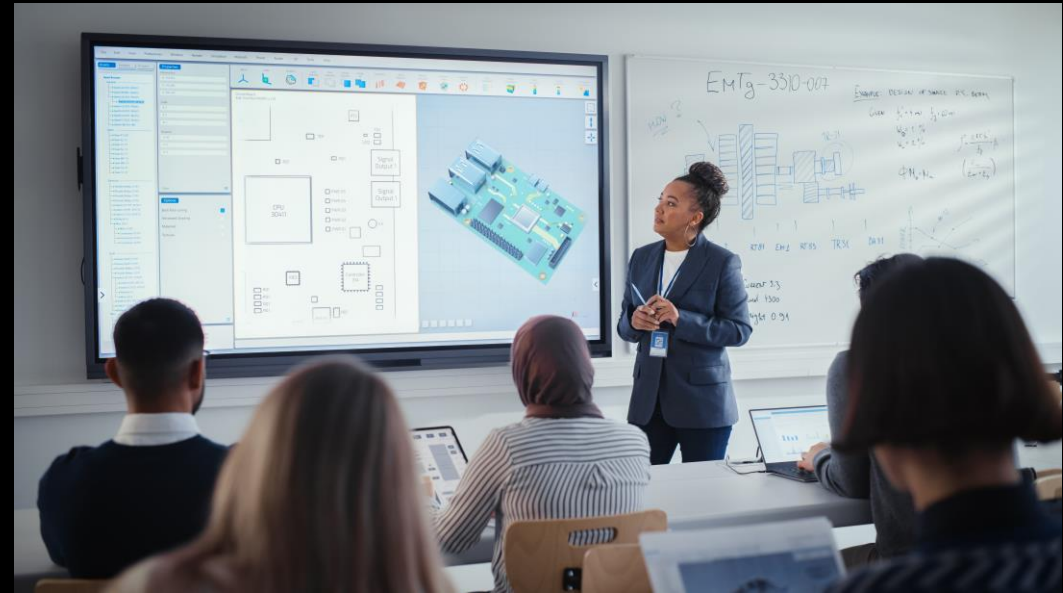
- In-classroom industry awareness and career exposure content for PK-8 students to cultivate interests and skills
- Connecting CTE programs with industry leaders for real world experiences, skills development and recruiting
- Fostering partnerships for after school and out-of-school mentorship and immersion opportunities



# STRATEGIC INVESTMENTS IN HIGHER ED

**\$9M+** invested in 2023 to support Michigan's growing EV, Mobility and Semiconductor sectors through:

- Flexible, quick-start job training programs
- Curriculum to meet current and expected talent needs
- PK-12 engagement and outreach to sustain a talent pipeline



*“We’re grateful to Gov. Whitmer and Lt. Gov. Gilchrist II for their leadership, and MEDC for its vision and partnership.”*

*“Joining UM’s unique strengths with partners from across the state in our effort to achieve leadership in the semiconductor industry will make Michigan a leader in semiconductor manufacturing — not just a leader, but the leader and best.”*

– University of Michigan President Santa J. Ono



*“With all players coordinated under one department, we are working together on a statewide strategy that will create vibrant, thriving communities and attract the talent and capital Michigan needs to succeed.”*

– Susan Corbin, Director, LEO

# STATEWIDE STRATEGY

## **Growing Michigan Together Council**

- First-of-its-kind group setting a long-term vision to grow the state’s population

## **Going PRO Talent Fund**

- \$47M in upskilling and training grants for employers

## **Michigan Reconnect**

- \$30M for tuition-free college and skills training; now \$70M for age 21 and older

## **Michigan Achievement Scholarship**

- Completing the FAFSA will trigger eligibility starting with Class of 2023

## **EV Jobs Academy**

- 100-plus-employer collaborative includes tuition assistance and apprenticeships



## ACTION TWO: RETAINING TOP TALENT

**Partnering deeply to train and retain talent for high-demand roles across the future economy**

- Partnerships with Michigan Works! agencies to upskill workers, including through **Enhanced Employer Services**
- **STEAM Ahead** allows more businesses to offer internships giving students experiential learning opportunities
- Incentivizing graduates to remain in state to work in vital industries with **The Michigander Scholars** program

# LOCAL WORKFORCE DEVELOPMENT

A statewide strategy implemented at the local and regional level.

## Automakers Campaign

- Recruited and trained more than 1,000 EV production workers and front-line supervisors in West Michigan in 2023

*“We complement one another, as the MEDC Talent Action Team focuses on understanding the long-term high-tech talent needs of major industry players.*

*While LEO and Michigan Works! programs can deliver a range of wraparound services and access to other resources to help their employees be successful.”*

– Ryan Hundt, CEO of Michigan Works! Association





## Increasing Students Hands-on Opportunities

- Expands number and type of STEAM-focused employers offering paid internship experiences, now inclusive of roles at the intersection of Technology and the Arts
- Available to community college and university students, as well as recent grads

## De-risking Internships for Employers

- Eases the financial and HR lift of hosting an intern
- MEDC matches wages up to \$4,000 for a full-time intern through wage reimbursement
- Strengthens talent pipeline and connections to Michigan careers





# THE MICHIGANDER SCHOLARS

Partnership with universities and employers — EV, Mobility & Semiconductors — to create a robust talent pipeline

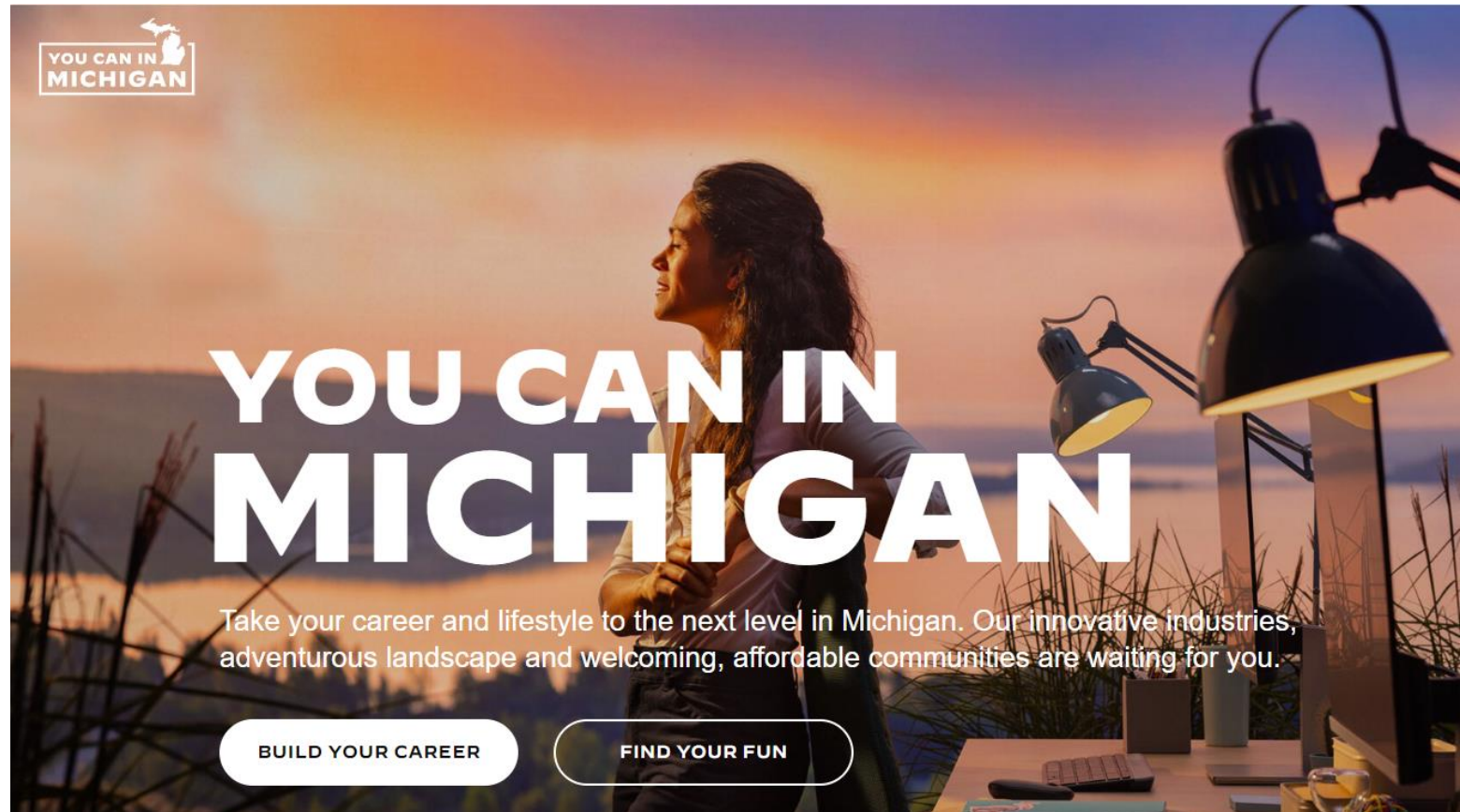
- The Michigander builds robust connection between employers and students in key, high-demand industries
- Incentivize top students to remain in Michigan
- Scholars receive an offer of employment, a \$10,000 scholarship and must live in the state for a year

Kettering, MSU, MTU, U of M (Ann Arbor, Dearborn, Flint), WSU

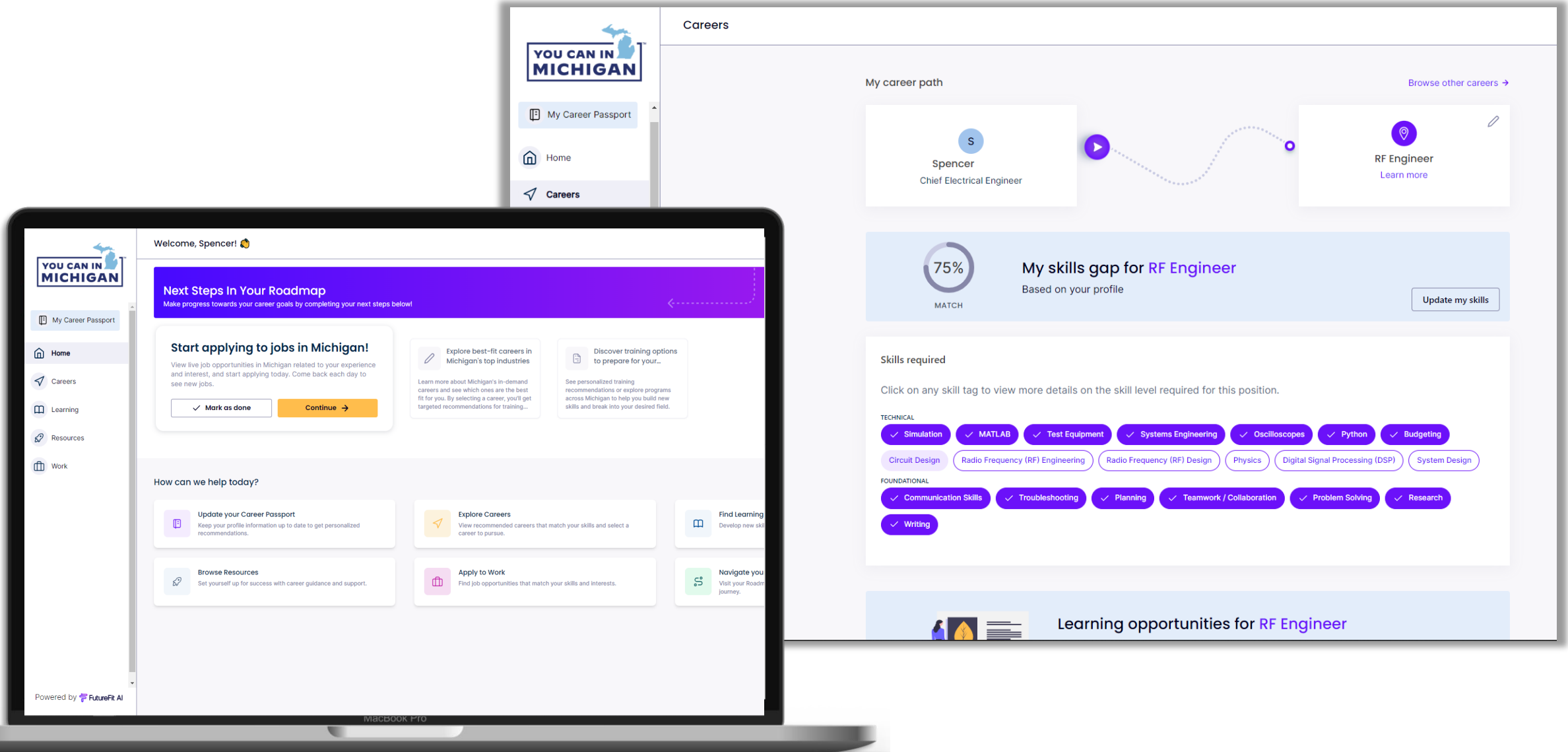
[The Michigander Scholarship Program | Michigan Business](#)

# ACTION THREE: ATTRACTING TOP TALENT

- \$59 million talent attraction and retention strategy to secure Michigan's future as a global hub for innovation
- Reaching high-skilled, in-demand talent in-state, in neighboring states and across the U.S.
- Leverages MEDC's position as chief marketer for Michigan
- Check us out at: [TheMichiganLife.org!](https://www.themichiganlife.org)



# MICHIGAN CAREER PORTAL





*“The decision by our innovative company to keep our headquarters in Novi and establish a new manufacturing plant in Wayne County shows the world that Michigan is the place to build the future.”*

*“We want to keep working together with MEDC to grow our economy, create good-paying jobs and build the future of our industry right here in Michigan.”*

– Deecana Ahmed, Vice President of Strategy, Policy and Sustainability, Our Next Energy (ONE)



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*Connect with us:  
[Talent@Michigan.org](mailto:Talent@Michigan.org)*