



# Tackling the Skills Gap Through Collaboration

Stephanie Beckhorn, Acting Director  
Talent & Economic Development Department of Michigan

# Governor Whitmer's Plan

## The Road to Opportunity.



**Fix the damn roads.** Get 90% of state roads in good/fair condition and provide additional resources for local roads.



**Boost public education.** Make Michigan a top 10 state in literacy.



**Improve skills training.** Get to 60% postsecondary attainment for every Michigander.



**Clean up our drinking water.** Ensure every community in Michigan has safe, clean drinking water.



## Talent and Economic Development Department of Michigan

**Business needs talent.**

**Talent needs place.**

**Place needs business.**

Michigan Strategic  
Fund (MSF) Board



Unemployment Insurance Agency  
Workforce Development Agency



Board of Directors



Board of Directors

# Closing the Skills Gap

Demand continues to grow for jobs in professional trades.

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**In 2020, 70% of the jobs** in Michigan will require some post-secondary education.

**In 2017, 45% of the workers** in Michigan had a certificate or degree.

**15,000 jobs in professional trades** every year until 2024 need to be filled.

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# Educational Attainment

The association between education and income is strong.

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**99% of jobs** have gone to workers who pursue certification programs or associate/bachelor's degrees.

**Our Goal - 60 by 30**, 60% of Michiganders achieving postsecondary credentials by 2030 (compared with current 45% who go beyond high school).

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# Michigan Opportunity Scholarship

Investing in our future through tuition assistance.

## Community College Path

MI Opportunity Scholarship will guarantee two years of debt-free community college for all graduating high school students who qualify.

## 4-year University Path

Provides two years tuition assistance at a four-year, not-for-profit, college or university. Students must graduate from a Michigan high school with at least a B grade point average.

# Michigan Reconnect

Providing opportunities for Michigan workers to improve their skills through industry certification.



**Up-skill** workers age 25+ looking to take the next step in their careers.



**Create** an avenue for displaced workers to re-enter the workforce.



**Assist** employers seeking a source of qualified talent.



**Promote** Michigan as a place with a highly skilled population.

# Perception of Professional Trades

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**Over 55%** of parents and 14- to 30-year-olds do not understand apprenticeships.

**Only 13%** of high school students consider apprenticeships a good option.

**Only 21%** of parents consider apprenticeships a good option for their children.

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# Promoting Professional Trades

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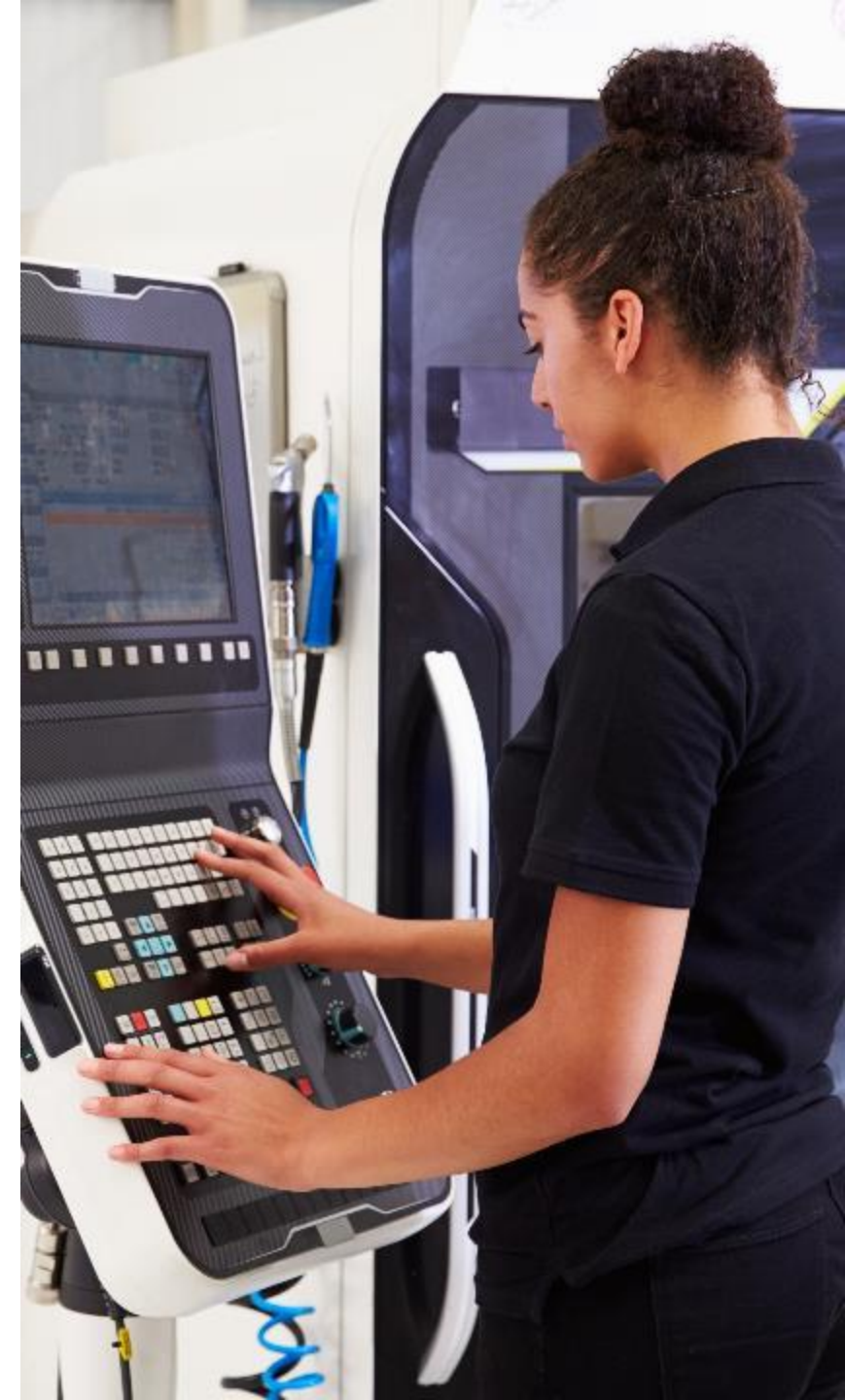
Going PRO in Michigan

[www.going-pro.com](http://www.going-pro.com)

Showcase opportunities in variety of rewarding career paths.

Aimed at young adults interested in a career, but college is an unlikely option for them.

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# Going PRO in MI Campaign

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Going PRO in Michigan

[www.going-pro.com](http://www.going-pro.com)

Challenge dated perceptions of Professional Trades.

Features high-demand, high-wage careers.

Ensure young people understand these are high-tech, rewarding careers leading the way in innovation in Michigan.

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# Going PRO Talent Fund

Partnering with employers to help bridge the skills gap.

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**Approximately half** of all awards are partially, or entirely, related to the automotive industry.

2019:

**879** total awards

**\$29.6 million** awarded to all employers

Training funded is wide-ranging, with multiple applications/settings.

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# Registered Apprenticeships

Registered Apprenticeships help fill Michigan's skills gap.

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**Over 20,500** active Registered Apprentices.

Last year, **42 new companies** registered apprenticeship programs.

**2,300 apprentices** began their journey in various high-demand industries.

**Goal:** Increase apprenticeships by 15 percent annually.

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# Importance of Community Colleges

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Workforce and education working together to create expanded training opportunities.

Completing an associate or vocational degree yields, on average, **approximately \$11,000 per year in extra earnings.**

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# Community Colleges & Registered Apprenticeship

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A critical partner in developing Registered Apprenticeship programs:

- Develop curriculum
  - Provide classroom instruction portion of apprenticeship
  - Screen apprenticeship applicants
  - Act as apprenticeship program sponsor
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# Macomb Community College & Apprenticeships

A leader in apprenticeships, offering several different initiatives.

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- Michigan Apprenticeship Program Plus (MAP+)
  - Apprenticeship Workshops for Employers
  - Industrial Readiness Certificate
  - Auto STEAM Days
  - Explore Careers in Manufacturing and Technology Nights
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A laptop is open on a wooden desk. The laptop screen displays the name 'Stephanie Beckhorn' in large blue font, followed by her title and department in smaller black font. To the left of the laptop is a black smartphone, and to the right is a white computer mouse. The background is a blurred office space with warm lighting and people moving.

# **Stephanie Beckhorn**

Acting Director  
Talent & Economic Development  
Department of Michigan