
The Mid-Cycle Modification to the Workforce Innovation and Opportunity Act (WIOA) Regional Plan for WIOA Planning Region 10 for Program Years 2024-2027

Plan Period: July 1, 2024 through June 30, 2028



**The Mid-Cycle Modification to the
WIOA Planning Region 10
July 1, 2024 – June 30, 2028**

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Executive Summary

Part I: Regional Planning Process

WIOA Planning Region 10 consists of four Workforce Development Boards that provide oversight for the region's four Michigan Works Agencies (MWAs). These MWAs include the Detroit Employment Solutions Corporation, serving the City of Detroit; Macomb/St. Clair Michigan Works!, serving Macomb and St. Clair Counties; Oakland County Michigan Works!, serving Oakland County; and the Southeast Michigan Community Alliance, serving Monroe and Wayne Counties, excluding the City of Detroit.

For more than 25 years, these MWAs—working alongside MWAs from WIOA Planning Regions 6, 7, and 9—have collaborated to coordinate key workforce development initiatives, programs, and service delivery. SEMWAC, the Southeast Michigan Works! Agencies Council, is a long-standing regional alliance that brings together leadership and staff from the seven MWAs to align policy, coordinate staff development, share best practices, and jointly plan, implement, and review regional initiatives.

Through SEMWAC and ongoing regional collaboration, the partners have strengthened communication, improved service consistency across the greater region, and successfully implemented numerous multi-county workforce development grants and initiatives. This long-standing structure supports WIOA's emphasis on regional planning, alignment of resources, and coordinated service delivery for job seekers and employers.

Part II: Labor Market and Economic Conditions

WIOA Planning Region 10 covers approximately 3,230 square miles and includes a population of 4.21 million residents, representing 42 percent of Michigan's total population. The Region contains 43.1 percent of the state's business establishments and 44.4 percent of its employed population. Its geographic and economic composition is distinct: Region 10 includes Michigan's largest and one of its most economically challenged cities, alongside some of the state's most affluent and densely populated communities.

Commuting patterns play a major role in the region's labor market. Most workers travel for work, with an average commute of about 26.9 minutes each way. While Region 10 is highly connected through major highways, individuals without reliable access to a personal vehicle often face barriers to reaching employment. For Detroit residents and others in the region lacking dependable transportation, many nearby job opportunities remain inaccessible due to transportation gaps, skill mismatches, and other structural barriers.

The fastest-growing and most-in-demand occupations in the region generally require post-secondary education, and often a bachelor's degree. Notably, 39 of the top 50 in-demand, high-wage occupations in WIOA Planning Region 10 require a bachelor's degree or higher for entry-level employment. This creates a significant mismatch between available jobs and the skill and education levels of many job seekers.

Region 10's existing and emerging high-demand occupations are concentrated in several key sectors, including Healthcare Practitioners and Technical, Information Technology, Architecture and Engineering, Business and Financial, and Management occupations. These trends highlight the ongoing need for robust regional talent development strategies, expanded access to skills training, and targeted support to ensure

that workers—particularly those facing structural barriers—can successfully connect to high-growth, high-wage careers.

Part III: Regional Service Strategies

The MWAs and core partners in WIOA Planning Region 10 have a strong history of working together to design and implement effective regional service strategies. In many cases, they have also established cooperative service delivery agreements to efficiently manage regional initiatives.

WIOA Planning Region 10 will continue building on this foundation by expanding successful regional strategies, developing new approaches that respond to current training and employment needs, and considering additional cooperative service delivery agreements where appropriate. Priority will be placed on improving services for special populations, including individuals with disabilities, veterans, youth, justice-impacted individuals, refugees, immigrants, and those experiencing long-term unemployment. The region will also strengthen collaboration with WIOA Title II and Title IV core partners to support more coordinated and effective service delivery.

Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations

The MWAs, the Workforce Intelligence Network of Southeast Michigan (WIN), and other partner organizations in WIOA Planning Region 10 have a long and successful history of working together on regional industry sector initiatives. MWA-led efforts such as Manufacturing Day and MiCareerQuest Southeast provide thousands of students with early exposure to high-demand careers and help strengthen the future talent pipeline.

WIN's industry-focused initiatives—including the Michigan Alliance for Greater Mobility Advancement (MAGMA) and the Health Careers Alliance for Southeast Michigan—further support employer needs and expand training pathways in key sectors. These collaborative efforts advance WIOA goals by promoting sector partnerships, aligning education and training with industry demand, and improving access to high-quality career opportunities.

In addition, partner organizations such as the Detroit Regional Partnership and area community colleges play a vital role in supporting employers and job seekers. Their engagement helps ensure Region 10 remains responsive to rapidly evolving labor market needs, particularly in its most in-demand industries and occupations.

Part V: Administrative Cost Arrangements

Over the past decade, partners in WIOA Planning Region 10 have developed a wide range of administrative cost-sharing arrangements to support effective regional collaboration. Two of the most successful examples are the cost-sharing structures that support SEMWAC and WIN. SEMWAC enhances communication, collaboration, and consistency in service delivery across the region. WIN secures regional funding; implements regional workforce development initiatives; provides real-time labor market information; and convenes regional industry sector partnerships. MWAs in WIOA Planning Region 10—as well as those in WIOA Planning Regions 6, 7, and 9—will continue to support SEMWAC and WIN activities.

In addition, WIOA Planning Region 10 MWAs have established administrative cost-sharing arrangements with one another to effectively manage youth programs. The region will continue exploring new cost-sharing opportunities that strengthen alignment, improve service delivery, and support WIOA's focus on regional coordination.

Part VI: Coordination of Transportation and Other Supportive Services

Transportation remains one of the most significant barriers for job seekers in southeast Michigan. Limited public transit options and the high cost of car ownership and insurance reduce access to entry-level and mid-skill employment throughout the region. To address these challenges, WIOA Planning Region 10 MWAs have continued to collaborate with regional partners and community organizations to improve access to transportation and related supportive services.

While MWAs cannot independently resolve the underlying transportation infrastructure issues, the region is actively engaged in several promising initiatives. These include expanding partnerships with local transit agencies, supporting mobility solutions connected to employment and training, and coordinating supportive service resources to help job seekers overcome transportation barriers. These efforts align with WIOA's focus on reducing barriers to employment and ensuring equitable access to workforce services across the region.

Part VII: Coordination of Workforce Development and Economic Development Services

The WIOA Planning Region 10 MWAs work closely with a variety of economic development organizations on workforce-related activities and initiatives. Some of these regional economic development partners focus on specific industry sectors, while others operate as broad-based agencies within county or city governments. MWAs collaborate with these organizations by supporting business recruitment and retention efforts, sharing labor market information, and connecting employers to MWA business services, training grants, and talent pipelines.

In turn, these partnerships help ensure that MWAs remain business-driven and that the regional workforce system aligns with employer needs. This coordination supports WIOA's emphasis on integrating workforce and economic development strategies to promote job creation, strengthen competitiveness, and improve outcomes for both job seekers and businesses.

Part VIII: Local Levels of Performance

The four MWAs in WIOA Planning Region 10 each negotiate and establish local levels of performance with the Governor and LEO-WD. Although these negotiations occur separately, the MWAs remain in regular communication to share updates, discuss negotiation strategies, and review outcomes. This coordination promotes consistency across the region and supports continuous improvement.

WIOA Planning Region 10 MWAs will continue to collaborate throughout the performance negotiation process to ensure alignment with regional priorities and to support strong performance outcomes across the workforce system.

Conclusion

This planning process has provided an important opportunity to review current regional workforce development initiatives and administrative arrangements, highlight new strategies that have been launched, and identify opportunities to further strengthen regional collaboration. It also ensures that the MWAs remain aligned with the Michigan Statewide Workforce Plan.

Regional collaboration continues to expand, particularly with WIOA Title II and Title IV partners. In addition, the planning process reaffirmed the critical role of supportive services—especially transportation assistance—in reducing barriers to employment and ensuring equitable access to training and career opportunities across the region.

The MWAs in WIOA Planning Region 10—together with MWAs in WIOA Planning Regions 6 and 9 and their many partners—will continue working collectively to build a strong state and regional workforce system that meets the needs of job seekers, employers, and the broader community.

Part I: Regional Planning Process

A description of the planning process undertaken to produce the Regional Plan, including a description of how all local areas were afforded the opportunity to participate in the regional planning process.

The Workforce Innovation and Opportunity Act (WIOA) Planning Region 10, hereinafter referred to as “Region 10,” is comprised of four Workforce Development Boards (WDBs), which oversee the region’s four Michigan Works! Agencies (MWAs). These MWAs include the Detroit Employment Solutions Corporation (DESC), representing the City of Detroit; Macomb/St. Clair Michigan Works! (MSCMW!), representing Macomb and St. Clair Counties; Oakland County Michigan Works! (OCMW!), representing Oakland County; and the Southeast Michigan Community Alliance (SEMCA), representing Monroe and Wayne Counties, excluding the City of Detroit.

To begin the planning process, Region 10 partners reviewed the previously issued Policy Issuance (PI) 24-13, *Workforce Innovation and Opportunity Act Four-Year Regional and Local Plans for Program Years 2024 through 2027*, from the Michigan Department of Labor and Economic Opportunity (LEO), Workforce Development (WD), dated April 8, 2024. Because no new PI had been released for this update cycle, Region 10 relied on PI 24-13 to guide the current plan revisions and ensure alignment with state requirements. A review team was convened with representatives from each of the four MWAs to coordinate updates and determine the content areas requiring revision.

The review team used a blended approach to update the plan. Members began by assessing the current Regional Plan for Program Years 2024–2027, identifying sections that required updates, and confirming that existing content remained accurate. Programmatic statistics and publicly available data sources were reviewed and refreshed where needed. The team conducted virtual planning sessions with staff from each MWA to discuss local updates, new initiatives, and changes in regional service strategies. Team members also gathered information related to regional industry sector initiatives, transportation and supportive services, workforce–economic development coordination, and other core elements of the plan.

A revised draft was prepared and distributed to the MWAs for internal review. Following the review, the MWAs made minor modifications and updates to ensure accuracy. As required, each MWA then solicited public comment from its respective local area and obtained feedback and approval from its Chief Elected Officials (CEOs) and Workforce Development Boards (WDBs).

Region 10’s MWAs are confident that this collaborative and thorough process has resulted in a Regional Plan that remains aligned with WIOA requirements and responsive to the needs of job seekers, workers, businesses, and communities across the region.

Part II: Labor Market Data and Economic Conditions Analysis

Provide a thorough analysis of regional labor market data and economic conditions. This shall include an analysis of existing and emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and emerging in-demand industry sectors and occupations. All core partners (WIOA Titles I-IV) should be involved in both providing and analyzing the data.

The following labor market data and analysis represent Region 10, which, as noted above, consists of Macomb, Monroe, Oakland, St. Clair, and Wayne counties.

Core Partner Involvement

To ensure an accurate analysis of regional labor market data and economic conditions, the MWAs previously engaged core partners during all phases of the process. MWA leadership identified the following core partners that represent WIOA Titles I – IV programs:

- Title I: Job Corps, YouthBuild, and Migrant Seasonal Farmworkers;
- Title II: Local and intermediate school districts and literacy programs;
- Title III: MWA-contracted service providers; and
- Title IV: Michigan Rehabilitation Services and the Michigan Bureau of Services for Blind Persons.

During the initial development of the Regional Plan, core partners were asked to identify available data that clarified the nature and needs of their service populations, highlight strengths and weaknesses of workforce development activities, and assess partner capacity to provide workforce services. Their input helped shape the analysis of existing and emerging in-demand industry sectors and occupations, as well as the employment needs of employers across Region 10.

When the draft Regional Plan was originally released, core partners were notified and encouraged to provide comments on behalf of their organizations. Although no formal comments were submitted during the first review period, partners with representation on WDBs had additional opportunities to provide input. Several WDB members offered comments that were incorporated into the plan at that time.

For this plan update, Region 10 relied on the existing partner input and data analysis developed during the prior planning cycle. Because no new policy issuance was released and core partner engagement activities were already completed within the past two years, MWAs did not reconvene all core partners for new data collection. Instead, the review team confirmed that the previous partner-informed analysis remains accurate and reflective of current conditions.

This approach allowed Region 10 to update relevant labor market information, validate ongoing trends, and ensure continued alignment with WIOA Titles I–IV expectations while recognizing the stability of the region’s labor market structure and partner roles.

Employment Needs

The knowledge and skills necessary to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.

Existing In-Demand Occupations

Occupations in Figure 1 include those that require a high school diploma or more, experienced high demand through calendar year 2023, and are expected to grow, in the short-term, over the next two years (through 2025). Additionally, these occupations offer an hourly wage above the statewide median wage of \$21.88 per hour, and occupations with lower wages have been filtered out. Region 10's MWAs support career pathway opportunities for occupations that require high levels of education, including those in Figure 1. Figure 3 displays high-demand jobs available with shorter-term training.

Figure 1: WIOA Region 10's Top 50 Existing/Current In-Demand Occupations

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
13-1081	Accountants and Auditors	18,704	18,948	1.3%	1,551	4,127	\$37.95	Bachelor's degree
15-1243	Aerospace Engineers	184	206	11.8%	21	264	\$43.54	Bachelor's degree
11-9021	Architectural and Engineering Managers	7,876	7,998	1.5%	552	1,727	\$67.12	Bachelor's degree
15-1253	Civil Engineers	4,309	4,579	6.3%	390	2,279	\$38.08	Bachelor's degree
17-3022	Clinical and Counseling Psychologists	824	864	4.8%	61	422	\$35.95	Doctoral or professional degree
11-3013	Computer and Information Systems Managers	7,495	7,628	1.8%	550	229	\$67.23	Bachelor's degree
13-2099	Computer Occupations, All Other	3,942	4,003	1.5%	279	9,060	\$46.32	Bachelor's degree
11-3131	Construction Managers	2,984	3,125	4.7%	282	1,940	\$50.64	Bachelor's degree
15-1231	Data Scientists	2,178	2,308	6.0%	196	4,023	\$43.66	Bachelor's degree
19-4092	Dentists, General	1,614	1,644	1.8%	62	579	\$93.51	Doctoral or professional degree
15-1255	Electrical Engineers	5,605	5,697	1.6%	347	2,877	\$49.12	Bachelor's degree
29-1217	Electrical Power-Line Installers and Repairers	1,182	1,240	4.9%	124	179	\$48.82	High school diploma or equivalent
11-3021	Financial Managers	10,252	10,551	2.9%	842	4,882	\$63.98	Bachelor's degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
27-4021	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,188	3.5%	674	593	\$35.62	High school diploma or equivalent
29-1125	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	5,903	2.2%	540	2,747	\$37.53	High school diploma or equivalent
29-2036	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,458	4.0%	863	1,119	\$28.17	High school diploma or equivalent
11-1021	General and Operations Managers	38,642	39,477	2.2%	3,491	7,288	\$49.18	Bachelor's degree
29-2053	Heavy and Tractor-Trailer Truck Drivers	23,116	24,438	5.7%	3,103	10,568	\$25.74	Postsecondary nondegree award
11-3111	Human Resources Managers	2,529	2,563	1.3%	205	1,795	\$58.99	Bachelor's degree
15-2021	Industrial Engineers	14,853	15,105	1.7%	947	5,253	\$46.69	Bachelor's degree
13-2041	Information Security Analysts	1,836	1,916	4.4%	150	642	\$49.34	Bachelor's degree
27-2032	Insurance Sales Agents	6,561	6,828	4.1%	659	1,546	\$24.47	High school diploma or equivalent
19-3094	Interior Designers	734	803	9.4%	102	537	\$29.31	Bachelor's degree
19-2021	Lawyers	9,772	9,856	0.9%	414	1,484	\$51.62	Doctoral or professional degree
13-1011	Logisticians	5,008	5,207	4.0%	500	2973	\$39.75	Bachelor's degree
13-1031	Management Analysts	7,978	8,225	3.1%	768	2,674	\$45.71	Bachelor's degree
11-9121	Managers, All Other	5,134	5,247	2.2%	429	2,418	\$60.24	Bachelor's degree
13-1074	Market Research Analysts and Marketing Specialists	10,274	10,639	3.6%	1,117	3,056	\$36.74	Bachelor's degree
11-2011	Marketing Managers	2,878	2,953	2.6%	265	2,936	\$62.69	Bachelor's degree
15-2051	Mechanical Engineers	20,162	20,403	1.2%	1,214	4,898	\$48.03	Bachelor's degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
11-9039	Medical and Health Services Managers	6,328	6,679	5.5%	618	4,787	\$49.14	Bachelor's degree
21-2021	Nurse Practitioners	3,460	3,741	8.1%	296	1,679	\$53.78	Master's degree
19-1023	Occupational Health and Safety Specialists	1,080	1,134	5.0%	142	799	\$36.99	Bachelor's degree
21-1018	Occupational Therapists	1,892	1,963	3.7%	139	811	\$40.52	Master's degree
29-1021	Operating Engineers and Other Construction Equipment Operators	3,393	3,568	5.2%	376	369	\$32.02	High school diploma or equivalent
15-1212	Operations Research Analysts	749	789	5.3%	65	740	\$40.55	Bachelor's degree
19-5012	Optometrists	625	645	3.2%	43	300	\$65.76	Doctoral or professional degree
25-9044	Physical Therapist Assistants	1,443	1,548	7.3%	253	895	\$27.26	Associate's degree
21-1019	Physical Therapists	3,212	3,366	4.8%	201	1,590	\$44.92	Doctoral or professional degree
21-1013	Physician Assistants	2,200	2,310	5.0%	164	733	\$55.78	Master's degree
13-1028	Project Management Specialists	11,914	12,192	2.3%	968	5,710	\$48.50	Bachelor's degree
11-9051	Property, Real Estate, and Community Association Managers	3,184	3,308	3.9%	306	1,461	\$30.24	High school diploma or equivalent
27-3011	Real Estate Sales Agents	1,129	1,201	6.4%	132	1,483	\$24.77	High school diploma or equivalent
11-2021	Sales Managers	6,879	6,936	0.8%	525	4,928	\$65.21	Bachelor's degree
13-2071	Software Developers	23,200	23,747	2.4%	1,515	12,922	\$50.39	Bachelor's degree
13-2072	Software Quality Assurance Analysts and Testers	1,428	1,467	2.7%	108	788	\$41.17	Bachelor's degree
21-1029	Speech-Language Pathologists	1,702	1,796	5.5%	139	1,825	\$39.92	Master's degree
11-3061	Transportation, Storage, and Distribution Managers	3,635	3,769	3.7%	354	2,827	\$44.66	High school diploma or equivalent
21-1093	Veterinarians	839	877	4.5%	47	683	\$57.40	Doctoral or professional degree

SOC	Job Title	2023 Jobs	2025 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education
13-2082	Web and Digital Interface Designers	605	629	3.9%	55	810	\$39.13	Bachelor's degree

Source: Bureau of Labor Statistics (2023) and Lightcast (2024)

Emerging In-Demand Occupations

Occupations in Figure 2 include those that require a high school diploma or more, that are projected to record solid job expansion over the long-term (through 2033), and that have high annual job openings and median wages above the state median of \$21.88 per hour. Selection criteria included a combination of projected growth, both numeric and percent, that showcased growth as constant or positive for all occupations, sizable annual openings, and occupations that require more than a high school diploma.

Figure 2: WIOA Region 10's Top 50 Emerging/Future In-Demand Occupations

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
13-1081	Accountants and Auditors	18,704	19,280	3.1%	1,508	\$37.95	Bachelor's degree
11-3012	Administrative Services Managers	2,666	2,800	5.0%	222	\$51.15	Bachelor's degree
11-9041	Architectural and Engineering Managers	7,876	8,098	2.8%	527	\$67.12	Bachelor's degree
13-1199	Business Operations Specialists, All Other	12,186	12,888	5.8%	1,140	\$37.34	Bachelor's degree
17-2051	Civil Engineers	4,309	5,090	18.1%	354	\$38.08	Bachelor's degree
11-3021	Computer and Information Systems Managers	7,495	7,954	6.1%	542	\$67.23	Bachelor's degree
15-1299	Computer Occupations, All Other	3,942	4,135	4.9%	273	\$46.32	Bachelor's degree
11-9021	Construction Managers	2,984	3,404	14.1%	267	\$50.64	Bachelor's degree
15-2051	Data Scientists	2,178	2,671	22.7%	193	\$43.66	Bachelor's degree
29-1021	Dentists, General	1,614	1,726	6.9%	59	\$93.51	Doctoral or professional degree
49-9051	Electrical Power-Line Installers and Repairers	1,182	1,334	12.8%	115	\$48.82	High school diploma or equivalent
11-3031	Financial Managers	10,252	11,346	10.7%	834	\$63.98	Bachelor's degree
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,608	9.5%	645	\$35.62	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	6,126	6.0%	525	\$37.53	High school diploma or equivalent
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,971	11.2%	836	\$28.17	High school diploma or equivalent
11-1021	General and Operations Managers	38,642	40,999	6.1%	3,397	\$49.18	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	23,116	26,985	16.7%	3,017	\$25.74	Postsecondary nondegree award
17-2112	Industrial Engineers	14,853	15,255	2.7%	884	\$46.69	Bachelor's degree

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
15-1212	Information Security Analysts	1,836	2,137	16.4%	148	\$49.34	Bachelor's degree
41-3021	Insurance Sales Agents	6,561	7,448	13.5%	645	\$24.47	High school diploma or equivalent
27-1025	Interior Designers	734	938	27.7%	96	\$29.31	Bachelor's degree
23-1011	Lawyers	9,772	10,205	4.4%	422	\$51.62	Doctoral or professional degree
13-1081	Logisticians	5,008	5,654	12.9%	488	\$39.75	Bachelor's degree
13-1111	Management Analysts	7,978	8,726	9.4%	747	\$45.71	Bachelor's degree
11-9199	Managers, All Other	5,134	5,491	7.0%	419	\$60.24	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	10,274	11,486	11.8%	1,104	\$36.74	Bachelor's degree
11-2021	Marketing Managers	2,878	3,106	7.9%	258	\$62.69	Bachelor's degree
31-9011	Massage Therapists	869	1,086	25.0%	152	\$25.83	Postsecondary nondegree award
17-2141	Mechanical Engineers	20,162	20,536	1.9%	1,155	\$48.03	Bachelor's degree
11-9111	Medical and Health Services Managers	6,328	7,743	22.4%	626	\$49.14	Bachelor's degree
29-1171	Nurse Practitioners	3,460	4,592	32.7%	290	\$53.78	Master's degree
19-5011	Occupational Health and Safety Specialists	1,080	1,260	16.6%	141	\$36.99	Bachelor's degree
29-1122	Occupational Therapists	1,892	2,156	13.9%	136	\$40.52	Master's degree
31-2011	Occupational Therapy Assistants	751	939	25.0%	134	\$28.45	Associate's degree
47-2073	Operating Engineers and Other Construction Equipment Operators	3,393	3,899	14.9%	360	\$32.02	High school diploma or equivalent
15-2031	Operations Research Analysts	749	891	18.9%	64	\$40.55	Bachelor's degree
29-1041	Optometrists	625	692	10.8%	35	\$65.76	Doctoral or professional degree
31-2021	Physical Therapist Assistants	1,443	1,848	28.1%	264	\$27.26	Associate's degree
29-1123	Physical Therapists	3,212	3,783	17.8%	190	\$44.92	Doctoral or professional degree
29-1071	Physician Assistants	2,200	2,643	20.1%	163	\$55.78	Master's degree
13-1082	Project Management Specialists	11,914	12,640	6.1%	925	\$48.50	Bachelor's degree

SOC	Description	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education
11-9141	Property, Real Estate, and Community Association Managers	3,184	3,571	12.2%	297	\$30.24	High school diploma or equivalent
29-1141	Registered Nurses	44,225	45,566	3.0%	2,561	\$38.86	Bachelor's degree
15-1252	Software Developers	23,200	25,239	8.8%	1,493	\$50.39	Bachelor's degree
15-1253	Software Quality Assurance Analysts and Testers	1,428	1,568	9.8%	106	\$41.17	Bachelor's degree
29-1127	Speech-Language Pathologists	1,702	2,073	21.8%	137	\$39.92	Master's degree
15-2041	Statisticians	205	260	26.9%	19	\$50.85	Master's degree
11-3071	Transportation, Storage, and Distribution Managers	3,635	3,995	9.9%	336	\$44.66	High school diploma or equivalent
29-1131	Veterinarians	839	979	16.7%	44	\$57.40	Doctoral or professional degree
15-1255	Web and Digital Interface Designers	605	699	15.4%	55	\$39.13	Bachelor's degree

Source: Bureau of Labor Statistics (2023) and Lightcast (2024)

In-Demand Middle Skills Occupations

Occupations in Figure 3 show high real-time demand, provide relatively high wages, and require training or education beyond high school, but less than a bachelor's degree. Wages are above the state median wage of \$21.88 per hour for each occupation, and most are also above the MWA-defined threshold for economic self-sufficiency in the City of Detroit, defined as about \$24.00 per hour. While the top current in-demand occupations generally require a bachelor's degree or higher education, many Region 10 MWA customers seek shorter-term education or training to find work. Figure 3 provides a snapshot of Region 10's middle skills occupations.

Figure 3: WIOA Region 10's Top 50 Currently In-Demand Middle Skills Occupations

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
17-3021	Aerospace Engineering and Operations Technologists and Technicians	152	185	21.8%	18	\$31.37	Associate's degree	None
53-2021	Air Traffic Controllers	278	300	8.0%	27	\$72.97	Associate's degree	Long-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	1,999	2,194	9.8%	173	\$28.82	Postsecondary nondegree award	None
53-2022	Airfield Operations Specialists	215	240	11.8%	22	\$36.28	High school diploma or equivalent	Long-term on-the-job training
17-3011	Architectural and Civil Drafters	999	1,144	14.5%	115	\$27.56	Associate's degree	None

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
49-3023	Automotive Service Technicians and Mechanics	9,506	10,033	5.5%	877	\$23.95	Postsecondary nondegree award	Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,710	4,079	10.0%	359	\$25.60	High school diploma or equivalent	Long-term on-the-job training
43-5011	Cargo and Freight Agents	1,411	1,631	15.6%	178	\$22.45	High school diploma or equivalent	Short-term on-the-job training
47-2031	Carpenters	6,900	7,389	7.1%	639	\$28.30	High school diploma or equivalent	Apprenticeship
17-3022	Civil Engineering Technologists and Technicians	989	1,078	9.0%	104	\$28.10	Associate's degree	None
47-4011	Construction and Building Inspectors	2,008	2,140	6.5%	249	\$28.40	High school diploma or equivalent	Moderate-term on-the-job training
29-1292	Dental Hygienists	3,174	3,389	6.8%	237	\$34.92	Associate's degree	None
33-3021	Detectives and Criminal Investigators	1,123	1,172	4.4%	89	\$45.31	High school diploma or equivalent	Moderate-term on-the-job training
29-2032	Diagnostic Medical Sonographers	1,373	1,493	8.7%	85	\$36.08	Associate's degree	None
17-3023	Electrical and Electronic Engineering Technologists and Technicians	1,188	1,263	6.3%	126	\$31.01	Associate's degree	None
49-9051	Electrical Power-Line Installers and Repairers	1,182	1,334	12.8%	115	\$48.82	High school diploma or equivalent	Long-term on-the-job training
47-2111	Electricians	12,274	12,526	2.0%	1,124	\$31.77	High school diploma or equivalent	Apprenticeship
33-2011	Firefighters	3,144	3,375	7.3%	264	\$28.07	Postsecondary nondegree award	Long-term on-the-job training
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,947	7,608	9.5%	645	\$35.62	High school diploma or equivalent	None
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	818	868	6.0%	55	\$39.13	Postsecondary nondegree award	Moderate-term on-the-job training
39-1013	First-Line Supervisors of Gambling Services Workers	677	752	11.1%	84	\$30.62	High school diploma or equivalent	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,777	6,126	6.0%	525	\$37.53	High school diploma or equivalent	None
33-1012	First-Line Supervisors of Police and Detectives	1,174	1,223	4.2%	84	\$44.61	High school diploma or equivalent	Moderate-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,168	7,971	11.2%	836	\$28.17	High school diploma or equivalent	None

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
53-2031	Flight Attendants	2,679	2,761	3.0%	366	\$31.07	High school diploma or equivalent	Moderate-term on-the-job training
11-9051	Food Service Managers	3,695	3,889	5.3%	439	\$31.32	High school diploma or equivalent	None
29-9021	Health Information Technologists and Medical Registrars	311	359	15.4%	25	\$31.71	Postsecondary nondegree award	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,842	4,094	6.5%	358	\$25.35	Postsecondary nondegree award	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	23,116	26,985	16.7%	3,017	\$25.74	Postsecondary nondegree award	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	8,390	9,006	7.3%	736	\$29.61	High school diploma or equivalent	Long-term on-the-job training
41-3021	Insurance Sales Agents	6,561	7,448	13.5%	645	\$24.47	High school diploma or equivalent	Moderate-term on-the-job training
29-2061	Licensed Practical and Licensed Vocational Nurses	4,339	4,739	9.2%	385	\$29.11	Postsecondary nondegree award	None
31-9011	Massage Therapists	869	1,086	25.0%	152	\$25.83	Postsecondary nondegree award	None
49-9062	Medical Equipment Repairers	682	759	11.2%	73	\$27.54	Associate's degree	Moderate-term on-the-job training
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,604	1,789	11.6%	159	\$28.44	High school diploma or equivalent	Long-term on-the-job training
31-2011	Occupational Therapy Assistants	751	939	25.0%	134	\$28.45	Associate's degree	None
47-2073	Operating Engineers and Other Construction Equipment Operators	3,393	3,899	14.9%	360	\$32.02	High school diploma or equivalent	Moderate-term on-the-job training
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	73	97	32.7%	10	\$38.45	High school diploma or equivalent	Moderate-term on-the-job training
31-2021	Physical Therapist Assistants	1,443	1,848	28.1%	264	\$27.26	Associate's degree	None
47-2152	Plumbers, Pipefitters, and Steamfitters	5,901	6,043	2.4%	532	\$35.86	High school diploma or equivalent	Apprenticeship
33-3051	Police and Sheriff's Patrol Officers	8,604	8,886	3.3%	702	\$31.43	High school diploma or equivalent	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	3,531	3,795	7.5%	399	\$25.43	High school diploma or equivalent	Moderate-term on-the-job training

SOC	Job Title	2023 Jobs	2033 Jobs	2023 - 2033 % Change	Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
11-9141	Property, Real Estate, and Community Association Managers	3,184	3,571	12.2%	297	\$30.24	High school diploma or equivalent	None
41-9021	Real Estate Brokers	726	820	12.9%	74	\$26.53	High school diploma or equivalent	None
41-9022	Real Estate Sales Agents	1,129	1,346	19.2%	125	\$24.77	High school diploma or equivalent	Moderate-term on-the-job training
29-1126	Respiratory Therapists	1,956	2,114	8.1%	115	\$31.67	Associate's degree	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	13,228	13,332	0.8%	1,267	\$33.00	High school diploma or equivalent	Moderate-term on-the-job training
25-3021	Self-Enrichment Teachers	2,910	3,253	11.8%	407	\$23.25	High school diploma or equivalent	None
53-6051	Transportation Inspectors	254	278	9.2%	26	\$44.00	High school diploma or equivalent	Moderate-term on-the-job training
11-3071	Transportation, Storage, and Distribution Managers	3,635	3,995	9.9%	336	\$44.66	High school diploma or equivalent	None

Source: Economic Modeling Specialists, Intl (EMSI)

The next section presents an analysis of the knowledge, skills, and abilities these occupations require. The tools and technologies as well as the required certifications are presented, where available.

Knowledge, Skills, and Abilities Needed in Industries and Occupations In-Demand

A close look at Region 10's existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including the Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. It is critical to understand what knowledge, skills, and abilities, and what tools, technologies, and certifications (if available) are expected, of successful job candidates in these occupations.

These occupations all require a solid foundation in such basic skills as reading, communication, math, and cognitive abilities that influence the acquisition and application of knowledge in problem solving. Most occupations require active learning and critical thinking skills, and all require workers to possess technical skills and knowledge related to their specific occupational discipline, and to master certain tools and technologies and even achieve specific certifications.

Healthcare Practitioner and Technical Occupations

Knowledge, Skills, and Abilities

Knowledge of the information and techniques one needs to diagnose and treat human injuries and diseases is important in all critical healthcare occupations. This includes knowledge of symptoms, treatment alternatives, drug properties and interactions, and preventive healthcare measures.

Knowledge

Medicine and Dentistry
 Biology
 Customer and Personal Service
 Therapy and Counseling
 Psychology

Skills

Active Listening
 Reading Comprehension
 Speaking
 Critical Thinking
 Monitoring

Abilities

Problem Sensitivity
 Near Vision
 Oral Expression
 Deductive Reasoning
 Information Ordering

Tools, Technologies, and Certifications

Tools and technologies related to healthcare occupations include several that ensure quality in the delivery of health services as well as increasing efficiencies in delivery of care, such as electronic medical records and time management.

Many certifications are required in healthcare occupations because most careers involve licensure. Beyond occupational-specific requirements, important certifications are concentrated in specific areas of patient care.

Tools and Technologies

Medical Software
 Microsoft Office
 Scheduling Software
 Information Retrieval
 Categorization Software

Certifications

Basic Life Support (BLS)
 Cardiopulmonary Resuscitation (CPR)
 Advanced Cardiovascular Life Support (ACLS)
 Licensed Practical Nurse (LPN)
 American Registry of Radiologic Technologists (ARRT)

Information Technology Occupations*Knowledge, Skills, and Abilities*

These positions require an important mix of technical, business, and problem-solving skills. Information technology jobs require knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming. Design and systems analysis skills are also vital.

Abilities for these occupations are typically related to computer usage and programming. For example, job seekers should have the ability for mathematical reasoning, information ordering, and deductive reasoning.

Knowledge

Computer and Electronics
 Engineering and Technology
 Customer and Personal Service
 Mathematics
 Communications and Media

Skills

Critical Thinking
 Active Listening
 Complex Problem-Solving
 Systems Analysis
 Time Management

Abilities

Information Ordering
 Deductive Reasoning
 Mathematical Reasoning
 Problem Sensitivity
 Oral Expression

Tools, Technologies, and Certifications

Computer occupations require a diverse set of technologies. Depending on the occupation, individuals employed in these occupations will need to know everything from traditional software packages to such advanced computer programming languages as Structured Query Language, Java, and Linux.

Similarly, numerous certifications are associated with computer occupations. Often, certifications are specific to some software package or technology (e.g., the Cisco Network Associate certification). In other instances, certifications are more general (e.g., Project Management Professional). These and other certifications for Information Technology occupations follow:

Tools and Technologies

Data Base User Interface and Query Software
Development Environment Software
Enterprise Resource Planning
Project Management
Web Platform Development

Certifications

Certified Information Systems Security Professional
Project Management Professional Certification
CompTIA A+
Cisco Certified Network
Certified Information System

Architecture and Engineering Occupations

Knowledge, Skills, and Abilities

Architecture and Engineering occupations are both technical and practical, so they require a mix of knowledge, skills, and abilities. Mechanical applications, design, and the laws of physics are among the most important areas of knowledge for this category of occupations.

Skills needed involve making decisions after analyzing tremendous volumes of data. Leading skills are complex problem solving, critical thinking, and judgment and decision making.

Knowledge

Engineering and Technology
Design
Mechanical
Building and Construction
Physics

Skills

Complex Problem Solving
Critical Thinking
Quality Control Analysis
Judgment and Decision-Making
Systems Analysis

Abilities

Information Ordering
Mathematical Reasoning
Written Expression
Deductive Reasoning
Visualization

Tools, Technologies, and Certifications

Many Architecture and Engineering occupations are expected to use tools and technologies targeted at improving quality and reducing defects or inefficiencies (e.g., Quality Assurance and Six Sigma).

Similarly, certification for Engineers and other occupations in this category are also concentrated in quality improvement. High demand certifications include Six Sigma Green Belt, LEED Accredited Professional, and Project Management Professional.

Tools and Technologies

Project Management
Quality Assurance

Certifications

Professional Engineer License
Six Sigma Green Belt

Scientific Software
Computer Aided Design
Photo Imaging Software

Engineer in Training
LEED Accredited Professional
Project Management Professional Certification

Business and Financial Occupations

Knowledge, Skills, and Abilities

Occupations in this category require workers to possess such skills as communication, critical thinking, and time management. These workers must also establish and maintain cooperative working relationships with others and have knowledge of economic and accounting principles and practices, the financial markets and banking, and be able to analyze and report financial data.

Knowledge

Customer and Personal Service
Administration and Management
Economics and Accounting
Administrative
Mathematics

Skills

Active Listening
Critical Thinking
Reading Comprehension
Speaking
Monitoring

Abilities

Oral Comprehension
Written Comprehension
Deductive Reasoning
Problem Sensitivity
Information Ordering

Tools, Technologies, and Certifications

Most of the occupations in this category require office productivity software, including Microsoft Office for documents, spreadsheets, publications, and database administration.

In addition to productivity software, tools and technologies for business and financial occupations may involve risk management and such technical proficiencies as Generally Accepted Accounting Principles.

Many certifications in this area are occupation specific, including Certified Public Accountant (CPA) and Series 7, which allow an individual to practice their trade in conformity with state and federal licensure requirements.

Tools and Technologies

Accounting Software
Business Intelligence and Data Analysis Software
Human Resource Software
Financial Analysis Software
Microsoft Office

Certifications

Certified Public Accountant
Project Management Professional Certification
Enrolled Agent
Certified Internal Auditor
Chartered Financial Analyst

Management and Supervisory Occupations

Knowledge, Skills, and Abilities

Occupations in this category require workers to possess such skills as judgment and decision making, complex problem solving, and critical thinking. Workers must also have knowledge of administration, management, personnel, and human resources. These workers shall also have the ability to express and comprehend oral and written communication.

Knowledge

Administration and Management
 Customer and Personal Service
 Sales and Marketing
 Personnel and Human Resources
 Economics and Accounting

Skills

Judgment and Decision Making
 Complex Problem Solving
 Critical Thinking
 Coordination
 Management of Resources

Abilities

Deductive Reasoning
 Oral Expression
 Problem Sensitivity
 Information Ordering
 Written Expression

Tools and Technologies

Most of the occupations in this category need to use management software, including Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) programs.

Tools and Technologies

Office Suite Software
 Enterprise Resource Planning
 Customer Relationship Management
 Document Management Software
 Project Management Software

Workforce Development Activities

An analysis of workforce development activities in the region, including available education and training opportunities. This analysis must include the strengths and weaknesses of workforce development activities in the region and the region's capacity to provide the workforce development activities necessary to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers in the region.

An analysis of the workforce development activities in Region 10 indicate that gaps exist and currently range from a lack of talent to fill jobs related to new technology, and the increasing numbers of skilled workers leaving the workforce for retirement. The following gaps are top priorities for the MWAs:

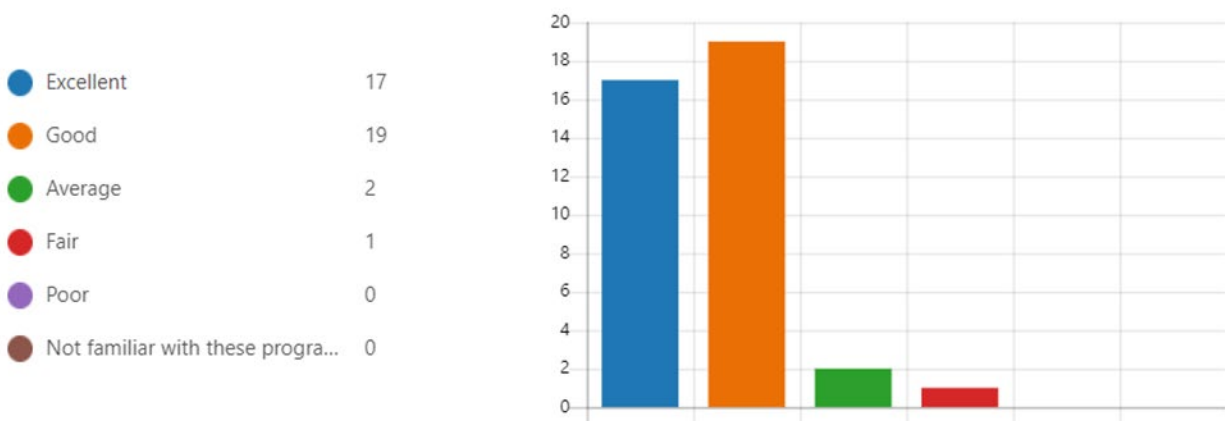
- Aging workers are leaving the workforce and taking skilled knowledge with them: MWAs in the region are working together on several grants to encourage more apprenticeship programs with employers. This will help younger workers learn from more experienced workers and will ensure companies do not lose important knowledge.
- Educational attainment does not match employer needs: MWAs are encouraging workers and job seekers to pursue career pathways that lead to industry-recognized, portable, stackable credentials so individuals can fill in-demand jobs and increase earnings.
- Job seekers and entry-level workers lack the employability skills necessary for successful employment: MWAs in the region are collaborating with non-profits and other local programs to train job seekers in employability skills making it more likely to gain and retain employment.
- Workers need to be upskilled for new technologies: MWAs and partners in the region are continuing to encourage employers to use workforce programs and funding provided by the state

and federal government to help upskill current workers, increasing retention of workers and increasing wages.

Strengths and Weaknesses

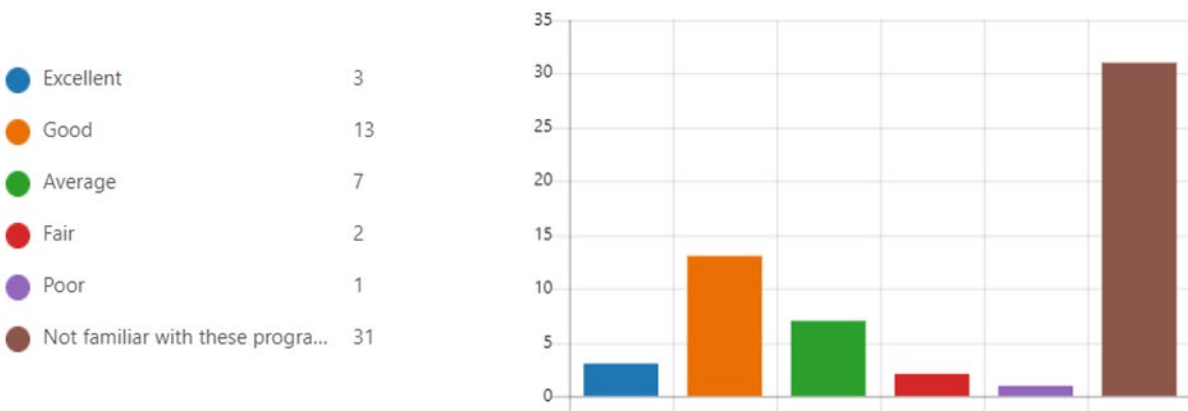
To help inform this plan, core partners from Region 10 were sent a questionnaire for input on workforce system strengths, weaknesses, and the region’s capacity to provide the needed workforce development activities. Once these comments were received, a team of MWA directors and lead staff met to review the feedback and identify other strengths and weaknesses in the system. What follows are the questions asked and a summary of the types of comments received.

Question 1: How would you rate the strength of the Michigan Works! Agency’s WIOA programs and services in your region? This includes services to unemployed and underemployed adults, laid-off workers, and youth programs.



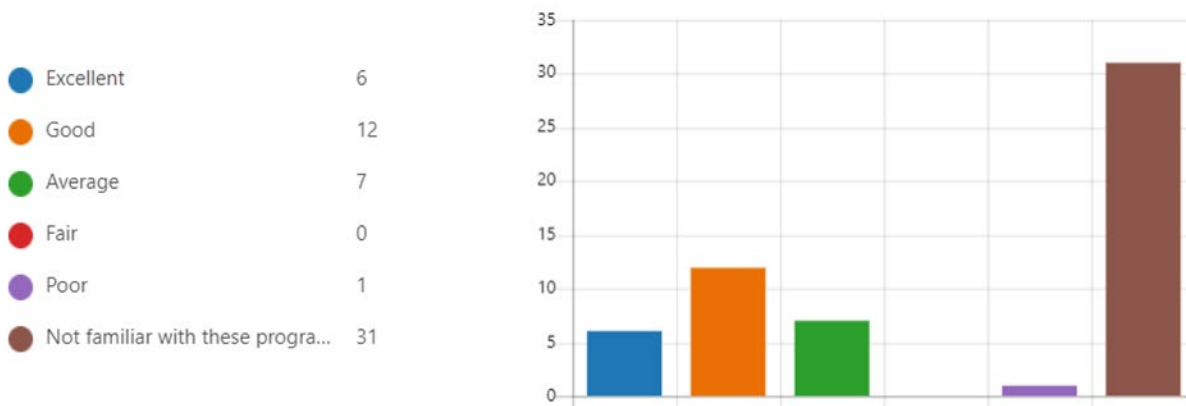
The general sentiment toward Michigan Works! Agency WIOA Title I – IV programs were very positive. Most respondents provided a rating of either “Excellent” or “Good” for these programs, although three respondents provided a rating of “Average” or worse.

Question 2: How would you rate the strength of the Job Corps program (Title I) in your region? This includes the program and services delivered by the Job Corps Center in Detroit.



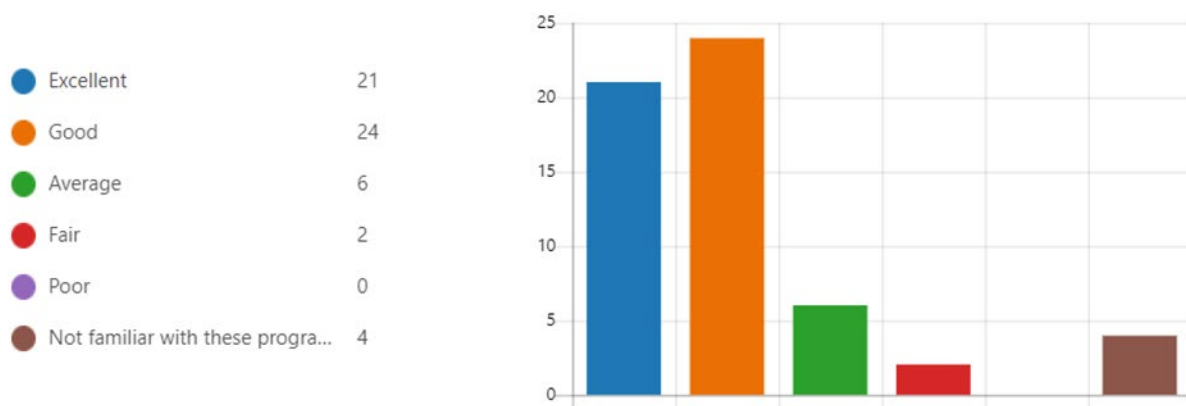
Respondents were less optimistic, in general, about the strength of the Job Corps program compared to WIOA programs and services. Most of those respondents were either not familiar with these programs, or rated them Good-to-Average, in aggregate.

Question 3: How would you rate the strength of the YouthBuild program (Title I) in your region? This includes the YouthBuild program delivered by Detroit at Work.



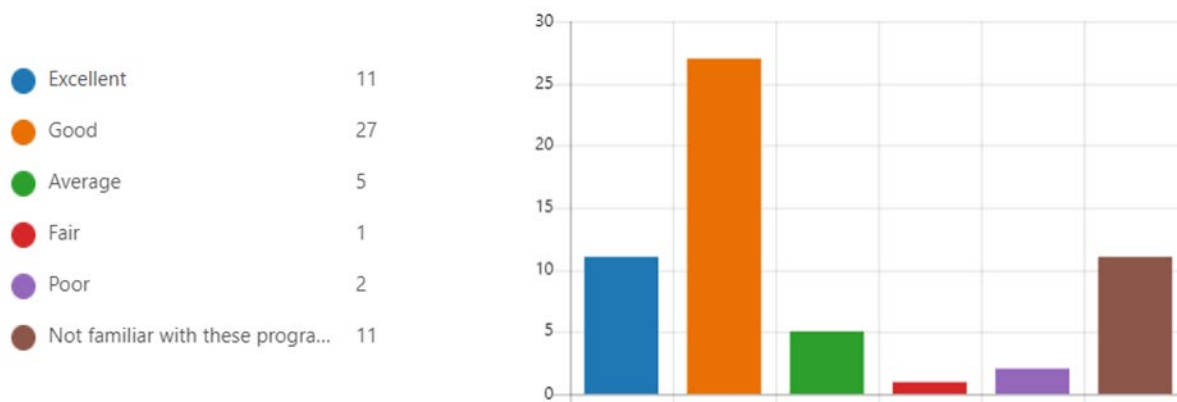
Similar to responses for the Job Corps program, respondents were either unfamiliar with these programs, or rated them anywhere between “average” and “excellent”.

Question 4: How would you rate the strength of the adult education (Title II) programs in your region? This includes adult education programs delivered at local school districts and non-profit organizations in your community, including English as a Second Language (ESL), General Education Development (GED), and high school completion programs.



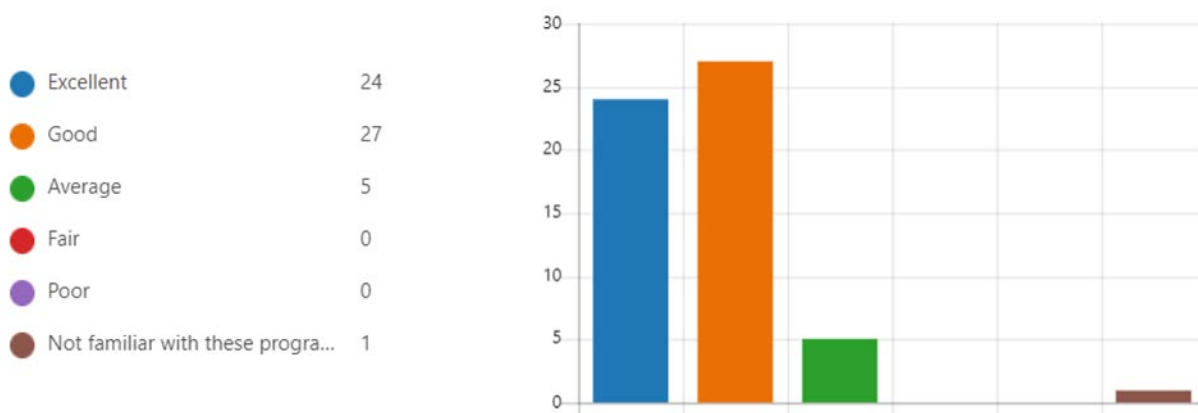
Adult education programs, including ESL and GED programs, were highly rated across the region. Among all the respondents, most rated the strength of programs as “Excellent” or “Good” overall.

Question 5: How would you rate the strength of adult literacy (Title II) programs in your region? This includes literacy providers, non-profit organizations, etc.



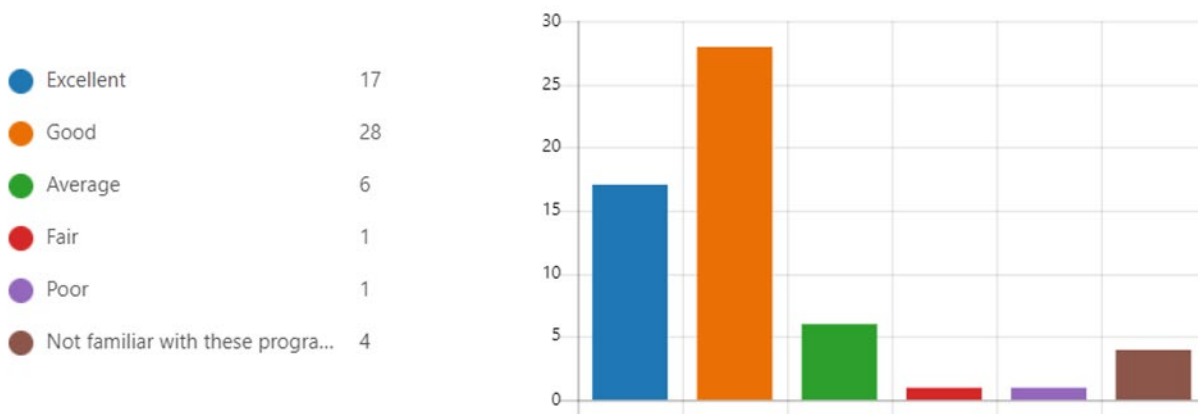
Results for adult literacy were mixed compared with previous responses. Although a significant majority still rated programs “Good” overall, the responses were even, including eight responses in the Poor-to-Average range. Compared to ratings of other services, the data suggests that adult literacy programs have the most room for improvement.

Question 6: How would you rate the strength of the Michigan Works! Agencies’ services to the general public and employers, as funded through Wagner-Peyser Employment Services (Title III)? This includes workshops, computer labs, job fairs, general job search assistance, resource navigation, referrals, and more.



Michigan Works! Agencies’ services were very highly rated in this survey. There were no responses for “Fair” or “Poor” and only five that selected the next lowest option of “Average”.

Question 7: How would you rate the strength of the vocational rehabilitation services (Title IV) in the region? This includes programs and services delivered by Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP).



Vocational rehabilitation services, including Michigan Rehabilitation Services and Bureau of Services for Blind Persons, were rated quite high by respondents. On average, most of those answering the survey selected a rating of “Good”, although several responses were also collected with a rating of “Excellent” or “Average”.

Question 8: Of the programs previously mentioned, identify any regional strengths. This may include the ability to address the workforce needs of individuals and employers, including individuals with barriers to employment. Be program specific.

- **Innovative training** for youth, persons with different abilities, and adults
- **Equitable wages** for staff to increase retention and facilitate success for program participants.
- **Connectivity** with various organizations and services provided.
- **Supportive services** eliminate barriers to employment like childcare and transportation.
- **Adaptability, timeliness, teamwork, and adequate staffing** of programs.
- **Collaboration** between Michigan Works! Agencies (MWA) and Community Colleges.
- **Employer-driven training** through the Going Pro Talent Fund (GPTF).
- **Knowledge and support** of clients’ needs in the region, especially Detroit.
- **Coordination** with other programs/organizations.
- **Apprenticeship opportunities**, including youth apprenticeships.
- **Partnerships** in adult education and Michigan Works!
- **Professional services** to help clients meet their employment and training goals.
- **Employment and Resource Fairs** on a continuing basis.
- **Vocational rehabilitation services** are easy to navigate.

- **Commitment to learning** for students whose first language is not English.
- **Paid work experience** programs.
- **Funding** across many sources to support jobseekers and employers.
- **Well-informed WIOA partners** of community needs.
- **High-quality services** to clients, especially with the increase of refugee numbers.
- **Veterans' Services** onsite at the American Job Centers.
- **The Young Professionals Program** has consistently produced great candidates who are well-prepared for the workforce.
- **Alignment** of training programs with industry needs.

Question 9: Of the programs previously mentioned, identify any regional weaknesses. This may include the ability to address the workforce needs of individuals and employers, including individuals with barriers to employment. Be program specific.

- **Communication issues** with Michigan Works offices, including unclear communication and changing rules.
- **Limited information and collaboration** among WIOA partners.
- **Staffing shortages** in some offices.
- **Lack of ESL and adult literacy programming** in some regions.
- **Lack of flexibility with funding** for training.
- **Need for more outreach and engagement** with agencies, partners, and potential clients.
- **Challenges with regional transportation** and limited **childcare options**.
- **Limited workforce-ready skills** often prevent students' entry into the workforce.
- **Minimum education requirements** for training and pre-apprenticeship programs.
- **Difficulty in making contact** with agencies.
- **Limited community awareness** of available programs.
- **Challenges in assisting justice-involved individuals**.
- **Delays in program start, signing up, and assessment**.
- **Need for better communication** between all stakeholders and opportunities for collaboration.
- **Not enough multilingual staff** to assist individuals who do not speak English.

Education and Training Alignment with Industries and Occupations

Information regarding the employment needs of employers, including how education and training align with targeted industries and occupations.

A close look at the Region 10 existing and emerging high-demand, high-wage occupations reveals that these positions are concentrated in a handful of categories, including the Healthcare Practitioners and Technicians, Information Technology, Architecture and Engineering, Businesses and Financial, and Management occupations. Moreover, 12 of the region's top 15 existing in-demand, high-wage occupations require a bachelor's degree for entry-level openings. Figure 4 shows the number of programs available in Region 10 for each of the top 15 existing in-demand occupations. The education and training availability was found via the Michigan Training Connect (MITC) portal on the Pure Michigan Talent Connect (PMTTC) website.

In addition to the programs available in the following table, several large four-year universities and other educational providers are in the region. In 2023, 36,002 postsecondary completions were awarded in the five-county region according to Integrated Postsecondary Education Data System (IPEDS) data. Some top jobs have ample training available beyond the MITC-available data: just over 9.3 percent of these completions were in Engineering and Engineering Technology programs, and 19.3 percent were for Health Professions. Among all degrees conferred, a total of 20.6 percent of healthcare completions were for a credential beyond a bachelor's degree, a requirement for certain top jobs, including Physical Therapists, Speech-Language Pathologists, and Physician Assistants, all of which typically require at least a master's degree.

Note: The data in Figure 4 provides a snapshot of education and training opportunities based on the data available within the MITC portal and does not necessarily encompass all the education and training opportunities for each occupation in Region 10.

Figure 4: Education Opportunities for the Top 15 Existing In-Demand Occupations in Region 10

SOC	Job Title	2023 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education	Programs Available
15-1253	Civil Engineers	4,309	6.3%	390	2,279	\$38.08	Bachelor's degree	4 Associate 1 Bachelor's 3 Certificates
11-3131	Construction Managers	2,984	4.7%	282	1,940	\$50.64	Bachelor's degree	8 Associate 9 Bachelor's 12 Certificates
15-1231	Data Scientists	2,178	6.0%	196	4,023	\$43.66	Bachelor's degree	1 Associate 3 Bachelor's 16 Certificates
11-3021	Financial Managers	10,252	2.9%	842	4,882	\$63.98	Bachelor's degree	1 Associate 3 Bachelor's 2 Certificates
11-1021	General and Operations Managers	38,642	2.2%	3491	7,288	\$49.18	Bachelor's degree	7 Associate 13 Bachelor's 11 Certificates
13-1011	Logisticians	5,008	4.0%	500	2,973	\$39.75	Bachelor's degree	3 Associate 7 Bachelor's 7 Certificates
13-1031	Management Analysts	7,978	3.1%	768	2,674	\$45.71	Bachelor's degree	5 Associate 9 Bachelor's 9 Certificates

SOC	Job Title	2023 Jobs	2023 - 2025 % Change	Annual Openings	Job Postings	Median Hourly Earnings	Typical Entry Level Education	Programs Available
11-9039	Medical and Health Services Managers	6,328	5.5%	618	4,787	\$49.14	Bachelor's degree	1 Associate 5 Bachelor's 6 Certificates
21-2021	Nurse Practitioners	3,460	8.1%	296	1,679	\$53.78	Master's degree	4 Master's 4 Doctoral or Professional Degrees
21-1019	Physical Therapists	3,212	4.8%	201	1,590	\$44.92	Doctoral or professional degree	2 Doctoral or Professional Degrees
21-1013	Physician Assistants	2,200	5.0%	164	733	\$55.78	Master's degree	4 Associate 1 Bachelor's 32 Certificates
13-1028	Project Management Specialists	11,914	2.3%	968	5,710	\$48.50	Bachelor's degree	5 Associate 8 Bachelor's 16 Certificates
13-2071	Software Developers	23,200	2.4%	1515	12,922	\$50.39	Bachelor's degree	8 Associate 5 Bachelor's 36 Certificates
21-1029	Speech-Language Pathologists	1,702	5.5%	139	1,825	\$39.92	Master's degree	1 Master's 1 Doctoral or Professional Degree
11-3061	Transportation, Storage, and Distribution Managers	3,635	3.7%	354	2,827	\$44.66	High school diploma or equivalent	6 Associate 8 Bachelor's 7 Certificates

Source: Bureau of Labor Statistics (2023), Lightcast (2024), MITC (2024)

Overall, Region 10's education and training program availability is strong, with a number of colleges and universities located in the area. Data in Figure 4 shows that the Software Developers for Applications job have gained at least two available bachelor's degree programs in Region 10 since 2018, according to the PMTC portal. This, however, is not enough to satisfy the needs of Region 10's employers, particularly in the growing tech hub of Detroit. Because of training deficiencies, such non-degree programs as Experience IT and Grand Circus have been created in the Detroit area to generate a pipeline of qualified IT workers.

The in-demand management positions in Figure 4 have a strong number of education and training opportunities available in Region 10. Despite the high number of programs, employers struggle to find workers with the appropriate credentials for high-wage management positions, according to anecdotal feedback from employers and MWAs across the State.

Workforce Analysis

An analysis of the current workforce in the region, including employment/unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment.

The City of Detroit's population is currently well below the regional average educational attainment, according to the 2022 Census Bureau data displayed in Figure 5. In the City of Detroit, 16.9 percent of individuals hold a bachelor's degree or higher, compared to 31.1 percent in the state as a whole. In addition, the educational attainment rate (bachelor's or higher) in Oakland County is 49.5 percent, one of the highest rates in the State of Michigan, while the rates in Wayne, Monroe, St. Clair and Macomb counties are 26.5 percent, 22.6 percent, 19.9 percent and 26.8 percent, respectively. The current

educational attainment levels in the City of Detroit, Region 10, and the state of Michigan do not align with increasing employer needs. Too few individuals are prepared for in-demand jobs as more employers require higher skills for employment.

Figure 5: Educational Attainment

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Population 25 years and over	6,938,439	623,718	109,932	906,930	114,600	1,205,390	417,331	2,960,570
High school graduate or higher, number of persons, age 25+, 2018-2022	6,366,037	565,282	100,775	859,267	105,342	1,058,102	345,689	2,688,768
High school graduate or higher, percent of persons, age 25+, 2018-2022	91.8%	90.6%	91.7%	94.7%	91.9%	87.8%	82.8%	90.8%
Bachelor's degree or higher, number of persons, age 25+, 2018-2022	2,160,351	167,161	24,842	449,241	22,800	319,402	70,464	983,446
Bachelor's degree or higher, percent of persons, age 25+, 2018-2022	31.1%	26.8%	22.6%	49.5%	19.9%	26.5%	16.9%	33.2%

Source: 2018-2022 ACS Five-Year Estimates

The most recent labor force participation rates show Macomb and Oakland counties well above the state average of 61.5 percent, and the City of Detroit well below. These rates have been steadily increasing, with more individuals of working age participating in the labor force over the last several years. This achievement for Michigan occurred despite an aging workforce and slow population growth. Figure 6 highlights these values.

Figure 6: Labor Force Participation Rates

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population 16+	8,166,427	719,240	126,258	1,044,318	131,970	1,408,500	496,762	3,430,286
In civilian labor force, count of population age 16+, 2018-2022	5,022,353	460,314	75,376	693,427	79,446	836,649	272,226	2,145,212
In civilian labor force, percent of population age 16+, 2018-2022	61.5%	64.0%	59.7%	66.4%	60.2%	59.4%	54.8%	62.5%

Source: 2018-2022 ACS Five-Year Estimates

At approximately 17.0 percent, Region 10's youth unemployment rate is significantly larger than the overall unemployment rate of 6.7 percent. To a lesser degree, the same is true for African American individuals.

Figure 7: Civilian Labor Force by Demographic Group – 2023 WIOA Region 10

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16+	2,142,938	1,998,911	144,027	6.7%
Sex				
Male 16+	1,131,548	1,053,856	77,692	6.9%
16-19	43,580	35,391	8,189	18.8%
20-24	104,437	91,017	13,420	12.8%
25-54	717,678	674,556	43,122	6.0%
55-64	199,903	190,448	9,455	4.7%
65 Plus	65,950	62,444	3,506	5.3%
Female 16+	1,011,390	945,055	66,335	6.6%
16-19	44,871	38,260	6,611	14.7%
20-24	99,869	87,978	11,891	11.9%
25-54	634,023	596,769	37,254	5.9%
55-64	177,120	169,247	7,873	4.4%
65 Plus	55,507	52,801	2,706	4.9%
Race				
White	1,455,589	1,381,158	73,322	5.0%
Black/African American	444,632	389,070	55,484	12.5%
Native American	4,808	4,481	329	6.8%
Asian	111,430	107,218	4,217	3.8%
Native Hawaiian / Pacific Islander	390	*	*	*
Some Other Race	31,295	28,387	2,895	9.3%
Two or More Races	97,315	89,025	8,188	8.4%
Ethnicity				
Hispanic	100,050	92,415	7,519	7.5%

Source: 2018-2022 ACS Five-Year Estimates

Figure 8: Labor Market Trends – 2017 – 2023 WIOA Region 10

Figure 8a: Labor Force, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	2,073,966	2,118,121	2,042,888	2,111,979	38,013	1.8%
Macomb	447,838	457,368	439,919	455,508	7,670	1.7%
Monroe	76,087	75,885	72,122	77,534	1,447	1.9%
Oakland	673,030	689,483	660,789	687,933	14,903	2.2%
St. Clair	76,071	77,287	74,301	77,012	941	1.2%
Wayne	800,940	818,098	795,757	813,992	13,052	1.6%
Michigan	4,911,000	4,980,000	4,775,000	5,008,000	97,000	2.0%
United States	160,320,000	163,539,000	161,204,000	167,116,000	6,796,000	4.2%

Figure 8b: Employment, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	1,978,724	2,028,345	1,915,403	2,034,326	55,602	2.8%
Macomb	428,149	438,286	414,146	439,505	11,356	2.7%
Monroe	72,521	72,902	67,771	74,284	1,763	2.4%
Oakland	649,306	666,319	630,128	667,877	18,571	2.9%
St. Clair	72,179	73,566	69,936	74,088	1,909	2.6%
Wayne	756,569	777,272	733,422	778,572	22,003	2.9%
Michigan	4,686,000	4,777,000	4,501,000	4,812,000	126,000	2.7%
United States	153,337,000	157,538,000	152,581,000	161,037,000	7,700,000	5.0%

Figure 8c: Unemployment, Persons

Geography	2017	2019	2021	2023	2017–2023 Numeric Change	2017–2023 Percent Change
WIOA Region 10	95,242	89,776	127,485	77,653	-17,589	-18.5%
Macomb	19,689	19,082	25,773	16,003	-3,686	-18.7%
Monroe	3,566	2,983	4,351	3,250	-316	-8.9%
Oakland	23,724	23,164	30,661	20,056	-3,668	-15.5%
St. Clair	3,892	3,721	4,365	2,924	-968	-24.9%
Wayne	44,371	40,826	62,335	35,420	-8,951	-20.2%
Michigan	225,000	203,000	274,000	195,000	-30,000	-13.3%
United States	6,982,000	6,001,000	8,623,000	6,080,000	-902,000	-12.9%

Figure 8d: Unemployment Rate, Percent

Geography	2017	2019	2021	2023	2017–2023 Rate Change
WIOA Region 10	4.6%	4.2%	6.2%	3.7%	-0.9%
Macomb	4.4%	4.2%	5.9%	3.5%	-0.9%
Monroe	4.7%	3.9%	6.0%	4.2%	-0.5%
Oakland	3.5%	3.4%	4.6%	2.9%	-0.6%
St. Clair	5.1%	4.8%	5.9%	3.8%	-1.3%
Wayne	5.5%	5.0%	7.8%	4.4%	-1.2%
Michigan	4.6%	4.1%	5.7%	3.9%	-0.7%
United States	4.4%	3.7%	5.3%	3.6%	-0.7%

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives,
Local Area Unemployment Statistics (LAUS)

Important Industry Sectors in WIOA Region 10

An analysis of what sectors/industries are considered mature but still important to the regional economy, current and in-demand, and which are considered emerging in the regional economy.

Figure 9 highlights the top 15 most in-demand industry sectors (2-digit NAICS level) in Region 10. In-demand is defined as those industries with the highest number of job postings during the past two years and growing with an average annual wage over \$35,000. This average wage aligns with that used in the regional in-demand and emerging industries in the Michigan WIOA Unified State Plan. Various occupations exist within the local industries, which offer wages dependent on tenure and other factors. While the industry average is an important wage factor, the wages paid to workers in each occupation are a more relevant metric for workforce development. Figures 1 and 2 provide more detail on occupations. The 2023 employment levels for the highlighted industries are also shown in Figure 9.

Figure 9: WIOA Region 10's Top 15 In-Demand Industries

NAICS	Description	2023 Job Postings	2023 Jobs	2025 Jobs	2023-2025 Change	2023-2025 % Change	Avg. Earnings Per Job
72	Accommodation and Food Services	37,960	151,234	154,246	3,013	2.0%	\$29,923
71	Arts, Entertainment, and Recreation	5,128	24,496	25,580	1,084	4.4%	\$69,610
23	Construction	10,274	76,726	79,123	2,397	3.1%	\$98,748
61	Educational Services	13,376	26,700	26,929	229	0.9%	\$57,021
52	Finance and Insurance	18,179	80,486	80,529	43	0.1%	\$123,418
62	Health Care and Social Assistance	87,874	269,665	275,408	5,743	2.1%	\$77,310
55	Management of Companies and Enterprises	2,059	48,655	50,131	1,476	3.0%	\$171,141
21	Mining, Quarrying, and Oil and Gas Extraction	999	921	956	35	3.8%	\$123,181
81	Other Services (except Public Administration)	14,349	74,148	75,105	957	1.3%	\$48,350
54	Professional, Scientific, and Technical Services	55,779	189,987	192,652	2,664	1.4%	\$130,594
53	Real Estate and Rental and Leasing	7,262	31,262	32,407	1,145	3.7%	\$80,276
48	Transportation and Warehousing	56,231	90,142	96,524	6,382	7.1%	\$80,672
99	Unclassified Industry	13,090	6,563	8,106	1,543	23.5%	\$63,407
22	Utilities	2,147	8,444	8,477	33	0.4%	\$194,350
42	Wholesale Trade	22,342	75,990	76,103	114	0.1%	\$119,345

Source: Lightcast (2024); DTMB (2023)

Figure 10 highlights Region 10's top emerging industries. Emerging industries are those with high growth (numeric and percent) expected over the next ten years, through 2033, and a high number of annual openings through 2033.

Figure 10: WIOA Region 10 Top 15 Emerging Industries

NAICS	Description	2023 Jobs	2033 Jobs	2023-2033 Change	2023-2033 % Change	Avg. Earnings Per Job
72	Accommodation and Food Services	151,234	157,992	6,758	4.5%	\$29,923
11	Agriculture, Forestry, Fishing and Hunting	3,806	5,317	1,511	39.7%	\$49,129
71	Arts, Entertainment, and Recreation	24,496	27,284	2,788	11.4%	\$69,610
23	Construction	76,726	82,757	6,030	7.9%	\$98,748
52	Finance and Insurance	80,486	81,057	571	0.7%	\$123,418
62	Health Care and Social Assistance	269,665	291,949	22,285	8.3%	\$77,310
51	Information	22,817	22,507	(310)	(1.4%)	\$121,255
55	Management of Companies and Enterprises	48,655	53,318	4,663	9.6%	\$171,141
21	Mining, Quarrying, and Oil and Gas Extraction	921	1,006	85	9.2%	\$123,181
81	Other Services (except Public Administration)	74,148	78,070	3,922	5.3%	\$48,350
54	Professional, Scientific, and Technical Services	189,987	196,246	6,259	3.3%	\$130,594
53	Real Estate and Rental and Leasing	31,262	34,480	3,218	10.3%	\$80,276
48	Transportation and Warehousing	90,142	107,326	17,185	19.1%	\$80,672
99	Unclassified Industry	6,563	11,667	5,105	77.8%	\$63,407
22	Utilities	8,444	8,276	(168)	(2.0%)	\$194,350

Source: Lightcast (2024); DTMB (2023)

Geographic Factors

A discussion of geographic factors (inherent geographic advantages or disadvantages) that may impact the regional economy and the distribution of employers, population, and service providers within the region.

Region 10 is a relatively small geographic area, representing about 3,230 square miles. The most recent Census estimate puts the region's population at 4.21 million, 42.0 percent of the state's population. Region 10 is also home to 43.1 percent of the state's business establishments and 44.4 percent of the state's employed population. The region is dense compared to the state. Region 10 has an average of 2,042 individuals per square mile, compared to the state's average of 178 individuals per square mile.

Most workers in the region commute to some degree. Nearly 60.0 percent travel more than 10 miles to their jobs each direction, and 21.7 percent travel more than 25 miles each direction, according to data from the LEHD Origin-Destination Employment Statistics (LODES) survey and Census OnTheMap. The region's average travel time to work was about 26.9 minutes each direction. This is just above the state's average of 24.5 minutes each direction. While the travel time across Region 10 does not vary much from the City of Detroit to the outer counties, the means of travel does differ. The typical Detroit household has only one, if any, vehicles available for travel to and from work, while the typical Region 10 household

outside of Detroit has two vehicles available, according to American Community Survey data. The housing ownership and vacancy rates in Region 10 communities are also notable. 2022 Census data indicates that nearly 23.0 percent of housing units in the City of Detroit are vacant, but city estimates suggest that the actual rate is much higher. In contrast, Region 10's vacancy rate averages 8.6 percent. Wayne County's vacancy rate is 13.3 percent but drops to 6.4 percent when the City of Detroit is excluded. The disparity between the City of Detroit and the region's other communities cannot be overemphasized.

The region is heavily concentrated and well connected by highways. However, for workers without regular access to a vehicle, traveling to employment may be difficult because the region lacks a comprehensive transit system. Most available jobs for individuals with lower-than-average education (typical of job seekers in the City of Detroit) are located beyond city limits in the outlying counties, which are not effectively connected by public transit. According to OnTheMap data, only 30.6 percent of Detroiters live and work in the city. Almost 70.0 percent commute outside of the city for their primary job, and 9.2 percent commute more than 50 miles each direction for work. Oakland County is vastly different, however; 55.7 percent of the population lives and works in the county, and only 7.1 percent of those who travel commute more than 50 miles each direction for work.

Demographic Characteristics

The demographic characteristics of the current workforce and how the region's demographics are changing in terms of population, labor supply, and occupational demand.

Region 10's geographic make-up is unique in Michigan. It is home to not only the largest city (which is also one of the most impoverished), but it is also home to some of the wealthiest and most populated communities in the state. The City of Detroit presents exceptional challenges for the region, though recent years have demonstrated significant progress.

Most job opportunities available within close geographic proximity to Detroiters, and those in the region without reliable transportation, are inaccessible for various reasons. The fastest-growing jobs and those with the most hiring in the region are in occupations that require post-secondary training and often a bachelor's degree. A strong mismatch exists between the available jobs, particularly the highest demand jobs as shown in Figures 1 through 3, which consistently require at least a college degree, and the current talent pool's skill and education level, where about 30.0 percent of Region 10's workers possess a college degree. Figure 5 provides education attainment information.

Figure 11 highlights the region's population demographics. The region is ethnically diverse, with a higher concentration of ethnic minorities than the state on average. This is particularly true in Wayne County and the City of Detroit.

Figure 11: Population Demographics

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
White	7,617,085	680,537	142,046	913,135	147,655	905,956	77,788	2,789,329
White Percent of Total	75.7%	77.5%	91.7%	71.8%	92.1%	50.8%	12.2%	65.7%
Black or African American	1,363,539	108,151	3,322	167,691	3,753	670,722	495,533	953,639
Black or African American Percent of Total	13.6%	12.3%	2.1%	13.2%	2.3%	37.6%	77.8%	22.5%
American Indian and Alaska Native	45,662	1,799	157	2,236	284	5,497	2,274	9,973
American Indian and Alaska Native Percent of Total	0.5%	0.2%	0.1%	0.2%	0.2%	0.3%	0.4%	0.2%
Asian	327,551	39,992	569	102,915	759	61,624	10,252	205,859
Asian Percent of Total	3.3%	4.6%	0.4%	8.1%	0.5%	3.5%	1.6%	4.8%
Native Hawaiian and Other Pacific Islander	2,780	462	12	405	22	350	94	1,251
Native Hawaiian and Other Pacific Islander, Percent of Total	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or more races	543,305	40,084	7,250	70,819	6,531	91,998	23,902	216,682
Two or more races, Percent of Total	5.4%	4.6%	4.7%	5.6%	4.1%	5.2%	3.8%	5.1%
Hispanic or Latino	550,427	25,208	6,134	57,851	5,832	112,699	48,054	207,724
Hispanic or Latino Percent of Total	5.5%	2.9%	4.0%	4.5%	3.6%	6.3%	7.5%	4.9%
White alone, not Hispanic or Latino	7,394,140	669,918	139,170	889,221	144,743	866,868	64,186	2,709,920
White alone, not Hispanic or Latino Percent of Total	73.5%	76.3%	89.9%	69.9%	90.3%	48.7%	10.1%	63.8%

Source: 2018-2022 ACS Five-Year Estimates

Figure 12 shows that Region 10 is home to a large veteran population. As of 2022, 36.0 percent of the state's veterans lived in the region, including 4.6 percent in the City of Detroit.

Figure 12: Veteran Population

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Civilian Population 18+	7,903,494	695,215	122,132	1,011,234	127,257	1,361,166	479,926	3,317,004
Veterans, 2018-2022	498,788	39,559	9,318	48,275	9,628	72,681	22,765	179,461
Share of Veterans in the State	100.0%	7.9%	1.9%	9.7%	1.9%	14.6%	4.6%	36.0%

Source: 2018-2022 ACS Five-Year Estimates

Figure 13 highlights the region's age distribution. The population across Michigan is aging, and Region 10's age distribution generally reflects the state averages.

Figure 13: Age Distribution

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
Persons under 5 years, 2022	552,803	46,844	7,919	66,132	7,885	113,837	43,814	242,617
Persons under 5 years, 2022 percent	5.50%	5.33%	5.11%	5.20%	4.92%	6.39%	6.88%	5.71%
Persons under 5 years, 2018	572,374	47,677	7,960	68,288	8,098	115,396	49,366	247,419
Persons under 5 years, 2018 percent	5.69%	5.43%	5.14%	5.37%	5.05%	6.48%	7.75%	5.83%
Persons under 18 years, 2022	2,149,464	182,534	32,602	260,597	32,905	420,181	156,754	928,819
Persons under 18 years, 2022 percent	21.37%	20.78%	21.06%	20.48%	20.53%	23.58%	24.62%	21.87%
Persons under 18 years, 2018	2,196,098	186,502	32,824	269,153	34,121	420,346	169,766	942,946
Persons under 18 years, 2018 percent	21.83%	21.23%	21.20%	21.16%	21.29%	23.59%	26.66%	22.20%
Persons 65 years and over, 2022	1,786,825	153,699	29,207	222,540	31,019	281,455	91,780	717,920
Persons 65 years and over, 2022 percent	17.77%	17.50%	18.86%	17.49%	19.36%	15.80%	14.41%	16.90%
Persons 65 years and over, 2018	1,522,156	131,194	20,371	181,557	23,641	251,248	81,925	608,011
Persons 65 years and over, 2018 percent	15.13%	14.93%	13.16%	14.27%	14.75%	14.10%	12.87%	14.31%

Source: 2018-2022 ACS Five-Year Estimates

Region 10 has a greater share of foreign-born residents than Michigan on average. In addition, the region has a greater share of families where a language other than English is spoken in the home. According to Census data, a larger share of Region 10's individuals have limited English language proficiency than the state on average. Figure 14 highlights the foreign-born population within the region and the percentage of homes that speak a primary language other than English.

Figure 14: Foreign Born and Primary Language Spoken at Home

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Population, 2018-2022	10,057,921	878,453	154,823	1,272,264	160,257	1,781,641	636,787	4,247,438
Foreign-born persons, 2018-2022	694,860	99,284	3,512	166,176	3,081	168,249	35,917	440,302
Foreign-born persons, percent, 2018-2022	6.9%	11.3%	2.3%	13.1%	1.9%	9.4%	5.6%	10.4%
Population 5 years and over	9,505,118	831,609	146,904	1,206,132	152,372	1,667,804	592,973	4,004,821
Language other than English spoken at home, number of persons age 5 years+, 2018-2022	943,593	123,078	5,088	189,384	3,656	255,583	63,878	576,789
Language other than English spoken at home, percent of persons age 5 years+, 2018-2022	9.9%	14.8%	3.5%	15.7%	2.4%	15.3%	10.8%	14.4%

Source: 2018-2022 ACS Five-Year Estimates

A “limited English-speaking household”, as shown in Figure 15, is one in which all members, 14 years and over, have at least some difficulty with the English language.

Figure 15: Limited English-Speaking Households by County

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Households	4,009,253	354,251	62,240	524,762	65,989	688,461	249,518	1,695,703
Limited English-speaking households, 2018-2022	67,271	11,095	189	13,514	270	18,831	5,803	43,899
Limited English-speaking households, percent of total, 2018-2022	1.7%	3.1%	0.3%	2.6%	0.4%	2.7%	2.3%	2.6%

Source: 2018-2022 ACS Five-Year Estimates

Figure 16 highlights Region 10's disabled population. Monroe, St. Clair, and Wayne counties, and the City of Detroit, have a higher share of disabled individuals under the age of 65 than the state on average.

Figure 16: Percent of Population Under 65 with a Disability

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total civilian noninstitutionalized population	9,949,793	871,490	153,758	1,265,417	158,988	1,770,251	631,434	4,219,904
Persons with a disability, under age 65 years, 2018-2022	831,675	68,592	13,933	78,104	16,148	172,704	83,270	349,481
With a disability, under age 65 years, percent of total, 2018-2022	8.4%	7.9%	9.1%	6.2%	10.2%	9.8%	13.2%	8.3%

Source: 2018-2022 ACS Five-Year Estimates

Figure 17 indicates that 41.9 percent of the state's disabled population resides in Region 10. The region is home to 42.2 percent of the state's overall population. This indicates that the region has a slightly, but not significantly, lesser share of the state's disabled population.

Figure 17: Individuals with Disabilities in Michigan by County –2022

Geography	2018 – 2022 Estimate	2018 – 2022 Share of State
Macomb County	121,934	8.7%
Monroe County	22,691	1.6%
Oakland County	144,565	10.3%
St. Clair County	26,582	1.9%
Wayne County	273,385	19.5%
State of Michigan	1,403,198	100.0%

Source: 2018-2022 ACS Five-Year Estimates

Figure 18 shows that the current disabled population in Region 10 is primarily female, of working age (18-64), and white. Compared to the general population distribution, however, a higher share of disabled Black/African American individuals reside in Region 10 than would be expected, based on the overall share of Black/African American individuals in the region.

Figure 18: Individuals with Disabilities by Demographic Group

Demographic Group	2022 Estimate	Percent Distribution
Total Population	589,157	100.0%
Sex		
Male	276,255	46.9%
Female	312,902	53.1%
Age		
17 and Under	40,935	6.9%
18-64	308,546	52.4%

Demographic Group	2022 Estimate	Percent Distribution
65 +	239,676	40.7%
Race		
White	377,162	64.0%
Black / African American	162,624	27.6%
Native American	2,132	0.4%
Asian	13,081	2.2%
Hawaiian / Pacific Islander	259	0.0%
Some Other Race	9,022	1.5%
Two or More Races	24,877	4.2%
Ethnicity		
Hispanic	21,348	3.6%

Source: 2018-2022 ACS Five-Year Estimates

Region 10's income distribution differs widely from the state and within the region. Just under one-fourth of Detroit's households live on less than \$14,999 annually. The federal poverty guideline for a family of four in 2024 is \$31,200. In the City of Detroit, 46.9 percent of families live near or below this income level, compared to 24.8 percent in the state of Michigan and 17.6 percent in Oakland County. Figure 19 details the income bracket of households within the region.

Figure 19: Households by Income Bracket

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Total Households	4,009,253	354,251	62,240	524,762	65,989	688,461	249,518	1,695,703
Households with Income of \$0 - \$9,999	202,166	14,210	2,264	19,033	2,749	54,749	32,472	93,005
Households with Income of \$0 - \$9,999, Percent	5.0%	4.0%	3.6%	3.6%	4.2%	8.0%	13.0%	5.5%
Households with Income of \$10,000 - \$14,999	165,381	11,058	2,167	14,230	2,749	41,807	26,240	72,011
Households with Income of \$10,000 - \$14,999, Percent	4.1%	3.1%	3.5%	2.7%	4.2%	6.1%	10.5%	4.2%
Households with Income of \$15,000 - \$24,999	301,401	24,667	4,411	26,586	4,829	62,082	30,935	122,575
Households with Income of \$15,000 - \$24,999, Percent	7.5%	7.0%	7.1%	5.1%	7.3%	9.0%	12.4%	7.2%
Households with Income of \$25,000 - \$34,999	327,120	27,164	5,096	32,436	5,573	60,593	27,371	130,862
Households with Income of \$25,000 - \$34,999, Percent	8.2%	7.7%	8.2%	6.2%	8.4%	8.8%	11.0%	7.7%
Households with Income of \$35,000 - \$49,999	484,737	41,540	6,787	47,896	8,704	89,208	38,264	194,135
Households with Income of \$35,000 - \$49,999, Percent	12.1%	11.7%	10.9%	9.1%	13.2%	13.0%	15.3%	11.4%
Households with Income of \$50,000 - \$74,999	689,069	60,757	11,326	73,471	11,580	112,968	37,811	270,102
Households with Income of \$50,000 - \$74,999, Percent	17.2%	17.2%	18.2%	14.0%	17.5%	16.4%	15.2%	15.9%

	Michigan	Macomb County	Monroe County	Oakland County	St. Clair County	Wayne County	Detroit City	Region 10 Counties
Households with Income of \$75,000 - \$99,999	539,098	50,375	8,506	66,840	9,807	81,293	23,035	216,821
Households with Income of \$75,000 - \$99,999, Percent	13.4%	14.2%	13.7%	12.7%	14.9%	11.8%	9.2%	12.8%
Households with Income of \$100,000 - \$149,999	660,499	65,060	11,321	99,062	10,961	96,000	20,859	282,404
Households with Income of \$100,000 - \$149,999, Percent	16.5%	18.4%	18.2%	18.9%	16.6%	13.9%	8.4%	16.7%
Households with Income of \$150,000 - \$199,999	312,858	33,127	5,734	58,814	5,109	43,596	6,555	146,380
Households with Income of \$150,000 - \$199,999, Percent	7.8%	9.4%	9.2%	11.2%	7.7%	6.3%	2.6%	8.6%
Households with Income of \$200,000+	326,924	26,293	4,628	86,394	3,928	46,165	5,976	167,408
Households with Income of \$200,000+, Percentage	8.2%	7.4%	7.4%	16.5%	6.0%	6.7%	2.4%	9.9%
Average Household Income	\$92,835	\$93,292	\$92,489	\$126,488	\$85,544	\$81,036	\$54,054	\$98,258
Median Household Income	\$68,505	\$73,876	\$72,573	\$92,620	\$66,887	\$57,223	\$37,761	\$72,595
Per Capita Income	\$37,929	\$38,015	\$37,704	\$53,157	\$35,483	\$32,643	\$22,861	\$40,410

Source: 2018-2022 ACS Five-Year Estimates

Region 10's income disparities are a problem, with many residents living in poverty. In 2023, 49.1 percent of the state's public assistance registrants lived in the region. Compared to the region's overall share of the state's population, this is a significant number and share of those living on public assistance. The numbers are increasing, possibly due to policy changes and the COVID-19 pandemic. Many individuals are either approaching their limit or have already maxed out their benefits. The public assistance population disproportionately uses Region 10's workforce system, creating a strain on resources. Figure 20 highlights the number of individuals who are registered to receive state assistance, and who also have a work requirement.

Figure 20: Public Assistance Registrants in Michigan by County: 2021 – 2023

Geography	2021	2023	2021 - 2023 Percent Change	2023 Share of the State
Macomb County	31,180	34,476	10.6%	8.2%
Monroe County	4,305	4,621	7.3%	1.1%
Oakland County	25,598	26,279	2.7%	6.2%
St. Clair County	6,145	6,857	11.6%	1.6%
Wayne County	128,314	134,553	4.9%	32.0%
Michigan	393,338	420,873	7.0%	100.0%

Source: Michigan Department of Health and Human Services

Figure 21 indicates that Region 10's 2023 public assistance population is 61.7 percent of individuals aged 22 to 44, and 49.3 percent African American. Compared to the general population demographics in the region, these groups are over-represented.

Figure 21: Public Assistance Registrants: December 2023

Demographic Group	Assistance Program Registrants	Percent of Total
Total	206,786	100.0%
<i>Sex</i>		
Male	92,665	44.8%
Female	114,118	55.2%
<i>Age</i>		
14-15	981	0.5%
16-19	15,020	7.3%
20-21	9,565	4.6%
22-44	127,526	61.7%
45-54	39,132	18.9%
55-64	14,535	7.0%
65+	27	0.0%
<i>Race</i>		
White	71,390	34.5%
Black / African American	101,923	49.3%
Native American	1,179	0.6%
Other	10,316	5.0%
Hispanic	7,730	3.7%

Source: Michigan Department of Health and Human Services

Part III: Regional Service Strategies

Describe the regional service strategies that have been or will be established as a result of coordinated regional analysis and delivery of services, including the use of cooperative service delivery agreements, when appropriate. Regions may consider:

- *Existing service delivery strategies that will be expanded, streamlined, or eliminated.*
- *New service strategies necessary to address regional education and training needs.*
- *Strategies to address geographic advantages.*
- *Approaches to improve services to individuals with disabilities, veterans, youth, or other hard to serve populations.*
- *Strategies to connect the unemployed with work-based learning opportunities.*
- *Strategies to integrate existing regional planning efforts among core partners.*

The MWAs and core partners in Region 10 have a long history of working collaboratively to design and implement effective regional service strategies, often supported through cooperative service delivery agreements. Region 10 will continue building on this strong foundation by expanding strategies that demonstrate impact, strengthen relationships, build trust, create shared understanding across partners, and respond to the region's training and employment needs. Priority will be given to improving services for special populations, including individuals with disabilities, veterans, and the long-term unemployed, as well as enhancing collaboration with WIOA Title II and Title IV core partners.

The following sections describe the regional service strategies and cooperative service delivery agreements in which Region 10 MWAs are actively engaged. Together, these efforts address regional education and training needs, connect job seekers—including the unemployed and underemployed—to work-based learning opportunities, and improve services for populations that face significant barriers to employment. Many of these regional initiatives extend beyond Region 10 and support job seekers and employers in neighboring WIOA Planning Regions 6 and 9, reflecting the interconnected nature of the regional labor market.

Planning Region 10 Service Strategies

Going PRO Talent Fund

LEO-WD awards Going PRO Talent Fund grants to employers, through the MWAs, to train, develop, and retain current and newly hired workers. MWA Business Services teams conduct fact-finding sessions with employers to assess talent gaps and identify appropriate training providers. All training must be short-term, address a documented talent need, and result in an industry-recognized credential.

MWAs in WIOA Planning Regions 6, 9, and 10 will continue their collaboration to optimize the implementation of the Going PRO Talent Fund. This includes jointly supporting employers that operate across multiple service areas by designating a single MWA to serve as the administrative entity for multi-site grants.

Across the most recent funding cycles, the region's MWAs have demonstrated strong utilization of Going PRO resources. In total, DESC, Macomb/St. Clair, Oakland County, and SEMCA collectively administered

more than \$20 million in awards across the 2025 (Cycles 1–2) and 2026 (Cycle 1) funding periods, reflecting each organization’s ongoing commitment to meeting employer talent needs and supporting a skilled workforce across Southeast Michigan.

Business Resource Networks

Business Resource Networks (BRNs) are multi-employer collaboratives that fund a “success coach” to help employees address personal and workplace barriers that affect attendance, retention, and productivity. Success coaches also assist workers in identifying training opportunities that support skill development, career advancement, and higher wages.

Although the initial LEO-WD BRN funding was not reallocated, both OCMW! and SEMCA sustained their local BRN programs using alternative funding sources. OCMW! partners with the Oakland Livingston Human Service Agency (OLHSA) to operate the BRN Employee Retention Assistance program, which currently includes 13 employer partners and has achieved an 83 percent retention rate among employees receiving services.

SEMCA operates the *CONNECTIONS* program for employers in out-Wayne County, with 10 participating employers. The program’s two success coaches have supported more than 360 individuals, delivering 90 direct services and making over 270 referrals to external resources to help workers overcome barriers to maintaining employment. Examples of this impact include assisting a mother and her children in relocating from a domestic violence situation and helping an early-shift airport employee purchase a vehicle to ensure reliable transportation. SEMCA’s BRN program will conclude on June 30, 2026.

Southeast Michigan Works Agencies Council (SEMWAC)

SEMWAC is a regional alliance that brings together leadership and staff from seven MWAs across WIOA Planning Regions 6, 7, 9, and 10. The MWA directors meet every other month to discuss policy, coordinate staff development activities, share best practices, and plan, implement, and monitor regional initiatives. SEMWAC has been active for more than 20 years and has leveraged millions of dollars to support the greater southeast Michigan region.

SEMWAC strengthens partnerships and enhances communication, collaboration, and consistency of service delivery throughout the region. Currently, the member MWAs are implementing regional grants from the U.S. Department of Labor (USDOL), the U.S. Department of Commerce, and the State of Michigan, as well as supporting career exploration through MiCareerQuest Southeast. The MWAs also collaborate to develop WIOA Regional Plans and Mid-Cycle Modifications that reflect the high levels of cooperation and coordination across the region.

Workforce Intelligence Network (WIN)

WIN is a partnership of ten community colleges and seven MWAs operating in WIOA Planning Regions 6, 7, 9, and 10. SEMCA serves as WIN’s fiduciary and employer of record, providing administrative support for WIN and its initiatives. Established in 2011, WIN was created to build a regional, comprehensive, and cohesive talent development system that prepares workers for success. WIN’s work has historically focused on three primary roles: convening and facilitating employers and regional workforce stakeholders; gathering, analyzing, and distributing real-time labor market intelligence for southeast

Michigan; and developing strategies and funding proposals to support regional workforce development programs through partners.

Over the years, several WIN-led initiatives have resulted in cooperative service agreements with all seven MWAs, the ten community colleges that comprise WIN, and other partners across WIOA Planning Regions 6, 7, 9, and 10. Descriptions of these strategies follow.

WIN Regional Training Programs

WIN provides project management and coordination for a range of regional workforce training initiatives and employer-led collaboratives. These initiatives are designed to strengthen talent pipelines, address employer skill needs, and support aligned service delivery across MWAs, community colleges, and regional partners. The following table and narrative descriptions outline the regional training programs supported or facilitated by WIN and highlight the collaborative strategies used to meet the workforce needs of southeast Michigan.

WIN Matrix of Training Initiatives and Employer-Led Collaboratives

	Closing the Skills Gap	Health Careers Alliance	Michigan Alliance Greater Mobility Advancement	One Workforce Industry Infinity	Michigan Rural Enhanced Access to Careers in Healthcare	Michigan's Inclusive Training, Technology, and Equity Network	Apprenticeship Building America	Fund for the Improvement of Postsecondary Education
	CSG	HCA	MAGMA	OWII	MIREACH	MITTEN	ABA	FIPSE
Period of Performance	2020-2025	Ongoing since 2019	Ongoing since 2009	2021-2025	2021-2024	2025	2022-2026	2026-2030
Grant Award	\$4 million	WIN Board Dues	Governing Board Dues	\$10 million	\$2.5 million	\$857,900	\$5.8 million	\$3.65 million
Geography	Southeast Michigan, with no-cost tools and resources that can be used Statewide	Statewide in Michigan	Statewide in Michigan	Southeast Michigan	Southeast Michigan	Region 9	Southeast Michigan, with no-cost tools and resources that can be used Statewide	Southeast Michigan
WIN Partners	All WIN Partners, excluding Jackson College, Capital Area Michigan Works! & Lansing Community College	All WIN Partners	Original Equipment Manufacturers, Suppliers & All WIN Partners	All WIN Partners	GST Michigan Works!	Michigan Works! Southeast & SEMCA Michigan Works!	All WIN Partners, excluding Jackson College, Mott Community College, Wayne County Community College, Lansing Community College and GST Michigan Works!	Henry Ford College, Jackson College, Macomb Community College, Monroe County Community College, Oakland Community College, Schoolcraft College, and Washtenaw Community College
Training Reimbursement Funding	\$720,000	-	-	\$4.6 million	-	-	\$150,000 employer incentives only	-
Case Management / Wraparound Support Funding	-	-	-	\$1 million	\$100,000	-	Not allowed	-
Performance Outcome Targets	3,200 Participants Served/ 720 Registered Apprentices	0	0	875 Participants Served	100 Participants Served / Obtaining a Certification	850 Individuals with Digital Training & 400 Individuals with Computer Devices	200 Apprentices & 350 Pre-Apprentices	Redesign of at least 21 existing short-term programs and development of at least 14 new 8–15 week programs
Industry Sectors	Advanced Manufacturing	Healthcare	Advanced Manufacturing	Manufacturing, Information Technology, Transportation, Distribution & Logistics	Healthcare	Digital Equity	All Sectors, traditional and non-traditional	All Sectors, traditional and non-traditional

revised 5.13.26

WIN Employer-Led Collaboratives (ECLs) and State of Michigan Initiatives

The *Michigan Alliance for Greater Mobility Advancement (MAGMA)* is a consortium of OEMs, suppliers, educational institutions, workforce organizations, and state government partners focused on identifying and addressing the automotive industry's evolving skill and training needs. Established in 2009 by the State of Michigan's Workforce Development Agency, MAGMA supports the sector's transition to advanced mobility technologies, including connected and automated vehicles (CAV), embedded systems, and cybersecurity. Since 2013, WIN has convened and facilitated MAGMA on behalf of regional partners.

MAGMA provides a neutral, industry-driven platform to assess talent gaps and guide the development of education and training programs that respond to real-time and emerging workforce needs. To date, nearly 1,000 industry professionals have been trained through MAGMA-approved programs in areas such as electric and mobility technologies, embedded systems, systems engineering, and project management.

Region 10's MWAs play a key role in advancing MAGMA's workforce priorities. The MWAs participate in Advisory Council discussions, monitor emerging skill needs, and work directly with employers to align training resources with MAGMA-identified priorities. They connect workers and jobseekers to MAGMA-approved training and leverage workforce development funding to expand access to critical upskilling opportunities. Through this collaboration, MAGMA's industry insights directly inform regional workforce strategies and support WIOA goals for demand-driven talent development.

The *Health Careers Alliance for Southeast Michigan (HCA)* is an ECL co-facilitated by LEO and WIN. The HCA brings together 39 healthcare employers—including major multi-state systems, urban and suburban hospitals, and rural providers—as well as 20 workforce agencies, 19 higher education institutions, and K–12 partners. The collaborative organizes healthcare employers to identify shared workforce needs and develop coordinated strategies that strengthen the region's healthcare talent pipeline.

The HCA follows the Talent Pipeline Management (TPM) model to address critical workforce shortages more effectively and efficiently. Current focus areas include high-need occupations such as Certified Nursing Assistants, Medical Assistants, and Sterile Processing Technicians. Program teams for each occupation examine issues related to talent awareness, recruitment, training capacity, and curriculum alignment, producing actionable strategies for employers and partners.

MWAs actively support HCA efforts by participating in collaborative meetings, providing labor market insight, assisting with talent recruitment, and connecting jobseekers and incumbent workers to training aligned with employer priorities. MWAs also help employers leverage workforce development funding to support education, training, and upskilling strategies identified through the HCA.

The HCA's demand-driven, employer-led structure has produced measurable outcomes, including the development of new training programs, curriculum updates, increased apprenticeship and internship opportunities, growth in incumbent worker training, and more coordinated youth exposure to healthcare careers. These efforts strengthen the healthcare workforce ecosystem and directly support WIOA goals by aligning training resources with employer-verified hiring needs.

Past WIN Regional Training Initiatives

WIN previously managed several large-scale regional training initiatives that expanded apprenticeship opportunities, strengthened employer engagement, and supported Industry 4.0 skill development across southeast Michigan. One significant initiative was the *Advance Michigan Center for Apprenticeship Innovation / USDOL Apprenticeship: Closing the Skills Gap* grant. With WIN's support, Oakland Community College received a four-year federal award to train apprentices in advanced manufacturing occupations and to expand the regional apprenticeship hub. Six MWAs in Regions 6, 9, and 10 and seven community colleges participated, supporting activities such as employer outreach, participant tracking, and case management. A no-cost extension extended the grant to February 2025, and the initiative ultimately enrolled more than 1,100 participants in education or training and engaged over 500 employers.

WIN managed the USDOL H-1B One Workforce "Industry Infinity" grant, awarded in 2021 to advance workforce development in information technology, advanced manufacturing, and transportation/logistics across the region. The initiative scaled short-term credential programs and expanded employment opportunities across multiple workforce boards and community colleges. Industry Infinity strengthened employer responsiveness while accelerating credential attainment and wage-connected employment, resulting in a measurable regional impact. The initiative enrolled 1,568 participants, supported 1,301 completions, and produced 2,265 industry-recognized credentials between 2024 and 2025. SEMCA WIN received a one-year no-cost extension to serve additional incumbent workers, and the overall grant concluded in early 2025.

WIN's apprenticeship efforts also extend beyond past grants, reflecting a longstanding commitment to expanding registered apprenticeship opportunities across the region.

Apprenticeship Expansion and AMCAI

The Advance Michigan Center for Apprenticeship Innovation (AMCAI), a division of WIN, has played a central role in regional apprenticeship development since 2015. As a USDOL-recognized Intermediary Group Sponsor since 2018, WIN has maintained more than 50 active occupation standards, registered over 300 apprentices, and supported more than 90 employers in developing or expanding registered apprenticeship programs across Southeast Michigan.

In 2022, WIN was awarded a \$5.8 million USDOL Apprenticeship Building America grant to strengthen the AMCAI apprenticeship ecosystem and launch a Pre-Apprenticeship Training Academy. Through this initiative, WIN and its network of Michigan Works! agencies and community colleges have expanded apprenticeship hubs and talent pipelines across traditional and emerging industries, including healthcare, government, information technology, advanced manufacturing, and transportation/logistics. The grant supports the enrollment of 350 pre-apprenticeship participants, along with training, tuition reimbursement, and journeyperson stipends through 2026.

As WIN/AMCAI transitions out of its role as a USDOL intermediary sponsor, the organization is offboarding employer apprenticeship programs and coordinating appropriate next steps with partners. WIN is prioritizing continuity for active apprentices and ensuring employer records are transitioned appropriately. Although WIN will no longer serve as a group sponsor, it continues to advance regional

apprenticeship capacity through its Apprenticeship Building America grant activities, regional partnerships, and efforts to strengthen talent pipelines across Southeast Michigan.

WIN Labor Market Research and Data Services

WIN previously maintained agreements with MWAs and community colleges to produce real-time labor market information and quarterly regional reports. This work supported data-driven decision-making by providing job seekers, employers, and training providers with timely insights into hiring trends, skill needs, and occupational demand. MWAs used WIN's data to guide employment, training, and business service strategies, while community colleges used the information to inform curriculum development and better align programs with labor market needs. Economic development partners also relied on WIN's analysis to advise businesses on available talent pools and opportunities for upskilling their workforce. While WIN will no longer provide labor market research services, these past efforts helped establish a strong foundation for regional planning, collaboration, and employer engagement. The expertise developed through this work continues to inform and strengthen the region's broader workforce ecosystem.

Together, these initiatives strengthened regional capacity to deliver employer-driven training, supported aligned MWA and community college services, and contributed to the development of coordinated, industry-responsive workforce strategies across WIOA Planning Regions 6, 7, 9, and 10.

Pre-Apprenticeship Programs, Apprenticeship Initiatives, and Resources

Apprenticeship Success Coordinators and Intermediary Services

While Michigan ranks 10th in overall population, it consistently ranks 4th in the nation for the number of active U.S. Department of Labor (USDOL) Registered Apprentices, with approximately 22,000–24,000 active participants across more than 850 programs as of 2025–2026. Region 10's MWAs have expanded their Registered Apprenticeship (RA) support activities through state funding for Apprenticeship Success Coordinators (ASCs). ASCs develop and implement comprehensive strategies to grow and expand RA opportunities; engage employers, workforce intermediaries, and education partners; increase outreach to new sectors and underserved populations; and advance system improvements that diversify and expand participation in RA.

Apprenticeship Success Coordinators (ASCs) within the MWA system help remove barriers and simplify the apprenticeship process by serving as Workforce Intermediaries. As partners of the USDOL Office of Apprenticeship, these intermediaries play an important role in expanding Registered Apprenticeship programs across industries. MSCMW!, OCMW!, and WIN are certified intermediaries that provide industry expertise, connect employers and labor organizations with education and workforce partners, and support the development and administration of Registered Apprenticeship programs. WIN is gradually phasing out its intermediary services to support a smooth handoff to direct sponsors or other eligible group sponsor partners.

State Apprenticeship Expansion Grants

In Region 10, State Apprenticeship Expansion (SAE) investments have strengthened the capacity of Oakland County Michigan Works! and SEMCA to expand Registered Apprenticeship opportunities in high-demand, non-infrastructure sectors such as advanced manufacturing, educational services, health

and human services, and information technology. These programs reinforce WIOA's focus on demand-driven workforce strategies by helping employers address persistent skill shortages while creating structured earn-and-learn pathways that lead to industry-recognized credentials and sustainable wages.

Most recently, through the SAE 2026 grant program, Oakland County Michigan Works! and SEMCA Michigan Works! were awarded \$349,800 to support 53 apprentices and \$264,000 to support 40 apprentices, respectively. These coordinated regional efforts advance WIOA goals by expanding equitable access to high-quality training, supporting career pathway development, and increasing the number of workers who obtain postsecondary credentials aligned with Sixty by 30 and Oakland80.

Early Childhood Investment Corporation (ECIC) Investments

The U.S. Department of Labor (US DOL) selected the ECIC's Child Care Innovation Fund as its partner to administer Early Care and Education Registered Apprenticeship funding. Through this partnership, the Fund supports organizations in scaling Early Care and Education Registered Apprenticeship Programs (ECE RAPs) to increase the number of credentialed child care providers and early childhood educators across Michigan.

MSCMW! launched its Workforce Intermediary program with an Early Childhood Education RAP supported by a \$120,000 ECIC Design Grant. Soon after, MSCMW! added a second employer and a RAP related to the Industrial Maintenance Mechanic occupation. Their intermediary services have been supported by ECIC, Michigan's State Apprenticeship Expansion Program, and ASC grant funding. MSCMW! is actively working with 3 to 4 additional employers who are interested in expanding apprenticeships in southeast Michigan.

OCMW! is leveraging its \$242,308 ECIC Apprenticeship Scale Up Round III award to continue expanding its Childcare Development Specialist Registered Apprenticeship Program. The initial ECIC Design Grant enabled OCMW! to launch its USDOL-approved group sponsorship with two early childhood employer partners. With the additional Scale Up funding, OCMW! has expanded the program to include three more employer partners, bringing the total to five. Together, these employers have been supported through a combination of ECIC and SAE resources to grow their apprenticeship capacity and onboard new early childhood apprentices.

Fast Track Program

DESC is utilizing the *Fast Track Program* model, which provides pre-apprentice opportunities at commercial construction sites around the city for graduates from the *Access for All* program and other eligible participants. The Fast Track Program leverages existing training, pre-apprenticeship, and onboarding programs to identify a cohort of Detroiters for a four-month work experience that builds upon existing training programs. This paid work experience program will be a joint initiative to provide a curated pathway from existing training programs to skilled trade employment.

Medical Apprenticeship Pathways

OCMW! partners with Henry Ford Health System and regional community colleges—including Oakland Community College, Schoolcraft College, and Henry Ford College—to support a growing portfolio of

healthcare-related Registered Apprenticeship pathways. What began as a one-year Medical Assistant apprenticeship has expanded to include additional occupations aligned with the talent needs of Henry Ford Health.

OCMW! pre-screens candidates, coordinates with education providers, and supports employers with onboarding and training. To date, OCMW! has supported 49 apprentices across these healthcare pathways. Current apprenticeship options include Medical Assistant, Certified Nurse Assistant, Certified Optometrist Assistant, Radiologic Technologist, and Surgical Technologist, strengthening the region's pipeline into high-demand healthcare careers.

National Apprenticeship Week

National Apprenticeship Week (NAW) is a nationwide celebration that allows businesses, communities, educators, and workforce partners to showcase Registered Apprenticeship programs and promote earn-and-learn career pathways to jobseekers of all ages. During NAW, MWAs and their partners host events highlighting apprenticeship opportunities, employer needs, and the value of industry-recognized credentials. In recent years, NAW activities have also incorporated youth-focused outreach to demonstrate how apprenticeship can serve as an early career pathway for individuals ages 16–24, helping them gain paid work experience, technical training, and, in many cases, college credit. Together, these efforts elevate awareness of Registered Apprenticeship and support the development of a diverse, future-ready talent pipeline. Examples follow:

- Proclamations issued by City of Detroit Mayor Mary Sheffield and by Oakland County Executive David Coulter;
- DESC industry-specific events in partnership with Detroit Home Builders (construction), Henry Ford Health (healthcare), and Great Lakes Water Authority (manufacturing and utilities);
- *Registered Apprenticeship 101 sessions for employers and aspiring apprentices*: MSCMW!;
- *Apprenticeship Learning Network (ALN) 11 | Veteran Apprenticeships*: MSCMW!;
- *Jump Start your Career through Apprenticeship*: MSCMW!, in partnership with the Macomb County Intermediate School District;
- *ROI: Maximizing the Benefits of Your Registered Apprenticeship Info Session*: MSCMW!, the Macomb Intermediate School District, Macomb County Planning and Economic Development, Michigan Veterans Employment Services, Michigan Rehabilitation Services, Chaldean Community Foundation, and Macomb Community College.
- *Registered Apprenticeship Programs: Related Technical Instruction — A Critical Complement to On-the-Job Training*: Oakland Community College, in partnership with OCMW!;
- In partnership with Oakland Schools Technical Campuses, OCMW! hosted talent tours at MacAllister Machinery, featuring a Diesel Mechanic RAP, and The Townsend Hotel, featuring a cook RAP for juniors and seniors.
- *XTech MCCC RAP Open House Event*: SEMCA, in partnership with Monroe County Community College;
- *Shaping the Next Generation of Healthcare Professionals R2T*: SEMCA and Corewell Health Headquarters Southfield; and

- Registered Apprenticeship Overview to Apprenticeship Readiness Bootcamp: SEMCA, in partnership with Monroe County Community College and Local 671 Plumbers & Pipefitters Monroe.

Race to Talent™ Events

MWAs use MiROAR funding to host Race to Talent™ events that engage employers, industry partners, workforce and education stakeholders, intermediaries, and labor in expanding Registered Apprenticeships. These events recognize successful employer sponsors and employer partners of group-sponsors/intermediaries through the Registered Apprenticeship Champion Award, provide peer-to-peer employer insight, and encourage new businesses to adopt RAPs. Race to Talent™ events also focus on increasing the number of employers interested in starting apprenticeship programs and strengthening regional apprenticeship ecosystems.

In Region 10, DESC hosted multiple Race to Talent™ events, including those delivered in partnership with the City of Detroit’s Civil Rights, Inclusion, and Opportunity (CRIO) Department during Apprenticeship Week. MSCMW supported the region’s apprenticeship expansion by delivering Race to Talent™ events such as a Manufacturing Roundtable, which brought together employers to discuss workforce needs, explore registered apprenticeship resources, and collaborate on effective earn-and-learn solutions. Oakland County Michigan Works! unveiled its updated Oakland County Registered Apprenticeship Guide—which highlights 72 USDOL-approved apprenticeship pathways—at a Race to Talent™ event. SEMCA also expanded regional efforts through seven Race to Talent™ events, recognizing 13 employers with strong apprenticeship programs, engaging 115 new employers, and establishing nine new community partnerships. Of the employers engaged, three have adopted new apprenticeship programs, and 11 have expanded existing programs. Together, these activities support regional goals to grow apprenticeship sponsorship, strengthen employer participation, and expand access to high-demand earn-and-learn opportunities.

Other Cooperative Service Delivery Agreements

Many formal and informal cooperative service delivery agreements exist between MWAs, between MWAs and their partners in Region 10, and across WIOA Planning Regions 6, 9, and 10. They include agreements between MWAs to implement regional grants and initiatives; agreements between community colleges and MWAs to provide training, and in some cases, employment services; agreements between nonprofit organizations and MWAs to provide employment and program delivery services; and agreements between government entities and MWAs to provide administrative services. Other types of cooperative service delivery agreements include:

- reciprocal arrangements between MWAs to serve participants from other MWAs when they walk in, or when they are referred by an MWA to take advantage of a program or funding;
- MWA business services staff sharing job orders across MWAs, and working together on regional job fairs, employer forums, educational opportunities, and other special programs; and
- MWAs and their partners are developing and implementing sustainability plans that continue to serve customers after a regional grant expires.

To be successful, MWAs must effectively communicate expectations and routinely review outcomes with each service delivery partner.

Services to Individuals with Disabilities, Veterans, Youth, or other Hard to Serve Populations

Region 10's MWAs have specifically emphasized regional collaborations that meet the needs of special populations. This has become particularly important as job seekers from these groups continually struggle to find sustainable employment. Region 10 will continue to explore opportunities to coordinate service strategies in the following areas:

- *Serving People with Disabilities:* MWAs will continue to work with Michigan Rehabilitation Services (MRS), the Michigan Bureau of Services for Blind Persons (BSBP), and other WIOA Title IV partners to expand services for people with disabilities. This includes identifying people with disabilities early in the intake process, ensuring that people with disabilities are referred appropriately to required support services, informing employers about the value of people with disabilities as employees, and connecting people with disabilities to employers and career opportunities.
- *Veterans:* MWAs will continue to ensure that all Veterans, transitioning service members, eligible spouses, and family caregivers have access to the tools they need to find good jobs with competitive wages and career pathways.
- *Youth:* MWAs will continue to work with local partners to design and implement targeted strategies that reach in-school and out-of-school youth and help them remove barriers, address needs, and find employment. Regional efforts around summer programs and Skilled Trades training have been coordinated with great success.
- *Adult Education:* MWAs will continue to build strong partnerships with Adult Education and other WIOA Title II partners, and proactively address adults' basic skills deficiencies, including literacy and limited English language skills.
- *Work-Based Experience:* MWAs will continue to expand work-based learning opportunities and earn-and-learn opportunities, including apprenticeships, paid internships, and other paid work experiences.
- *Justice Impacted Individuals:* MWAs will continue to partner with organizations that provide skills training, employment opportunities, and ongoing career support for individuals who have been impacted by the justice system and/or are returning home from incarceration.
- *Refugees and Immigrants:* The MWA will continue to support initiatives that help refugees and immigrants address their unique barriers.
- *ALICE Population:* The MWAs will consider the ALICE population (e.g., individuals who are Asset Limited, Income Constrained, Employed) when making regional programmatic decisions. ALICE households earn more than the Federal Poverty Level, but not enough to afford the basics where they live. The average Household Survival Wage for one adult and one child within Region 10 is \$23.01 per hour and reflects the minimum cost to live and work in the current economy.

Regional Strategies aimed at Serving Special Populations

What follows are examples of programs and initiatives that focus on serving special populations with multiple barriers. Each population is unique, and, for interventions to be successful, each needs to be treated that way. Continued efforts will be made to cross-train support staff, facilitate dual program enrollment, and make cross-program referrals. In almost all cases, these programs impact job seekers and/or employers from across Region 10 and often WIOA Planning Regions 6 and 9 as well.

Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP)

Region 10's MWAs will continue to work with MRS and BSBP. Both are required WIOA Title IV partners with strong ties to Michigan Works! and other partners throughout the region. MRS provides eligible individuals with disabilities with vocational rehabilitation services to prepare them for employment and economic self-sufficiency. BSBP provides vocational skills training to aid in finding a job and training in daily living skills for residents living without vision. MRS and BSBP staff members often attend Michigan Works! Business Services team meetings, networking events, and they partner with MWAs to coordinate employer leads without duplication of services. MRS and BSBP staff also provide training to front-line MWA staff to educate and train those employees who are supporting and assisting individuals with disabilities.

MRS and BSBP staff are co-located at some MWA offices, or the MWA offers a satellite office for service delivery. A physical presence makes it easier for MRS and BSBP staff to discuss best practices, share ideas, and coordinate the delivery of services to local employers. MRS and BSBP also help businesses identify barriers, provide accommodations, and provide consultation and/or education based on the unique needs of their workforce.

Veterans

Region 10's MWAs provide U.S. military veterans and transitioning service members access to the tools they need to obtain employment in southeast Michigan. In fact, all eligible veterans, their spouses, and their caregivers receive priority status for job training programs, and they are referred to a State of Michigan Veterans Career Advisor (VCA). VCAs may be co-located in MWA offices and work directly with veterans and eligible persons who have significant barriers to employment. Individualized career services include, but are not limited to, comprehensive assessment interviews, career guidance services, Individual Employment Plans (IEPs), staff-assisted job search activities, labor market information (LMI), and basic staff-assisted career services.

YouthBuild

YouthBuild is a community-based pre-apprenticeship program that provides job training and educational opportunities for at-risk youth who have previously dropped out of high school. During the program, youth learn vocational skills in construction while they provide community service in their own neighborhoods. The YouthBuild program raises high school completion or equivalency rates and improves employment opportunities for young adults. Young adults participate in the program for six to eight months, or longer if additional time is needed to obtain their high school diploma or its equivalency, or to complete a paid work experience. Young adults who complete the program are supported by YouthBuild

partners for 12 months to receive placement services, ongoing career guidance, and necessary supportive services. DESC supported YouthBuild programs in Detroit conducted by SER Metro, Detroit Housing Commission, and MiSide/Southwest Solutions.

Young Professionals Initiatives

The *Young Professionals* and *Young Professionals Plus* Initiatives expand career awareness, preparation, and work-based learning while reducing youth unemployment across Region 10. These programs support young people ages 14–24 who face barriers to employment by connecting them to work experience, short-term training, and career exploration opportunities. Competitive grants were awarded to each of the Region 10 MWAs to deliver tailored youth programming based on local needs.

In Detroit, the Young Professionals Initiative provides work experiences, career exploration activities, and supportive services through partnerships with *Grow Detroit's Young Talent* (GDYT), the *GDYT MicroWorks E-Commerce Program*, and the *Family and Friends Choices Program*. DESC was awarded \$264,934 in program year 2026 to support these efforts.

In Macomb and St. Clair Counties, MSCMW! collaborates with MRS Pre-Employment Transition Services, the Bureau of Services for Blind Persons, St. Clair RESA, and the Macomb Intermediate School District to deliver career exploration and work-based training for youth with disabilities. Services include paid work experience and on-the-job training in high-demand fields such as healthcare and manufacturing. Programming also includes work-readiness training, financial literacy, digital literacy, and an introduction to artificial intelligence. MSCMW! was awarded \$243,377 in program year 2026.

In Oakland County, OCMW! Pontiac partners with the Pontiac Collective Impact Partnership and the City of Pontiac to co-brand and operate the IAmPontiac! summer youth program. Through this initiative, youth participants gain valuable work experience, paid internships, resume development support, soft-skills training, networking opportunities, and assistance in pursuing industry-recognized credentials. OCMW! received \$271,319 in program year 2026 to support the delivery and expansion of this program.

In Out-Wayne and Monroe Counties, the SEMCA *Young Professionals Program* (SYPP) prepares youth, adults, and dislocated workers for the world of work. SYPP offers virtual and/or in-person credential-based training, a series of work-readiness workshops in career interest and exploration, goal setting, financial literacy, FAFSA completion, resume writing, interviewing, and job retention skills, labor market data, and paid work experience. SEMCA was awarded \$235,640.

Foster Care Summer Youth Employment Program (SYEP)

The *Foster Care Summer Youth Employment Program* (SYEP) provides meaningful work experience and career development opportunities for Chafee-eligible foster youth. Participants receive work-readiness training and are placed in subsidized employment for a minimum of six weeks, working at least 20 hours per week at no less than minimum wage. Eligibility is limited to foster youth age 14 and older who have an open case, do not have a goal of reunification, or are likely to remain in care until age 18 or older. DESC, MSCMW!, and SEMCA each operate SYEP programming within Region 10.

In 2026, Detroit Employment Solutions Corporation (DESC) was awarded \$232,586 to support programming for approximately 100 Chafee-eligible foster youth annually. DESC provides work

experience opportunities, career development activities, and wrap-around supports to help youth successfully transition to adulthood.

2026 marks the seventeenth year that Michigan Works! Macomb/St. Clair (MSCMW!) has implemented SYEP services. MSCMW! received \$24,482 to braid with Chafee and TANF funding in order to provide paid work experiences and support services to 10 foster youth. Participants also have access to WIOA Youth programming, including work-readiness training, financial literacy workshops, and soft-skills development.

SEMCA Michigan Works! has provided SYEP programming for twelve years and was awarded \$85,691 in 2026. SEMCA's program includes summer paid employment, financial literacy education, and workforce readiness activities. In 2026, SEMCA will serve 35 Chafee-eligible foster youth in Wayne County and will enroll 50 percent of participants into the WIOA year-round Youth Program to ensure continued support beyond the summer experience.

Jobs for Michigan's Graduates (JMG)

All four MWAs in Region 10 are key partners in *Jobs for Michigan's Graduates* (JMG), the state affiliate of the national Jobs for America's Graduates (JAG) network. JMG works collaboratively with business, education, and community partners to strengthen the future labor force by helping young people overcome barriers and transition successfully into employment or postsecondary education. Youth participants receive between 40 and 130 hours of services, including soft-skills development, barrier removal, employment readiness, and postsecondary planning. MWAs may braid WIOA Youth funding with JMG resources when allowable and appropriate.

DESC administers the JMG initiative in Detroit to raise high school graduation rates and support re-engagement of young adults ages 16–24 who have left the education system. The program focuses on helping participants earn a high school diploma or High School Equivalency (HSE) Certificate, obtain occupational training, and secure quality employment with opportunities for advancement. Detroit remains the largest JMG service area, supporting more than 500 students annually.

SEMCA has operated JMG programming since 2015 to prepare youth for successful transitions into postsecondary education, training, and employment. In 2026, SEMCA will serve 280 participants annually through seven program sites in Out-Wayne and Monroe Counties, including five SEMCA Michigan Works! American Job Centers and two high schools. Services include mentoring, career and postsecondary exploration, workforce preparation, leadership development, and individualized goal-setting to improve persistence, graduation, and employment outcomes.

MSCMW! signed a memorandum of understanding with JMG in 2023 and launched its first JMG program at Yale High School in January 2024.

OCMW! delivers JMG programming at its Waterford American Job Center and provides work-readiness workshops at Waterford Durant Alternative High School. OCMW! also expanded its partnership with the Oakland Intermediate School District to support the Pathways to Apprenticeship program, which serves more than 100 youth each year.

Ballmer Group

Ballmer Group is committed to improving economic mobility for children and families in the United States, with a focus on early learning, K-12 education, college and career pathways, housing, health, and criminal justice. Ballmer Group is a national and regional funder and invests deeply in southeast Michigan, Washington State, and Los Angeles County. Relevant projects in Region 10 follow:

DESC received \$1.5 million, from 2023-2026, to increase work-based learning opportunities for students and adults. The grant supports the *Grow Detroit's Young Talent* summer initiative, ensuring that 8,000 Detroit youth and young adults have meaningful summer work experiences that create pathways to future opportunities. Previously, DESC received \$3 million from Ballmer to transform Detroit Public Schools Community District's Career Technical Education Centers into world-class training facilities for youth and adults who pursue career pathways in the region's growth industries.

MSCMW! received \$1,128,700 during 2022-2025 to launch *High School Young Professionals* for underserved students in Macomb County. The program complements and expands career exploration and preparation efforts at high school campuses and provides intensive mentorship, academic remediation, barrier removal, expanded career planning and preparation activities, financial literacy, work-readiness training, and paid work experience. The High School Young Professionals initiative's early interventions increase long-term labor force success.

SEMCA received \$1,550,000 during 2022-2025 to create an inclusive, lifelong talent and career development system that responds to labor market and industry demands and drives a resilient, vital, and competitive economy. The grant increases youth engagement by establishing intensive, community-level outreach throughout Wayne County.

Career and Educational Advisory Councils (CEACs)

CEACs serve as an essential bridge between education and industry by creating a formal structure for collaboration among local school districts, employers, postsecondary institutions, advocates, and training providers. These partners help identify key talent needs across the region and advise MWAs on developing and implementing training strategies that align with employer demand. CEACs also guide MWAs on career development programs and career pathways available through high schools, community colleges, universities, Career and Technical Education (CTE) programs, adult education, prisoner reentry initiatives, corrections education, veterans' programs, and local college access networks.

In December 2023, regional CEACs approved the five-year Section 61(b) CTE Early Middle College and CTE Dual Enrollment Strategic Plan, which now informs CTE curriculum design and implementation across the state.

Adult Education Strategies

Detroit at Work (DAW), led by Detroit Employment Solutions Corporation (DESC), partners with the Detroit Public Schools Community District (DPSCD) to expand opportunities for adult Detroit residents to earn a high school diploma or GED. This collaboration strengthens access to the postsecondary training required for middle-class jobs and long-term career advancement. Through the Adult High School Certification Program (AHCSP), DAW and DPSCD support adults in completing a diploma or GED while preparing them for in-demand, higher-wage career pathways.

MSCMW! works closely with the Macomb Intermediate School District (MISD), which employs a central coordinator for Adult Education programs. MSCMW! and MISD maintain strong referral relationships and plan to deepen collaboration by aligning adult education with career exploration activities prior to graduation.

OCMW! partners with adult education providers, the Oakland Literacy Council, and Oakland Community College through the Oakland County Adult Education Collaboration to strengthen coordination between Michigan Works! services and local adult education and literacy programs. This collaboration improves referral processes, aligns outreach efforts, and supports shared use of space and staff across sites. OCMW! also partners with Troy Continuing Education to operate the *Troy Adult Education and Careers* (TRAC) Integrated Education and Training (IET) program, which combines adult education, workforce preparation, and occupational training. Since 2018, TRAC has helped more than 300 participants earn industry-recognized certificates and credentials.

SEMCA maintains strong partnerships with Wayne RESA, the Monroe County Intermediate School District, and other WIOA Title II Adult Education providers. These partnerships are formalized through Memorandums of Understanding (MOUs) and support coordinated service delivery that aligns with WIOA. SEMCA and its partners continue to refine program design and workforce strategies by identifying service gaps, leveraging adult education to meet workforce needs, and expanding career exploration and awareness opportunities through collaboration with employers and educators.

Senior Community Service Employment Program

The *Senior Community Service Employment Program* (SCSEP) is a community service and work-based training program for older workers authorized under the Older Americans Act. The program provides subsidized, service-based training for low-income, unemployed adults aged 55 and older who have limited employment prospects. MSCMW! serves as the SCSEP state sub-grantee for Macomb, Oakland, and St. Clair Counties. Participants are placed in part-time community service assignments with host agencies—including government, nonprofit, faith-based, and community organizations—where they earn a training stipend while gaining work experience and skills that support their transition into unsubsidized employment.

The Michigan Department of Health and Human Services' Bureau of Aging, Community Living, and Supports (ACLS Bureau) serves as the State Unit on Aging and administers three additional SCSEP sub-grantees within Region 10: the Detroit Area Agency on Aging 1-A, AgeWays Nonprofit Senior Services 1-B, and The Senior Alliance 1-C.

Region 10 is also served by two national SCSEP grantees. The AARP Foundation operates programs in Macomb, St. Clair, and Wayne Counties, while the Urban League of Detroit and Southeastern Michigan serves Macomb, Oakland, and Wayne Counties through its senior employment and workforce initiatives.

Clean Slate Programs

Clean Slate efforts across Region 10 continue to play an important role in advancing WIOA goals by helping justice-impacted individuals reduce barriers that limit access to employment, training, and supportive services. Although the initial LEO-WD Clean Slate funding was not reallocated, several long-standing Clean

Slate programs remain active and continue to support residents in setting aside eligible convictions. These programs help expand access to the workforce system, connect individuals to WIOA Title I career and training services, and improve equity and economic mobility across the region. Examples include:

Project Clean Slate (PCS) continues to serve Detroit residents by providing free expungement services that help individuals remove eligible criminal records—opening pathways to employment, post-secondary training, financial stability, and housing. With an estimated 215,000 Detroit residents holding criminal records and tens of thousands eligible for expungement, PCS plays a critical role in reducing systemic barriers to workforce participation. PCS attorneys guide participants through every step of the expungement process—from eligibility review to court representation. The program recently marked its 20,000th successful expungement, directly supporting increased access to WIOA-funded services and employer opportunities.

SEMCA's *Clean Slate Expungement Program* serves eligible residents of Monroe County and Wayne County (excluding Detroit), providing legal support to help individuals set aside convictions and prepare for full reentry into the workforce. To date, the program has received 1,244 applications; 272 applicants have been approved; 541 convictions have been set aside; and 43 hearings remain pending. Clean Slate participants are also connected to MWA services such as job fairs, résumé support, job search assistance, and WIOA Title I training opportunities when eligible. Although the program is no longer accepting new applications, its results continue to support regional workforce participation and economic mobility.

OCMW! administers the *Oakland County Clean Slate Program* supported by two dedicated attorneys who provide comprehensive legal services to eligible residents. Since its launch in 2021, the program has helped set aside more than 1,900 convictions. The program also aligns with statewide reforms, including the April 11, 2023 introduction of the Michigan State Police automatic expungement process. Oakland County residents can check the status of automatically set-aside convictions through instructions on the OCMW! website. These efforts help expand access to employment and training opportunities for justice-impacted individuals, directly supporting WIOA's focus on barrier removal and equitable workforce participation.

Justice Impacted Programs

Region 10 continues to prioritize justice-impacted individuals as a key WIOA service population by expanding access to employment, training, and supportive services that promote successful reentry and long-term economic stability. Multiple MWAs and partner organizations operate complementary programs that address barriers to employment both before and after release from incarceration.

DESC and SEMCA are implementing a \$4 million USDOL *Pathway Home* grant designed to close the gap between an individual's release from incarceration and enrollment in a reentry program that leads to employment. The program provides services to justice-involved adults at the new Wayne County Criminal Justice Center, focusing on participants who are sentenced to probation and awaiting release. Pathway Home addresses factors associated with recidivism and work readiness, ensuring individuals receive coordinated support before and after reentry.

Through the *Michigan Citizens Reentry Initiative* (MiCRI), Detroit at Work supports residents who have been incarcerated or faced criminal charges by providing access to training, employment, and career planning services. MiCRI aligns training and skill development occurring at Residential Reentry Centers (RRCs) or during home confinement with the labor market needs of Detroit's employers. DESC provides services to participants while they are still in RRCs or home confinement to help ensure a smooth transition into employment upon release.

The *Partners for Reentry Opportunities in Workforce Development* (PROWD) Stage 3 program represents the post-release phase of the MiCRI/PROWD initiative and provides intensive employment, training, and barrier-removal services to individuals reentering the community. Administered by the LEO-WD under the First Step Act and WIOA Section 169, PROWD Stage 3 supports participants in identifying career goals, pursuing credential attainment, and remaining connected to needed workforce resources. The program also addresses critical barriers such as transportation, housing, and documentation to promote long-term stability and reduce recidivism. All Region 10 MWAs received PROWD Stage 3 funding, while only DESC received MiCRI Stages 1 and 2.

The *Center for Employment Opportunities* (CEO) is a national nonprofit with locations in Detroit and Pontiac that provides immediate paid work experience and wraparound support for returning citizens. CEO helps individuals build work history, develop in-demand skills, and advance toward long-term employment. The Detroit and Oakland County MWAs partner with CEO to refer participants and collaborate with employers interested in alternative staffing solutions.

Refugee and Immigrant Programs

Region 10 MWAs partner with community organizations to support immigrants and refugees in achieving employment, economic mobility, and long-term integration into their communities.

The *Partnership. Accountability. Training. Hope* (PATH) Program delivers services that promote employment and self-sufficiency. America's Community Council (ACC), a long-standing PATH and *Temporary Assistance for Needy Families* (TANF) Refugee service provider, offers comprehensive employment-related services for Middle Eastern and other immigrant communities in southeast Michigan. ACC's work supports improvements in literacy and numeracy, increases in diploma and HSE attainment, wage progression, and overall family stability.

The *Refugee and Immigrant Navigator* (RAIN) Program assists work-authorized immigrants and legal refugees in overcoming barriers to employment and connecting to essential services. Each Region 10 MWA designates staff who support job seekers by identifying job opportunities aligned with their skills, coordinating translation and interpretation services, conducting outreach, and maintaining an up-to-date catalog of community resources. Since its launch in 2017, RAIN has helped newcomers address cultural, linguistic, and systemic barriers to employment and economic self-sufficiency.

SEMCA has expanded this foundation through its *New Americans Initiative*, a comprehensive, agency-wide framework that unifies all refugee and immigrant support services. The initiative enhances coordination, expands service offerings, and strengthens connections between newcomers, employers, and community partners.

A key component available across the region is the *Michigan Skilled Immigrant Integration Program* (SIIP). SIIP supports internationally trained or educated professionals by connecting them to employment aligned with their credentials and experience. Through a partnership between the Michigan Global Talent Coalition, the Michigan Works! Association, Upwardly Global, and Global Detroit, Global Talent Job Coaches are embedded at the MWAs in Oakland, Macomb, and Wayne Counties. These coaches provide tailored job search assistance, career navigation, and upskilling and reskilling opportunities that align with Governor Whitmer’s 60x30 workforce development goal and strengthen Michigan’s talent pipeline.

Detroit and Oakland County continue to advance broader efforts toward immigrant inclusion. Detroit earned the *Certified Welcoming* designation in April 2022—the first city in Michigan to do so—recognizing comprehensive efforts to integrate immigrants into civic, social, and economic life. Oakland County, at the direction of the County Executive and Board of Commissioners, is currently pursuing accreditation as a Welcoming County.

Financial Literacy Initiatives

DESC integrates financial empowerment programming into the *Grow Detroit’s Young Talent* (GDYT) summer youth employment program. Through a grant from the Center for Financial Empowerment (CFE), DESC provides financial education on banking, budgeting, and saving within the GDYT program infrastructure. Financial education is integrated into virtual and in-person GDYT experiences, including, but not limited to, program enrollment, orientation, and summer training. Financial education efforts help GDYT participants internalize the benefits of banking, develop a budget, create a savings plan, and maximize summer earnings. DESC encourages participants to save a portion of summer earnings by providing them with information on “auto-transferring” funds from a checking account to a savings account.

For adults, Detroit at Work utilizes a “financial coaching” model at four of its career centers, in cooperation with the Local Initiatives Support Corporation (LISC). The financial coaching model enables coaches to meet the following objectives: achieve client-defined goals, address immediate issues, support specific actions to meet goals, improve financial situations, change financial behaviors, facilitate decision-making, and provide tools, resources, and referrals.

MSCMW! understands that acquiring the fundamentals of money management is an essential skill for youth as they prepare for adulthood and financial independence. In partnership with The American College of Financial Services, youth have access to free, on-demand financial literacy courses. Additionally, bi-weekly workshops are offered on topics such as budgeting, saving, credit management, banking, taxes, and responsible spending.

SmartFinance Academy, formerly known as Michigan Works! Financial Fitness, is an inclusive financial education initiative serving Oakland County residents, families, veterans, seniors, parents, and business owners. Led by the Oakland County Treasurer’s Office and delivered through its Financial Empowerment Center, this free countywide program provides expert guidance, practical tools, and community-focused resources to help individuals achieve their financial goals at every stage of life. Covering topics ranging from budgeting and credit repair to homeownership and small business development, SmartFinance

Academy's expert-led programs are designed to meet real-world needs and expand economic opportunities for individuals, families, and communities across the county.

SEMCA hosts a variety of financial-related workshops. These include Financial Literacy, Financial Wellness, Financial Management (Parts 1 & 2), Introduction to Budgeting, Introduction to Identity Theft, and Introduction to Using Credit Cards. SEMCA's workshops help participants understand the importance of financial management, how to protect their income, and how to create a working budget. They empower and equip participants with the knowledge and tools they need to break free from debt, establish a rainy-day fund, and lay the foundation for a secure retirement. SEMCA also partners with two local companies, First Merchant's Bank and the Monroe County Opportunity Program, to offer financial-related workshops, including Introduction to Banking Basics and Financial Capabilities.

Part IV: Sector Initiatives for In-Demand Industry Sectors and Occupations

Describe plans for the development and implementation of, or the expansion of, sector initiatives for in-demand industry sectors or occupations for the region. Regions should consider:

- *Current in-demand industry sectors and occupations within the region.*
- *The status of regional collaboration in support of the sector initiatives.*
- *Current sector-based partnerships within the region.*
- *Which sectors are regional priorities, based upon data-driven analysis.*
- *The extent of business involvement in current initiatives.*
- *Other public-private partnerships in the region that could support sector strategies.*

Region 10's MWAs, along with MWAs in WIOA Planning Regions 6 and 9, have actively convened and participated in regional industry sector initiatives for more than 20 years. These include multiple sector initiatives in Healthcare, Technology, Advanced Manufacturing, Mobility, Construction, Defense, and Hospitality. These initiatives match current in-demand industry sectors and occupations within the region, as determined by data analyzed by WIN and described in Part II of this plan.

Sector initiatives engage employers throughout Region 10, and in many cases, WIOA Planning Regions 6 and 9 as well. In addition to serving as the fiscal agent for many of these initiatives, MWAs in the region, along with WIN, actively provide important labor market information, talent and employer recruitment, employment services, funding for training, wrap-around services, placement services, supportive services, and administration. MWAs also leverage millions of dollars from other federal and private sources, and, in many cases, provide extensive in-kind staff support.

A summary of Region 10's current, in-demand industry-sector initiatives follows. Many of these initiatives also include MWAs and other partners in WIOA Planning Regions 6 and 9 and impact job seekers, incumbent workers, and employers throughout southeast Michigan.

Michigan Works! Led Industry Sector Initiatives

Manufacturing Day

A Presidential decree in 2014 established Manufacturing Day to explore careers in advanced manufacturing and build a future workforce. Region 10's MWA, along with the Detroit Regional Chamber, the Detroit Economic Growth Corporation, the Macomb County Department of Planning and Economic Development, the Oakland County Economic Development Department, Wayne County, and many other regional partners, have convened Manufacturing Day activities for the last decade. Students and teachers take tours of advanced manufacturing design labs, testing centers, and assembly operations, participate in hands-on activities, and engage with employees to learn about career paths, skills, and entry-level job opportunities. Information about the most recent Manufacturing Day activities follows:

DESC's contractors highlighted manufacturing employment opportunities during Manufacturing Day by chaperoning youth to business-hosted events, such as at American Axle & Manufacturing. Students participating in DESC's Jobs for Michigan Graduates program also attended Manufacturing Day events.

In Macomb County, Manufacturing Day is celebrated over the course of a full week and features more than 75 tours for approximately 2,000 high school students. A related follow-up event, Innovate and Build, is offered in partnership with Macomb Community College and gives Manufacturing Day participants a hands-on introduction to manufacturing-related postsecondary programs through guided tours of campus labs. St. Clair County also hosts Manufacturing Week, during which every sophomore in the county visits a local advanced manufacturing partner to learn about high-demand career opportunities. MSCMW! collaborates with the Macomb Intermediate School District and the St. Clair Regional Educational Service Agency to provide administrative planning, event-day support, and business outreach and recruitment for Manufacturing Day activities in both counties.

Oakland County is a leading center of advanced manufacturing in Michigan, and its annual Manufacturing Day helps inspire students to pursue high-skill careers while connecting employers with their future workforce. In fall 2025, OCMW!, in partnership with Oakland Schools, the Oakland County Economic Development Department, and Oakland Community College, hosted the 11th annual Manufacturing Day, with 1,100 high school students visiting 34 companies across the county. Congresswoman Haley Stevens and County Executive David Coulter opened the event, which featured live, on-site tours for students from the Oakland Schools Technical Campuses and high schools across the county. Event sponsors included Ascent Aerospace, Triple Inc., Humanetics, PROFIL, Williams International, and Witzenmann.

SEMCA, in partnership with Wayne RESA, Detroit Employment Solutions Corporation, and Detroit Public School Community District, hosted its 11th annual Manufacturing Day across Wayne County and Detroit. In 2025, more than 1400 students from 36 schools visited 27 manufacturers and 7 postsecondary institutions, gaining exposure to key industry functions, including production, quality control, logistics, human resources, and supply chain management. In 2026, 1500 youth will be provided with the Manufacturing Day experience.

MiCareerQuest (MiCQ) Southeast

MiCareerQuest Southeast (MiCQ) is the largest career exploration event in southeast Michigan, hosted annually by OCMW! in partnership with the five MWAs from WIOA Planning Regions 6, 9, and 10. Each year, more than 8,000 high school students, teachers, and chaperones gather at the Suburban Collection Showplace in Novi to experience hands-on, interactive exhibits in Advanced Manufacturing, Health Sciences, Technology, and Construction. The event is a true regional collaboration, bringing together 132 high schools, 26 event sponsors, 108 exhibitors, 1,000 team members, and more than 150 volunteers. In total, MiCQ showcases 213 in-demand occupations and regularly attracts guests from across the state, demonstrating its significance as a premier talent exploration and career awareness event.

Seasonal Career Exploration Experiences

Region 10 MWAs offer seasonal career exploration programs that introduce youth and young adults to high-demand industries across Southeast Michigan. These short-term, high-impact experiences build foundational skills, expand career awareness, and strengthen pathways into postsecondary education, training, and employment. Each program is delivered in partnership with employers, colleges, and community organizations to ensure meaningful exposure and equitable access.

OCMW! offers the *Medical Laboratory Science (MLS) Summer Immersion Program*, a two-phase experience that exposes high school students and young adults to critical roles within the medical laboratory profession. In Phase 1, participants complete a classroom-based immersion where they learn core laboratory skills, including safety procedures, pipetting, microscopy, blood typing, blood smear evaluation, and microbiological testing through engagement with real-world patient case scenarios. In Phase 2, selected students participate in a 40-hour paid shadowing experience within partner hospital laboratories, observing laboratory scientists, exploring diverse diagnostic roles, and gaining firsthand exposure to life-saving testing environments. Funding from the Detroit Regional Chamber Foundation supports stipends, program coordination, and wrap-around services that reduce barriers to participation, ensuring equitable access to this high-impact healthcare career pathway and strengthening the regional healthcare talent pipeline.

SEMCA's *CareerX* is a four-week introductory program for youth ages 16–24 that provides hands-on exposure to Electrified Mobility, Drone Fundamentals, Welding, and Robotics. In partnership with Schoolcraft College, participants earn entry-level certifications in their chosen track, as well as Essential Employability Skills, OSHA-10 (in select pathways), and First Aid. Employer engagement, jobsite tours, and individualized coaching help participants understand labor market opportunities and plan their next steps in education and training.

SEMCA partners with Monroe County Community College (MCCC) and DTE Energy to deliver the *DTE Fermi-2 Nuclear Energy Internship* program, where students in MCCC's Nuclear Energy Technology program rotate through departments such as Operations, Maintenance, Radiation Protection, Training, and Quality Assurance, gaining firsthand exposure to Michigan's nuclear energy sector and building foundational skills aligned with technical energy careers.

Through partnerships with Detroit Home Builders and Henry Ford College, SEMCA offers two levels of *Construction Craft Laborer pre-apprenticeships* that provide 288 hours of combined technical instruction and hands-on training, giving participants practical skills in roofing, tool usage, home repair, flooring, painting, and workplace safety (OSHA-30). These experiences prepare youth and young adults for entry into construction pathways and future Registered Apprenticeship opportunities.

Detroit at Work partners with the Michigan Community Health Worker Alliance (MiCHWA) to deliver an eight-week virtual *Community Health Worker (CHW)* basic skills training paired with a 40-hour in-person internship, where participants develop communication, advocacy, and health navigation skills, earn a widely recognized credential at no cost, and receive a weekly stipend during training. Navigators also support participants with career planning, access to resources, and preparation for further education and employment in community health pathways.

The Wayne County College Access Network (WCCAN) delivers coordinated college and career access programming across Out-Wayne and Monroe Counties, partnering with K–12 districts, community colleges, universities, Michigan Works! agencies, and community organizations to support postsecondary attainment and workforce readiness. Its initiatives include the Student Ambassador Leadership Development Program, FAFSA completion assistance, EDP expansion, career exposure

activities, counselor workshops, summer transition strategies, and connections to paid work experiences and credential opportunities, all guided by an equity-centered approach that increases awareness, access, and long-term economic mobility for underserved youth and adults.

Barton Malow Construction Career Boot Camp

Region 10 MWAs are partnering with Barton Malow to launch a six-week *Construction Career Boot Camp* that provides young adults with paid work experience, hands-on training, and a direct pathway into skilled trades careers. Participants earn \$15 per hour while working on active construction sites, including major infrastructure and commercial building projects managed by Barton Malow, and receive on-the-job mentoring from journey-level professionals. The program includes weekly career-readiness workshops focused on workplace expectations and professional development, along with supportive services to help remove barriers to participation. This no-cost opportunity is available to individuals ages 18 and older and is open to residents of Oakland, Wayne, Macomb, and Detroit. Upon completion, participants are guaranteed an interview for apprenticeship consideration sponsored by Barton Malow, offering a direct step into long-term skilled trades pathways.

Michigan Employment Recovery National Dislocated Worker Grant (DWG) - Auto Related Employment Recovery Project

The Region 10 MWAs have been awarded federal Michigan Employment Recovery National Dislocated Worker Grant (DWG) funds through the Auto Related Employment Recovery Project to temporarily expand their capacity to serve dislocated workers following plant closures or mass layoffs. This grant supports the increased demand for employment and training services by funding career services, training opportunities, and supportive services that help dislocated workers reenter the workforce and transition into high-demand industries.

Workforce Intelligence Network Led Industry Sector Initiatives

The Workforce Intelligence Network (WIN) leads several employer-driven industry sector initiatives across Southeast Michigan, including long-standing collaboratives such as MAGMA and the Health Careers Alliance for Southeast Michigan, as previously outlined in Part III of this Plan. These initiatives align with the region's in-demand industries and occupations, informed by WIN's labor market intelligence and the analysis presented in Part II. WIN's Employer-Led Collaboratives (ELCs) convene employers, community colleges, Michigan Works! agencies, private training providers, non-profits, economic development organizations, and local government to address shared talent challenges. Through these collaboratives, employers identify common pain points, emerging technology trends, and shifting skill requirements, enabling training and education partners to develop credential and certification programs that directly respond to industry needs.

WIN's ELC efforts are guided by the U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) methodology, an employer-led approach that applies supply chain principles to workforce development. TPM enables employers to jointly build and strengthen talent pipelines for critical occupations, while providing a structured framework for workforce and education partners to align programs to employer-defined competencies. WIN staff and several Region 10 MWA staff have

earned TPM certification, further enhancing the region's capacity to implement demand-driven workforce strategies.

Region 10 MWAs play a critical role in advancing these sector-based initiatives by providing jobseeker and employer recruitment, employment and case management services, training funds, wrap-around supports, placement assistance, and administrative capacity. MWAs also leverage federal, state, and private resources, along with meaningful in-kind staffing contributions, to strengthen sector-aligned pathways. Together, WIN and Region 10 MWAs ensure that employer-led sector initiatives translate into accessible, high-quality training and employment opportunities across the region.

Partner-Led Industry Sector Initiatives

Currently, dozens of industry-specific sector initiatives and public-private partnerships exist in the region. Community partners and county economic development agencies lead these partnerships

Detroit Regional Partnership (DRP)

The DRP was founded in 2019 as a regional economic development nonprofit organization that serves the 11-county governments of southeast Michigan, the City of Detroit, and leading private-sector businesses. DRP markets the region to out-of-state and international companies, attracts new investment, and supports job creation. Region 10's MWAs partner with DRP to communicate workforce and talent assets unique to each community and to align workforce strategies with business attraction and retention priorities.

In 2026, the Detroit Regional Workforce Partnership (DRWP), originally established by the Community Foundation for Southeast Michigan (CFSEM) in 2023, was integrated into the Detroit Regional Partnership. This transition positions DRWP to expand its impact through a unified economic development and workforce platform. DRWP strengthens employer engagement, aligns education and training systems with real-time labor market needs, and enhances the region's collective ability to connect residents with high-quality career opportunities. The integration also builds on DRP's existing talent solutions work and supports a more coordinated approach to corporate engagement, fundraising, and service delivery.

In 2023, the Detroit Regional Partnership Foundation was awarded \$52.2 million through a four-year *Build Back Better Regional Challenge* grant through the U.S. Department of Commerce's Economic Development Agency. The resulting Global Epicenter of Mobility (GEM) coalition aims to create a smart, secure, sustainable, and inclusive advanced-mobility industry that supports the transition to next-generation electric, autonomous, and connected vehicles.

SEMCA is one of five co-recipients of the GEM grant and leads the initiative's Talent Transformation pillar. Partnering MWAs include DESC, GST Michigan Works, MSCMW!, Michigan Works! Southeast, and OCMW!. Additional talent-pillar subrecipients include Ann Arbor SPARK, Detroit Future City, the Detroit Regional Chamber, Global Detroit, and the Michigan Founders Fund. Through this initiative, each partnering MWA received four years of funding to support mobility-related training, program development, and administrative activities. MSCMW!, OCMW!, and SEMCA also received supplemental funding to provide job coaches for the GEM component of the state's Skilled Immigrant Integration Program (SIIP).

Detroit Regional Chamber (DRC) Sector Initiatives

The Detroit Regional Chamber (DRC) advances its mission by fostering a business-friendly climate and providing value to members across the 11-county southeast Michigan region. The Chamber also manages the statewide automotive and mobility cluster association, MICHauto, and hosts the nationally recognized Mackinac Policy Conference.

Detroit Drives Degrees (D3) is a collective impact initiative focused on strengthening the region's talent pipeline by expanding access to postsecondary opportunities, improving student success, retaining local talent, and attracting new talent. Supported by grants from the Ralph C. Wilson, Jr. Foundation and the Ballmer Group, D3 aims to increase Michigan's postsecondary attainment rate to 60 percent and cut the racial equity attainment gap in half by 2030.

MICHauto is an economic development initiative dedicated to promoting, retaining, and growing Michigan's automotive and mobility industries. Serving as the unified voice of the sector, MICHauto brings together key stakeholders to collaborate on strategies for advocacy, awareness, business attraction, and talent development.

The DRC is also actively engaged in several additional industry sectors, including Automotive/Mobility, Defense, Healthcare, Information Technology, and Transportation, Distribution, and Logistics. With dedicated staff and strong connections to the business community, the Chamber leverages its platforms and partnerships to support business attraction and retention, as well as overall regional economic growth.

Automation Alley's Industry 4.0

Automation Alley, a nonprofit technology and manufacturing business association based in Troy, Michigan, serves as the World Economic Forum's Advanced Manufacturing Hub (AMHUB) for North America and as a leading Industry 4.0 knowledge center. The organization facilitates public-private partnerships by connecting industry, education, and government to accelerate regional innovation and strengthen Michigan's economy. The MWAs and Automation Alley have collaborated on several initiatives, including MiCareerQuest Southeast, Manufacturing Day, and Laptops for Learning.

Automation Alley also supports local manufacturers in adopting advanced technologies to increase agility, improve efficiency, and reduce operational costs. A key example is Project DIAMOnD (Distributed Independent and Agile Manufacturing on Demand), a grant-funded initiative that distributes 3D printers to eligible small manufacturers to expand additive manufacturing capacity across the region. Originally supported by a \$10 million grant from Oakland County and a \$2 million grant from Macomb County, the project launched with 250 printers. In early 2024, Oakland County committed an additional \$15 million to purchase 250 more printers. Governor Gretchen Whitmer later pledged an undisclosed amount of ARPA funding to expand the project statewide into all 83 Michigan counties.

Detroit Region Aerotropolis Development Corporation

The Detroit Region Aerotropolis Development Corporation is a four-community, two-county public-private economic development partnership focused on driving corporate expansion and attracting new investment around Detroit Metro Airport and Willow Run Airport. As a regional economic development

organization, Aerotropolis leverages its strategic location, multimodal transportation assets, and coordinated local partnerships to support business attraction, retention, and expansion efforts. The organization provides a comprehensive suite of services to companies throughout the region, including site identification and evaluation, infrastructure and utility analysis, intergovernmental coordination, access to regional market and demographic data, and targeted private-sector engagement. By aligning local communities, public agencies, and industry partners, the Aerotropolis helps position the region as a competitive hub for logistics, advanced manufacturing, aerospace, and other high-growth sectors.

Michigan Energy Workforce Development Consortium (MEWDC)

The MEWDC is a statewide, industry-led initiative uniting more than 50 partners committed to developing the workforce required to support Michigan’s rapidly evolving energy economy. The consortium plays a key role in preparing workers for high-demand occupations driven by clean energy expansion, large-scale utility infrastructure upgrades, electrification, and renewable energy deployment. MEWDC’s initiatives—including *Get Into Energy*, Careers in Energy Week, and expanded credentialing opportunities—help connect students, educators, veterans, and transitioning workers to growing career pathways. Region 10 MWAs actively participate by promoting energy career awareness, sharing MEWDC’s outreach toolkit with local schools, and supporting training aligned with in-demand occupations. As Michigan’s energy needs increase, MEWDC continues to strengthen partnerships, develop targeted talent strategies, and ensure the state is prepared with a skilled and diverse workforce.

Detroit Economic Growth Corporation (DEGC) Industry Sector Initiatives

The DEGC is a private, nonprofit 501(c)(4) organization that serves as Detroit’s primary engine for economic development and job creation. Since 1978, DEGC has operated as a one-stop resource supporting everything from major manufacturing investments to neighborhood small-business launches.

DEGC focuses its industry strategy on three Prosperity Sectors—Automobility & Advanced Manufacturing, Clean Energy & Sustainability, and Research, Engineering & Design. These sectors reflect Detroit’s competitive strengths and long-term growth opportunities. DEGC supports business retention, expansion, and attraction by leveraging the region’s Industry 4.0 assets and providing companies with market insights, site support, and strategic partnerships.

In addition to sector development, DEGC drives inclusive economic growth through programs such as Motor City Match, the Detroit Startup Fund, the Detroit Small Business Technology Fund, and BuyDetroit. District Business Liaisons also provide direct support to businesses across city neighborhoods. DEGC further engages with emerging industries—including IT, life sciences, and media—to diversify and strengthen Detroit’s economy.

Macomb County Department of Planning and Economic Development (PED) Sector Initiatives

The Macomb County Department of Planning and Economic Development (PED) works to retain, grow, and attract investment while supporting long-term prosperity for residents and businesses. PED focuses its efforts on five targeted industries that represent the county’s strengths and future growth opportunities: automotive and mobility, aerospace and defense, automation and robotics, agriculture and

food processing, and distribution and logistics. These sectors position Macomb County to compete globally and adapt to emerging technologies, supply chain shifts, and workforce demands.

In 2025, Macomb County businesses generated more than \$156 million in new investment and created over 1,000 jobs, contributing to a robust regional economy valued at \$53 billion. PED continues to support companies through site assistance, data insights, business development tools, and incentive navigation, while spotlighting local success stories to attract additional investment.

MSCMW! remains closely aligned with PED, partnering to strengthen talent pipelines, respond to employer needs, and prepare the workforce for the county's evolving industry landscape.

Economic Development Alliance (EDA) of St. Clair County Sector Initiatives

The EDA of St. Clair County is a regional nonprofit organization that has served the Blue Water Area for more than 60 years. Supported by both public and private investors, the EDA collaborates with community stakeholders and regional partners to strengthen the local economy, attract investment, and drive job growth.

The EDA's sector initiatives focus on four key industries that represent the region's economic strengths and future opportunities: mobility and automotive, advanced manufacturing, energy generation and distribution, and warehouse, logistics, and distribution. By aligning resources, supporting business expansion, and anticipating emerging industry needs, the EDA positions St. Clair County for continued growth in an increasingly competitive and technology-driven economy.

Oakland County Economic Development Department's Business Retention and Growth (BR&G) Sector Initiatives

The BR&G team engages directly with local employers to understand their needs and support continued growth within the county. Working closely with state and local partners, BR&G helps improve the business climate, facilitates talent acquisition, and strengthens the regional economy through targeted assistance and strategic collaboration.

BR&G currently focuses on three key industry sectors that reflect Oakland County's concentration of employers and long-term growth potential: Information Technology, Research, Engineering & Design, and Robotics Integration. These sectors are central to the county's innovation ecosystem and position Oakland County as a hub for high-tech advancement and Industry 4.0 capabilities. Through proactive business outreach and data-informed strategies, BR&G supports companies in these sectors as they expand, adopt new technologies, and build the talent pipelines needed for future success.

Oakland County Thrive

Oakland Thrive provides coordinated resources and support to small businesses in partnership with community-based organizations, embedding business consultants directly within local communities to help companies grow and succeed. Thrive consultants engage with entrepreneurs through one-on-one coaching, business development trainings and workshops, market research assistance, and customer identification strategies. The program ensures that all businesses—including minority-, women-, and veteran-owned enterprises—have equitable access to the tools and services needed to start, sustain, and scale their operations.

Southeast Michigan Council of Governments (SEMCOG) Talent Initiative

The Southeast Michigan Council of Governments (SEMCOG) is a regional planning organization representing local governments across the region, including counties, cities, villages, townships, intermediate school districts, and community colleges. As a designated Economic Development District (EDD) under the U.S. Economic Development Administration, SEMCOG plays a key role in advancing economic development planning and implementing projects aligned with the region's Comprehensive Economic Development Strategy (CEDS).

SEMCOG's Economic Development Council guides the development, maintenance, and implementation of the CEDS, ensuring the region remains competitive, resilient, and prepared for economic transformation. Talent is one of the three core pillars of the CEDS, and SEMCOG works collaboratively with the Metropolitan Affairs Coalition (MAC)—a partnership of business, labor, government, and education leaders—to advance regional talent strategies. This work focuses on building a strong, future-ready workforce, aligning skills with employer needs, and supporting long-term economic growth across Southeast Michigan.

Community College-Led Industry Sector Initiatives

Community Colleges and other educational institutions and training organizations create Employer Advisory Councils to identify and address the training needs of in-demand occupations. The regional MWAs partner with these schools to recruit and provide funds for training and wrap-around services.

For example, Macomb Community College, in collaboration with the Michigan Boating Industry Association and the American Boat and Yacht Council, has developed a *Marine Technician Program*. This industry-driven partnership was initiated through the 4M group (MSCMW!, Macomb County PED, Macomb Community College, and the Michigan Economic Development Corporation) to address the shortage of qualified workers and provide individuals with entry into a dynamic, competitive, year-round field. The seven-week program develops skills in marine systems, specifically gas and diesel engine repair, electrical systems, small engine repair, and plumbing and HVAC systems. MSCMW! holds a seat on the Macomb Community College Advisory Board and assists with intake, eligibility, and funding for eligible candidates.

Part V: Administrative Cost Arrangements

Describe any administrative cost arrangements that currently exist or that will be established within the region, including the pooling of funds for administrative costs, as appropriate. Regions may consider:

- *Current or proposed resource leveraging agreements.*
- *Establishing a process to evaluate cost-sharing arrangements.*

Region 10 partners have developed several effective administrative cost-sharing arrangements, with two of the most successful models driven by SEMWAC and WIN. MWAs in Region 10, along with those in WIOA Planning Regions 6 and 9, will continue to support and participate in both initiatives to advance regional coordination and shared workforce priorities.

SEMWAC consists of seven MWAs across WIOA Planning Regions 6, 7, 9, and 10. Each MWA contributes funding proportionate to its size and allocation, while SEMCA serves as the fiscal agent and administers SEMWAC activities. SEMCA contracts with a workforce development consultant who uses these shared funds to coordinate regional meetings and facilitate collaborative workforce projects. Core SEMWAC services include planning and leading regular meetings with MWA directors and administrative managers, and supporting annual regional planning efforts that align joint goals and priorities.

WIN is a collaborative network of seven MWAs and ten community colleges representing WIOA Planning Regions 6, 7, 9, and 10. Each partner contributes an equal annual share that supports WIN operations, with SEMCA again serving as the fiscal agent. WIN provides real-time labor market intelligence and data services to MWAs and the broader 19-county region; develops and publishes workforce research and talent reports; and leads regional grant development, employer-led collaboratives, and multi-partner workforce initiatives.

Both SEMWAC and WIN remain essential mechanisms for coordinated planning, shared investment, and regional alignment—supporting Region 10's commitment to collaborative, data-driven workforce development.

Memorandums of Understanding and Infrastructure Funding Agreements

All Region 10 MWAs maintain Memorandums of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs) that comply with the Workforce Innovation and Opportunity Act (WIOA), federal regulations, guidance, and state policy. These cost-sharing agreements support coordinated service delivery across American Job Center partners and ensure that resources are shared effectively across jurisdictions. Under WIOA, infrastructure costs include the non-personnel expenses required for the general operation of a center—such as facility costs, utilities, equipment (including assessment tools and assistive technology), and technology systems that support access, planning, and outreach.

Required partners participating in these agreements include Career and Technical Education programs, Community Services Block Grant providers, Indian and Native American Programs, HUD Employment and Training Programs, Job Corps, Jobs for Veterans State Grants, Migrant and Seasonal Farm Worker Programs, Senior Community Service Employment Programs, Adult Education and Literacy, Temporary Assistance for Needy Families (TANF), Trade Adjustment Assistance, Unemployment Compensation, and

YouthBuild. MOUs are executed every three years, and IFAs are negotiated annually to ensure they remain aligned with partner needs, cost structures, and evolving service delivery models.

Region 10's MWAs have also established administrative cost-sharing arrangements and will continue to expand these collaborative efficiencies as opportunities emerge. Additional examples of these shared initiatives are outlined in Part III of this Plan. Examples of MWA administrative cost arrangements follow:

- Joint Procurements: Region 10's MWAs collaborate on joint procurements through their administrative arrangements with SEMWAC and WIN, securing shared services such as consultants, facilitators, project managers, and publications. While joint procurement offers cost savings and efficiencies, it also presents challenges, as each MWA remains individually responsible for procurement documentation, monitoring, and audit compliance.
- In-Kind Contribution Arrangements: All Region 10's MWAs make in-kind contributions to support regional initiatives, primarily by subsidizing staff time initiatives described in this section and the sector initiative section of this plan. This is especially true for fiscal agents who also dedicate administrative resources.

Other cost-sharing agreements and informal collaborative arrangements exist both among MWAs and between MWAs and regional partners. In Region 10 these include:

- arrangements between MWAs to serve participants from each other's counties;
- agreements with community colleges to provide staff development for MWA staff on relevant topics, including managing change, Equal Employment Opportunity (EEO), and teambuilding;
- agreements with community colleges to deliver training services for MWA participants;
- agreements between MWAs and nonprofit organizations to provide employment services and support program delivery; and
- arrangements with the Michigan Works! Association for advocacy, education, and professional development. Through these agreements, the Association also negotiates group pricing for subscription-based services such as the Gongwer News Service, the Employment & Training Reporter, EconoVue, Grow with Google, and Salesforce Customer Relationship Management (CRM).

Part VI: Coordination of Transportation and Other Supportive Services

Describe how transportation and other supportive services, as appropriate, currently are coordinated or will be coordinated within the region. Regions may consider:

- *Whether the provision of transportation or other supportive services could be enhanced, and if so, how.*
- *What organizations currently provide or could provide supportive services.*
- *Establishing a process to promote coordination of supportive services delivery.*

Transportation Services

Transportation across Southeast Michigan is supported by an extensive network of public transit agencies, community-based transportation providers, and regional planning partners. While this system covers much of the region, gaps remain, particularly for individuals in areas with limited service, inconsistent schedules, or transportation restricted to specific populations such as seniors or individuals with disabilities. Fixed-route bus and rail services are provided by seven public transit agencies: the Ann Arbor Area Transportation Authority (AAATA, TheRide), the Detroit Department of Transportation (DDOT), the Suburban Mobility Authority for Regional Transportation (SMART), the Detroit Transportation Corporation (operating the Detroit People Mover), M-1 RAIL (operating the QLINE), Blue Water Area Transit (BWAT) serving Port Huron, and Lake Erie Transit (LET) serving Monroe County. More than 80 community-based providers, in addition to private and nonprofit organizations, offer complementary mobility services throughout the region.

Despite these resources, transportation remains one of the greatest barriers for job seekers in Southeast Michigan. Limited transit coverage, the high cost of car ownership and insurance, and inconsistent transportation-related funding make it difficult for MWAs to fully meet the mobility needs of participants. Region 10's MWAs coordinate closely with transit agencies, nonprofit partners, and human service providers to connect job seekers with available options, yet the demand continues to exceed available resources.

Significant planning and infrastructure investments are underway that will strengthen regional coordination and improve mobility over time. The Southeast Michigan Council of Governments (SEMCOG) administers major funding programs—including the Transportation Improvement Program (TIP) and Transportation Alternatives Program (TAP)—and leads long-range planning through the 2045 Regional Transportation Plan (RTP). This plan outlines more than \$35 billion in transportation investments and provides a regional framework that guides collaboration among transit providers, local governments, and workforce partners.

The Regional Transit Authority of Southeast Michigan (RTA) further supports coordination by planning, funding, and integrating transit services across Macomb, Oakland, Washtenaw, and Wayne Counties. The 2023 update to the Regional Transit Master Plan emphasizes equity, accessibility, and long-term financial stability while aligning transit improvements with local workforce and mobility needs.

Within this broader regional context, Detroit is experiencing substantial transformation in its public transit system. The Ride to Rise pilot, launched in April 2026, provides free 24/7 bus service for K-12 students across all DDOT routes. Major capital investments include the Michigan Central Multimodal Hub—a \$40 million project scheduled for completion in 2028 that will restore passenger rail service and create a modern intercity bus terminal. Through DDOT Reimagined, the city is upgrading its system with a new \$160 million terminal, more than 50 new buses, and real-time digital signage at bus stops. The Detroit People Mover has also extended its zero-fare pilot through 2026, improving downtown circulation and accessibility.

In Oakland County, public transit coordination has expanded significantly with the 10-year Public Transportation Millage approved by voters in 2022. Through Oakland Transit, the county partners with five local providers—NOTA, OPC, People’s Express, SMART, and WOTA—to deliver fixed-route services, ADA paratransit, and on-demand transportation. Together, these agencies completed nearly four million rides in 2024, ensuring comprehensive mobility coverage for residents and improving access to jobs, training, and essential services.

While these long-term investments will improve regional mobility, MWAs continue to face short-term limitations in addressing transportation barriers. Additional funding for flexible mobility options—such as rideshare services that extend access beyond fixed-route systems—would help bridge these gaps. MWAs will continue coordinating referrals to specialized programs serving individuals with disabilities, older adults, returning citizens, veterans, and low-income residents. As regional systems evolve and new infrastructure comes online, continued collaboration among MWAs, transit agencies, and human service providers will be essential to ensuring equitable access to employment and training opportunities.

Supportive Services

Supportive services across Region 10 play a critical role in helping job seekers overcome barriers to employment and training. Many community organizations, nonprofit agencies, and educational institutions offer a wide range of supports—including transportation assistance, childcare, housing stabilization, legal services, technology access, and workforce-related supplies. MWAs maintain formal partnerships with these organizations through Memoranda of Understanding (MOUs) and, in some cases, Cost Infrastructure Agreements, ensuring clear roles and coordinated service delivery. MWAs also manage direct referrals to supportive service providers and coordinate with American Job Centers to help eligible participants access subsidies and individualized assistance.

Demand for supportive services continues to grow across the region. Job seekers face increasing needs related to family care, transportation, digital access, and financial stability. MWAs have responded by providing stipends, incentive payments, childcare scholarships, technology distribution, and expanded digital access initiatives. However, these efforts rely heavily on funding sources that fluctuate and are not guaranteed from year to year.

Recent investments temporarily expanded supportive service capacity but are time-limited. The Barrier Removal and Employment Success (BRES) Expansion Grants awarded in early 2024 allowed DESC, OCMWI, and SEMCA to serve at-risk and ALICE-population workers who are often ineligible for traditional

assistance. These funds supported transportation, housing, childcare, work tools, equipment, legal services, and other essential needs. However, BRES funding has now ended, reducing available resources.

In addition, OCMW! received \$7,585,000 in ARPA funds from the Oakland County Board of Commissioners to support flexible financial assistance, case management, and navigation services for residents facing barriers to employment and education. While these funds have significantly enhanced coordination and service delivery, they will conclude at the end of 2026. Without new investments, MWAs will experience reduced capacity to meet ongoing and emerging supportive service needs.

Region 10's MWAs and their partners remain committed to strengthening supportive service coordination. Future efforts may include developing shared referral pathways, expanding joint procurements, establishing regional supportive service directories, and creating advisory groups to align resources and identify service gaps. These strategies aim to streamline access for job seekers and enhance consistency across counties.

However, sustained and flexible funding will be critical. As temporary grants and ARPA resources sunset, the region will require new investments to maintain and expand supportive service capacity. Without ongoing support, MWAs will face significant challenges in meeting the growing needs of job seekers and ensuring equitable access to employment and training opportunities across Region 10.

Part VII: Coordination of Workforce Development and Economic Development Services

Describe how workforce development services currently are, or could be, coordinated with economic development services and providers within the region, and a description of the strategies that have been or will be established to enhance service delivery as a result of the coordinated regional analysis of such services. Regions may consider:

- *Current economic development organizations engaged in regional planning.*
- *Education and training providers involved with economic development.*
- *Current businesses involved with economic development organizations.*
- *Targeted businesses from emerging sectors/industries.*

Region 10's MWAs maintain strong, collaborative relationships with a wide range of economic development organizations at the local, county, and state levels. These organizations include both broad-based economic development agencies housed within city and county governments and sector-specific initiatives focused on key regional industries, as described in Part IV of this plan. Through these partnerships, MWAs contribute to business recruitment and retention strategies by providing labor market information, employer services, and access to training grants and talent pipelines. In turn, these collaborations ensure the regional workforce system remains business-driven and responsive to evolving employer needs.

Region 10's MWAs also work closely with the Michigan Economic Development Corporation (MEDC) to coordinate services for employers and expand awareness of available workforce development programs. This partnership helps align state-level economic growth initiatives with local workforce strategies, ensuring that businesses receive seamless, integrated support across the region.

Close alignment with county and city economic development agencies further strengthens coordination. These relationships allow MWAs to easily partner on regional activities such as jointly hosted job fairs, coordinated business retention and expansion calls, and streamlined communication channels for employers seeking workforce assistance. MWAs, MEDC, community colleges, and economic development partners regularly collaborate to develop joint Talent Services Proposals designed to attract new employers to the region and support business expansion.

Through these coordinated efforts, Region 10's MWAs ensure that workforce development initiatives are aligned with economic development priorities, that businesses have a single point of access to talent solutions, and that regional strategies support both immediate workforce needs and long-term economic growth. Examples of local partnerships include:

- The Detroit Mayor's Workforce Development Board is specifically focused on providing training and opportunities in targeted industries to ensure residents are ready and able to connect with jobs. To accomplish this, the Board provides career pathways and entry points for Detroiters of all skill levels within high-growth, high-demand industries.

- The DEGC promotes Detroit and the region, attracts new business, and secures resources to retain businesses in the region. It works closely with DESC to address training and workforce needs and ensures employers hire qualified Detroiters. DEGC also manages initiatives to support small businesses and grow neighborhood commercial corridors.
- The Macomb County Department of Planning and Economic Development convenes periodic meetings with the 4M Group comprised of the MSCMW!, the Macomb County Department of Planning and Economic Development, the MEDC, and Macomb Community College.
- The EDA of St. Clair County engages in attraction, community investment, and expansion projects in the Blue Water Area. The EDA convenes a monthly meeting of workforce development taskforce partners to discuss new programs and services for supporting area businesses. In addition to the EDA, Workforce Task Force members represent MSCMW!, St. Clair County Community College, the Michigan Manufacturing Technology Center, National Corporation Training Solutions, RESA, and Michigan Rehabilitation Services. The EDA is also a MEDC Small Business Support Hub, which strengthens regional ecosystems for entrepreneurs.
- OCMW! is administered by the Oakland County Workforce Development Division, a part of the Oakland County Economic Development Department, which supports businesses, residents, and communities across Oakland County by providing financial services, planning, business development, Veterans services, and small business assistance.
- The Wayne County Economic Development Department focuses on infrastructure, public safety, and government services to create the best environment for businesses to thrive. The Department has ties with workforce development partners and assists with talent recruitment, candidate pre-screening, incentives for hiring, training and skills upgrading, and health insurance for small businesses.
- The MWA's Business Services teams collaborate with local economic development agencies by providing resources to recruit and retain talent, supporting training and hiring access, and utilizing other regional resources to keep current with workforce data.

Regional economic development organizations are actively engaged in workforce development planning across Region 10. They participate on MWA Workforce Development Boards and collaborate through a variety of regional and county-level economic development partnerships. These relationships ensure that workforce and economic development strategies remain aligned, data-driven, and mutually reinforcing. Examples include:

- The Detroit Regional Chamber serves as the voice of the southeast Michigan business community and works to strengthen the region's economic climate. Region 10's MWAs partner with the Chamber on multiple workforce development initiatives, including research, employer engagement, and talent attraction strategies that align with regional industry needs.
- The Detroit Regional Partnership, a regional economic development nonprofit serving 11 southeast Michigan counties and the City of Detroit, collaborates with SEMCA and other MWAs on business attraction, investment, and talent initiatives. DRP also partners with regional MWAs

to execute the \$52.2 million Global Epicenter of Mobility (GEM) grant and now houses the Detroit Regional Workforce Partnership (DRWP), further integrating workforce and economic development efforts.

- Automation Alley, southeast Michigan's technology business association, which connects companies and organizations to talent, resources, and funding to support innovation and economic growth. Region 10's MWAs engage with Automation Alley through advanced manufacturing, defense, entrepreneurship, international business, and talent development initiatives. MWAs participate in committees, align training resources, and support sector-based strategies.
- The Centropolis Accelerator at Lawrence Technological University and TechTown Detroit are two of the region's most active and successful business accelerators. MWAs collaborate with these organizations on sector initiatives involving small businesses and entrepreneurship and refer customers interested in starting their own businesses.

Education and training partners play a critical role in extending the reach of Region 10's MWAs and supporting the coordinated delivery of services to employers. Nearly all public post-secondary institutions across the region—including community colleges, universities, and third-party training providers—offer economic development capabilities that complement workforce development activities. These institutions are core partners in the Going PRO Talent Fund and significantly expand the MWAs' ability to deliver employer-driven training. Many community colleges also participate in the Michigan New Jobs Training Program (MNJTP), which provides customized training for employers creating new jobs or expanding operations in Michigan. Additional training partners, such as the Michigan Manufacturing and Technology Center (for manufacturing) and the MIAT College of Technology (for aviation), contribute specialized expertise that supports targeted sector strategies and regional economic development.

Looking ahead, Region 10's MWAs anticipate increased employer demand across the mobility sector and related advanced industries, including connected and automated transportation, intelligent infrastructure, and artificial intelligence-enabled technologies. These evolving industries create major opportunities to expand postsecondary certification programs, increase capacity for short-term, industry-recognized credentials, and upskill both incumbent and emerging workers. MWAs will continue partnering with the MEDC, postsecondary institutions, and industry partners to ensure training programs remain aligned with future labor market needs, particularly in mobility, automation, and AI-driven applications.

As regional partners deepen collaboration, the MWAs will continue developing shared language, strengthening coordinated planning processes, and participating in joint initiatives that support both business expansion and job creation. These coordinated efforts will enhance the region's talent ecosystem and expand pathways to high-quality career opportunities across Region 10.

Part VIII: Local Levels of Performance

A description of how the region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in the WIOA Section 116(c), for the local areas or the planning region.

Region 10's MWAs negotiate and establish local levels of performance with the Governor and LEO-WD each program year. Although each MWA negotiates its own agreement, the MWAs maintain ongoing communication through SEMWAC meetings and other regional forums. These touchpoints allow MWAs to share negotiation status, discuss anticipated targets, and align strategies that support strong regional performance outcomes. Region 10's MWAs will continue working together to coordinate their approaches and uphold consistent, business-responsive performance standards in collaboration with the Governor and LEO-WD.

Appendix I: Public Comments and Responses

Comment/Question	Response to Comment
No public comments received	No action necessary