



GLOBAL EPICENTER OF MOBILITY

REVOLUTIONIZING THE DETROIT REGION

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TALENT TRANSFORMATION PILLAR**

GEM TALENT TRANSFORMATION

PURPOSE:

Assist companies in equitably meeting advanced mobility talent needs, offset retirement and transition losses, and support career pathway advancement), and system coordination to support advanced mobility talent retention and development.

Project Support Organizations (subawardees)

Detroit Regional Chamber

Detroit Future City

Ann Arbor Spark

MI Founders Fund

Upwardly Global

Global Detroit

MI Works Southeast

Macomb/St. Clair MI Works!

GST Michigan Works!

DET Employment Solutions Corp.

Oakland County MI Works!

The **Talent Transformation** project is comprised of three pillars:

 **BUSINESS SERVICES:**

Develop and operate a network of Business-facing advanced & customized talent consulting, assessment and referral services to help business attract, retain, upskill and reskill teams.

 **TALENT SERVICES**

Development and operation of **Talent-facing** network to support talent at all levels through the Michigan Works Agencies.

 **NETWORK DEVELOPMENT AND ALIGNMENT**

Creating alignment with key talent stakeholders

GEM TALENT TRANSFORMATION



The program aims to retain executive-level talent within the ecosystem by embedding them with early-stage mobility companies to help achieve specific milestones.



DRC through Detroit Drives Degrees will strengthen the talent pipeline. Detroit Drives Degrees seeks to increase the proportion of individuals with college degrees and high-skill credentials in the region.



DFC is a THINK and DO tank with a focus on Equity for Detroit residents. They will concentrate on worker experience, convening tables, equity measurements.

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Global Detroit has metrics associated with the higher ed students and immigrant inclusion. They work with the Immigrant student population to retain that talent pool in Michigan through internship programs with Michigan Businesses.



Upwardly Global has metrics associated with the Immigrant refugee population and transitioning that population into the workforce.



Michigan Founders Fund works with high-growth entrepreneurs committed to fellowship, culture, and funding solutions that uplift communities across the state and has metrics associated with tech student internships.

GEM TALENT TRANSFORMATION MICHIGAN WORKS PARTNERS



GEM 11 COUNTY REGION SERVED

The grant will serve the 11 -county region submitted under the **Global Epicenter of Mobility (GEM)** initiative.



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TALENT NETWORK

BUSINESS NETWORK

Talent Facing Network - GEM	MWA
1000 individuals supported in career pathway navigation and completion, with a focus on growing diversity,	Provide mobility career awareness and exploration to individuals
500 HEC individuals supported	50% of individuals who participated in career awareness and exploration are from HEC
300 students receive a "mobility ready credential"	Referrals to mobility training program (connecting job seekers to postsecondary training)

Business Facing Network	Year 1	Year 2	Year 3	Year 4	Total
50 companies served	8	17	17	8	50
2500 workers reached	416	834	834	416	2500
25% of companies increase retention	0	2	5	5	12
5% supported workers experience wage increase	20	42	42	21	125



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GEM: HISTORICALLY EXCLUDED COMMUNITIES

GEM's historically excluded communities have experiences that prevented them from fully participating in high-growth manufacturing, technology, or mobility jobs. GEM's HEC definition is inclusive and broad, but distinct to address issues specifically to each sector. The GEM's DEI advisory workgroup will evolve the definition in consultation with the GEM corecipients, as needed.

- Black, Indigenous, Latino/a/x
- Women,
- LBGQTQ+
- Disability and neurodiverse
- Returning citizens
- Veterans
- Refugees and immigrants
- Distressed, and underserved urban and rural areas, particularly communities that have been negatively impacted by transportation infrastructure, industry, and emissions
- Communities of color and low-income communities with fewer government resources, community capacity, and political power. (Justice 40)
- Low-income and working-class households (Justice 40)