

Our Roadmap



	PreK	K-8 th Grade	High School	Postsecondary	Workforce	Employer Strategies
GOALS	<p>K-Readiness</p> <ul style="list-style-type: none"> • Goal: 80% Actual: N/A 	<p>3rd Grade Reading (M-Step)</p> <ul style="list-style-type: none"> • Goal: 80% Actual: 48% <p>8th Grade Math (M-Step)</p> <ul style="list-style-type: none"> • Goal: 80% Actual: 41% 	<p>College & Career Readiness (SAT)</p> <ul style="list-style-type: none"> • Goal: 80% Actual: 30% <p>Graduation Rate</p> <ul style="list-style-type: none"> • Goal: 90% Actual: 84% 	<p>PSE Enrollment</p> <ul style="list-style-type: none"> • Goal: 80% Actual: 52% <p>PSE Graduation Rate (Bachelors/Associates)</p> <ul style="list-style-type: none"> • Goal: 80% Actual: 63.4%(bachelors) 	<p>Households Above ALICE</p> <ul style="list-style-type: none"> • Goal: 65% Actual: 61% <p>LFP Rate (16+)</p> <ul style="list-style-type: none"> • Goal: 66% Actual: 65% <p>Adults with PSE >HS</p> <ul style="list-style-type: none"> • Goal: 65% Actual: 62% 	<p>Hires-to-Job Openings</p> <ul style="list-style-type: none"> • Goal: 90% Actual: 62%
STRATEGIES	<ul style="list-style-type: none"> • Ensure children have access to quality childcare and preschool that prepares them to enter Kindergarten at grade level 	<ul style="list-style-type: none"> • Partner with schools to model evidence-based strategies that lead to better student outcomes 	<ul style="list-style-type: none"> • Partner with schools to model evidence-based strategies that lead to better student outcomes 	<ul style="list-style-type: none"> • Increase and accelerate talent graduates, adults upskilling or reskilling to enter high need areas and remain in West Michigan 	<ul style="list-style-type: none"> • Create a best-in-class workforce development system that serves the needs of talent and employers 	<ul style="list-style-type: none"> • Be a leading resource for HR leaders to address their talent needs in response to the structural changes to the labor market
OBJECTIVES	<ul style="list-style-type: none"> • Expand access to quality childcare • Scale Reach Out & Read • Expand access to quality preschool • Establish a Kindergarten Readiness Assessment • Ensure use of high quality/evidence-based Early Childhood curriculum 	<ul style="list-style-type: none"> • Scale use of highly effective literacy and numeracy instruction 	<ul style="list-style-type: none"> • Increase early college participation • Introduce students to in-demand jobs and careers • Increase Career Tech Ed and work-based learning 	<ul style="list-style-type: none"> • Enroll more WM high school graduates • Accelerate credit and credential attainment by students • Retain more local college graduates 	<ul style="list-style-type: none"> • Decrease the number of adults with less than a high school diploma • Reduce barriers to workforce participation • Catalogue education and training providers that supply credentials for in-demand occupations 	<ul style="list-style-type: none"> • Publish data, research, and on the latest labor market insights to inform HR strategy • Identify and share leading practices • Engage the region's HR leaders through events, workshops, and online
DIVERSITY & INCLUSION	<ul style="list-style-type: none"> • Reduce racial and ethnic disparities in labor force participation, employment, education, and income • Disaggregate data by race, gender and ethnicity • Building a culture of inclusion through stakeholder engagement 					<ul style="list-style-type: none"> • Offer research-driven initiatives including CEO Commitment, Benchmarking Survey, PIVOT, events and resources

5-Year Goals & Strategies



MISSION: Catalyze an aligned talent system from early childhood to career, so employers have the talent they need now and in the future.

VISION: Be among the top 20% of regions for workforce quality nationally, a place where employers and to locate because of the quality and availability of talent.

Where we have succeeded:

- Increased investment in **quality preschool**
- Increased **access to childcare**
- Reduced regulatory burden on **childcare** providers
- Launched **innovative childcare pilot program** in Muskegon
- Region wide focus on **early literacy and numeracy**
- **K-12 career readiness** dramatically expanded
- Increased the number of **postsecondary credentials** awarded
- Seven years of **labor market reports**
- MDOC now awards a **state ID to returning citizens**
- **88 CEOs** signed **D&I commitment**
- **60 employers** participate in annual **D&I benchmarking assessment** of best practices
- Launching **Center for Adult College Success**
- **Revitalized entrepreneurship** by encouraging strategies to model steps taken by San Diego
- Published/distributed **Talent Solutions Playbook** to **800+ employers**
- Research and advocacy leading to **creation of Michigan's Center for Data and Analytics**