


# Effectively Addressing the Need for Skilled Talent in Michigan



**An Innovative Partnership between the  
State of Michigan, Workforce Development Agency,  
industry, and education to address the need for skilled talent.**



***"Tomorrow's opportunities  
cannot be realized with  
yesterday's skills. It's time  
to develop the next  
generation of talent."***

**GOVERNOR RICK SNYDER**



# Michigan Advanced Technician Training (MAT<sup>2</sup>)

## What is MAT<sup>2</sup>?



=

Industry

Government

Colleges

K-12 Schools



### Foundation

- Partnership approach
- Common Goals
- Social Responsibility
- Return on Investment

### Features

- Industry-Defined Dual Education System
- Education and Training Standards
- Sustainable Model for Growth



# Employer Benefits

MAT<sup>2</sup> combines time spent in a classroom with real-world experiences at a company. Companies invest in training by paying tuition, a school stipend, and wages during the work period.

## Companies Will:

- ✓ Receive Return on Investment
- ✓ Have interns who perform like regular employees
- ✓ Spend less on recruitment, retention, and re-training

# Company Investment

## School Period – Tuition\*

Year 1	\$10,000
Year 2	\$7,000
Year 3	\$3,000

**Weekly School Stipend:**  
\$200.00

## Work Period – Minimum Hourly Wage

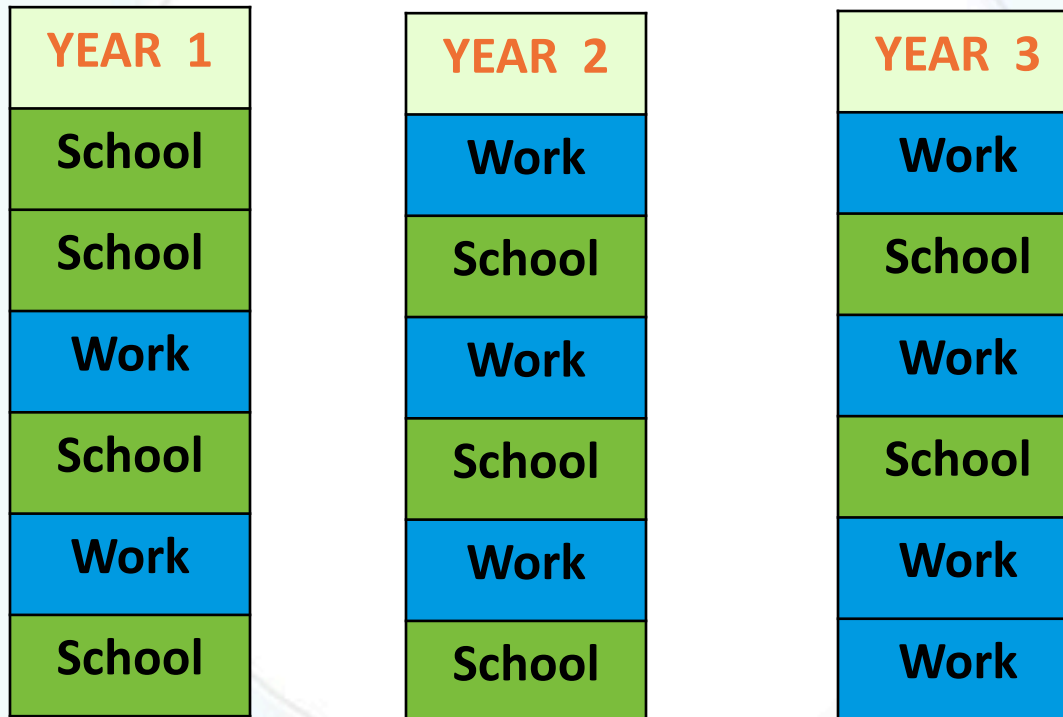
Year 1	\$9.00
Year 2	\$10.50
Year 3	\$12.00

**If a company hired for a similar position, they could spend as much as \$85,000 over a three-year period.**

# MAT<sup>2</sup> School and Work Schedule

Competency Assessment conducted after each school period

Each school and work period is 8 weeks



**Year 1:** 4 School Periods and 2 Work Periods

**Year 2:** 3 School Periods and 3 Work Periods

**Year 3:** 2 School Periods and 4 Work Periods

# MAT<sup>2</sup> Programs

## Mechatronics



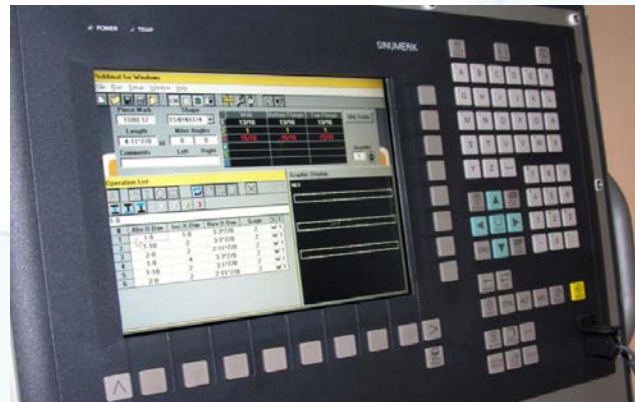
## Information Technology



## Technical Product Design



## Computer Numerical Control (CNC)





# MAT<sup>2</sup> Colleges and Programs\*

## Mechatronics

Oakland Community  
Macomb Community College  
Henry Ford College  
Baker College-Cadillac

## Information Technology

Oakland Community College  
Lansing Community College

## Technical Product Design

Mott Community College  
Macomb Community College

## Computer Numerical Control

Delta College  
Henry Ford College  
Kalamazoo Valley Community College

\*Contingent on industry demand.



# Value of MAT<sup>2</sup> Training Model



# Value of MAT<sup>2</sup>

1. Known, reputable model of building a **competent workforce**
2. **NOT a short term Certificate training strategy**
3. Industry defined curriculum (DACUM) resulting in **Associate's Degree**. In addition, the programs are approved by **Department of Labor**.
4. Statewide standardized curriculum minimizing educational variations between colleges

# Value of MAT<sup>2</sup>

5. **Competency** based learning, **NOT time based**
6. School/Work pattern builds long term behavior and memory patterns
7. Behavioral and attitudinal components addressed
8. Grow commitment on both sides
  - ✓ Long-term loyalty and identity with company
  - ✓ Less turnover
  - ✓ Building work rotations add business value sooner than internship/co-op, etc.

# Value of MAT<sup>2</sup>

9. Social good and business sense
10. Continued employment upon graduation assures return on investment.  
*(3 yr. school + 2 yr. full-time employment)*





# MAT<sup>2</sup> Information

Website: [www.mitalent.org/mat2](http://www.mitalent.org/mat2)

Email: [wda-MAT2@Michigan.gov](mailto:wda-MAT2@Michigan.gov)

## MAT<sup>2</sup> Team-State of Michigan, Workforce Development Agency

**Christopher Knapp, Industry Director**

[KnappC@michigan.gov](mailto:KnappC@michigan.gov)

517.241.4399

**Denise Flannery, Program Manager**

[FlanneryD1@michigan.gov](mailto:FlanneryD1@michigan.gov)

517.373.4238

**Valerie Jemerson, Program Manager**

[JemersonV1@michigan.gov](mailto:JemersonV1@michigan.gov)

517.373.1201

**Tangie Jones, Program Manager**

[JonesT33@michigan.gov](mailto:JonesT33@michigan.gov)

517.241.4399

