

# COMMUNITY EDUCATION ON LABOR MARKET CONDITIONS AND OPPORTUNITIES

WORKFORCE LEADERSHIP ACADEMY

2023 | DETROIT



HAS A **MENTOR**  
HELPED YOU IN YOUR  
LIFE OR CAREER?



# A MENTOR HELPED ME ...

The logo for npower, featuring the word "npower" in a white, lowercase, sans-serif font.

MARLETTA BOYD II



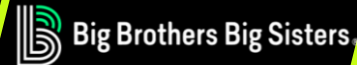
RENARD RICHMOND



ELLEN LUX

The WIN Workforce Intelligence Network logo, with "WIN" in large white letters and "WORKFORCE INTELLIGENCE NETWORK" in smaller white letters to the right.

ALYSHA ALBRECHT

The Big Brothers Big Sisters logo, featuring a stylized "B" icon to the left of the text "Big Brothers Big Sisters".

DAWNESIA JOHNSON-GARLAND

“

“HOW MIGHT WE  
UNDERSTAND HOW  
**MENTORSHIP** CAN BE  
USED AS A TOOL TO  
PLACE PEOPLE INTO  
GOOD JOBS”

”



# MARSHALL PLAN FOR TALENT

INVEST · DEVELOP · ATTRACT

## POTENTIAL EARNINGS IN 2024

# \$49,094,842,059\*

Average salary for these careers: \$60,532\*



INFORMATION TECHNOLOGY  
COMPUTER SCIENCE

**\$20.8 BILLION\***



MANUFACTURING

**\$6.1 BILLION**



HEALTHCARE

**\$7.5 BILLION**



OTHER PROFESSIONAL TRADES

**\$2.8 BILLION**



BUSINESS AND OTHER

**\$11.9 BILLION**

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives  
\*Based on Workforce Intelligence Network and LMI data





**MARSHALL PLAN  
FOR TALENT**

INVEST • DEVELOP • ATTRACT

# HIGH-DEMAND CAREER OPENINGS THROUGH 2024

# 811,055



INFORMATION TECHNOLOGY  
COMPUTER SCIENCE

270,690\*



MANUFACTURING

109,410



HEALTHCARE

212,247



OTHER PROFESSIONAL TRADES

56,287



BUSINESS AND OTHER

162,421

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives | \*Based on Workforce Intelligence Network data

**WIN** WORKFORCE  
INTELLIGENCE  
NETWORK



# METHODOLOGY

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**884**

Survey  
Responses

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**13**

Focus Group  
Attendees

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**2**

Interviews  
Conducted

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**MANY**

Mentorship  
Resources Explored

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**1**

Data Challenge

# FINDINGS: RESOURCES NEEDED

## MENTORING

- Confidence building
- Life coaching
- Career goal setting

## TRAINING

- Vocational training & education
- Job marketing skills
- Career planning courses

## TOOLS

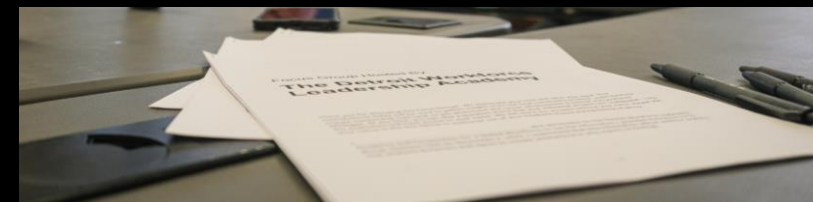
- Career planning books
- Learning resources
- Financial management

## CAREER NAVIGATION

- Skill mapping
- Vision setting
- Career guidance
- Career development & counseling websites
- Seminars with insights and advice from professionals



# FINDINGS: FOCUS GROUP



# FINDINGS: SUMMARY

## GOOD JOBS ARE AVAILABLE

- 811,055 good jobs
- High demand
- High pay
- Growth fields

## WORKING CLASS PEOPLE WANT THESE GOOD JOBS

- All focus group participants expressed a desire to advance their careers
- Barriers and lack of knowledge is preventing advancement
- Peer to peer, group, informal and formal mentoring programs were cited as ways to overcome barriers to good jobs

## MENTORSHIP CAN HELP FILL THIS GAP

- The data shows a positive correlation between mentoring and:
  - Salary gains
  - Career advancement
  - Diversity, equity and inclusion
  - Job satisfaction & empowerment



# FINDINGS: SUMMARY

## SALARY GAINS

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25% of employees and 28% of mentors who participated in a mentoring program had a **salary grade change**

- Mentors were promoted six times more often
- Mentees were promoted five times more often than those not in the mentorship program

# FINDINGS: SUMMARY

## DIVERSITY, EQUITY AND INCLUSION

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Mentoring programs **boosted minority representation** at the management level by 9% to 24% (compared to -2% to 18% with other diversity initiatives)

Mentoring programs also dramatically **improved promotion and retention rates for minorities and women**—15% to 38% as compared to non-mentored employees

# FINDINGS: SUMMARY

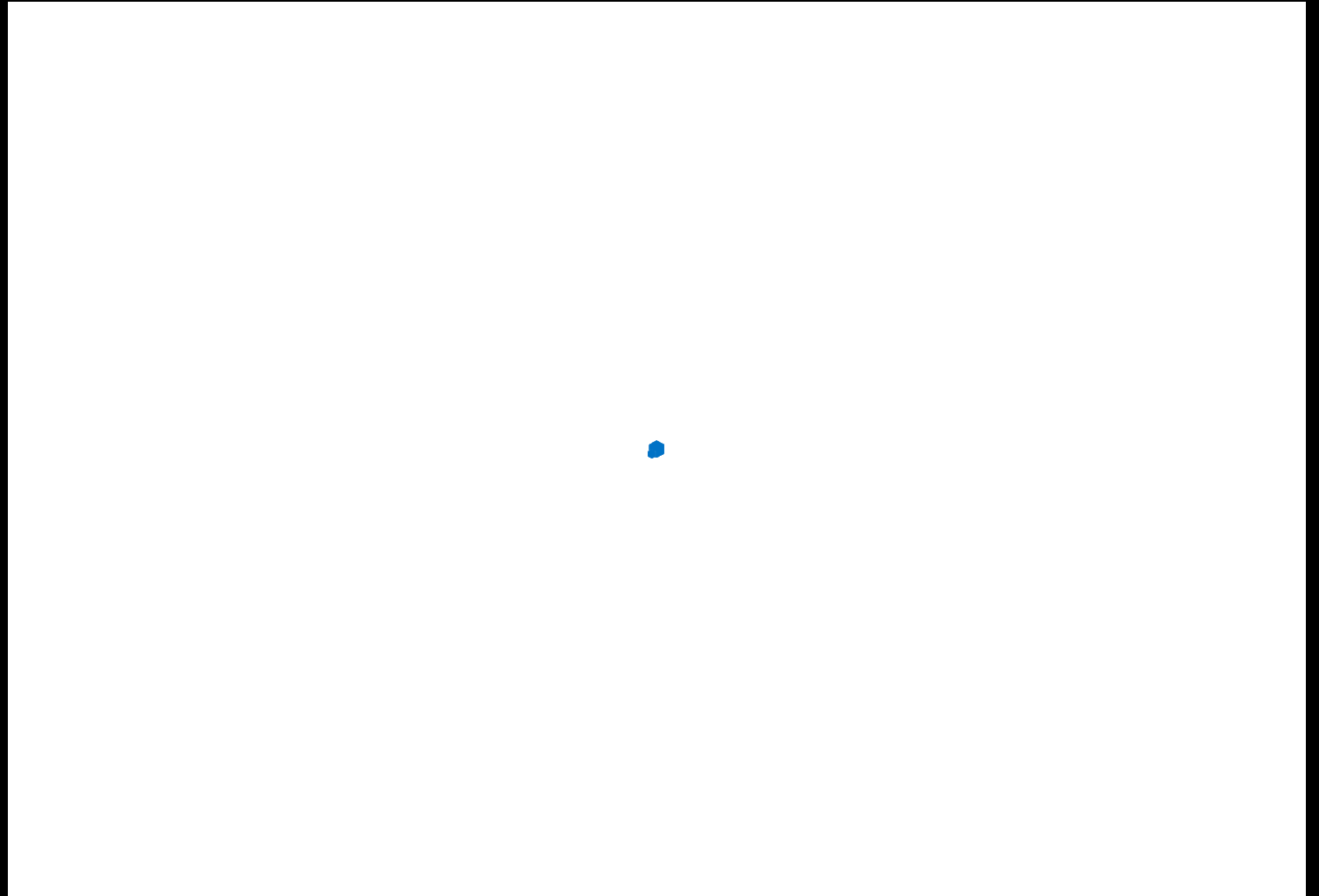
## JOB SATISFACTION

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People with mentors are **happier at their current job** than those without

87% of mentors and mentees **feel empowered** by their mentoring relationships and have developed greater confidence

# POLL RESULTS





**“HOW MIGHT WE  
UNDERSTAND HOW  
MENTORSHIP CAN BE  
USED AS A TOOL TO  
PLACE PEOPLE INTO  
GOOD JOBS”**

# RECOMMENDATIONS

## WHAT CAN **BE DONE?**



**MOTIVATE**



**INSPIRE**



**NAVIGATE**



**TEACH**





WHAT CAN **YOU** DO TODAY?

# THANK YOU


MARLETTA

RENARD


ELLEN

ALYSHA

DAWNESIA



IN LIFE'S SHADOWS WHERE DREAMS HIDE,  
MENTORSHIP BECOMES A GUIDE,  
FOR THE WORKING-CLASS, IT'S A FORCE,  
CREATING PATHWAYS TO A NEW COURSE.  
LIKE MINT, IT SPREADS WITHOUT REFRAIN,  
NURTURING GROWTH, BREAKING EVERY CHAIN.  
UNSTOPPABLE IN ITS STEADFAST COURSE,  
MENTORSHIP OPENS DOORS TO RESOURCE.  
LET IT FLOURISH, LET IT BLOOM,  
OFFERING HOPE, DISPELLING GLOOM.  
MENTORSHIP, AN UNSTOPPABLE FORCE,  
EMPOWERING EVERY WORKER'S COURSE.



## **Proposal for the Establishment of a Mentor Training Program to Empower Career Advancement**

Alysha Albrecht, Marletta Boyd II, Dawnesia Johnson-Garland, Ellen Lux, and Renard Richmond

### **Executive Summary:**

This policy brief recommends the implementation of a comprehensive mentor training program aimed at empowering mentors with the knowledge and skills necessary to guide individuals in advancing their careers. The proposed program encompasses various elements, including understanding in-demand careers and available resources, providing social-emotional support, and navigating adulthood. The program would create mentor career coaches to lead and guide working-class individuals.

### **Rationale:**

- Address the gap in knowledge by providing mentors with up-to-date information on in-demand and high-demand careers.
- Enhance mentors' ability to guide individuals by imparting knowledge about essential skills for career success.
- Ensure mentors are well-versed in available resources, which could include short-term training, apprenticeships, career pathways, and job opportunities for job seekers.
- Equip mentors to offer career guidance and social-emotional support, enhancing the overall mentorship experience.

### **Implementation Plan:**

- Match mentors with working-class individuals in a one-on-one relationship or group program.
- Develop an extensive curriculum for the mentors which would include wage data, career pathways, and other relevant information.
- Partner with educational institutions and organizations to identify and develop a professional development course for mentees.
- Establish a feedback mechanism for continuous improvement.

### **Comparative Analysis:**

- Compare the proposed mentor training program with existing mentorship initiatives.
- Highlight the unique focus on in-demand careers, essential skills, and holistic support.
- Emphasize the potential impact on mentees' career advancement and personal development.
- Research the return on investment associated with individuals who have begun a training program, but have not entered the industry.

### **Monitoring and Evaluation:**

- Develop a strength of the relationship survey to assess the mentees' experience including preparedness for life and their understanding of the labor market.



- Implement a monitoring system to track the effectiveness of the mentor training program.
- Gather feedback from mentors and mentees to assess the program's strengths and areas for improvement.
- Produce quarterly success stories showcasing how mentorships lead to good jobs

### **Conclusion and Recommendation:**

After careful consideration, we recommend the establishment of the proposed mentor training program. By empowering mentors with the knowledge and skills needed to guide individuals in career advancement, we anticipate a positive impact on the community's workforce development. This program aligns with the goals of motivating (M), inspiring (I), navigating (N), and teaching (T), MINT, individuals on their journey toward successful careers.

### **Appendices and Consulted or Recommended Sources**

Literature Review Including:

- [Become A SisterFriend Mentor](#) (SisterFriends Detroit)
- [Explore Registered Apprenticeship](#) (Apprenticeship USA)
- [Financial Well-Being Survey](#) (Consumer Financial Protection Bureau)
- [Improve Workplace Culture With A Strong Mentoring Program](#) (Forbes)
- [Mentoring Statistics You Need To Know - 2023](#) (Mentorloop.com)
- [The Future of Work: What Does It Mean To Have a Good Job?](#) (Aspen Institute)
- [The Real Message from the Marshall Plan for Talent?](#) (Michigan Future Inc.)
- [Workplace Loyalties Change, but the Value of Mentoring Doesn't](#) (Wharton Podcast)

Targeted Survey Groups

- DESC/Detroit at Work Professionals & Career Seekers
- Detroit Workforce Leadership Academy Professionals
- Faith-based Community Leaders and Members
- LinkedIn Professional Networks
- Macomb Community College Professionals
- NPower Professionals and Career Seekers
- SER Metro Young Adults
- Workforce Intelligence Network (WIN) Professionals

Stakeholder Interviews

- Career Seekers: In-person Focus Group at the Durfee Innovation Center in Detroit
- Government: City of Detroit Office of Disability Affairs
- Service Providers: Center for Employment Opportunities (CEO) in Detroit

