



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

MEMORANDUM

DATE: December 12, 2024

TO: Local and Intermediate School District Superintendents
Public School Academy Directors

FROM: Dr. Michele A. Harmala, Deputy Superintendent
Educator Excellence, Career Technical Education, Special Education, and
Administrative Law

SUBJECT: New Michigan Career Development Model

The Michigan Department of Education (MDE) is pleased to announce the new Michigan Career Development Model (MCDM). Guided by legislation, the MCDM is a framework that engages school communities, students, and their support networks in intentional and meaningful career awareness, exploration, and preparation for all students. This new edition was built upon the foundation of the 2018 MCDM which was developed to meet the requirements outlined in [2018-PA-0229.pdf \(mi.gov\)](#).

MDE led the update process with the collaboration and guidance of a 60-member statewide committee of cross-sector leaders at the local, regional, and state level. This new model has evolved significantly providing meaningful career development activities for all students with updated targets and strategies for early childhood, elementary, middle school, high school, and post-secondary.

In addition to the updated targets and strategies, the 2024 MCDM includes a new reference guide, career development graphics and icons, district wide strategies and metrics for utilizing the Michigan Integrated Continuous Improvement Process (MICIP). A repository for best practices and resource sharing is also available through [MiStrategyBank](#) and [#MiGoOpen](#).

To learn more about MCDM implementation and resources, visit the [Career Development Resources](#) webpage. There will be several sessions available to discuss the MCDM at the [Michigan Career Education Conference](#) on January 26-28, 2025, including ways to engage families and embed targets and activities across the curriculum.

Please direct questions to MDE-MCDM@Michigan.gov.

cc: Michigan Education Alliance
Confederation of Michigan Tribal Education Departments

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