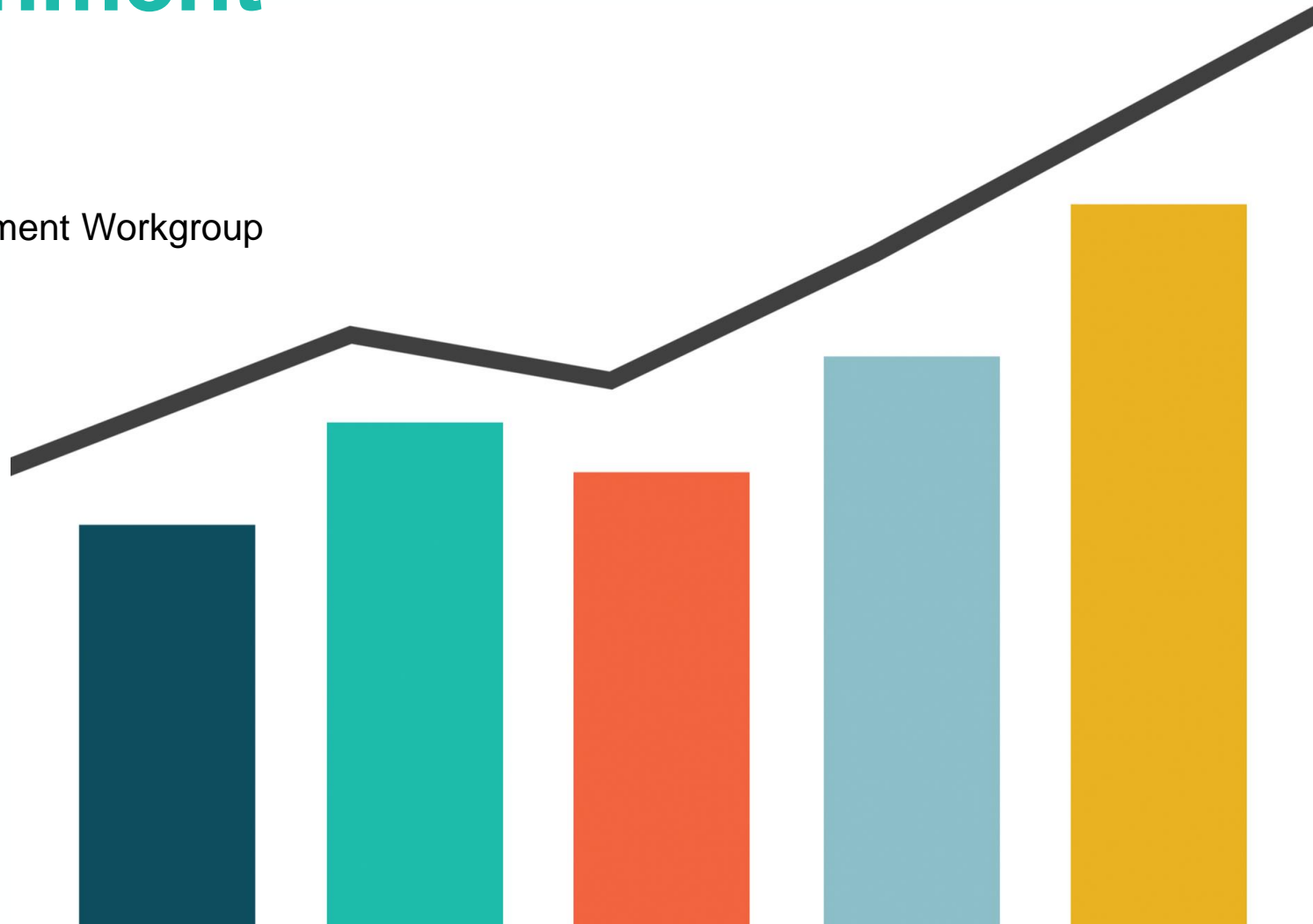


# An Action Plan to Increase Michigan's Postsecondary Credential Attainment

Dec. 1, 2015

Prepared by  
Michigan Postsecondary Credential Attainment Workgroup



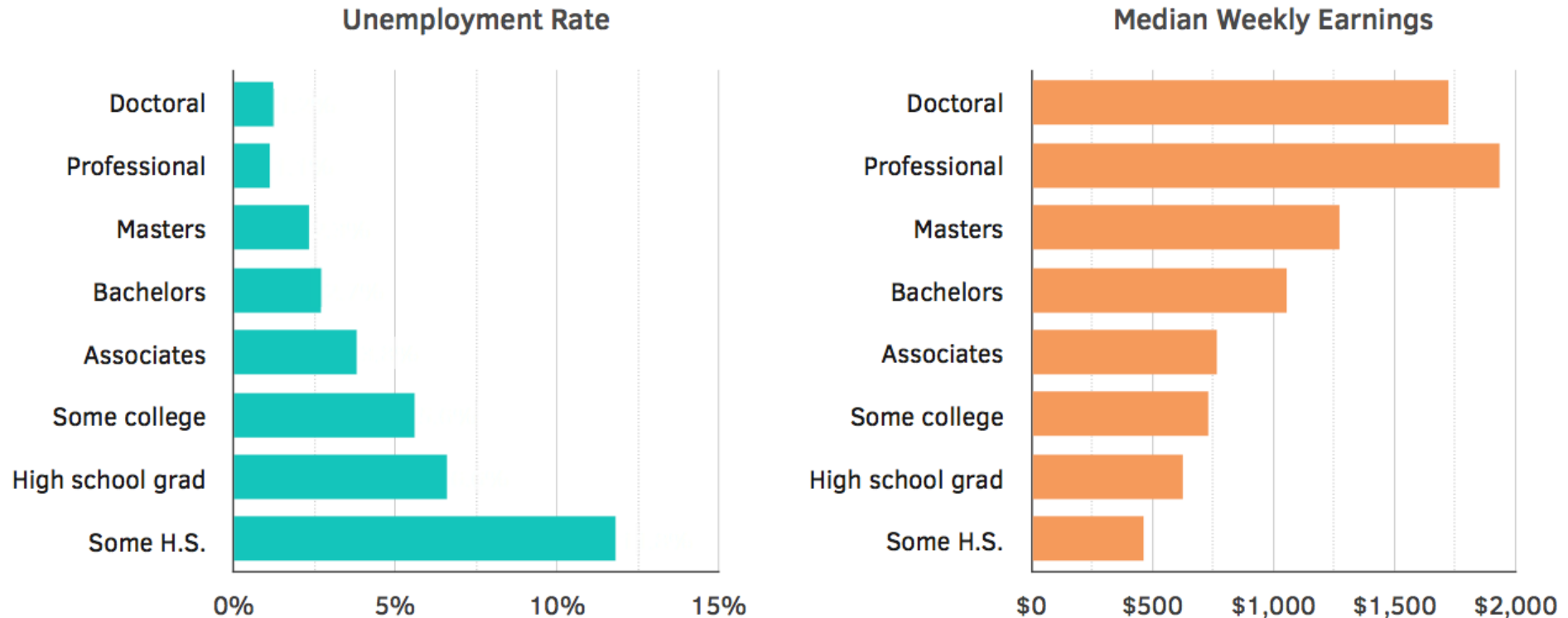


Nothing is more important to grow Michigan's economy than our people having earned valuable postsecondary credentials. This is how we grow Michigan's Talent. Why?

- More postsecondary credential attainment means higher state incomes & per-capita income – everyone makes more, even those without degrees
- Individuals have higher earnings, lower unemployment, more likely to get/keep a job even in recession
- More likely to start a business, be an entrepreneur; communities with higher levels of postsecondary education attainment are more entrepreneurial
- More highly educated people generate more economic growth, raise incomes for others
- Highly educated people are taxpayers, not cost to society, have lower poverty and welfare rates, And are active citizens, vote more often, volunteer more, healthier and spend more time with children
- Improving postsecondary attainment has big ROI on state investment
- Commitment to higher education attainment gives Michigan a better brand- as the Talent State.

# Boosting training beyond high school will lead to lower unemployment and higher incomes

**Exhibit 10. 2013 U.S. Unemployment Rates and Earnings by Educational Attainment Level**

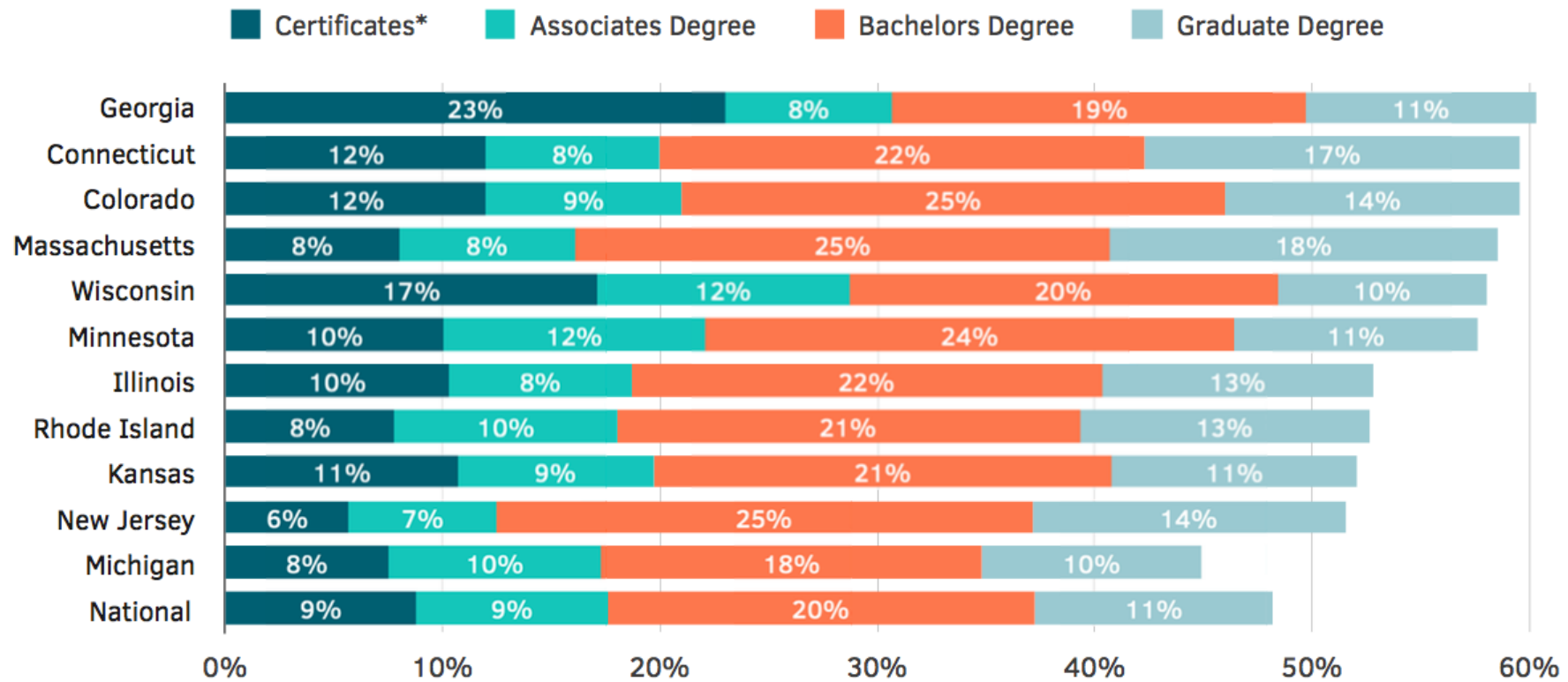


Source: : Calculations from 2013 March Supplement, Current Population Survey

Note: Unemployment and earnings for workers aged 25 and older, by educational attainment; earnings for full-time wage and salary workers

# Only 46% of Michigan citizens have education credentials beyond high school, less than the national average

**Exhibit 4: 2012 Educational Credential Percentage of working age population (25-64):  
Top 10 States and Michigan**

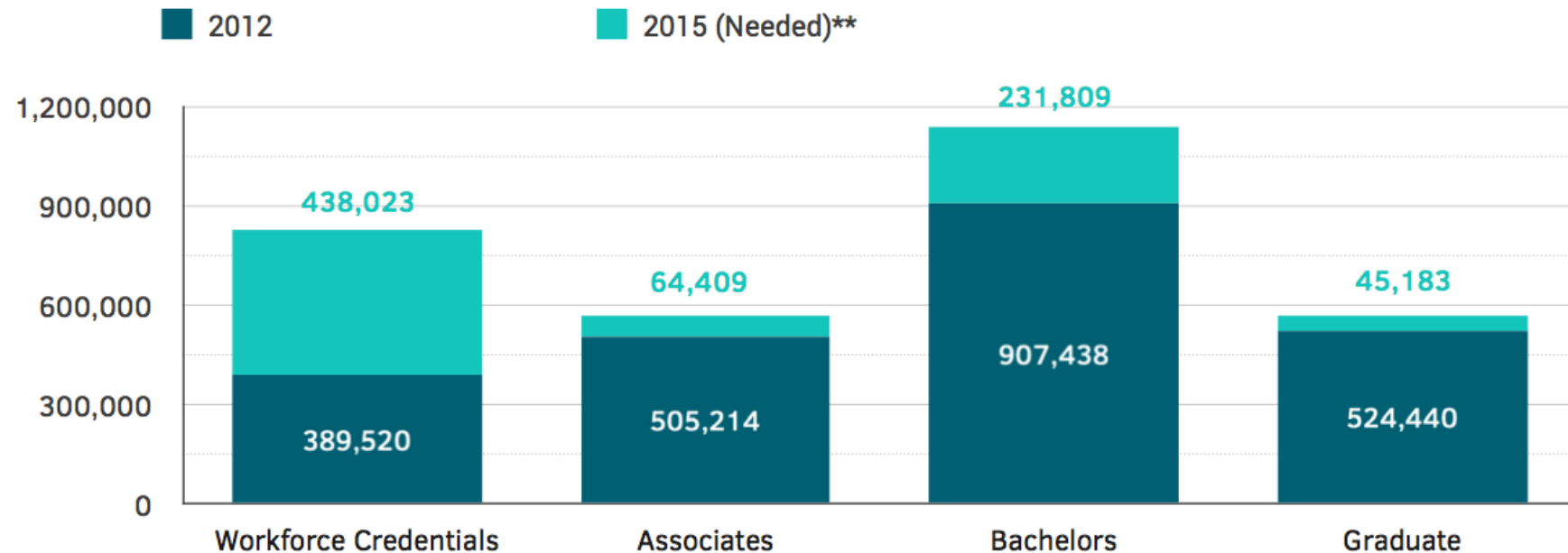


Source: U.S. Census Bureau 2012 American Community Survey

\*The estimates were computed based on a 2010 report by Complete College America entitled "Certificates Count". The complete report can be found [www.completecollege.org](http://www.completecollege.org).

# Our goal: 60% of our citizens with postsecondary credentials by 2025

**Exhibit 12a : Gains needed for Michigan to match the Top 10 States in Credential Attainment and 60% goal**



Source: U.S. Census Bureau 2012 American Community Survey

Workforce credentials here include occupational certificates and other workforce valuable sub-associates credentials (career-technical certifications, test-based industry certifications, apprenticeships).

\*\* This goal was calculated using a report by the center for Education and the Workforce which can be found here: [https://cew.georgetown.edu/wp-content/uploads/StateProjections\\_6.1.15\\_agc\\_v2.pdf](https://cew.georgetown.edu/wp-content/uploads/StateProjections_6.1.15_agc_v2.pdf)



## To reach this goal we must:

Work with Purpose: Focus on the Talent 2025 framework: every Michigan community, education & higher ed institution, and regional employer/workforce organizations can set their goals and contribute to meeting state's goal;

Work together: across institutions on shared state priorities given our autonomous decentralized higher ed system

Work Smarter: Michigan must make whole system perform better. Align everything—to be more efficient and effective, to save the taxpayer and the individual's dollar; while making the strategic investments that pay the highest dividends in credential attainment

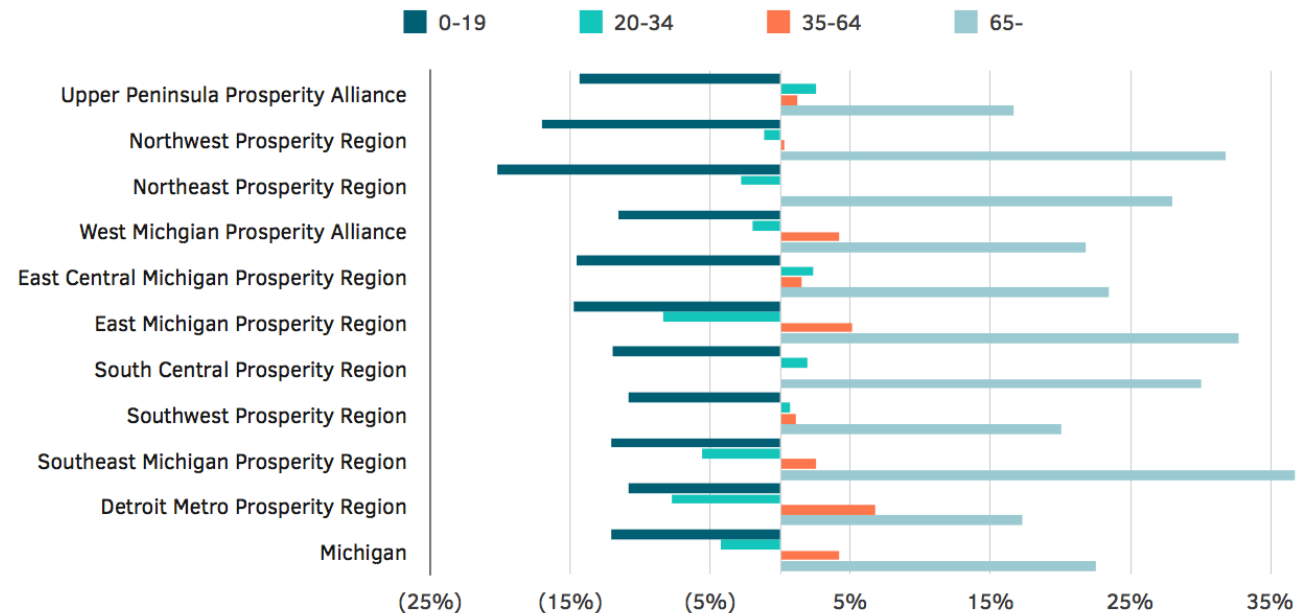
# Policies and strategies to reach our goal must also attend to our unique demographic and workforce realities:

We have fewer young people in the pipeline and many adults in the workforce with some postsecondary credential, no degree (25%)

This means a focus on getting all our young people into postsecondary education, and re-engage working adults and help them complete credentials

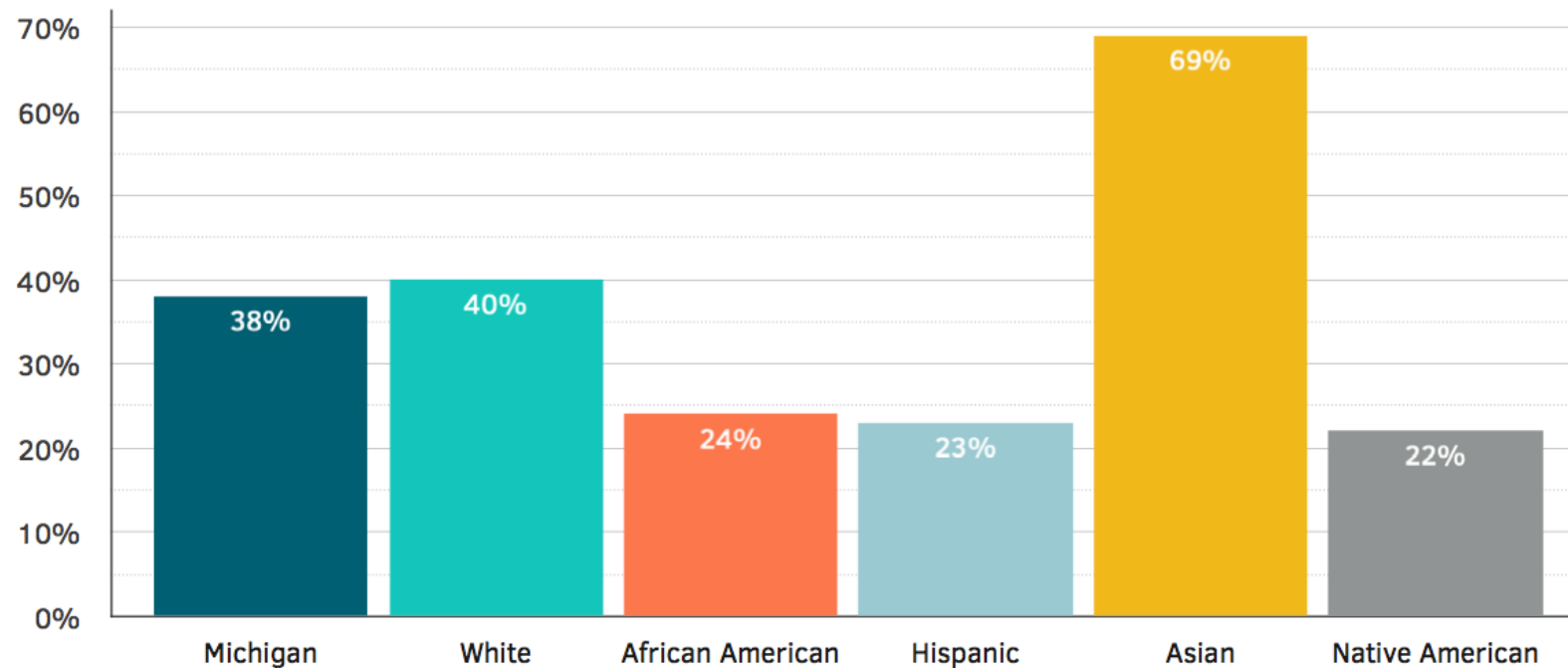
## Exhibit 1b. Demographics – Age Change

Age group proportion percentage change from 2000-2013, Michigan residents



A more diverse population and gaps in postsecondary participation and credential completion based on race and income demand purposeful strategies to close those gaps. And all groups, white majority, and minorities must achieve at higher levels.

**Exhibit 5. Degree-attainment (AA+) rates among Michigan residents (ages 25-64), by population group**

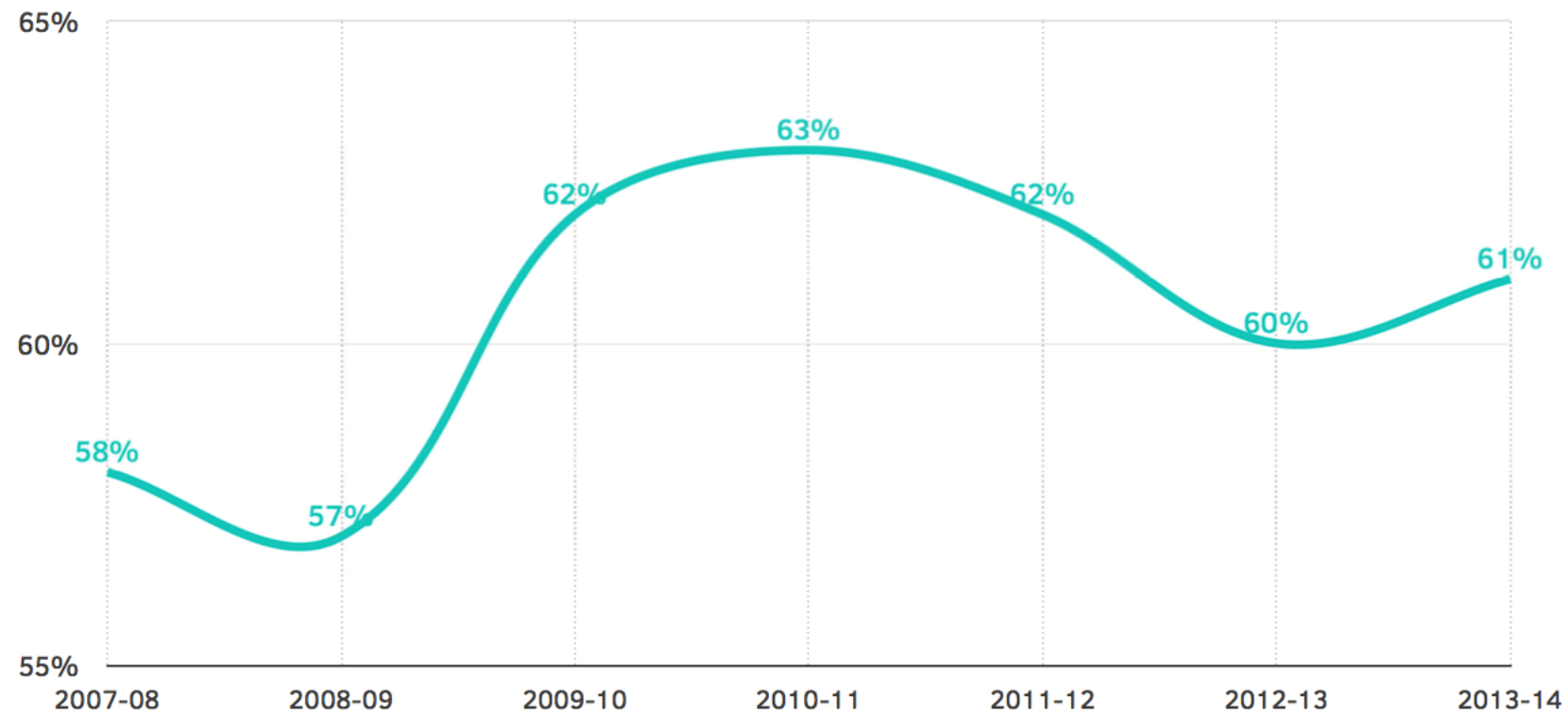




To do better, in addition to continue to lay foundation of early childhood education, K-12 success, Michigan must:

- Get more youth and adults ready and participating in postsecondary education

**Exhibit 16: Michigan Community College Students Who Require Developmental Courses**

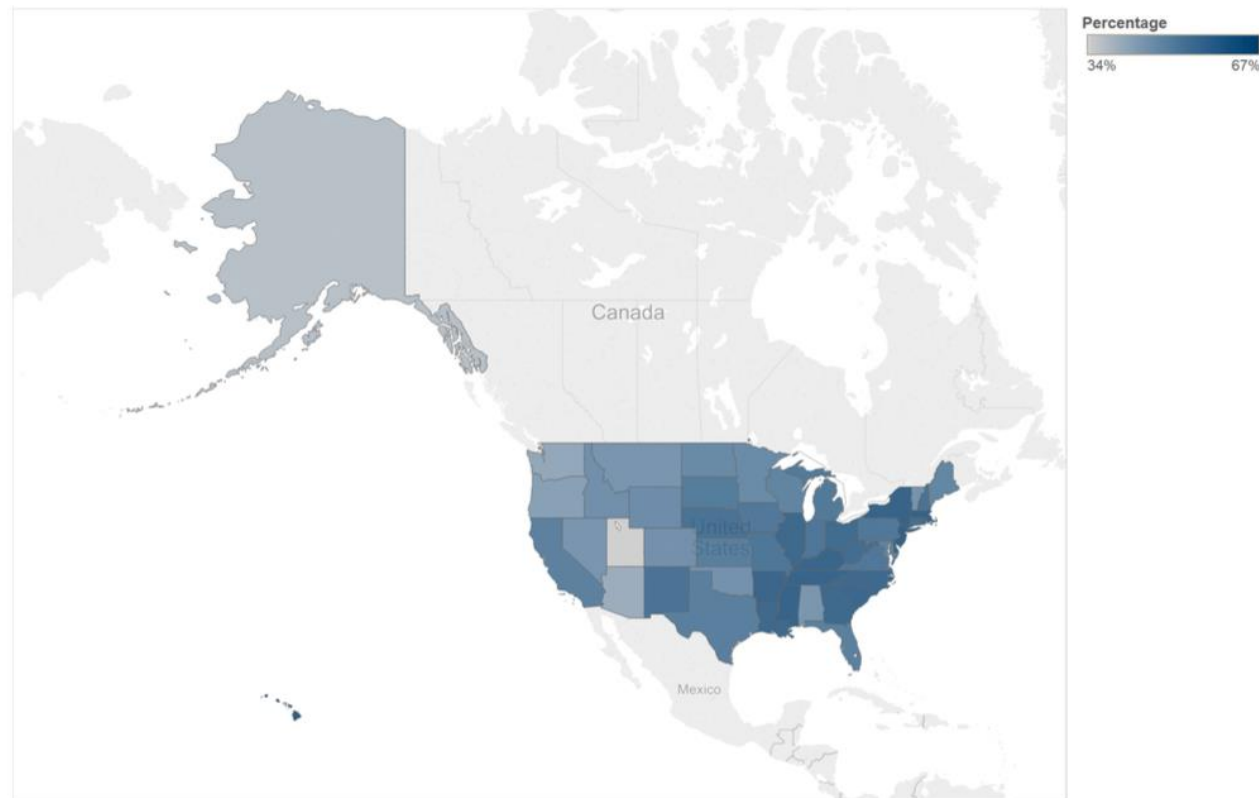


Source: Michigan Governor's Dashboard, <https://midashboard.michigan.gov/education>

## To do better, Michigan must also:

- Improve guidance and readiness, particularly for minorities and low-income

Exhibit 17. Share of enrolled seniors completing FAFSA

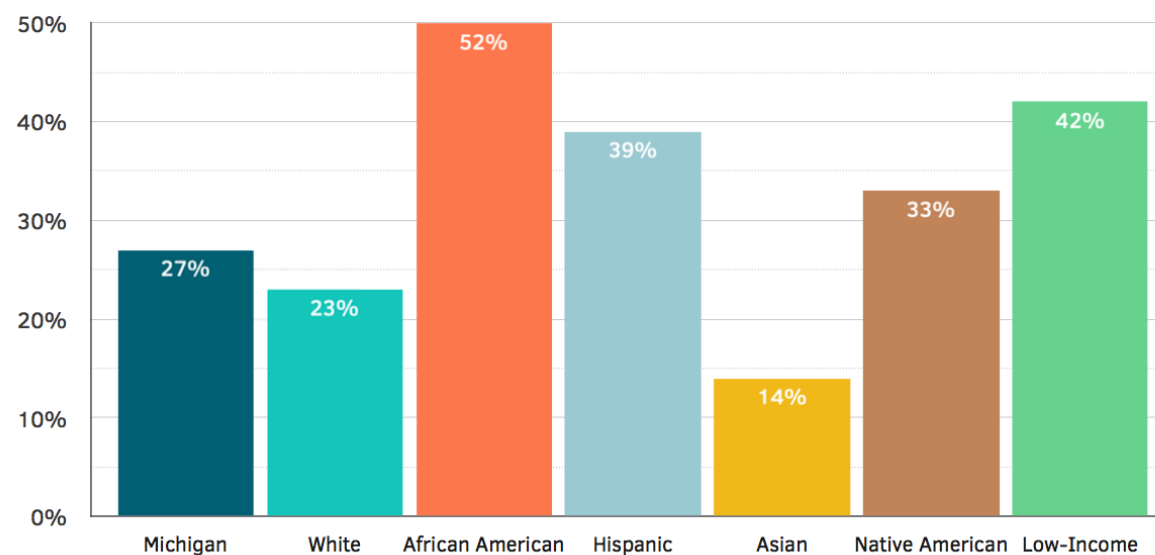


Source: This graphic is from EdCentral.org. Details on their method can be found here: <http://www.edcentral.org/filling-fafsas/>

## To do better, Michigan must also:

- Dramatically decrease the number of high school graduates that require remedial education so that they begin their postsecondary pathways with credit-bearing coursework and are on track to complete a credential quickly

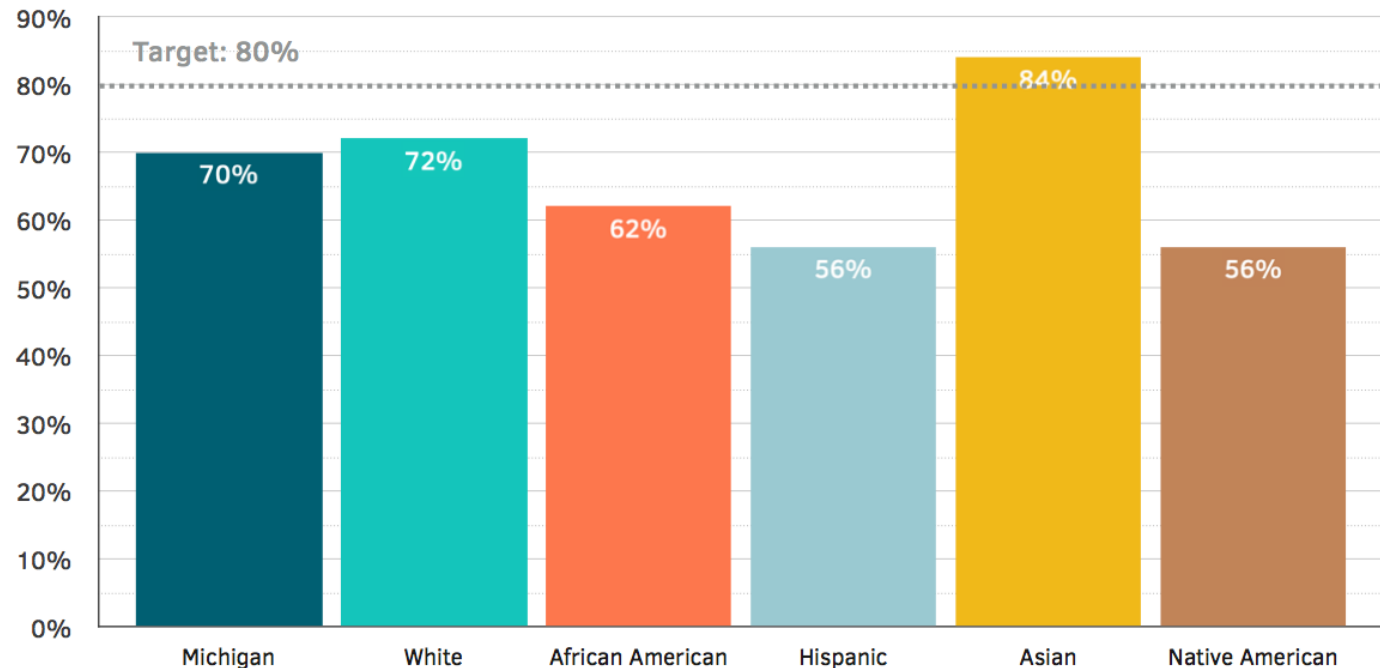
Exhibit 15. Of those enrolling in college, how many needed remediation (Class of 2013)?



## To do better, Michigan must also:

- Increase numbers of high schoolers earning postsecondary credits from current low level (11% of high schoolers) and increase immediate postsecondary enrollment rates particularly for minority students

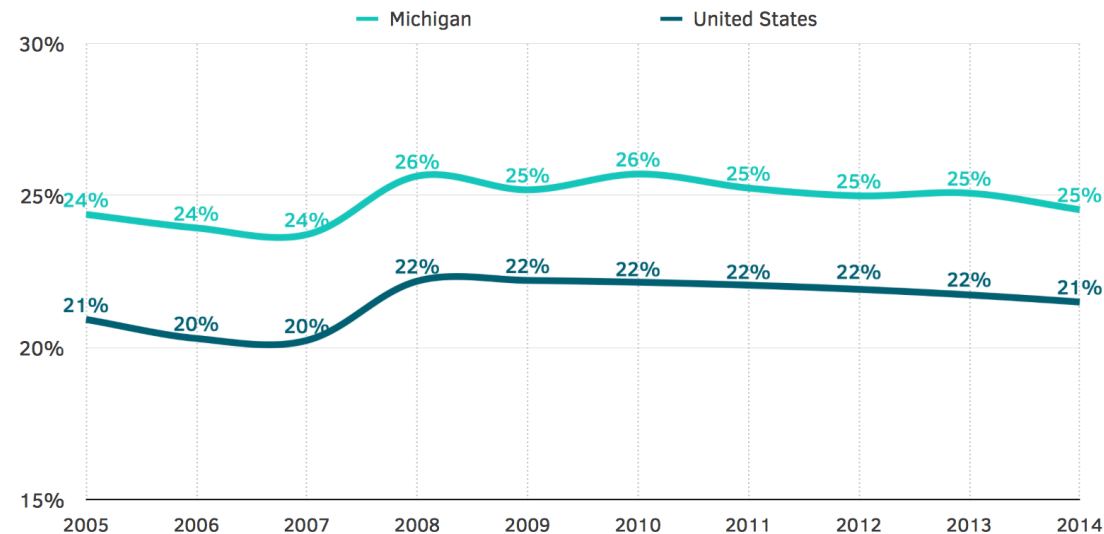
Exhibit 18a. Class of 2013 College Enrollment Rates, by subgroup



# To do better, Michigan must also:

- Support to completion large share of working age adults, some postsecondary, no credential (one of the largest shares in country)

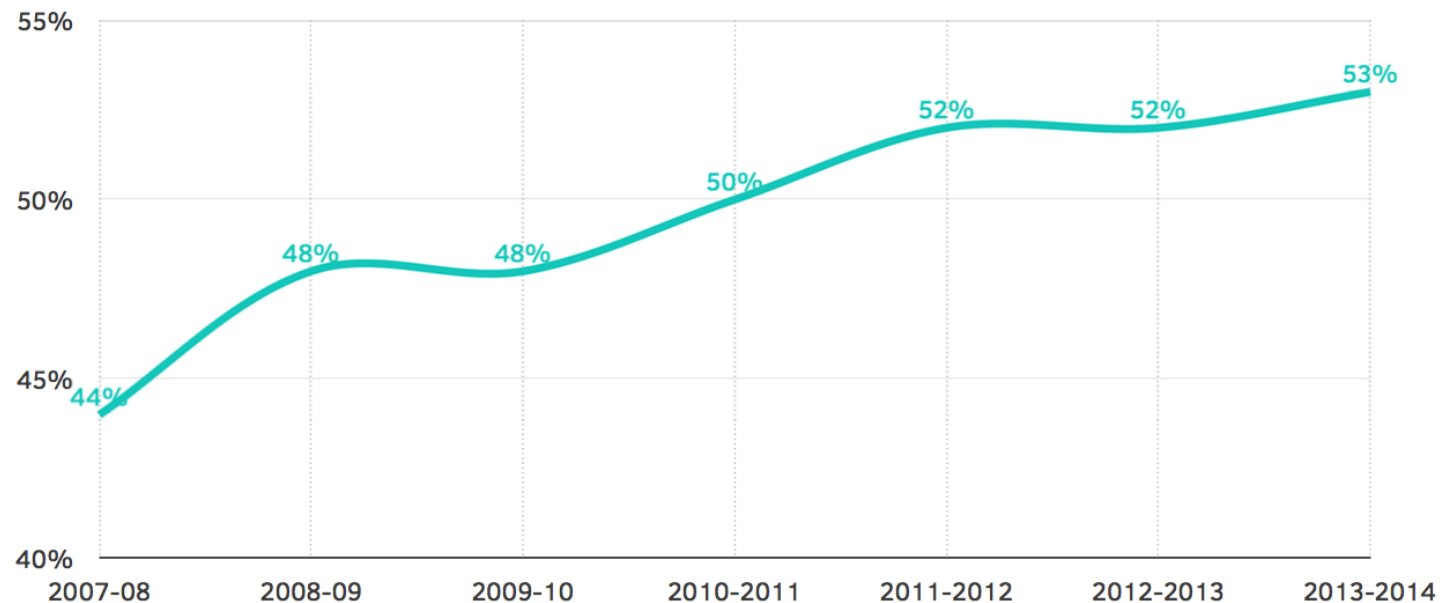
Exhibit 7. Percent of Michigan Adults, Aged 25-64, with Some College, No Degree



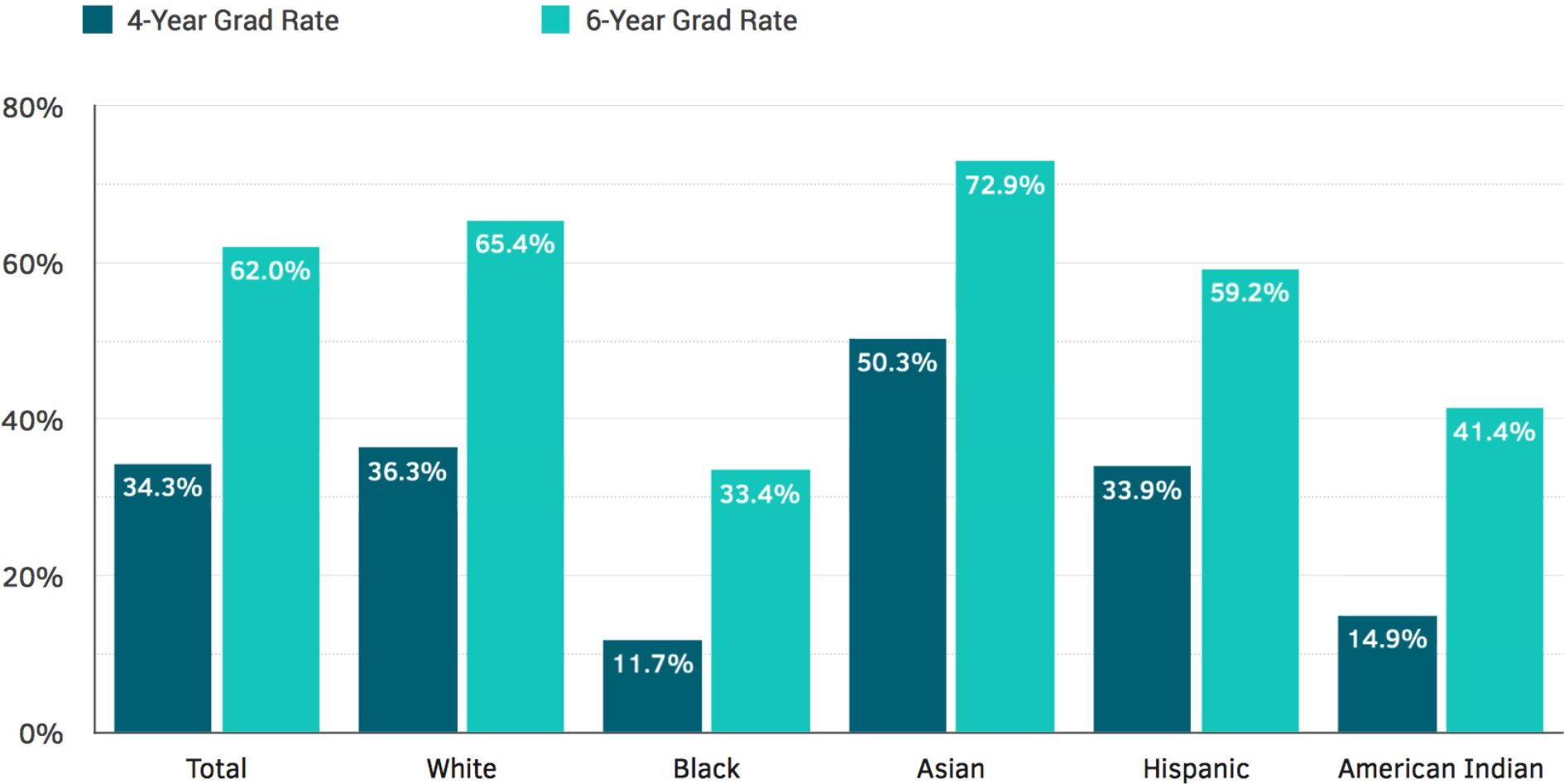
## To do better, Michigan must also:

- Continue to increase completion rates and successful transfer rates, particularly for working, low-income and minority populations

Exhibit 23: Michigan Community College Completion/Graduation/Transfer Rate



# Exhibit 27. University Graduation Rates By Race



Source: National Center for Education Statistics' Integrated Postsecondary Education Data System, 2013



Recommendations of the Work Group are Strategic actions/policies that offer high returns towards reaching Goal 2025; including:

- Enhanced high school college and career guidance ratios, capacity and training
- Change rules, policies and financial incentives to triple the numbers of high school students earning post-secondary credits, certificates and degrees through all forms of early postsecondary credit taking and CTE programs. (Currently only 11% of high schoolers earn postsecondary credits)
- Making postsecondary education a realistic option and lift crushing debt burdens on students and families by upping simplified, need-based financial aid to the level of the top 10 states again. Michigan is 41<sup>st</sup> in state financial aid, and has among the highest state rates of student debt.





# Recommendations continued..

- Streamlining transfer of credits and credentials among and between secondary and postsecondary learning institutions
- Create a Pure-Michigan style web portal and marketing campaign to provide user friendly guidance to potential students on how to access, navigate and succeed in Michigan's higher education institutions. Portal should provide consumers with wage and employment outcomes for graduates of our institutions by program of study like other states have been able to do.
- Create incentives for our community colleges and universities to organize institutional strategies to support all learners to completion of credentials



# Recommendations continued..

- Extend and enhance our state CEPI performance information system to track progress and success of students accurately and on into the workplace to understand performance and improve
- Create a regionally determined Adult Training Scholarship with existing workforce resources to re-engage and support to completion of large number of working adults without a credential
- Finally, we must support an ongoing public-private partnership: the Michigan Higher Education Partnership Council recently convened by Business Leaders for Michigan, to promote, advocate for and guide policy changes that will improve our state's postsecondary educational attainment rate

# EDUCATION BEYOND HIGH SCHOOL: THE *key* TO ECONOMIC SECURITY & OPPORTUNITY



## Our goal:

60% of Michiganders with postsecondary credential by 2025



Current status: 46%. To reach 60% we need...

439,000 more **CERTIFICATIONS**

64,000 more **ASSOCIATE** degrees

232,000 more **BACHELOR'S** degrees

45,000 more **GRADUATE** degrees



## Why degrees matter?



HIGHER INCOMES

LESS LIKELY TO BE LAID OFF

MORE ENTREPRENEURSHIP

LOWER POVERTY RATE

BETTER HEALTH

## What are our challenges?



### DEMOGRAPHICS:

High school enrollment dwindling



### CLOSE GAPS:

Must increase achievement by minorities, rural and low income youth and adults



### LACK OF GUIDANCE:

Provide guidance on how to access, navigate and succeed in Michigan's higher education institutions

## How will we get there?



### WORK WITH PURPOSE:

Total focus by educators, employers, communities



### WORK TOGETHER:

Coordination between public and private, four and two year and k-12 institutions



### WORK SMARTER:

Be more efficient to get the highest number of credentials for the fewest dollars



To learn more, visit [mitalentgoal2025.org](https://mitalentgoal2025.org)

# Michigan Postsecondary Attainment Workgroup Members

