



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

Michigan Workforce Development Board

Job Matching Workgroup



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**LABOR & ECONOMIC
OPPORTUNITY**

Team and Objectives

Current Team:

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Objectives:

1. Retain talent in the State with job matching for degree holders and those with post-secondary credentials

Analyze and advise avenues improve talent retention in Michigan to match job opportunities with recent graduates and those with post-secondary credentials. This committee will also explore options available for current workforce to enhance their skills or explore retraining.

2. Support 60 by 30 Plan

“By 2030, 60% of working-age Michiganders will have a certificate or college degree. Michigan will be a talent leader — fueling the future workforce and providing opportunity for all.”



Education Attainment

Education

Educational Attainment

91.4% +/- 0.2%

High school graduate or higher in Michigan

88.6% +/- 0.1%

High school graduate or higher in the United States

Table: DP02
Table Survey/Program: 2019
American Community Survey 1-
Year Estimates

Education Attainment in Michigan

High School or equivalent degree - 29.1% +/- 0.3%

Some college, no degree - 22.8% +/- 0.3%

Associate's degree - 9.4% +/- 0.2%

Bachelor's degree - 18.2% +/- 0.3%

Graduate or professional degree - 11.9% +/- 0.2%



Source: <https://data.census.gov/cedsci/profile?g=0400000US26>

Education Attainment - Observations

Observations:

1. Bachelor's Degree or greater totals 30.1%, already ½ way there to the 60 by 30 goal
2. Some College, no degree is 22.8%, the largest opportunity for advancement to achieve the goal of 60 by 30
3. Associates degree attainment 9.4%, which are able to transition to a baccalaureate's degree
4. Population without a High School education is 8.6%



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Conclusion 1

Focus on programs to promote greater participation in attaining Associate's degrees and technical certifications

Characteristics of Programs:

1. Adjust narrative that a student needs to complete an Associate's degree or technical certification in a pre-defined period of time
2. Work toward community partnership programs where students would complete the Associate's degree or technical certification debt free.
3. Expand financial incentives for businesses and trade organizations to partner with local Community Colleges to provide paid work opportunities for students pursuing an associate's degree or technical certification



- *Supports 60 by 30 with programs supporting 22.8% additional degree seekers*

- *Establishes "community roots" through developing network of resources created with local education and local employment programs*

Graduate Retention

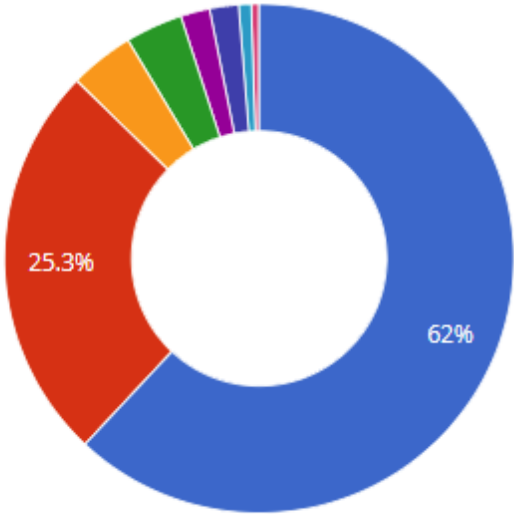
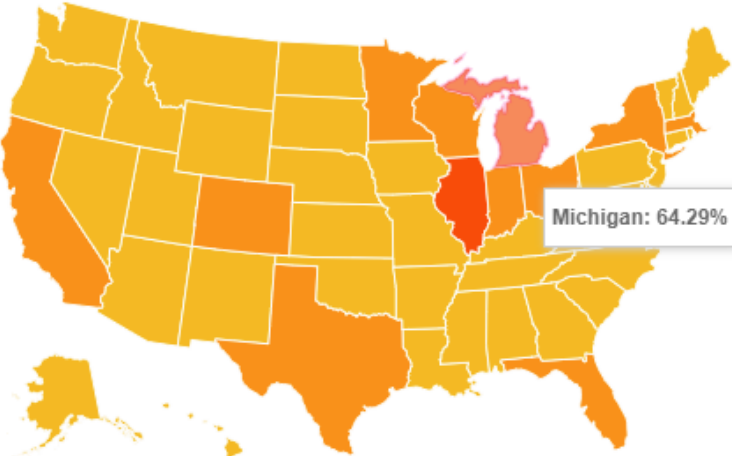
Observations:

- 1. 62% of MSU graduates employed full-time and 64.3% of those have employment in Michigan



<https://careernetwork.msu.edu/outcomes/>

United States



- Employed Full Time
- Continuing Education
- Employed Part Time
- Seeking Employment
- Not Seeking
- Seeking Continuing Education
- Volunteer Service
- Military Service



Graduate Retention

Observations:

1. 91% of WMU graduates employed full-time and 79% of those have employment in Michigan



<https://wmich.edu/career/planning>

Where are the graduates of 2019-20?

91% of WMU graduates were actively engaged in full-time employment (70%), part-time employment (2%), military service (1%), full-time volunteer service (0.1%), and further education (18%).

	All degrees	Undergraduate	Graduate
Actively Engaged	91%	90%	94%
Employed full time	70%	66%	79%
Employed part time	2%	2%	2%
Continuing education	18%	21%	12%
Military service	1%	1%	0.4%
Volunteering full time	0.1%	0.1%	0.2%
Not Actively Engaged	9%	10%	6%
Looking for work	8%	9%	5%
Other commitments	1%	1%	1%

Full-Time Employment Highlights

- 70% were employed full time.
- Median salary was \$45,000–\$50,000 based on 1,164 reported salaries.
- 91% have a job related to their degree.
- 88% are satisfied with their job.

	All degrees	Undergraduate	Graduate
Job in Michigan	79%	80%	77%
Job related to degree	91%	89%	94%
Satisfied with the job	88%	88%	87%



Conclusion 2

Focus on programs to promote those with Associate's degrees to pursue Baccalaureate's degree

Characteristics of Programs:

1. Adjust narrative that a student needs to complete a Baccalaureate's degree in a pre-defined period of time.
 2. Work toward community partnership programs where students would complete the Baccalaureate degree while working part-time, hold an internship, or participate in a co-op program to minimize debt when completed.
 3. Leverage the existing career services and job placement of Colleges and Universities to match graduates with available jobs in Michigan.
- ***Supports 60 by 30 with programs supporting 32.2% (9.4% + 22.8%) additional BA/BS degree seekers***
 - ***Education experience may be 6-8 years along with establishing a local network which increases potential for retention in State***



References

References:

1. US Census Data / Website - <https://data.census.gov/cedsci/profile?g=0400000US26>
2. Western Michigan Career and Student Employment Services - <https://wmich.edu/career/planning>
3. Michigan State University Career Services Network - <https://careernetwork.msu.edu/outcomes/>

