

Resolution in Support of Building a Framework for Assessing Labor Market Outcomes of Credentials

Whereas, the Michigan Workforce Development Board (“MWDB” or “the Board”) is intended to help achieve labor market alignment, allowing Michigan workers to acquire the skills and credentials they need to secure and advance in jobs with family-sustaining wages, and to ensure that Michigan’s job providers have access to the skilled workers they need to succeed in a global economy. This requires that the state’s workforce development system continuously adapts with increased responsiveness to changes in labor market demands;

Whereas, when exercising its duties, the Board may provide policy advice across workforce development, including state funding of financial aid for training and education, training providers, one-stop job centers, and local workforce board and community college efficacy;

Whereas, in 2019, Governor Whitmer announced an ambitious goal, critical to the workforce and economic development success of the state: that 60 percent of Michigan’s working age adults will have a post-secondary degree or certificate by the year 2030;

Whereas, in pursuit of the Sixty by 30 goal, there is need for increased assessment and evaluation of the labor market relevance and outcomes of credential attainment to ensure that the system works in greatest alignment for the benefit of growing prosperity for both job seekers and job providers;

Whereas, there is also need for greater transparency around post-secondary credentials, including certificates and certifications, degrees, and industry-recognized credentials, and across a variety of settings, including career and technical education and apprenticeship programs, to help:

- individuals choose educational pathways that lead to in-demand and high-wage occupations,
- career coaches and navigators provide accurate and informative guidance to those individuals, and
- educational providers design and offer credentials that best serve job seekers and employers.

Therefore, the Michigan Workforce Development Board resolves that the Michigan Department of Labor and Economic Opportunity (“the Department”), with partnership from other state agencies where needed, and particularly the Michigan Center for Data and Analytics, shall create a framework for understanding and communicating the labor market outcomes of post-secondary credentials, including certificates, certifications, and degrees, offered by education and training providers in Michigan.

The Department shall conduct stakeholder engagement with employers, training providers, community colleges, associations, Michigan Works! Agencies, and others, to understand sufficiently how such a framework, when finalized, can be deployed to achieve the aims of reducing the skills gap and increasing job seeker and worker readiness, including for youth and those with disabilities, for high-wage jobs.

The Department shall consider how to apply such a framework in different contexts and for different target populations, including, but not limited to, those populations specifically served within the different

Titles of the Workforce Innovation and Opportunity Act, and adults with significant barriers to employment.

As an initial framework for analysis, the Department shall organize credential completion data according to these thresholds:

- Completers earn more than the state median wage for high school completers;
- Completers earn more than the state median wage for all certificate completers;
- Completers earn more than the state median wage for all occupations; and
- At each threshold, the data should be further analyzed by rates of employment.

The Department shall prepare a report to this Board within the first two quarters of 2024 that reflects what it has learned from developing this framework and engaging with stakeholders, and making recommendations for improvement and utilization.

Where possible, the Department should explore how to assess stackability or quality of credential completion programs, or report to the Board what additional data would be needed to do so. The Department should explore the implications of applying this framework in fields with high social importance, such as health care, childcare, and public emergency service. Recommendations should include an assessment of data shortfalls and how they could be addressed.