

Reaching for Opportunity

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

Michigan House Appropriations Subcommittee

November 5, 2015

**John Austin, President
Michigan State Board of Education**

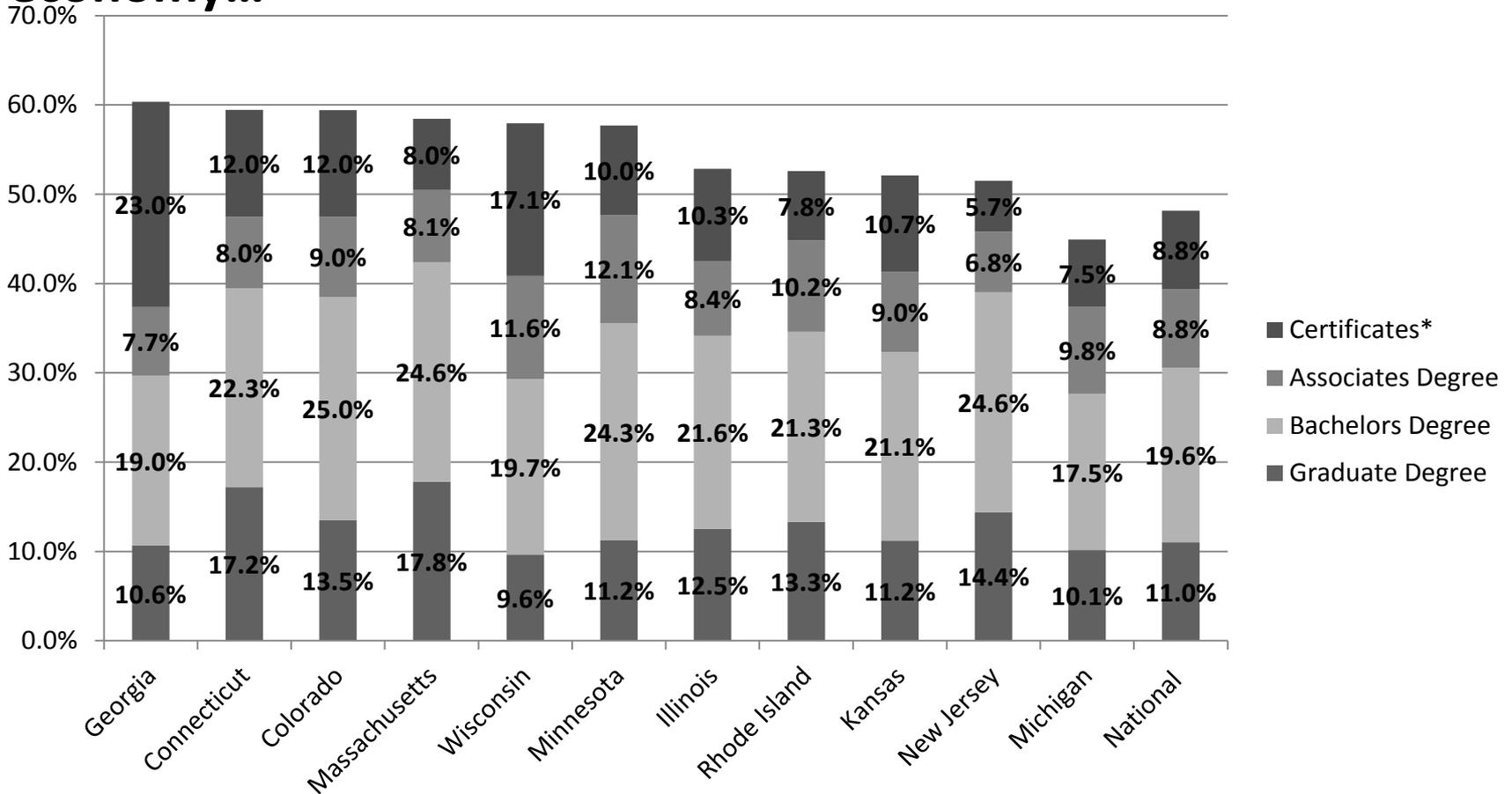


In 2015 - One thing remains true: Nothing is more important to our people and our state's economy than postsecondary education attainment in all forms...

Exhibit 9: Per Capita Income, Educational Attainment in Michigan and Top 10 States

State	Rank	% of Population Bachelor's or Higher Degree	2013 Per Capita Personal Income	7 year average income change relative to U.S. average	7 year average bachelor's degree attainment change
Washington D.C.	1	69.67%	\$75,329	49.48%	-
Massachusetts	2	48.46%	\$57,248	15.02%	7.53%
New York	3	42.22%	\$54,462	26.75%	0.73%
New Jersey	4	41.72%	\$55,386	-1.59%	-32.05%
Connecticut	5	39.96%	\$60,658	1.17%	-19.03%
Maryland	6	39.52%	\$53,826	-3.33%	-6.19%
Virginia	7	38.90%	\$48,838	-4.10%	12.14%
Vermont	8	38.50%	\$45,483	20.97%	45.05%
Illinois	9	38.37%	\$46,980	-4.08%	26.70%
Michigan	32	29.56%	\$39,055	-24.39%	-27.66%
U.S. Average		32.22%	\$44,765		

We are well behind the Top 10 States in Postsecondary Credential Attainment. 46% of our working population (25-64) have a degree or certificate that helps them navigate the economy...



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.

Eleven years ago bi-partisan stakeholders -- business, higher education, education, labor, gov't—came together and made recommendations to do better

Leading to some major changes:

Michigan Merit Curriculum and Assessment

Michigan Merit Scholarship

Community Compacts for Postsecondary Attainment (K'zoo and other
“Promises”-Michigan College Access Network)

CEPI extended to Longitudinal Performance Data System

Expansion of Early/Middle Colleges

Return to Learn – No Worker Left Behind

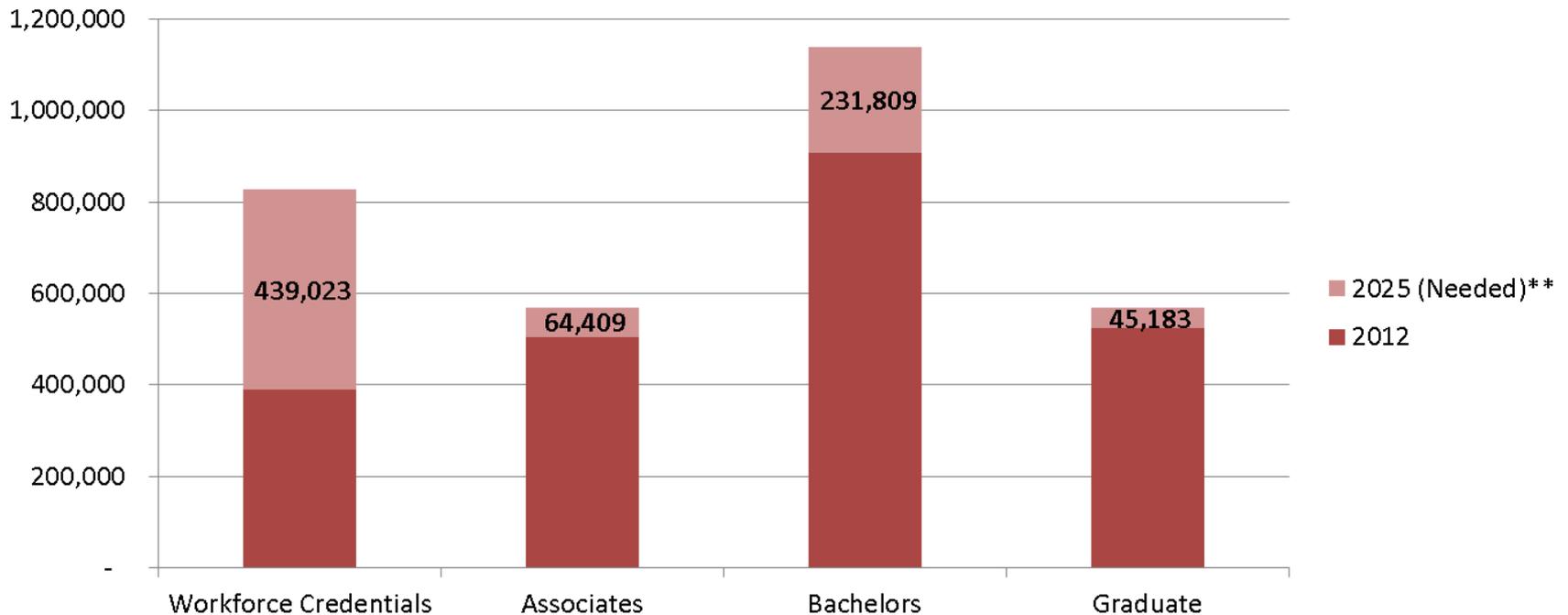
21st Century Innovation Fund

Some stuck, Others did not – But we didn't have an organized effort to keep pushing the agenda...

Last year stakeholders voluntarily came together to help make and execute a new Postsecondary Credential Attainment roadmap...

- **Michigan Independent Colleges & Universities**
- **Business Leaders for Michigan (BLM)**
- **Kalamazoo Promise**
- **Michigan Association of School Administrators (MASA)**
- **Michigan Association of Secondary School Principals(MASSP)**
- **Michigan College Access Network (MCAN)**
- **Michigan Community College Association (MCCA) – Michigan Center for Student Success (MCSS)**
- **Michigan Department of Education (MDE)**
- **AFT Michigan**
- **Office of Governor Snyder**
- **Michigan Association of State Universities (MASU)**
- **State Legislators**
- **Talent 2025 – Detroit Regional Chamber**
- **State Board of Education**
- **Michigan Workforce Development Agency**
- **Michigan Economic Development Corporation (MEDC)**
- **Help from Kresge, Lumina, W.K. Kellogg Foundations**

We looked hard at our workforce needs - to join the top 10 states and equip our people with the degrees, certificates or other occupational credentials that are needed in the labor market of tomorrow... We need to reach a goal of 60% by 2025 of our adults with these valuable credentials.



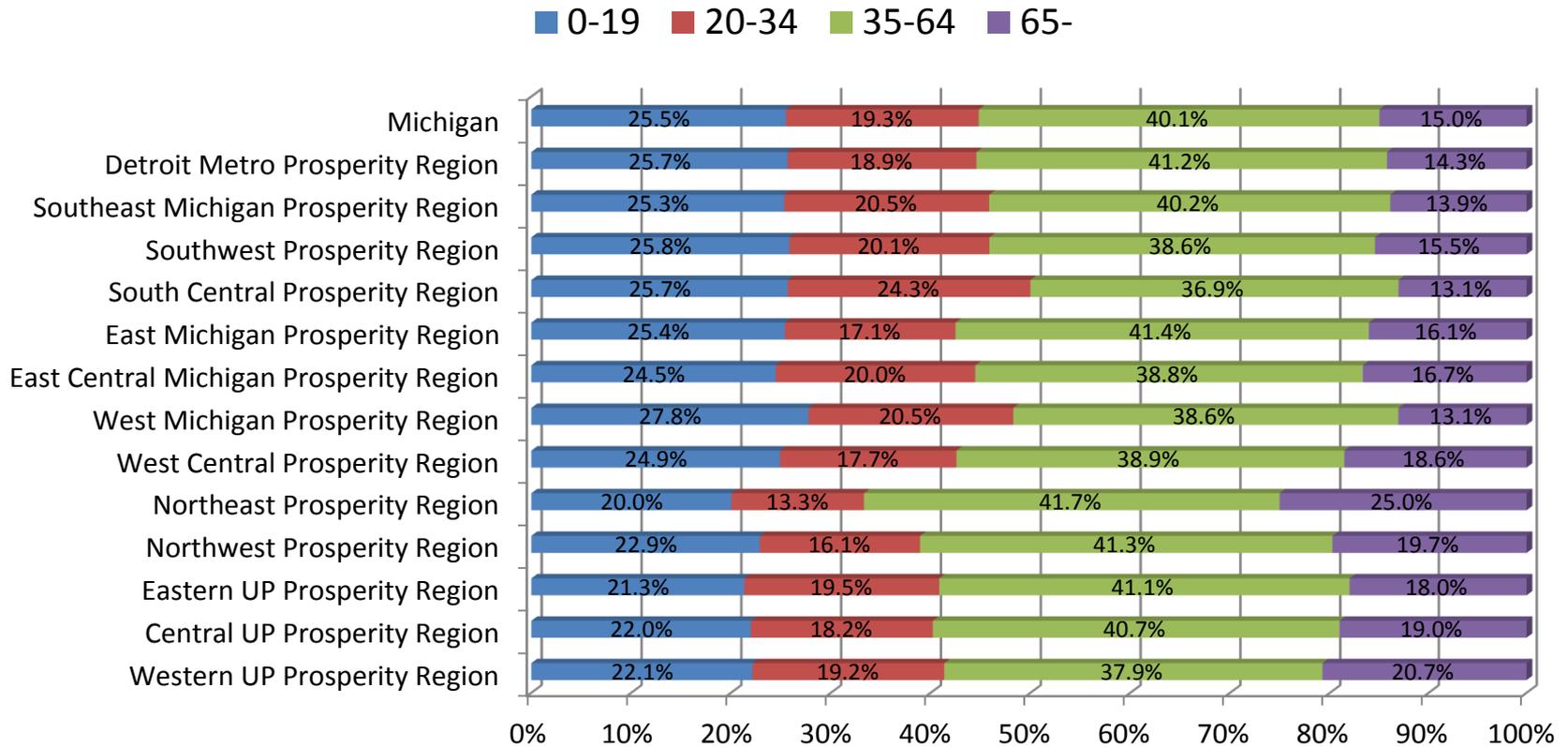
SOURCE: U.S. Census Bureau 2012 American Community Survey

- *The certificate estimates here include occupational certificates plus other workforce valuable sub-associate credentials (industry certifications, apprenticeships, licensures)*
- *** 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*

To figure out how to get there we took a hard look at our state and its people

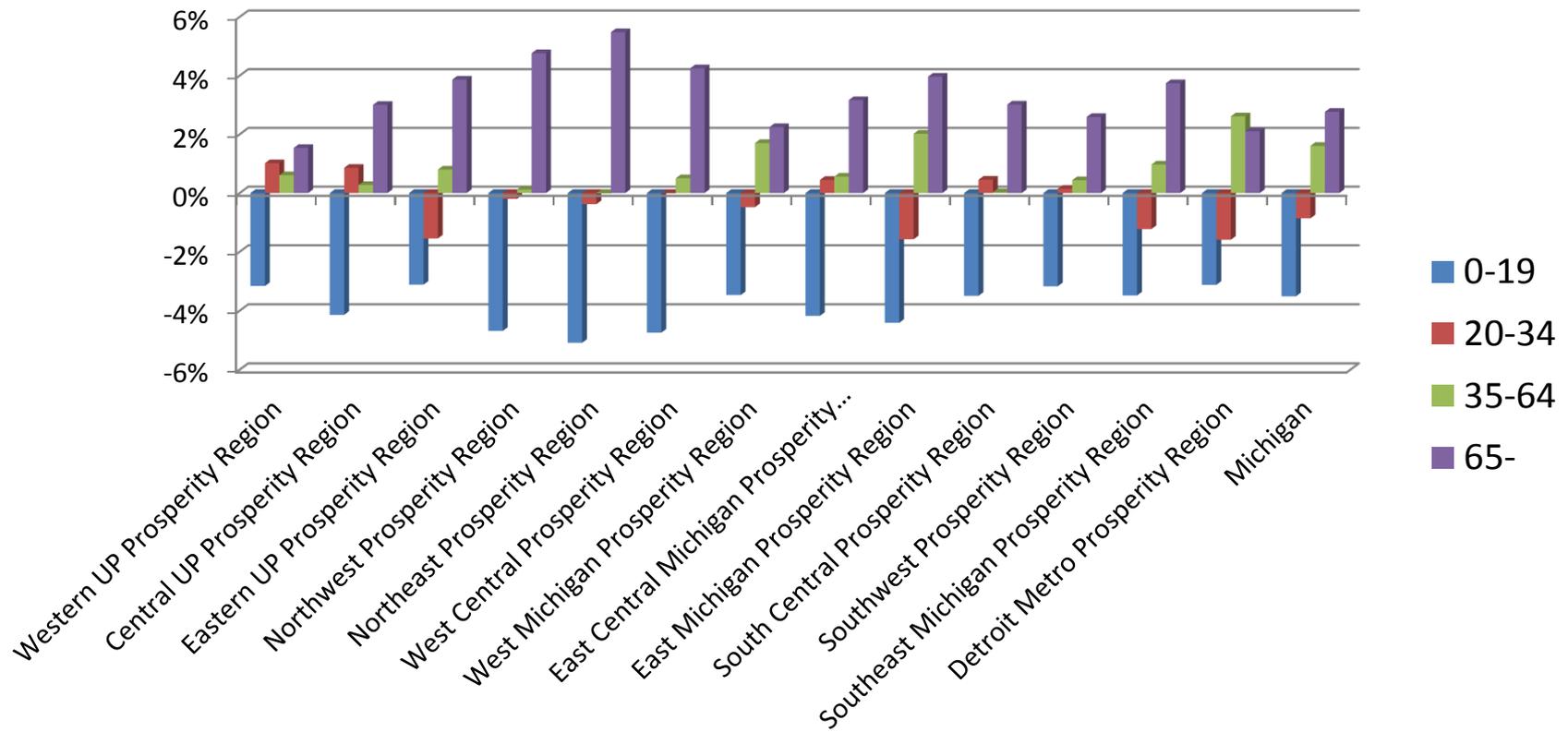
Our state is aging....

Age rates among Michigan residents, 2013

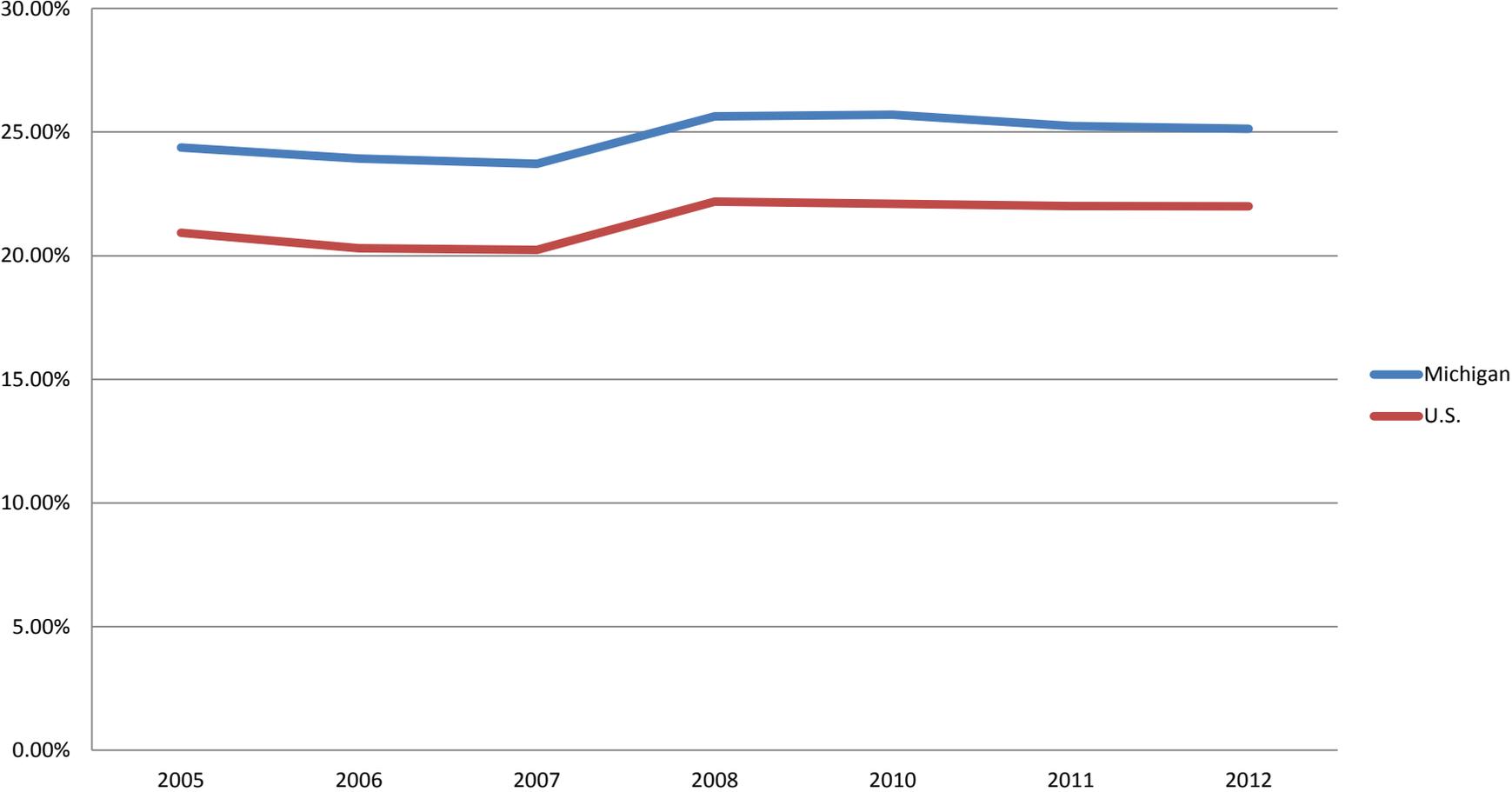


We have fewer young people and new entrants to the pipeline; and too often we aren't keeping our young talent

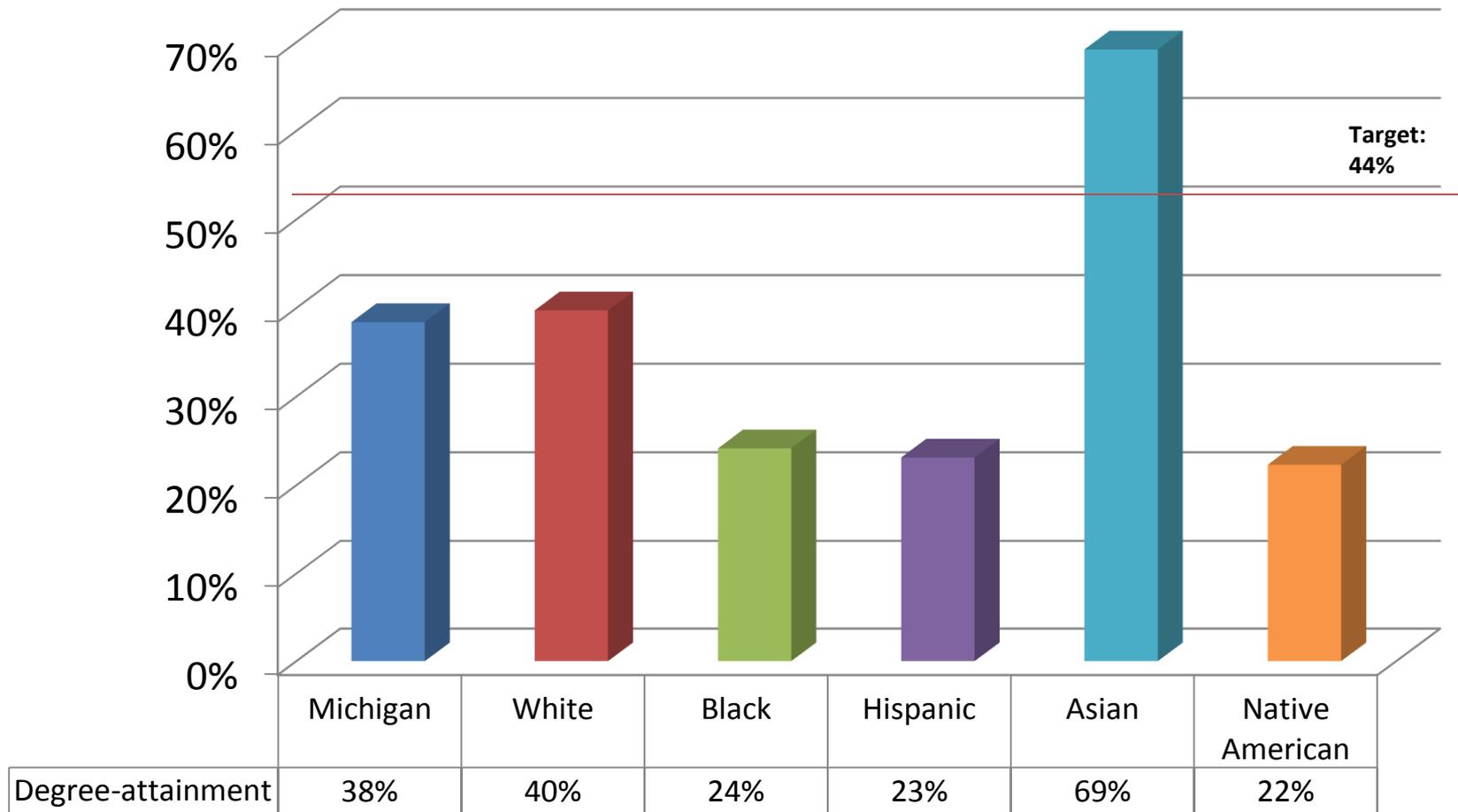
Age rate change among Michigan residents, 2000-2013



And more than most states– and all the top ten states– we have more people aged 25-64 already in the workforce, with Some College, No Degree



We have big attainment gaps by race, but almost all groups are behind where they need to be to join the ranks of Top 10 states



So how are we going to hit this 60% goal by 2025?

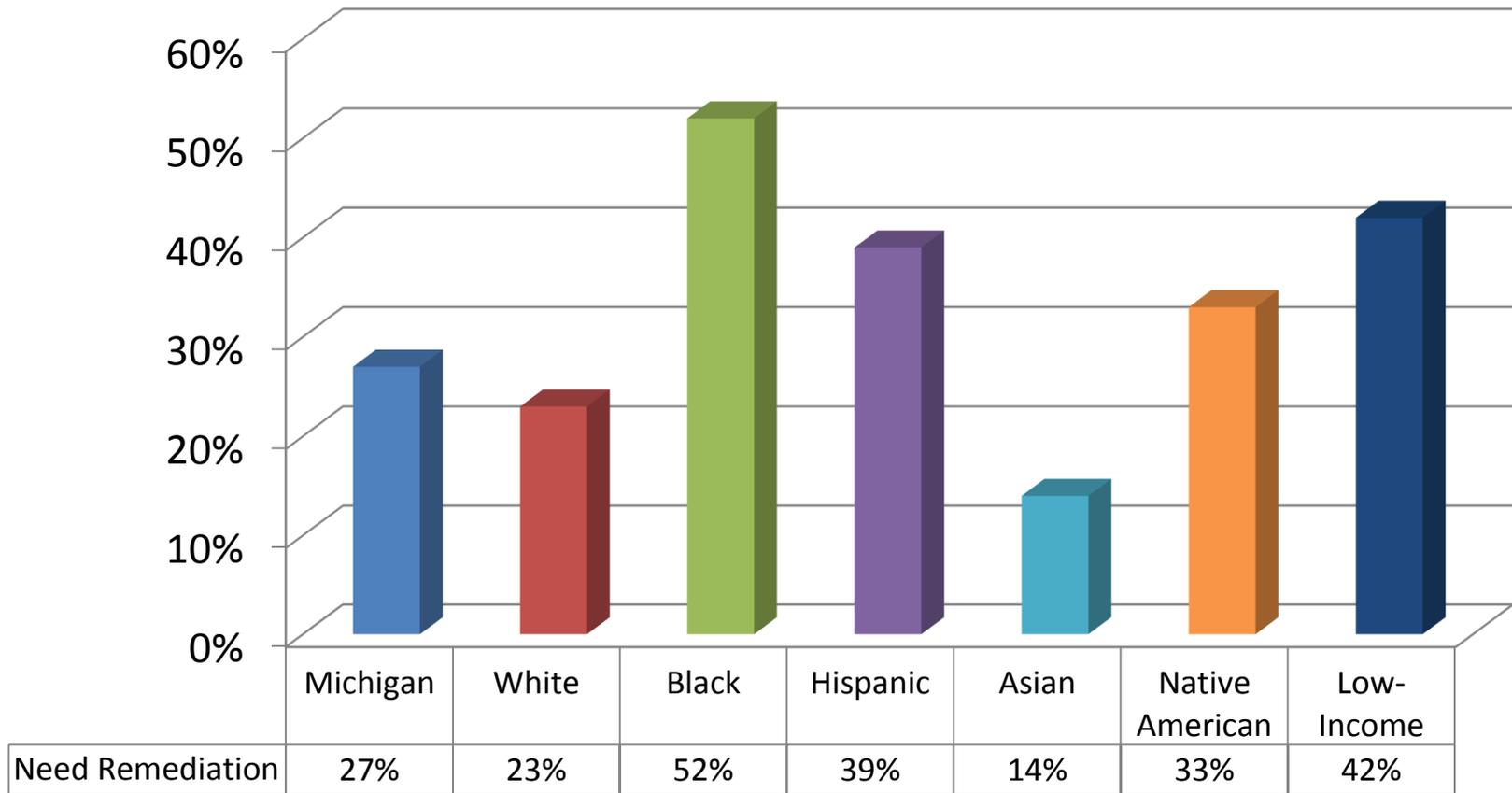
**We need to move some metrics that matter to
ultimate credential attainment**

- Yes we need to keep building up early childhood investment as an important foundation stone
- And yes we do we need to improve performance in K-12 to prepare learners better for postsecondary!
- Our recommendations focused on how we are doing, and how we move performance affecting:
 - **Participation in Postsecondary**
 - **Completion and Success in Postsecondary**

To enhance participation we examined issues like:

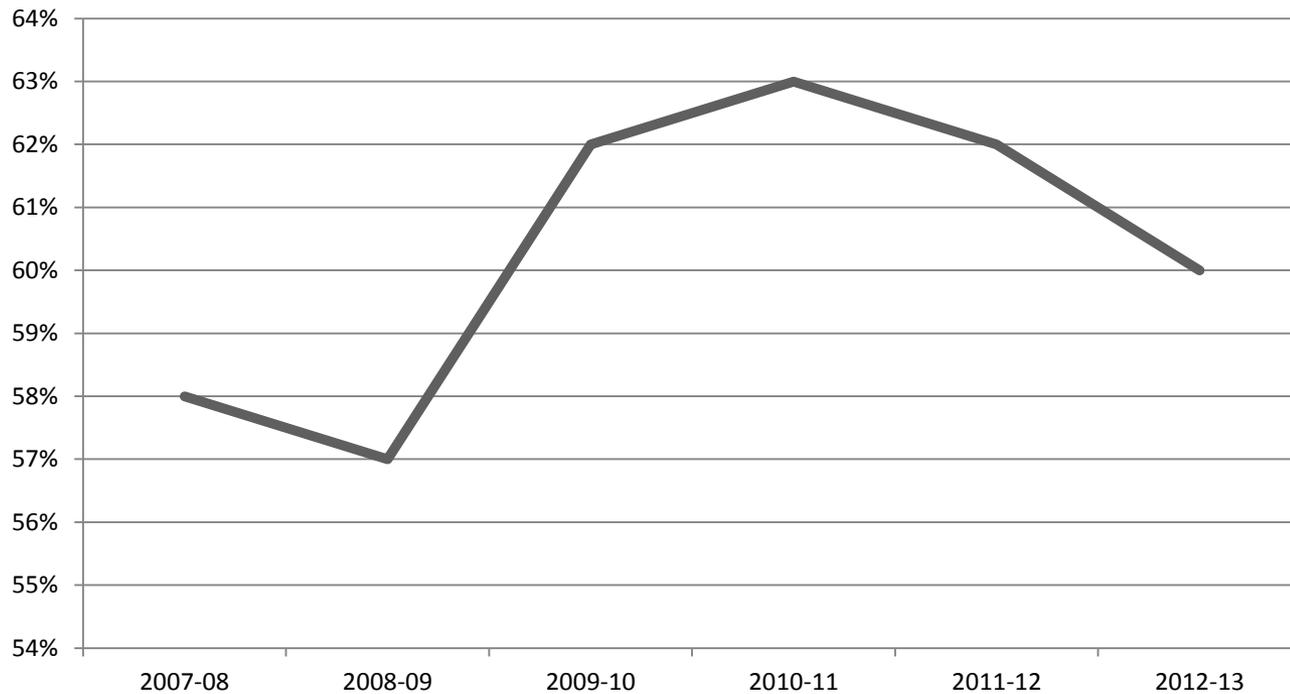
Are they ready?

Of those enrolling directly in college, percentage needing remediation



Are adults ready for postsecondary success...

Michigan Community College Students Who Require Developmental Courses

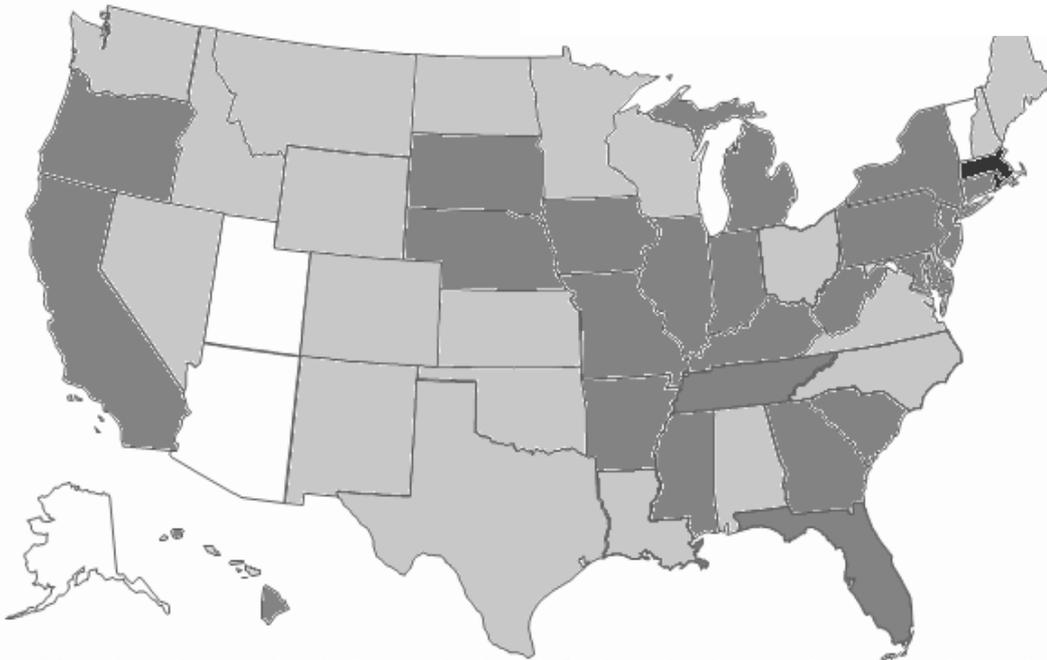


SOURCE: MI Governor's Dashboard (<https://midashboard.michigan.gov/education>)

Did they get the guidance, counseling and help to pursue postsecondary?

Share of enrolled seniors completing FAFSA

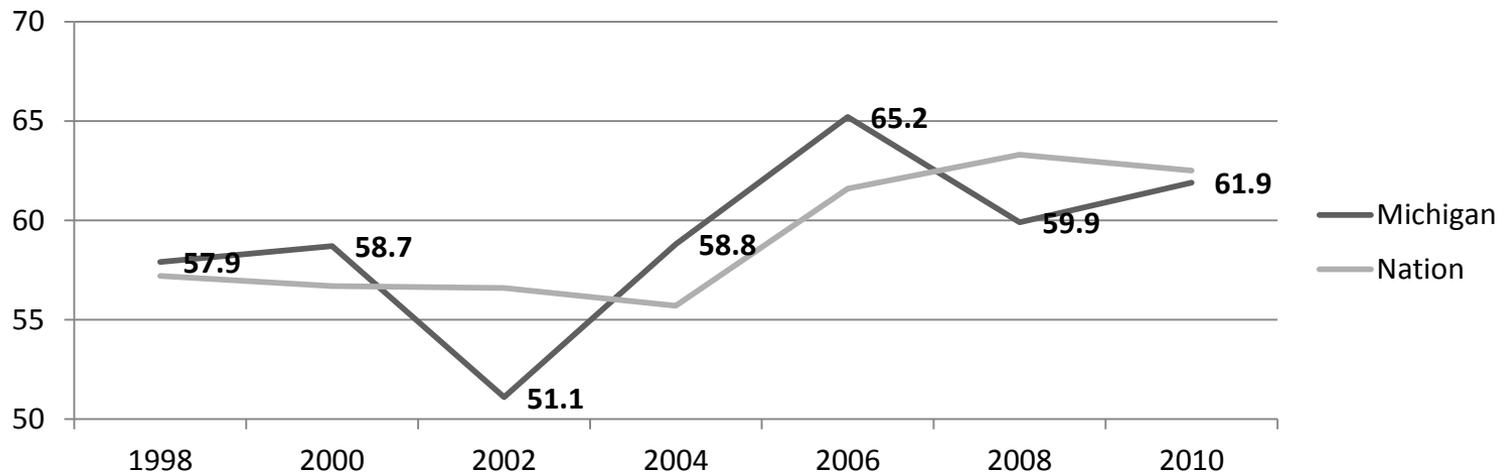
Exhibit 10: FAFSA Completion Rates by State



Color	% of graduates who completed their FAFSA	Number of States
(Lightest Gray)	30-39.9%	4
(Light Gray)	40-49.9%	20
(Medium Gray)	50-59.9%	25
(Darkest Gray)	60-69.9%	2

SOURCE: This graphic is from *The Quick & the Ed* and their data came from the U.S. Department of Education. Details on their method can be found here: <http://www.quickanded.com/2013/07/fafsa-completion-rates-vary-by-state.html>.

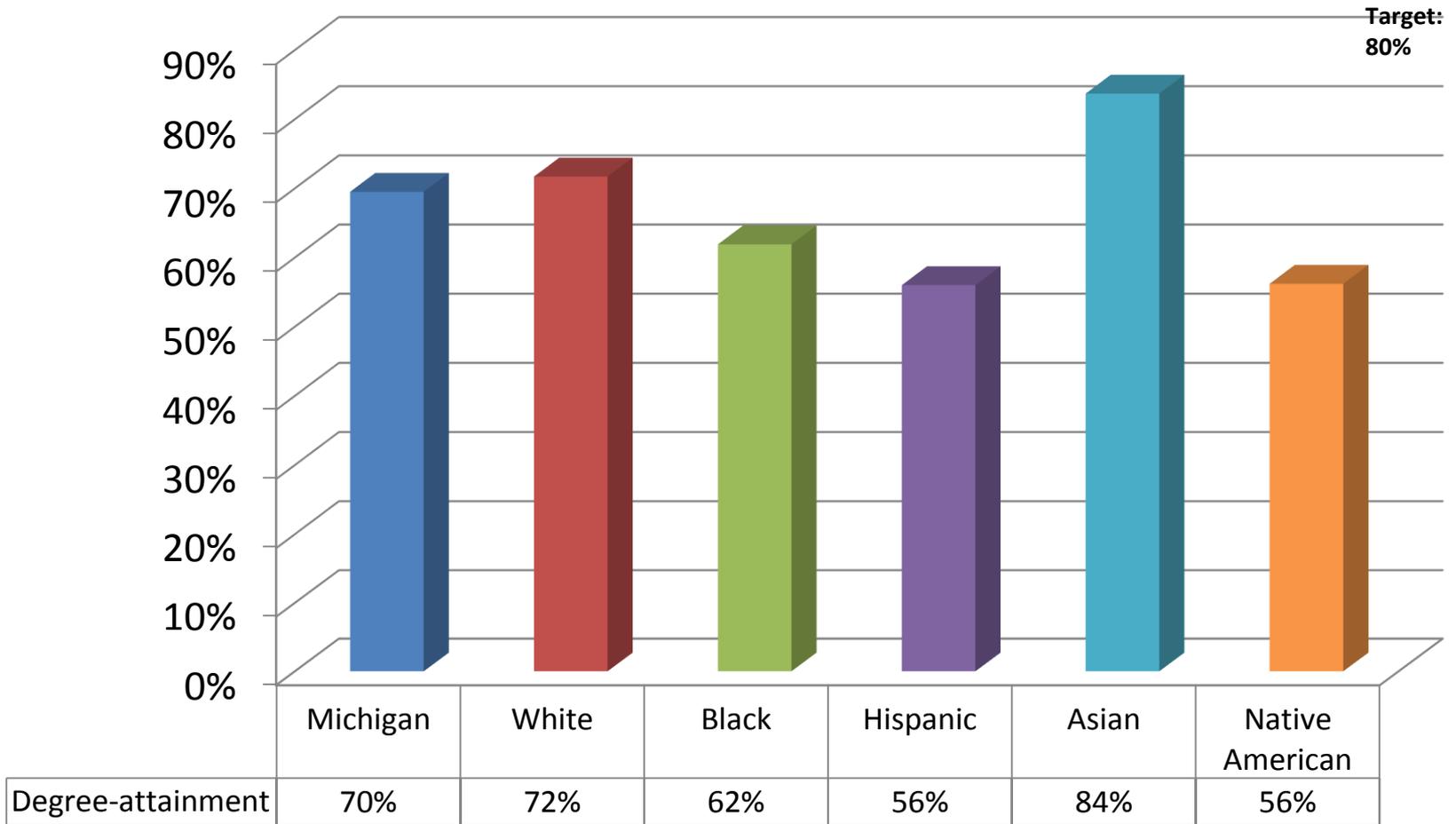
Are high school students immediately enrolling in Postsecondary education.. which ups chances they will complete? Updated number - 69% are.



SOURCE: The Integrated Postsecondary Education Data System (IPEDS)

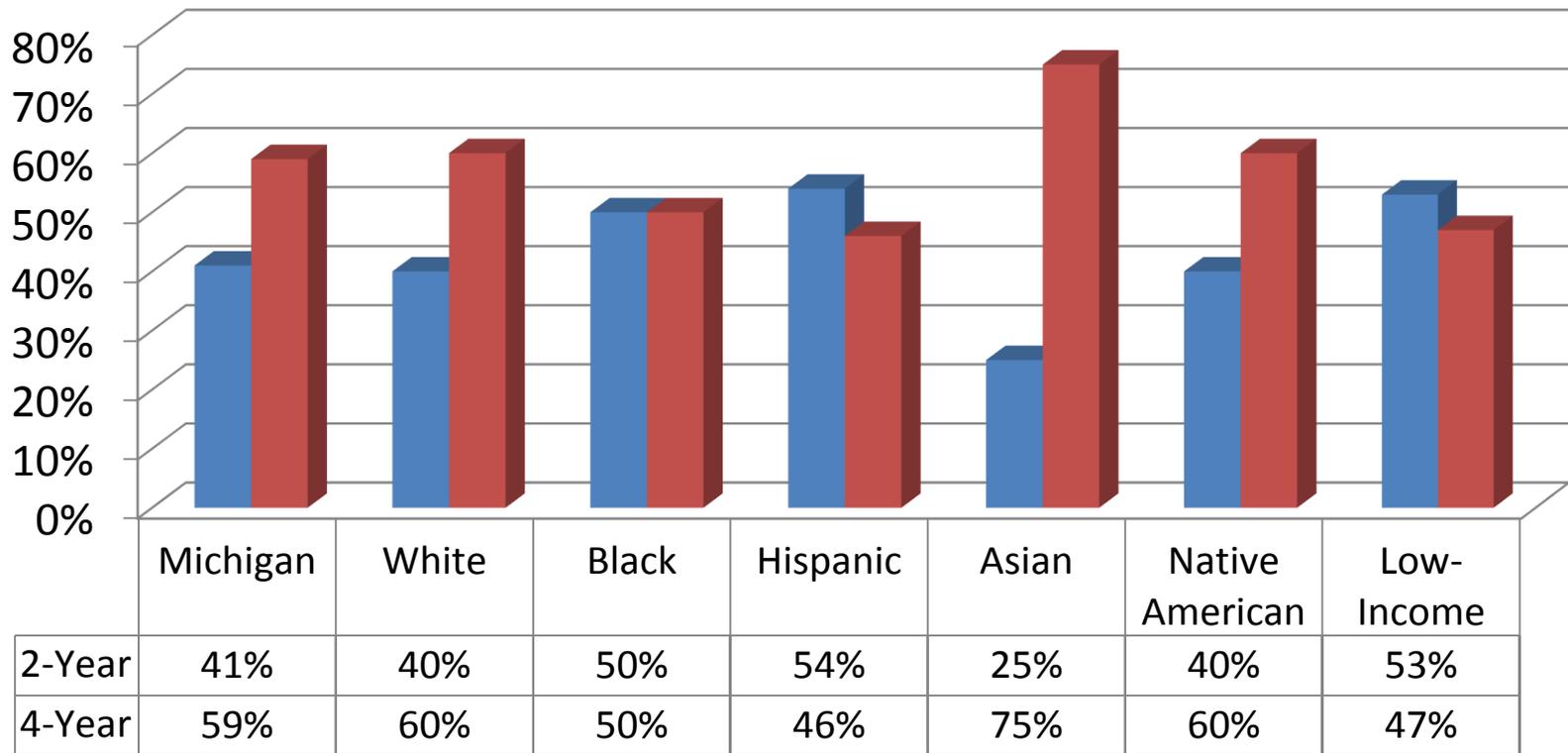
But getting to postsecondary right away doesn't happen for everyone...

Class of 2013 College Enrollment Rates, by subgroup



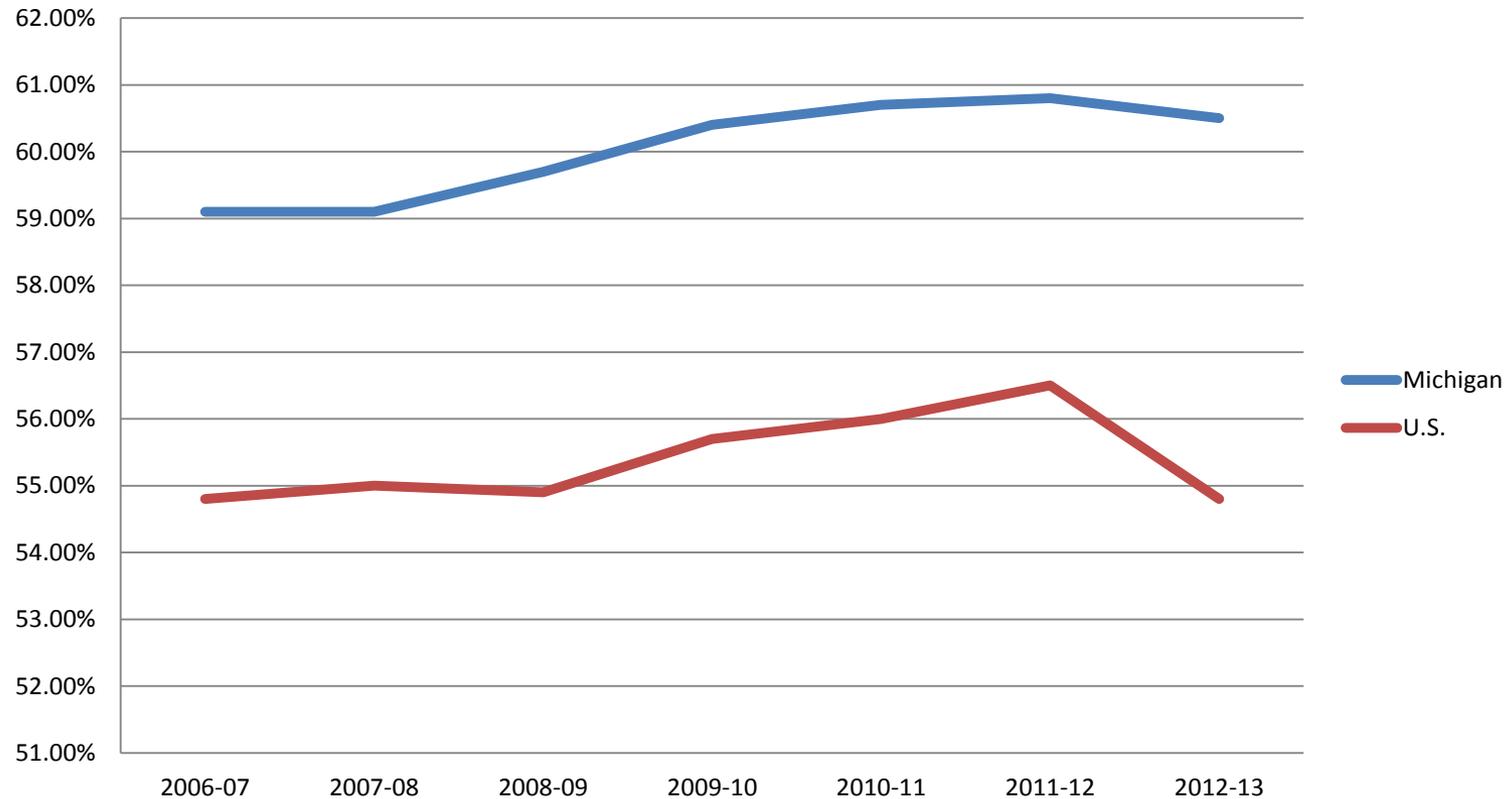
And it's Community Colleges getting Black, Hispanic, and Low-income high school grads...the hardest to complete
 Those enrolling in college (Class of 2013), going to a 2-year versus a 4-year, by subgroup?

■ 2-Year ■ 4-Year



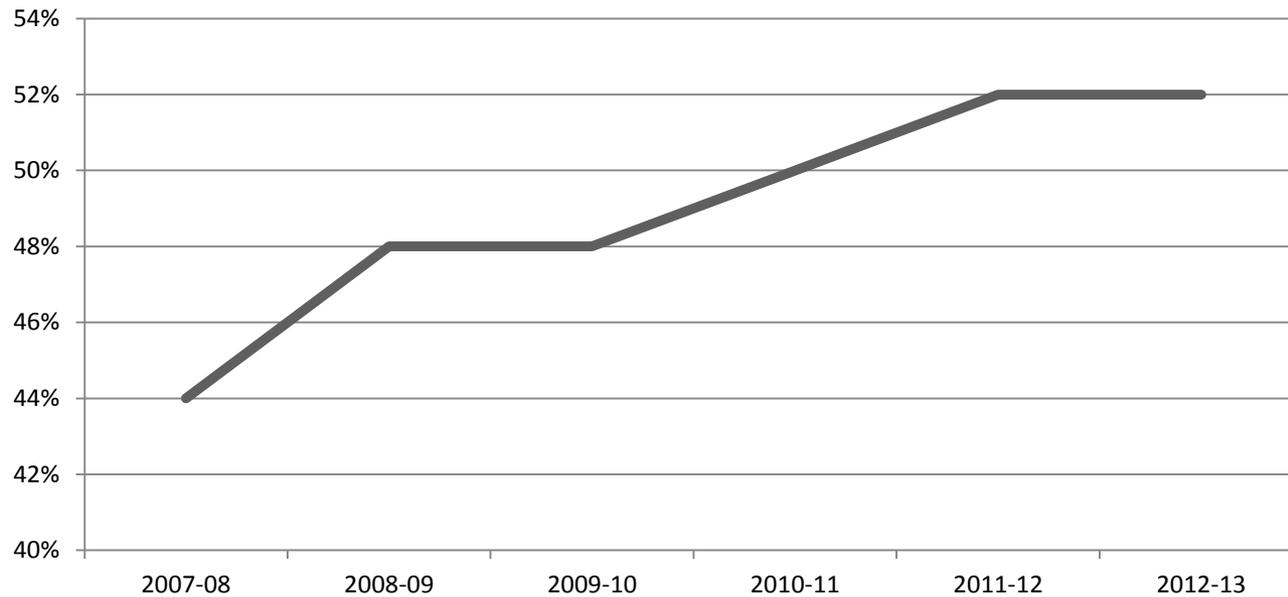
We looked at how we were doing in helping learners complete credentials? Our universities are doing a better than average job....

Exhibit 23. University Graduation Rate vs. National Average



And Michigan's Community College's performance (assessed properly) is showing impressive progress with the hardest-to-complete learners...

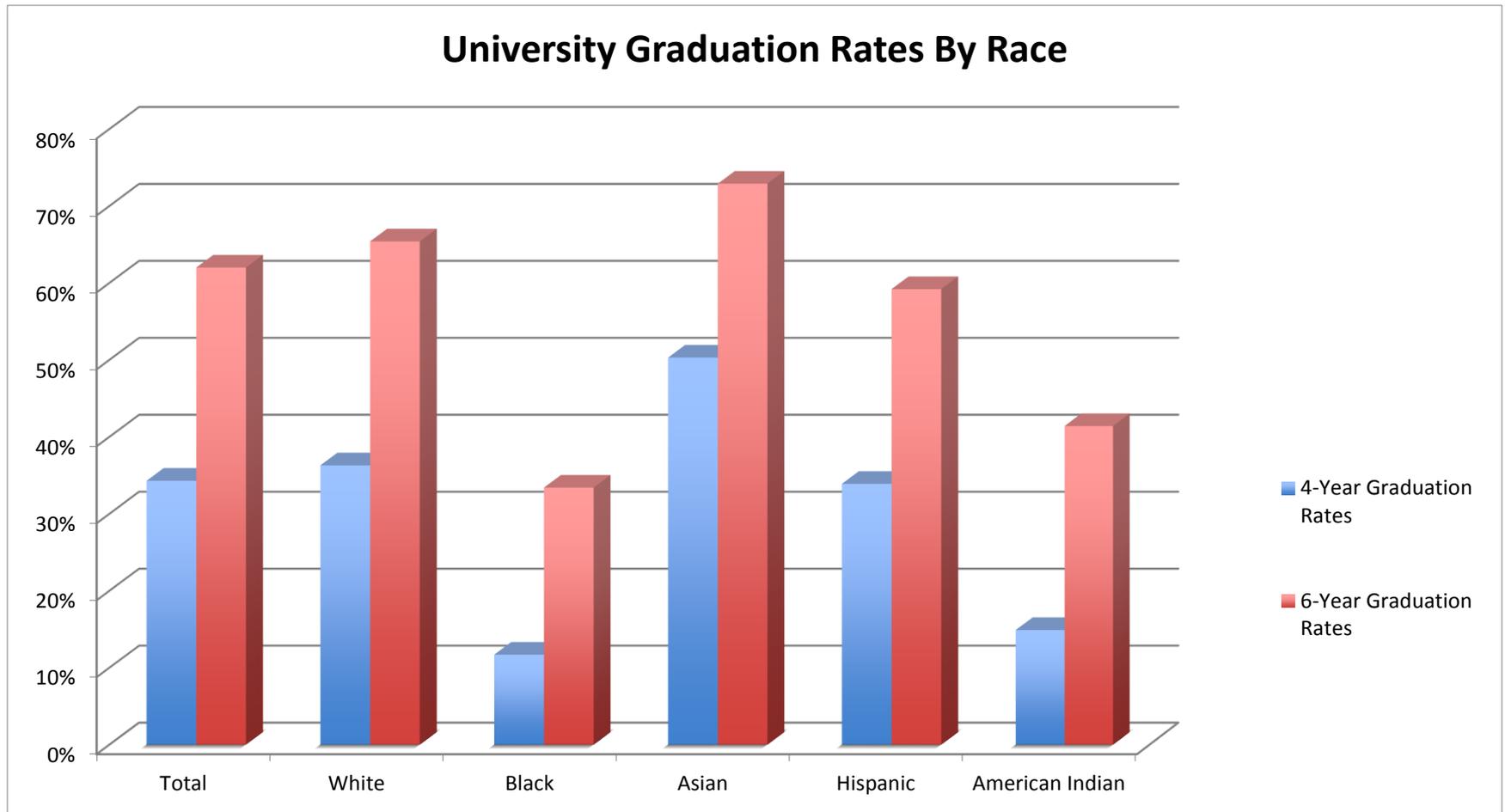
Michigan Community College Completion/Graduation/Transfer Rate



SOURCE: MI Governor's Dashboard (<https://midashboard.michigan.gov/education>)

But behind this improving performance are stubborn achievement gaps among different populations

Good University completion rates mask gaps (and vary a lot by school)



What policies and practices move the needed and help us reach our 60% goal? Workgroup looked at our own and other state practices to inform...

A New Policy Agenda for Postsecondary Credential Attainment

Based on what's working, and research and analysis of effective high-yield strategies, the workgroup makes recommendations in three areas:

- **Increasing Postsecondary Participation**
- **Ensuring Completion and Success**
- **Strategic Success Enablers: information, strategic financing, and an ongoing group to guide efforts**

Increasing Postsecondary Participation

For Youth:

- Enhanced Guidance, Guidance Capacity, Information & College Access Support
- Early Assessment and Remediation
- Simplified, Expanded Financial Aid to get MI to top 10
- Change Rules, Policies and Financing to dramatically expand Early Postsecondary Credit-taking & CTE

Increasing Postsecondary Participation

For Adults:

- New Michigan Adult Training Scholarship up to 2 years of CC – technical training in regionally determined occupations
- User friendly, information, navigation, postsecondary education promotion tool
- Expand Adult Trades, Apprenticeship and Skill programs
- Bring together ABE and basic skill building with CC credentialing programs

Ensuring Postsecondary Completion and Success

- User friendly, information, navigation, postsecondary education promotion tools
- Streamlining transfer of credits and credentials
- Completion Innovation Incentives
- Enhance Higher Ed Institutional Success Structures and Strategies (MCSS & analog for Universities)
- Keep pushing Reverse Transfer, Project Win-win

Strategic Success Enablers

Support a public-private collaborative to drive attention and action on ongoing basis (Michigan Higher Education Partnership Council?)

Improve performance information to guide system:

- Incorporate progress and success metrics called for in report
- Extend to include school, and workforce/employment outcome data in longitudinal system
- Package information to help regions, institutions to hit goals

Strategic Success Enablers

Invest Strategically: Michigan needs a strategy for funding higher ed that supports goal:

- Simplified and increased financial aid to reach top 10; adult training scholarship with bundled workforce resources
- Continue budget priority to increase institutional support CC's and Universities
- Strategic investments in high-yield policies called for in report:
 - Michigan School Counselor Reinvestment Program
 - Michigan College Access Network (MCAN) support
 - Customer Friendly Information Tools, Guidance and Transfer Portal
 - Enhanced funding for Early Postsecondary/CTE Credit Earning models
 - Completion-Institutional Success Strategy Competitive Grant
 - Extensions to CEPI – State Longitudinal Data System