

State of Education



Overview

The Detroit region must make postsecondary education attainment a top priority. Businesses indicate the number one issue they face is attracting and retaining talent. The Detroit Regional Chamber has been a long-time advocate for investments in Michigan's education systems to prepare homegrown talent for the jobs of the future. Education in the state is in crisis and students must be the top priority. To grow the talent pool for employers, improving outcomes for students is critical. To highlight the correlation between educational attainment and workforce preparedness, the Chamber's best-in-class research team partnered with the University of Michigan Youth Policy Lab to publish the inaugural State of Education report.



Education and Talent Strategy

Goal: Increase Postsecondary Education Attainment to **60%** by 2030.

Strategic Direction

CEO Talent Committee

Programs

Increasing Access



Universal tuition-free college access for Detroit high school graduates.

DETROIT RECONNECT

Removes barriers to postsecondary education for adults 25 years and older.



Informs, assists, and rewards high school seniors for completing the FAFSA.

Ensuring Success



A nationally recognized campus coaching model to ensure students adjust, navigate, and remain enrolled in community college.



A set of shared values among stakeholders in business and higher education focused on improving retention, graduation rates, and upskilling the workforce.

Growing Talent



Integrates technology and community to retain and attract young professionals.

AUTO INDUSTRY FOCUSED



Grow talent for the long-term needs of the automotive and mobility industry.

LEADERSHIP DEVELOPMENT



DETROIT CHARTER BOARD LEADERSHIP PROGRAM

HARVARD BUSINESS SCHOOL YOUNG AMERICAN LEADERS PROGRAM

Policy and Advocacy



The Chamber's government relations team works at the local, state, and federal levels on issues impacting pre-K to 12, higher education, and skilled training. Additionally, the Chamber supports and participates in Launch Michigan, a shared agenda to boost education excellence; and MIHEART, a statewide coalition to drive postsecondary attainment.

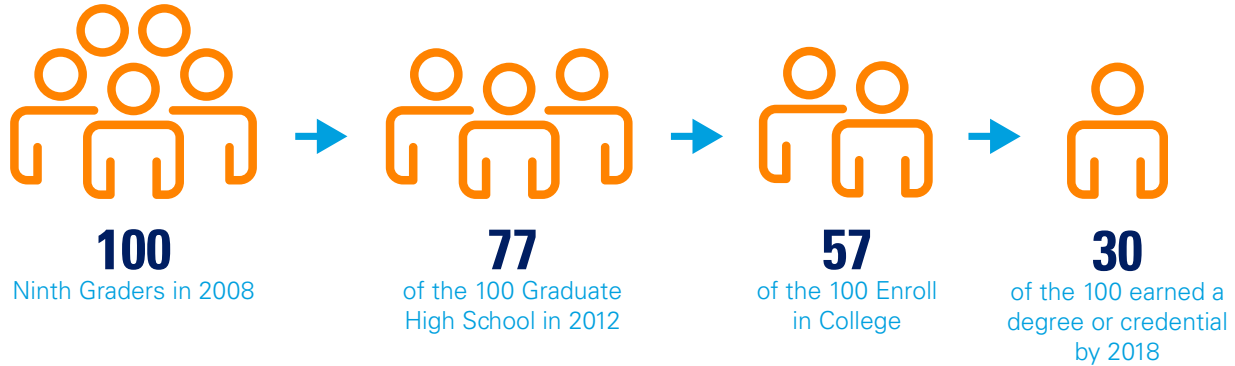
Collective Impact

Thank You DETROIT DRIVES DEGREES

The Chamber leads a regional collective impact effort made up of education, business, nonprofit, and government stakeholders committed to **increasing postsecondary attainment to 60%** and **reducing the racial equity gap by half by 2030**. Alignment of all entities is imperative to reach both goals.

The Detroit Region's Talent Pipeline Breakdown

This analysis follows a group of students for six years after their initial enrollment in college. In the example below, the cohort of ninth graders include those who would go on to graduate high school, enroll in college within 12 months, and earn a degree within six years.



Source: Michigan Education Data Center, Michigan's Center for Educational Performance and Information (CEPI)



High School Students Represented

This data reports on students in the Detroit region. Data for city of Detroit has been pulled out for additional analysis.

Regional Detroit Students

The regional Detroit students represented in this report reside in the Detroit Metropolitan Statistical Area (MSA), which includes the following six counties – Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne.

95% District Schools

5% Charter School

City of Detroit Students

The city of Detroit students represented in this report include all students who reside in the city. They attend public schools, charter schools and schools in districts outside the city.

59% Detroit Public Schools Community District

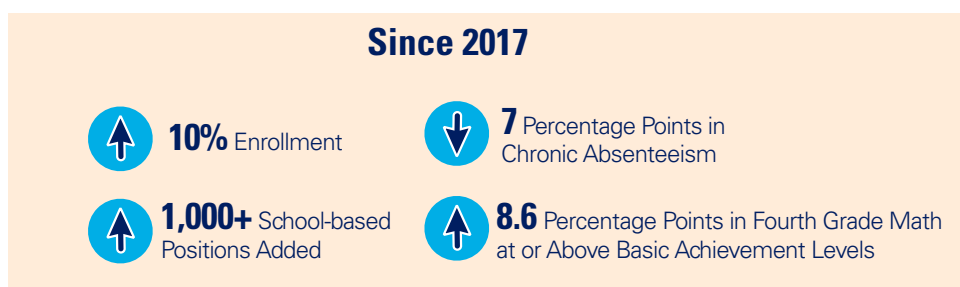
25% Charter School Districts, 10 different authorizers

16% Out of City Public School Districts

NOTE: Percentages represent 2012 high school graduates. Private schools are not required to share data with the state and are not included in any analysis.

Transforming Detroit Public Schools Community District

Detroit Public Schools Community District has implemented many changes that are improving outcomes for students. Due to the delay in when the data is available, the report does not reflect these improvements that have been made since 2017.





Detroit high school students explore postsecondary options.

High School

High School Graduation Rates 2014-2018

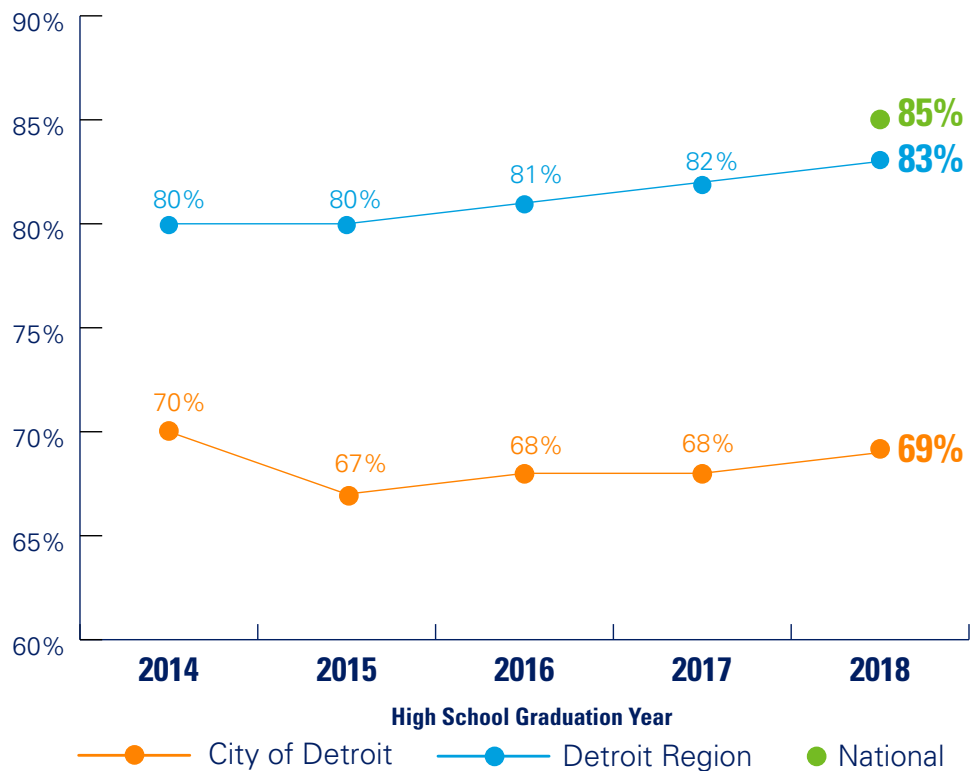
Four-year rate

Over the past five years, high school graduation rates in the Detroit region have been trending upward, slightly lagging behind the national average. However, the graduation rate for city of Detroit students within four years has fallen 1% since 2014.

Talent Pool Impact

69% of city of Detroit residents ages 18 to 64 without a high school diploma are either not in the labor force or are unemployed.

Source: Poverty Solutions of Michigan



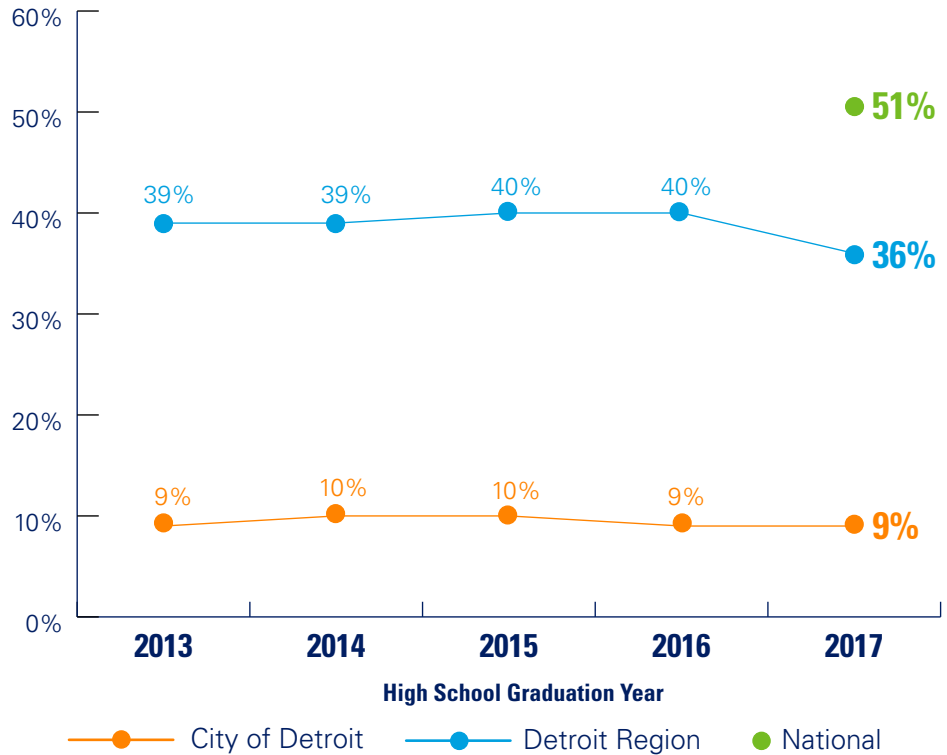
Source: Center for Educational Performance and Information, U.S. Department of Education Office of Elementary and Secondary Education 2017

Postsecondary Readiness 2013-2017

1060 or higher SAT

In 2016, the Detroit region's high school students who are considered college-ready peaked at 40%. Under 10% of city of Detroit high school students are considered college-ready, based on SAT scores above 1060 or ACT of 21 or higher.

Note: The SAT recently replaced the ACT as the required standardized test for public schools in Michigan; the first students affected were in the graduating class of 2017. The national average would likely be lower if every state made the test mandatory.



Source: Michigan Education Data Center, The College Board, Georgetown Center for Education and the Workforce

FAFSA Funds Go Untapped by Detroit Region's Students

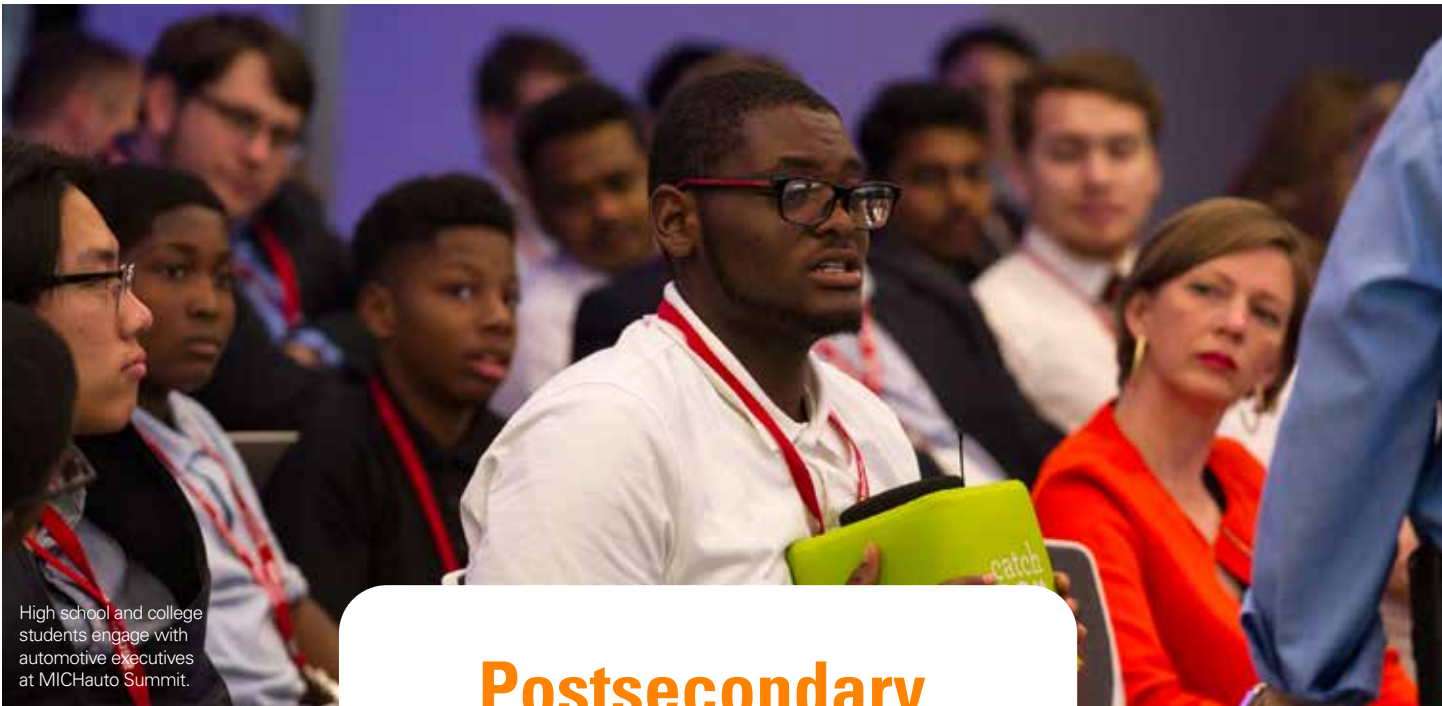


58% of Macomb, Oakland, and Wayne county students completed their Free Application for Federal Student Aid (FAFSA) in 2019.



17,146 students in the tri-county Detroit region did not complete their FAFSA in the 2018-2019 school year, leaving **\$205 million** in federal aid unclaimed.

Source: Office of Federal Student Aid U.S. Department of Education, National Center for Education Statistics



High school and college students engage with automotive executives at MICAuto Summit.

Postsecondary

Postsecondary Enrollment 2013-2017

Enrolled within 12 months of high school graduation

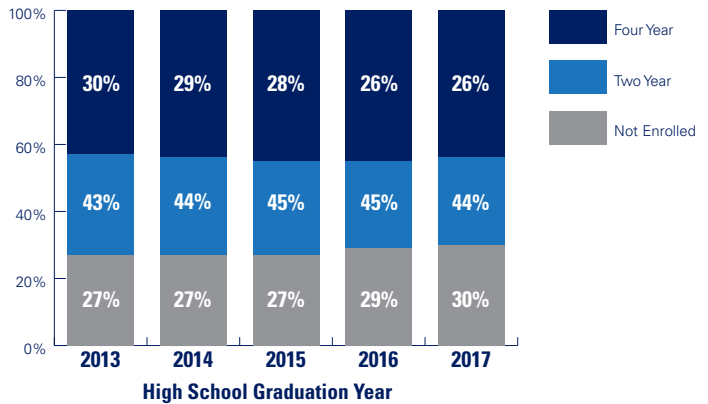
The rate of the Detroit region's students enrolling in a postsecondary institution within 12 months of graduation has decreased. However, the regional postsecondary enrollment rate for two- and four-year colleges outpaces the national average of 67%. The largest decrease is seen in the city of Detroit's four-year enrollment rate, which dropped from 32% in 2013 to 27% in 2017.

The decrease of the Detroit region's postsecondary enrollment during times of low unemployment is consistent with national economic trends.

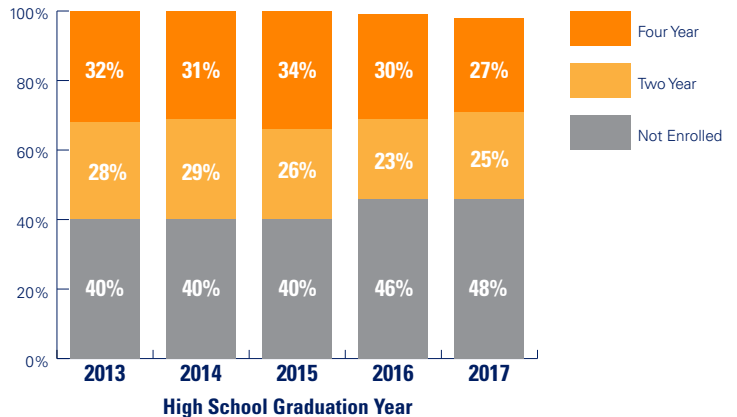
City of Detroit	Detroit Region	National
52%	70%	67%

Source: Michigan Education Data Center, National Center for Education Statistics, 2017

Detroit Region



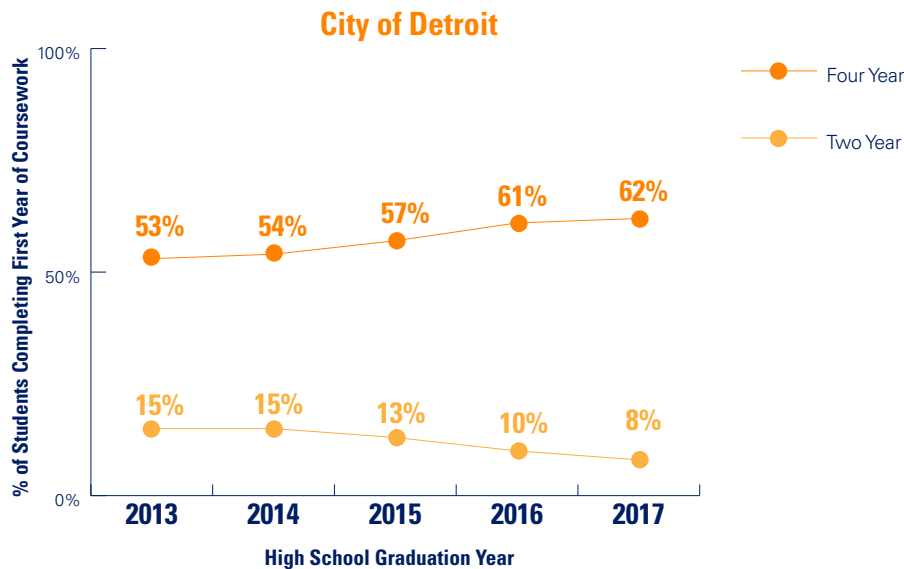
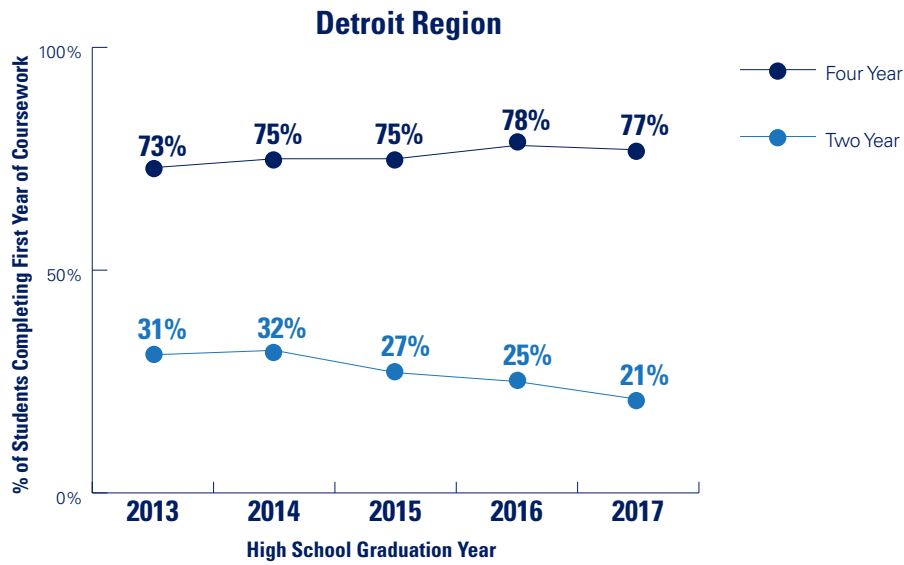
City of Detroit



Postsecondary Progression 2013-2017

First year completion of coursework (24 credits within initial 12 months of enrollment)

Among regional high school graduates enrolled in postsecondary institutions, 21% of two-year students and 77% of four-year students successfully completed their first year of coursework, a key indicator that students will graduate. Since 2013, rates for credit accumulation at two-year institutions have trended downward, while accumulation at four-year institutions has increased steadily, particularly among students from the city of Detroit.



Source: Michigan Education Data Center

Postsecondary Graduation Rates

Six years from initial enrollment for 2012 High School Graduates

	City of Detroit	Detroit Region	National
Two Year	10%	29%	39%
Four Year	37%	68%	66%

Two-year college graduation rates

have increased for students who graduated high school in 2010 and 2012.

Detroit Region: **28% to 29%**

City of Detroit: **9% to 10%**



Four-year college graduation rates

have increased for students who graduated high school in 2010 and 2012.

Detroit Region: **66% to 68%**

City of Detroit: **33% to 37%**

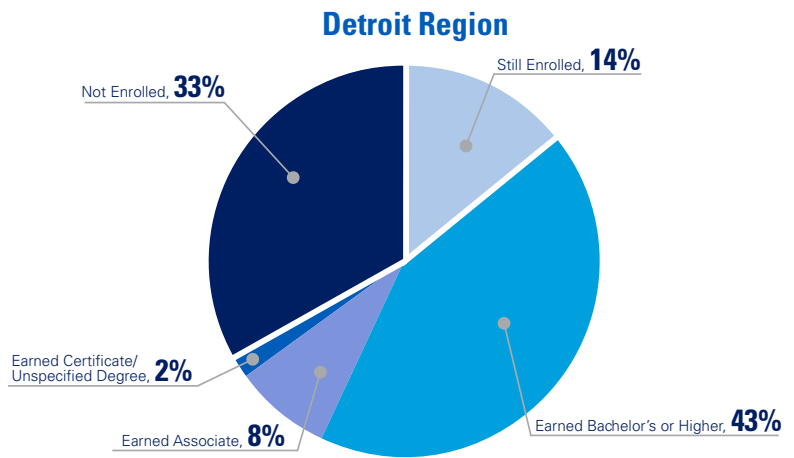
Postsecondary Outcomes

Six years from initial enrollment for 2012 High School Graduates

Of students who pursue postsecondary education, the following **have not earned a degree or certificate within six years of graduating.**

Detroit Region: **47%**

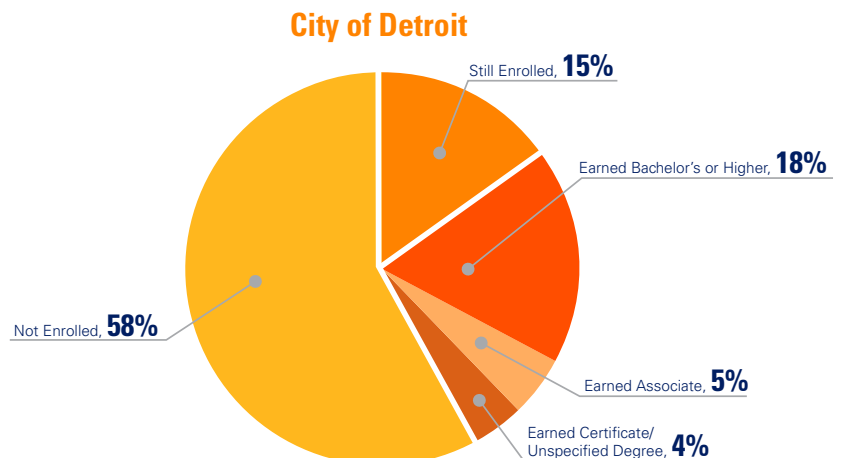
City of Detroit: **73%**



Talent Pool Impact

Per capita income increases by **\$1,250** when bachelor's degree attainment increases by one percentage point.

Sources: Michigan Education Data Center, U.S. Department of Education, National Center for Education Statistics (NSC), Integrated Postsecondary Education Data System (IPEDS), Joe Cortright at City Observatory.





Students have opportunities across the region in skilled trade occupations.

Employment

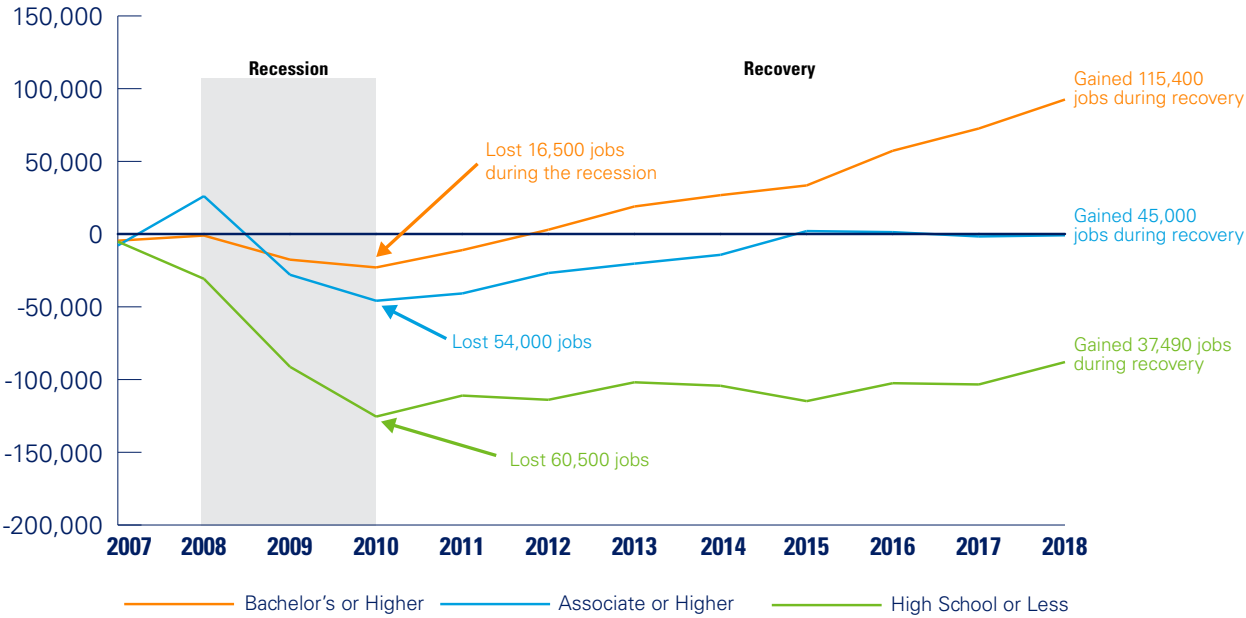
Employment Gains by Education Level 2007-2018

Since 2010, the employment gains in the Detroit region have not been uniform across educational levels of workers, with 81% or 160,400 jobs going to workers with more than a high school diploma.

Following the recession, workers with high school diplomas have gained only 37,000 jobs and have not yet reached pre-recession employment levels.

Talent Pool Impact

If the Detroit region reaches **60%** postsecondary attainment by 2030, the region will see an estimated ROI of **\$42 billion**.



Source: U.S. Census American Community One-Year Estimates

Regional Occupation Wages by Education Level 2018

In the Detroit region, 83% of regional occupations that require an associate degree or higher earn a family-sustaining wage, which is projected to be just over \$60,000 annually for a family of four. For occupations that earn less than \$38,690, nearly 85% require only a high school diploma or have no educational requirement.

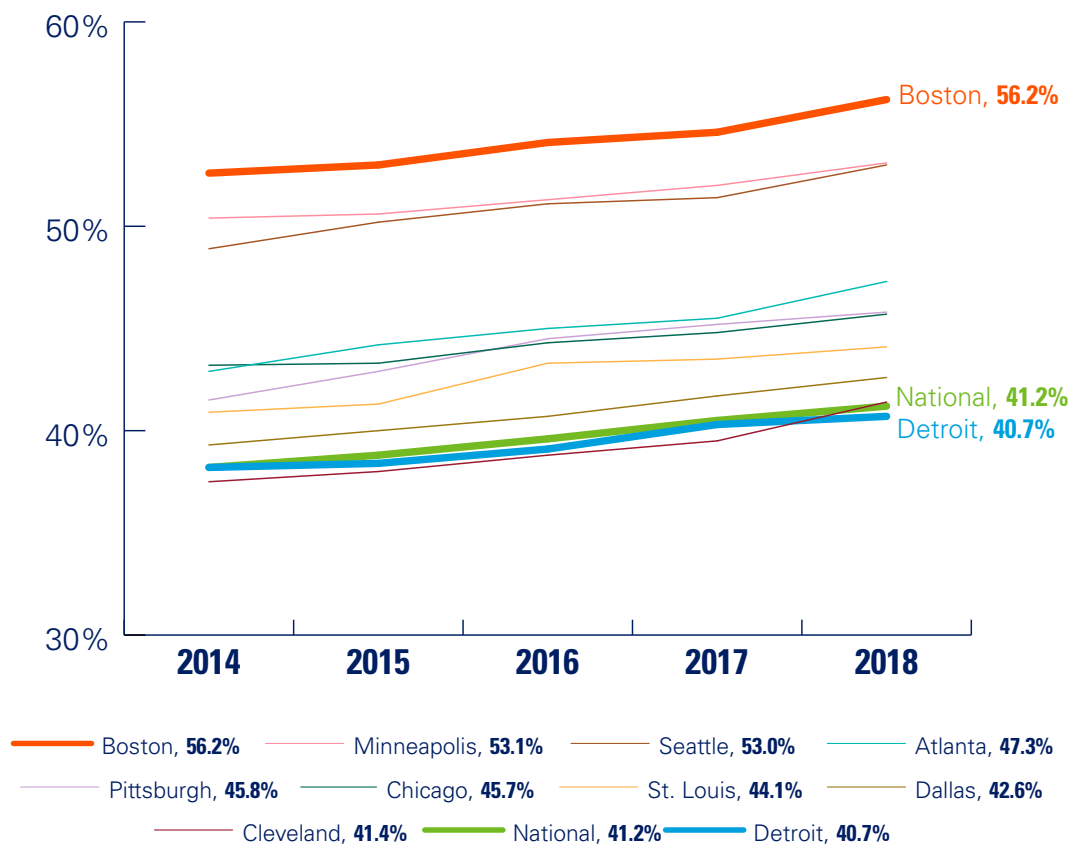
	Wages Less Than \$38,690	Wages \$38,640 to \$62,510	Wages More Than \$62,510
No Education Requirement	40%	5%	<1%
High School Grad or Equivalent	44%	27%	1%
Apprenticeship	<1%	3%	4%
Associate Degree	2%	11%	9%
Postsecondary Experience, No Degree	9%	22%	<1%
No Bachelor's Degree, Promoted to Occupation	4%	14%	12%
Bachelor's or Graduate Degree	1%	18%	74%
TOTAL	100%	100%	100%

Sources: Michigan Future Inc., University of Michigan, United Way of Southeastern Michigan Asset Limited, Income Constrained, Employed (ALICE)

Educational Attainment 2014-2018

Associate degree or higher, population ages 25 and up

Although educational attainment has increased over time, the Detroit region ranks lower than its peer regions and consistently lags behind the national average. Last year, Cleveland surpassed the Detroit region's educational attainment rate for the first time.



Source: U.S. Census American Community Survey One-Year Estimates



Detroit Promise students learn about careers in the region.



Executive Summary

This report serves as a call to action that change is needed for the region’s ongoing economic prosperity. No entity can singlehandedly solve the complex, large-scale education and workforce readiness challenges facing our region. Achieving the ambitious goal of 60% postsecondary educational attainment and reducing the racial equity gap by half by 2030 will require innovative and sustained collaboration that cuts across typical bureaucratic silos. Detroit Drives Degrees recognizes that improving student outcomes at scale requires collective and persistent commitment for improvement.

Key Takeaways

- ✓ Though disparities in postsecondary outcomes exist between the city and the region, **the region as a whole** lags behind the nation in key measures.
- ✓ The leaks in the regional talent pipeline, where students are dropping off before earning a degree, exist not at just one stage but are **prevalent throughout the pipeline**.
- ✓ With only **47% of regional students who enroll in college persisting to graduate after six years**, there is a need to not just enroll students in postsecondary education but to ensure they earn a degree or credential. ¹
- ✓ The Detroit region, more than any of its national peers, **must make education attainment a top priority to compete** in today’s increasingly complex economy.
- ✓ There are **694,995 regional adults who have postsecondary experience, but “stopped out” before earning a credential**. Reengaging these adult students provides a significant opportunity for increasing education attainment. ²
- ✓ **In 2017, 36% of college graduates left the state** within 12 months of graduating. Keeping the educated talent in our state post-graduation will contribute to increasing the population of adults with degrees. ³

Join Us in Transforming Education and Growing the Workforce

The Detroit Drives Degrees Talent Compact is a bold commitment by leaders from K-12, higher education, business, government, and nonprofit sectors to adopt strategic Action Plans that will transform education outcomes and cultivate the talent base needed to succeed in a 21st century global workforce. Now is the time for businesses to get involved and learn how to educate and upskill current and future employees. **To learn more, please contact Melanie D’Evelyn at mdevelyn@detroitchamber.com.**

Sources: 1. Michigan Education Data Center, 2. U.S. Census American Community Survey One-Year Estimates, 3. Michigan State University Institute for Public Policy and Social Research



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Data Providers and Partners



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Data Disclaimer: The analysis throughout the following report utilizes data obtained through a confidential data application process submitted to the Michigan Education Data Center (MEDC) and Michigan Education Research Institute (MERI). The data are structured and maintained by the MERI-MEDC. MEDC data is modified for analysis purposes using rules governed by MEDC and are not identical to those data collected and maintained by the Michigan Department of Education (MDE) or Michigan's Center for Educational Performance and Information (CEPI). Results, information, and opinions solely represent the analysis, information, and opinions of the author(s) and are not endorsed by, or reflect the views or positions of, grantors, MDE and CEPI or any employee thereof.