

STATE OF EDUCATION AND TALENT



The Detroit Regional Chamber operates the most comprehensive portfolio of education and talent programs for the Detroit Region. By increasing the number of individuals in the Region with a postsecondary degree, the talent pool will grow.

GOAL: INCREASE POSTSECONDARY EDUCATIONAL ATTAINMENT TO **60%** AND CUT THE RACIAL EQUITY GAP IN HALF BY **2030**.

CEO TALENT COUNCIL

Regional business leaders providing strategic direction.



DETROIT DRIVES DEGREES LEADERSHIP COUNCIL

Business, education, civic, and government leaders working to achieve postsecondary educational attainment and racial equity goals.

INCREASING ACCESS

Removing barriers for individuals to pursue postsecondary education.



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



Assistance to adults to pursue a postsecondary education.



Intensive campus coaching to help students select a college to attend.



Support for students transitioning from high school to college.

ENSURING SUCCESS

Supporting students as they pursue postsecondary education.



DETROIT DRIVES DEGREES REGIONAL TALENT COMPACT

Collective action agreement between business and higher education focused on improving retention, graduation rates, and upskilling.



Campus coaching model to ensure students adjust, navigate, and remain enrolled in community college.



D3C3 Detroit Drives Degrees Community College Collaborative

Student success initiative to maximize credit attainment, credential completion, and employment outcomes.

GROWING TALENT

Helping talent stay and thrive in the Region following graduation.



Campaign to expose young talent to high-tech careers in the automotive and mobility industry.



Ambassador program integrating technology and community to retain and attract young professionals.



In-person and virtual exploration of automotive and mobility companies to grow talent.



Skills training program matching young professionals to internships at top consumer banking and financial services employers.



Framework and resources for employers to create talent development and upskilling initiatives.



Automotive CEOs committed to industrywide DEI and economic equity efforts.



Project to connect employers and education institutions to bolster the high-tech talent pipeline.



Employer-led collaborative to identify mobility-related skill needs while developing postsecondary programs.

LEADERSHIP DEVELOPMENT



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. The Chamber is coordinated and aligned with Launch Michigan, a shared agenda to boost education excellence, and MIHEART, a statewide coalition to drive postsecondary attainment.

TALENT PIPELINE GAINS MOMENTUM DESPITE EVOLVING CHALLENGES

In the knowledge economy, the need for highly skilled talent is evolving - so are efforts to increase postsecondary education. With the Detroit Regional Chamber leading toward 60% educational attainment by 2030, initiatives to strengthen the talent pipeline are gaining momentum, despite significant challenges. The 2023 State of Education and Talent report provides good and bad news, reflecting the work needed to provide a highly skilled workforce into the future.

GOOD NEWS, BAD NEWS

BACHELOR'S DEGREES ARE UP, BUT TALENT PIPELINE LEAKS ARE EXPANDING



71%

Students in Detroit Region who enrolled
**OBTAIN A BACHELOR'S DEGREE
WITHIN SIX YEARS OF
HIGH SCHOOL GRADUATION.**



37%

Share of Detroit Region students
**NOT ENROLLING IN
POSTSECONDARY EDUCATION.**



13%+

The graduation rate for Black Detroit Promise
students who enrolled in four-year institutions is
**HIGHER THAN THE NATIONAL AVERAGE
FOR BLACK STUDENTS.**



42%

Detroit Region

70%

City of Detroit

OVER HALF of Detroit students that enrolled in postsecondary education
HAVE NOT EARNED A CERTIFICATE OR CREDENTIAL WITHIN SIX YEARS.



12%

**SHARE OF DEGREE COMPLETIONS BY BLACK
COLLEGE STUDENTS**, which lags their 20%
share of the adult population in Region.

FEWER ADULTS EARNING DEGREES, WHILE MANY HAVE COLLEGE CREDITS



15%

**DROP IN ADULTS OVER 25 EARNING
AN ASSOCIATE DEGREE OR HIGHER
over past 5 years.**



\$93.5M

In unclaimed federal aid
statewide in 2022
could help

**MAKE COLLEGE MORE
AFFORDABLE IF MORE
STUDENTS COMPLETED
THE FAFSA.**



MICHIGAN VOTERS

75%

Don't believe four-year
degrees are
WORTH THE MONEY.

23%

Have heard of the
**MICHIGAN ACHIEVEMENT
SCHOLARSHIP.**

15%

Have heard of the **MICHIGAN RECONNECT PROGRAM.**

Source: Detroit Regional Chamber Michigan Voter Poll March 2023



492,000

Working-age adults in Region have
SOME COLLEGE CREDIT, BUT NO DEGREE.

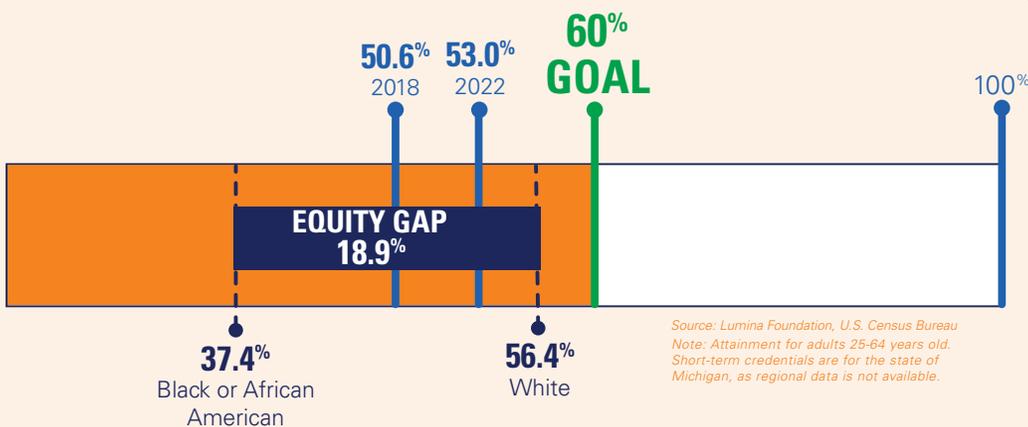
SIXTY BY 30 GOAL: STEADY PROGRESS CONTINUES IN DETROIT REGION

Since the Detroit Regional Chamber set the 60% educational attainment by 2030 goal for the Detroit Region:

- Postsecondary attainment in the Detroit Region has increased by approximately three percentage points.
- Michigan's Gov. Gretchen Whitmer announced the 60% goal for the state.
- Regional and statewide initiatives have been launched, driving collective action toward increasing education access and affordability and cutting the racial education equity gap by 50% — all is essential to reaching the overall 60% attainment goal.

PROGRESS TO GOAL

ASSOCIATE DEGREE OR HIGHER
(INCLUDING SHORT-TERM CREDENTIALS)



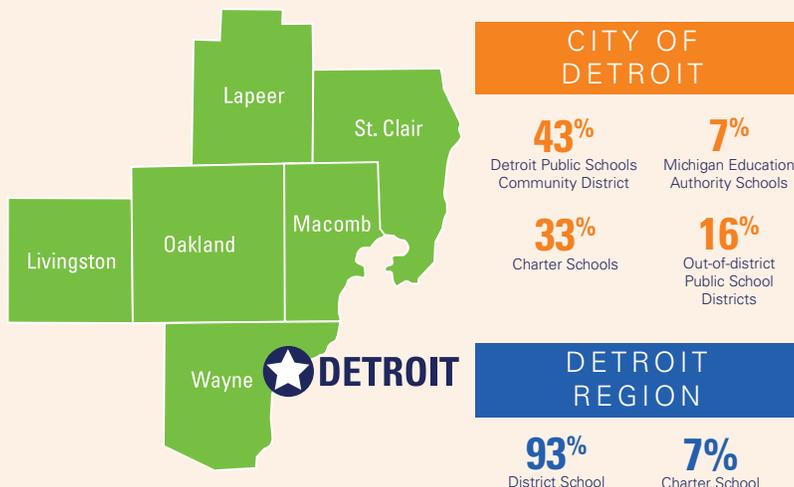
DATA NOTE

CENSUS CLASSIFICATION CHANGES INTEGRATED IN 2023 REPORT

The gap between white and Black attainment in this report will not include comparison to 2018 due to the significant changes in the collection of racial data by the U.S. Census Bureau in 2020.

PUBLIC HIGH SCHOOL STUDENTS INCLUDED IN THIS REPORT

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



Note: Percentages represent 2016 high school graduates. Private schools are not required to share data with the state and are not included in any analysis.

Regional Detroit Students

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

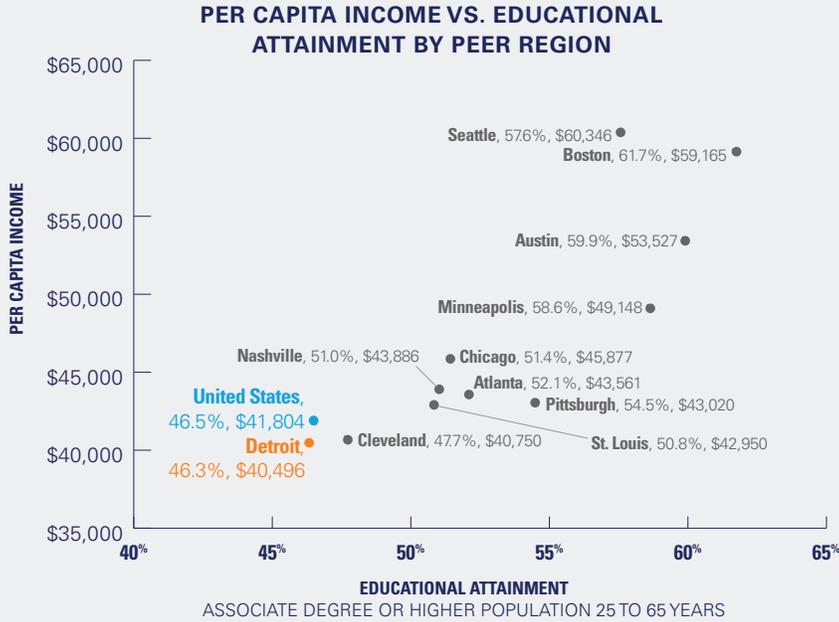
City of Detroit Students

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. Students in graduation years through 2016 also attend schools governed by the Education Achievement Authority of Michigan, the statewide school system that took over failing schools in the city of Detroit in 2012.

WHY IT MATTERS?

EDUCATIONAL ATTAINMENT INCREASES PROSPERITY

THE REGION'S ECONOMY WILL BECOME MORE PROSPEROUS



JOBS OF THE FUTURE REQUIRE CREDENTIALS

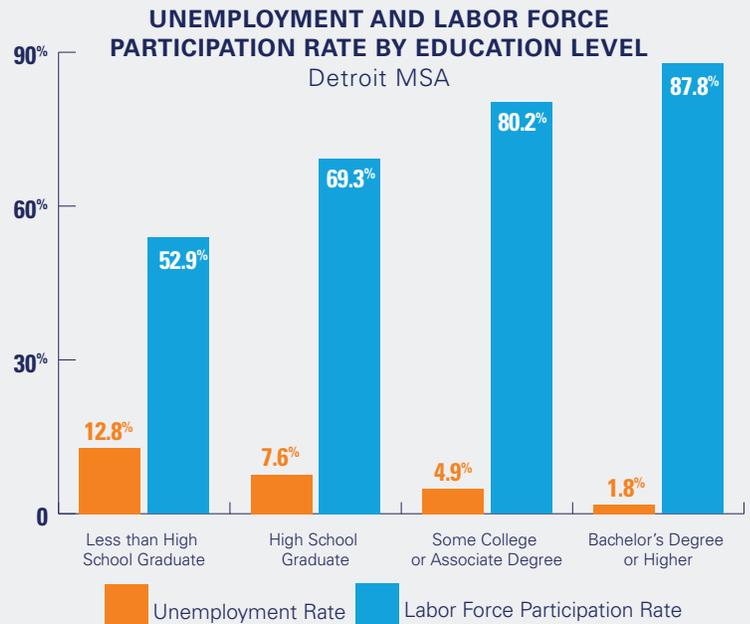
70%
OF JOBS WILL REQUIRE EDUCATION OR TRAINING BEYOND HIGH SCHOOL by 2027

85%
OF JOBS REQUIRING A BACHELOR'S DEGREE OR HIGHER CAN SUPPORT A FAMILY OF THREE, compared to only a quarter of jobs requiring only a high school diploma or some college.

POSTSECONDARY CREDENTIALS LEAD TO LOWER UNEMPLOYMENT LEVELS

UNEMPLOYMENT RATES FOR HIGH SCHOOL GRADUATES ARE **4X** than those with bachelor's degrees or higher.

LABOR FORCE PARTICIPATION FOR INDIVIDUALS WITH A BACHELOR'S DEGREE OR HIGHER IS **18.5** PERCENTAGE POINTS HIGHER than high school graduates in the Detroit Region.



BY REACHING THE 60% POSTSECONDARY ATTAINMENT GOAL BY 2030, THE DETROIT REGION WOULD SEE AN ESTIMATED ROI OF \$42B.

Sources: U.S. Census Bureau, U.S. Department of Education, Michigan Future Inc., University of Michigan

EDUCATION AND TALENT PIPELINE

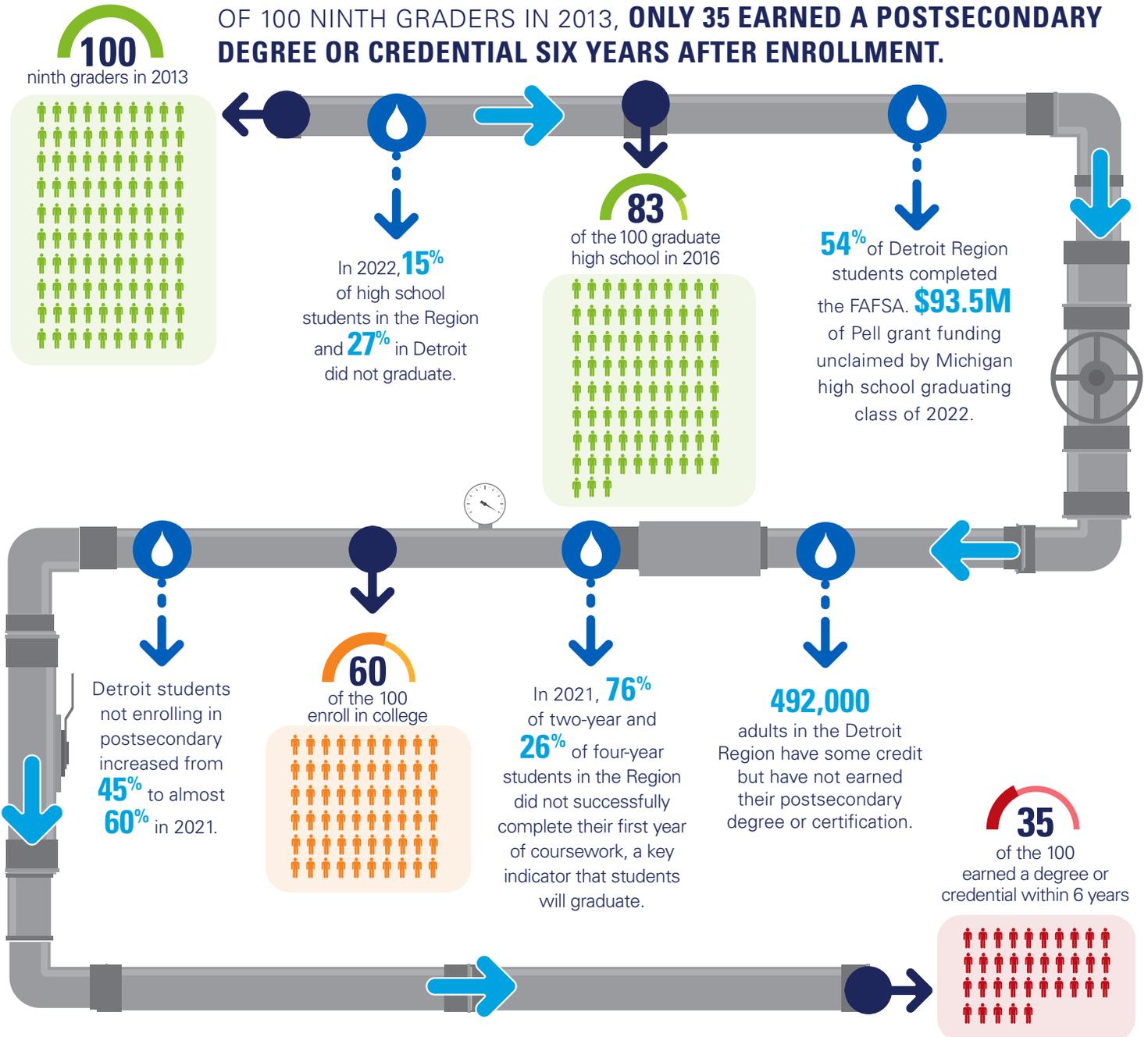
THE DETROIT REGION'S TALENT PIPELINE IS IMPROVING, BUT LEAKS REMAIN

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 graduate high school and go on to enroll in college within 12 months.



Lawrence Technological University health students participate in hands-on learning in the college's skills labs as part of experiential learning, a key component to ensuring retention and graduation.

OF 100 NINTH GRADERS IN 2013, ONLY 35 EARNED A POSTSECONDARY DEGREE OR CREDENTIAL SIX YEARS AFTER ENROLLMENT.



LABOR MARKET FORCES DEMAND A MORE EDUCATED WORKFORCE

JOB POSTINGS ARE COOLING FROM 2022 LEVELS, WHILE
THE **LABOR MARKET IS BECOMING MORE COMPETITIVE**

120,000

MONTHLY JOB POSTINGS IN
DETROIT REGION IN 2023 Q3,

down from a peak of more
than 195,000 in 2022.

 18%

Year-over-year
increase nationally in

APPLICATIONS PER JOB SEEKER.

EMPLOYERS ARE SEEKING SKILLED TALENT WITH 25% OF JOB POSTINGS
REQUIRING A BACHELOR'S OR HIGHER, **LEADING TO HIGHER EARNINGS**

REGIONAL MEDIAN EARNINGS

\$36,065

High School Graduates

\$70,942

Bachelor's Degree

DESPITE LOW UNEMPLOYMENT, **THE DETROIT REGION IS STRUGGLING**
TO FULLY ENGAGE THE ADULT POPULATION IN THE WORKFORCE

 3.8%

UNEMPLOYMENT

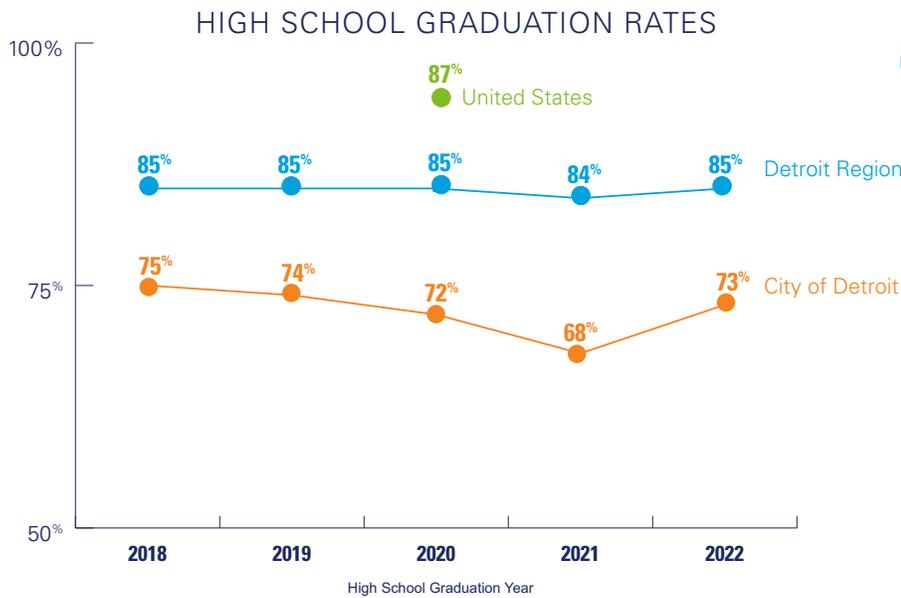
 63%

LABOR FORCE PARTICIPATION

Source: U.S. Census American Community Survey 2022 One-Year Estimates, Lightcast, LinkedIn State of Labor Market September 2023

DETROIT HIGH SCHOOL GRADUATION RATES ARE REBOUNDED

Reversing a multi-year decline, the city of Detroit high school graduation rate increased by five percentage points in 2022, nearing pre-pandemic levels. **Regionally, the high school graduation rate remained steady while lagging the nation by two percentage points in 2020**, the latest year data was available.



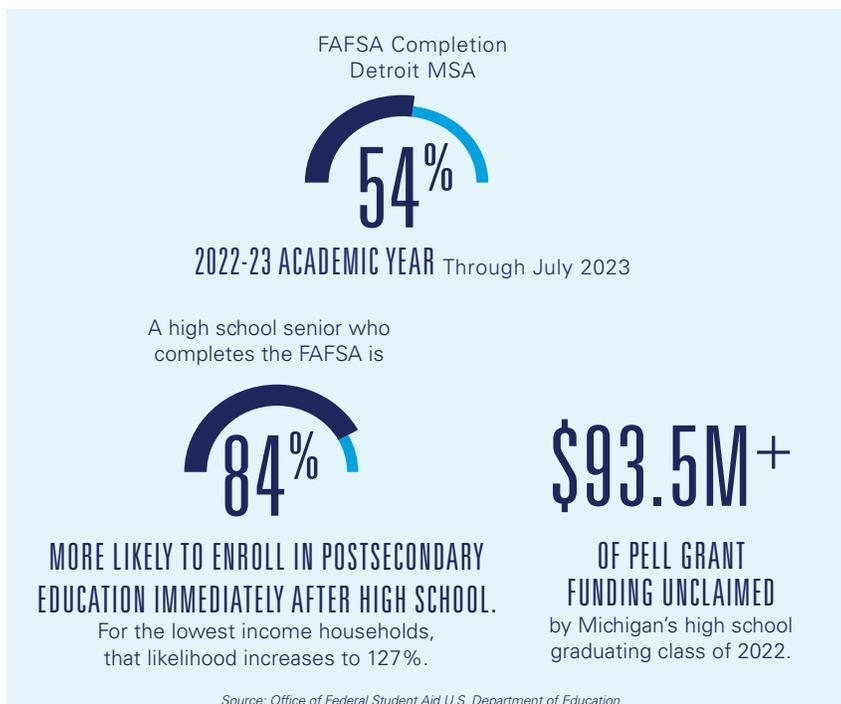
Source: Center for Educational Performance and Information; U.S. Department of Education Office of Elementary and Secondary Education 2020



The Detroit Regional Chamber supports Launch Michigan, a bipartisan, multi-sector, nonprofit organization that exists to create conditions through policy and advocacy to re-imagine Michigan’s public education system that gives children — and our state — a better opportunity to compete in a global economy.

ONLY HALF OF THE DETROIT REGION’S HIGH SCHOOL SENIORS COMPLETE A FAFSA

Completion of FAFSA – the Free Application for Federal Student Aid – provides access to loans, grants, and work-study funds to pay for postsecondary education. It is linked to increased enrollment.



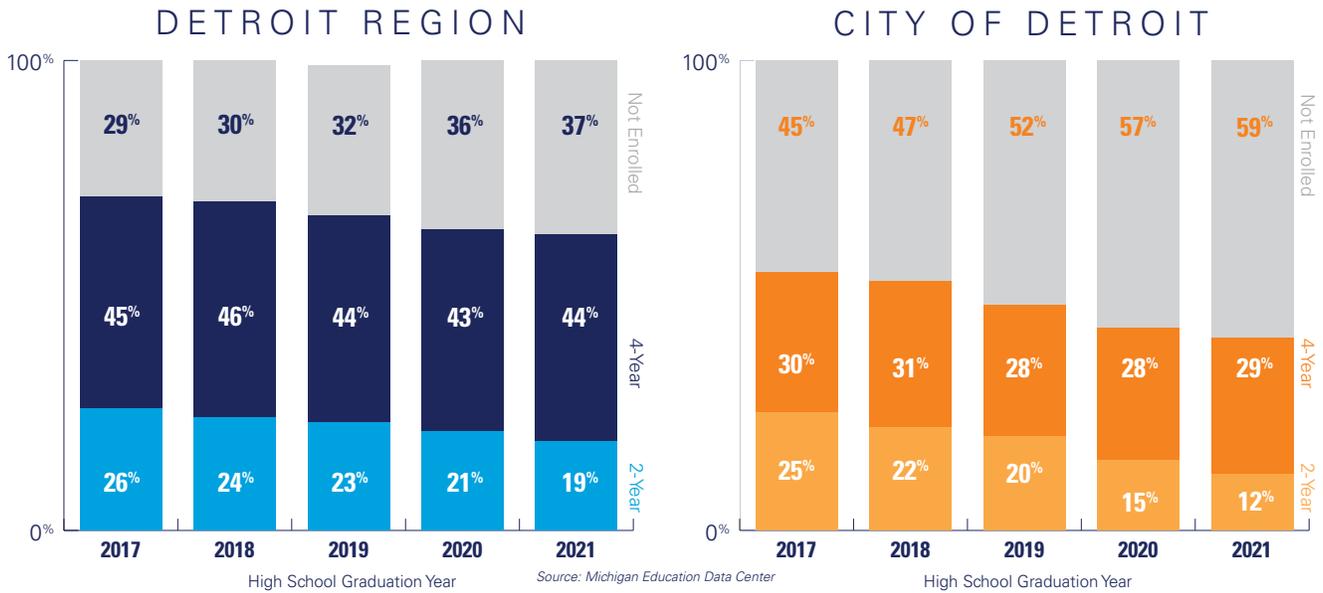
Supporting “Universal FAFSA”

Due to the strong correlation between FAFSA completion and college enrollment, the Chamber endorses Michigan Senate Bill 463, which makes completing the FAFSA a high school graduation requirement, a practice often called “Universal FAFSA.”

THOUGH POSTSECONDARY ENROLLMENT CONTINUES TO DROP, **FOUR-YEAR ENROLLMENT REMAINS STEADY**

The share of students not enrolling in postsecondary education is increasing both in the city (59%) and Region (37%). While community college enrollment has declined, enrollment at four-year institutions has remained steady over the past five years.

POSTSECONDARY ENROLLMENT
Percentage Enrolled within 12 Months of High School Graduation



CHAMBER RESPONSE

Advocating for Access and Affordability

The Chamber advocates for programs that increase college access and affordability. It recently supported lowering Michigan Reconnect’s eligible age to 21, which made 350,000 more Michiganders eligible for tuition assistance. It also advocated for the Michigan Achievement Scholarship, which provides students across the state up to \$5,500 annually toward college.

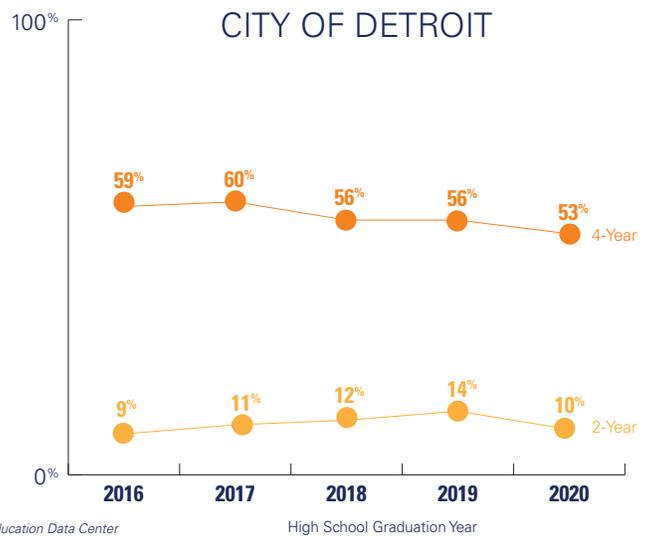
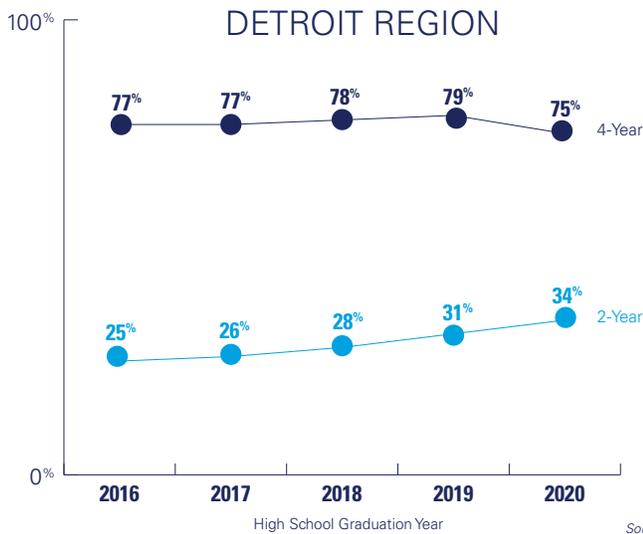


New programs such as the University of Michigan-Dearborn’s Automotive and Mobility Systems Engineering advance the industry and the Region through career advancement.

POSTSECONDARY PROGRESSION VARIES BETWEEN CITY AND REGION, TYPE OF INSTITUTION

Completing coursework is a key indicator of successfully graduating or earning a postsecondary credential. Over the past five years, the share of students accumulating 24 credits within the first year of enrollment has decreased for city students at four-year schools, while increasing for regional students at two-year institutions.

POSTSECONDARY PROGRESSION
Percentage of Students Completing 24 Credits within 12 Months of Enrollment



Source: Michigan Education Data Center



Macomb Community College supports students and improves educational outcomes through programs such as D3C3.



D3C3
DETROIT DRIVES DEGREES
COMMUNITY COLLEGE
COLLABORATIVE

With significant philanthropic investment from Chamber partners, D3C3 is working with seven two-year colleges to develop innovative employer partnerships and improve the postsecondary ecosystem to boost graduation rates and better support students from K-12 through college, and into family-sustaining jobs.

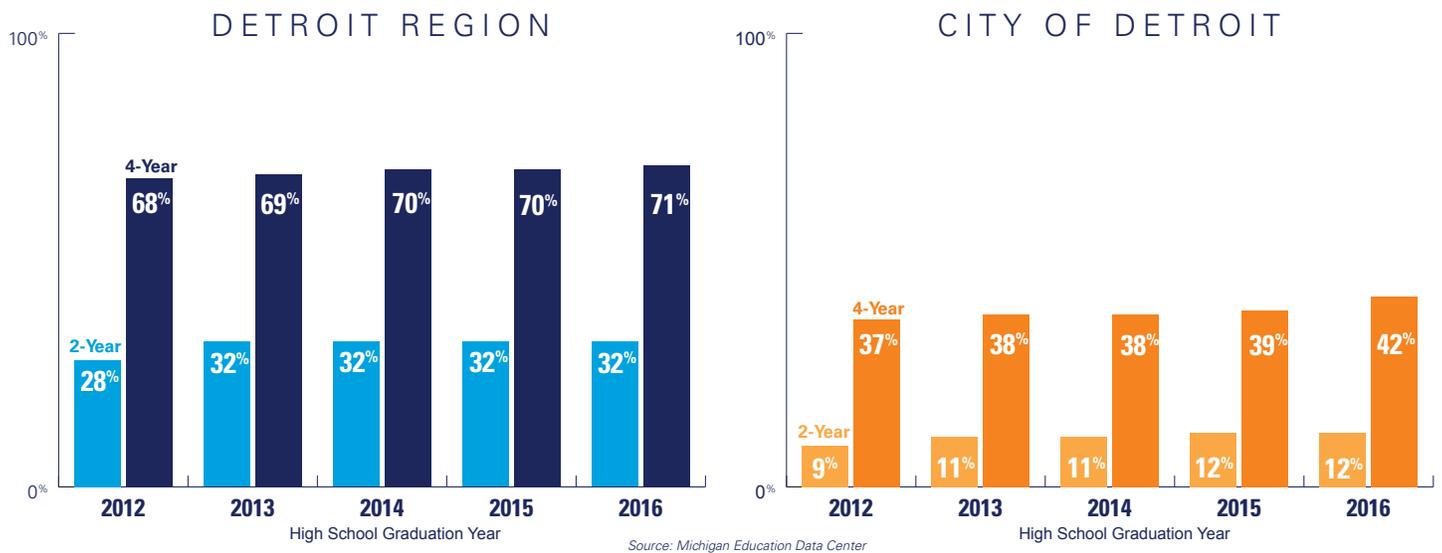
Partners:



GRADUATION RATES CONTINUE GRADUAL RISE AT FOUR-YEAR INSTITUTIONS

Graduation rates at four-year institutions for city of Detroit and regional students have increased incrementally over the past five years.

POSTSECONDARY GRADUATION RATES Six Years from Initial Enrollment



The Detroit Area Talent Fund

The Chamber and its partners launched the Detroit Area Talent Fund to address basic needs gaps for students in need pursuing higher education in Detroit. In a four-month pilot phase, it distributed over \$750,000 in mini grants to help more than 1,200 students overcome unexpected financial obstacles to their educational progress.

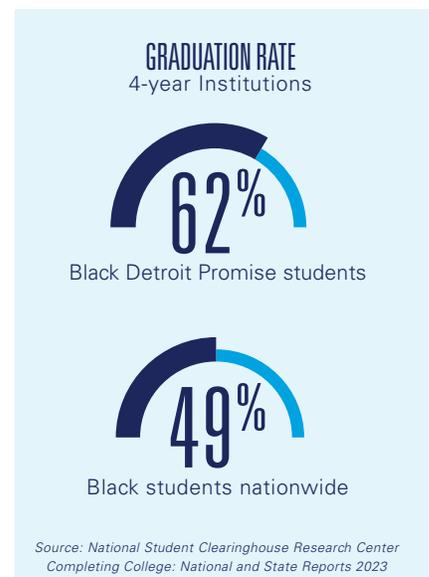


DETROIT PROMISE STUDENTS' GRADUATION RATE AT FOUR-YEAR SCHOOLS FAR SURPASSING NATIONAL AVERAGE FOR BLACK, LATINO STUDENTS

The graduation rate for Black Detroit Promise students who enrolled at a four-year institution in 2016 and 2017 is 13 percentage points higher than the national average for Black students. For Latino Detroit Promise students, the gap is seven percentage points.



The Chamber administers the Detroit Promise. As part of the program, 32 Michigan colleges offer a tuition-free path to an associate degree, bachelor's degree, or technical certificate as a means to improve enrollment and graduation rates among Detroiters.



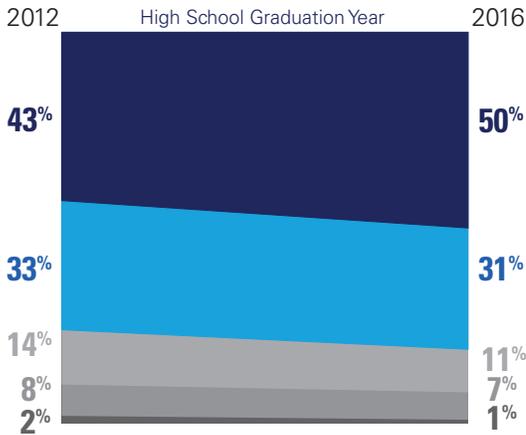
ATTAINMENT OF BACHELOR'S DEGREES IN CITY AND REGION **TRENDING UPWARD**

The share of students who obtain a bachelor's degree or higher within six years of high school graduation is increasing, with rates in the city and Region increasing seven percentage points over the past five years. Additionally, shares of students with no credential six years after enrollment are decreasing.

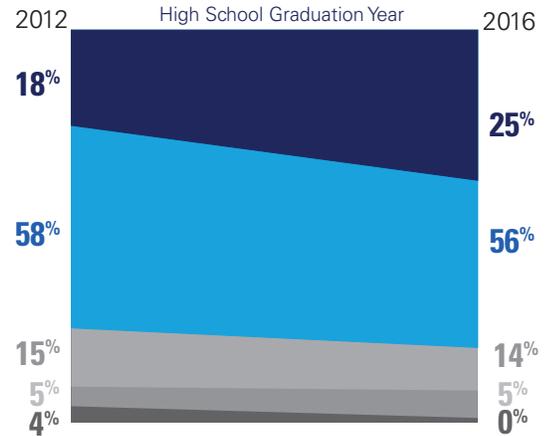
POSTSECONDARY OUTCOMES OF ENROLLED STUDENTS

Six Years from Initial Enrollment

DETROIT REGION



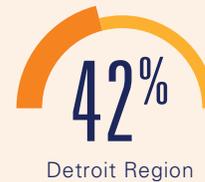
CITY OF DETROIT



Source: Michigan Education Data Center

NEARLY HALF OF STUDENTS THAT ENROLLED HAVE **NOT EARNED** A POSTSECONDARY CREDENTIAL

Of students who pursue postsecondary education



HAVE NOT EARNED A DEGREE OR CERTIFICATE WITHIN SIX YEARS OF HIGH SCHOOL GRADUATION.



A student from Eastern Michigan University celebrates earning her degree. College degree holders earn more income throughout their lifetime than those without a college degree.

TALENT



Wayne State University students engage in discussion on campus in one of the many spaces designed for interaction outside of the classroom.

EDUCATION PERCEPTION CRISIS JEOPARDIZES TALENT AVAILABILITY

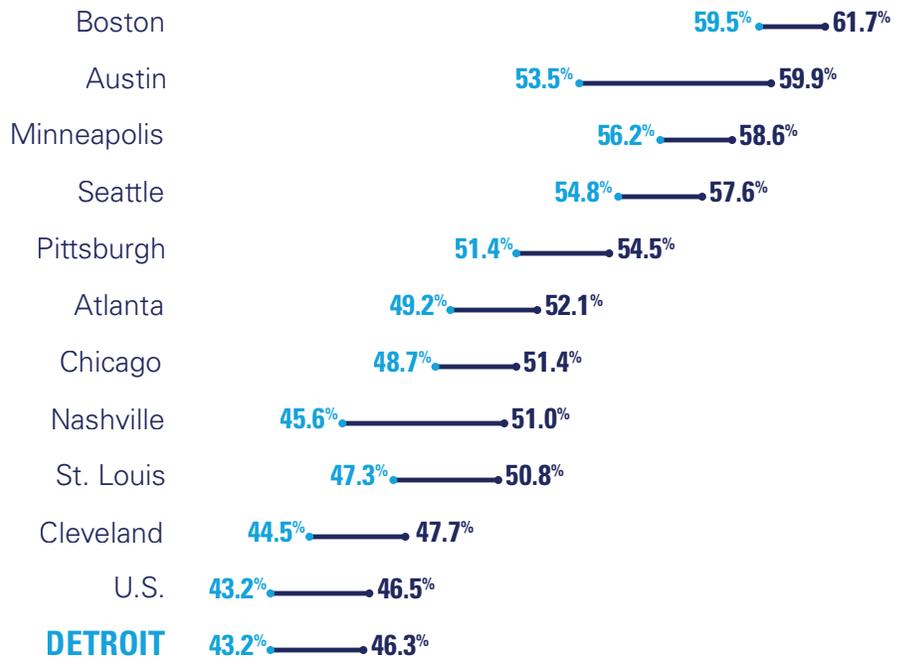
The Detroit Region's educational attainment correlates directly to the talent available to employers and the ability of workers to earn good-paying jobs that can provide middle-class or higher incomes. Data clearly shows that residents with a bachelor's degree or higher are less likely to be unemployed and better positioned to support their families. However, nearly 75% of Michigan residents do not view a four-year degree as worth the money or important to earning a successful job, reflecting a perception crisis that threatens the future talent base.

DESPITE GAINS, DETROIT REGION LAGS PEERS IN EDUCATIONAL ATTAINMENT

The population with an associate degree or higher in the Detroit Region has continued to rise over the past five years. Despite the Region's educational attainment rate of associate degrees and higher increasing to 46.3% since 2018, Detroit continues to lag behind peer regions and the national average.

EDUCATIONAL ATTAINMENT BY PEER REGIONS
Associate Degree or Higher, Population 25 to 65 Years Old

2018 — 2022



Source: U.S. Census Bureau, 2022 American Community Survey One-Year Estimates
Note: Short-term credentials are not included.

AMONG WORKING AGE
ADULTS IN THE REGION,

492,000

have some college credit,
but no degree,

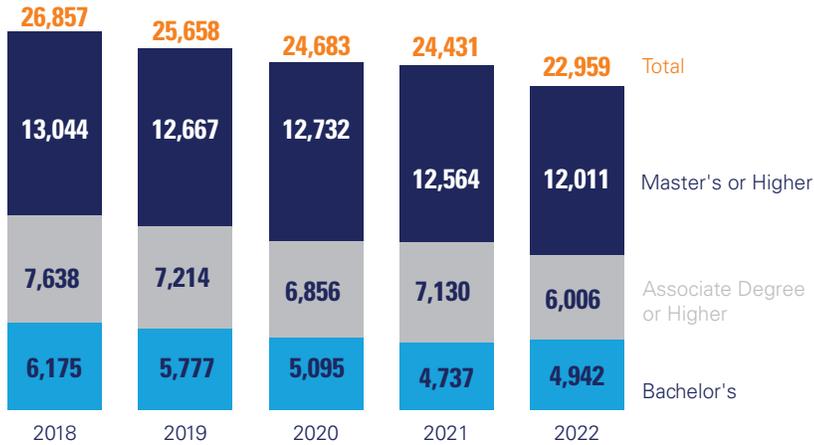
22%

the highest share among
peer regions.

ADULTS EARNING DEGREES DECREASED BY 15% OVER THE PAST FIVE YEARS

Adults 25 years and older earning an associate degree or higher from postsecondary institutions in the Detroit Region have **decreased 15% over the past five years and 6% year over year.** Overall, adult completions for associate (20%), bachelor's (21%) and master's or higher (8%) have declined over the past five years.

ADULT DEGREE COMPLETION
25 Years and Older, Detroit Region



Source: Integrated Postsecondary Education Data System



Since its creation in 2019, Detroit Reconnect has engaged with nearly 1,000 adults to support them on their educational journey assisting with textbooks, transportation, and child care. The Chamber also advocated for establishing Michigan Reconnect as well as lowering its age requirements.

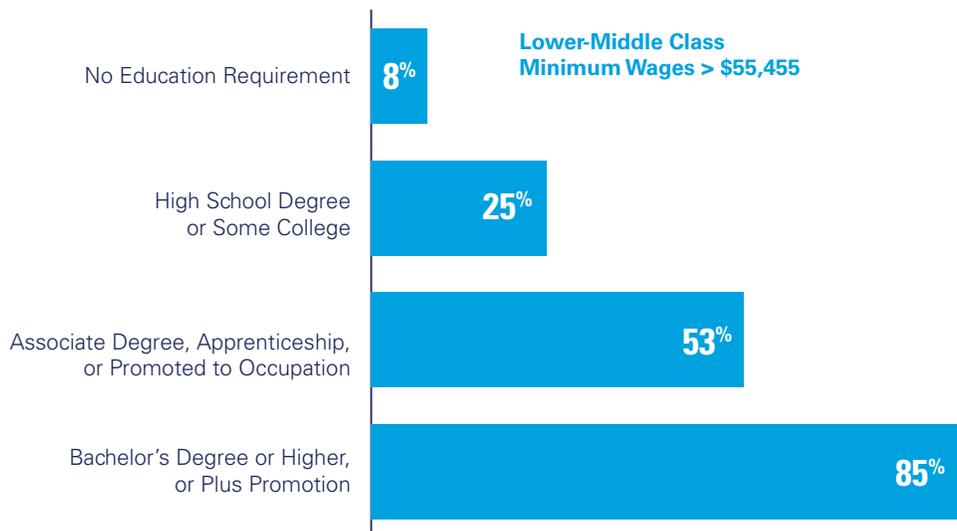
1,000
enrolled in
Detroit Reconnect

32,000
enrolled in
Michigan Reconnect

BACHELOR'S DEGREES MUCH MORE LIKELY TO LEAD TO JOBS PAYING MIDDLE-CLASS WAGES

Across the Detroit Region, **only 43% of jobs pay over \$55,455**, which is the minimum middle-class income for sustaining a family of three. Only a quarter of jobs pay a middle-class income that require a high school diploma or some college, while **85% of jobs that require a bachelor's degree or higher pay a middle-class income.**

SHARE OF JOBS PAYING MIDDLE-CLASS WAGES BY EDUCATIONAL ATTAINMENT
Detroit MSA



Lower-Middle Class
Minimum Wages > \$55,455

85% of jobs requiring a bachelor's degree or higher pay minimum middle-class wages of **\$55,455**, and **55%** pay upper middle-class wages of **\$83,132**.

Source: University of Michigan
Note: Data as of May 2022



DETROIT REGIONAL CHAMBER
**MICHIGAN
VOTER POLL**

CHALLENGE: **PERCEPTION IS HIGHER EDUCATION IS TOO EXPENSIVE FOR THE OUTCOME**

VOTERS DON'T BELIEVE THAT **FOUR-YEAR DEGREES ARE WORTH THE MONEY**

27.5%
of voters said a four-year degree was **WORTH THE MONEY.**

26.5%
of voters say a college education is **VERY IMPORTANT** to landing a successful job in Michigan.

69%
of voters said a high school **DIPLOMA OR CERTIFICATION IN A TRADE PROGRAM** is the minimum level of education needed to be successful in Michigan.

Source: Detroit Regional Chamber Michigan Voter Poll, March 2023

VOTERS SUPPORT FINANCIAL AID, BUT DON'T KNOW PROGRAMS EXIST

80%
of Michigan voters **SUPPORT STATE FINANCIAL AID** for two additional years of education or training for every student in Michigan.

23%
Have heard of the **MICHIGAN ACHIEVEMENT SCHOLARSHIP.**

15%
Have heard of the **MICHIGAN RECONNECT PROGRAM.**

Source: Detroit Regional Chamber Michigan Voter Poll, March 2023

SOLUTION: **SCHOLARSHIP PROGRAMS EXPANDING TO MAKE COLLEGE MORE AFFORDABLE**

THE COST OF COLLEGE IS **HIGH**

\$29,863
Average student loan debt at Michigan **FOUR-YEAR COLLEGES.**

\$11,704
Average student loan debt at Michigan **TWO-YEAR COLLEGES.**

Source: The Institute for College Access & Success, Community College Review; Note: Public Institutions

The **DETROIT PROMISE** offers a tuition-free path to a postsecondary credential to eligible Detroit students throughout the city. More than **6,000** have registered for the scholarship since 2013.

MICHIGAN RECONNECT lowered the eligible age to 21 and made space for **350,000** more Michiganders eligible for tuition assistance.

The **MICHIGAN ACHIEVEMENT SCHOLARSHIP** is expected to cover **94%** of Michigan students attending community colleges.

EQUITY



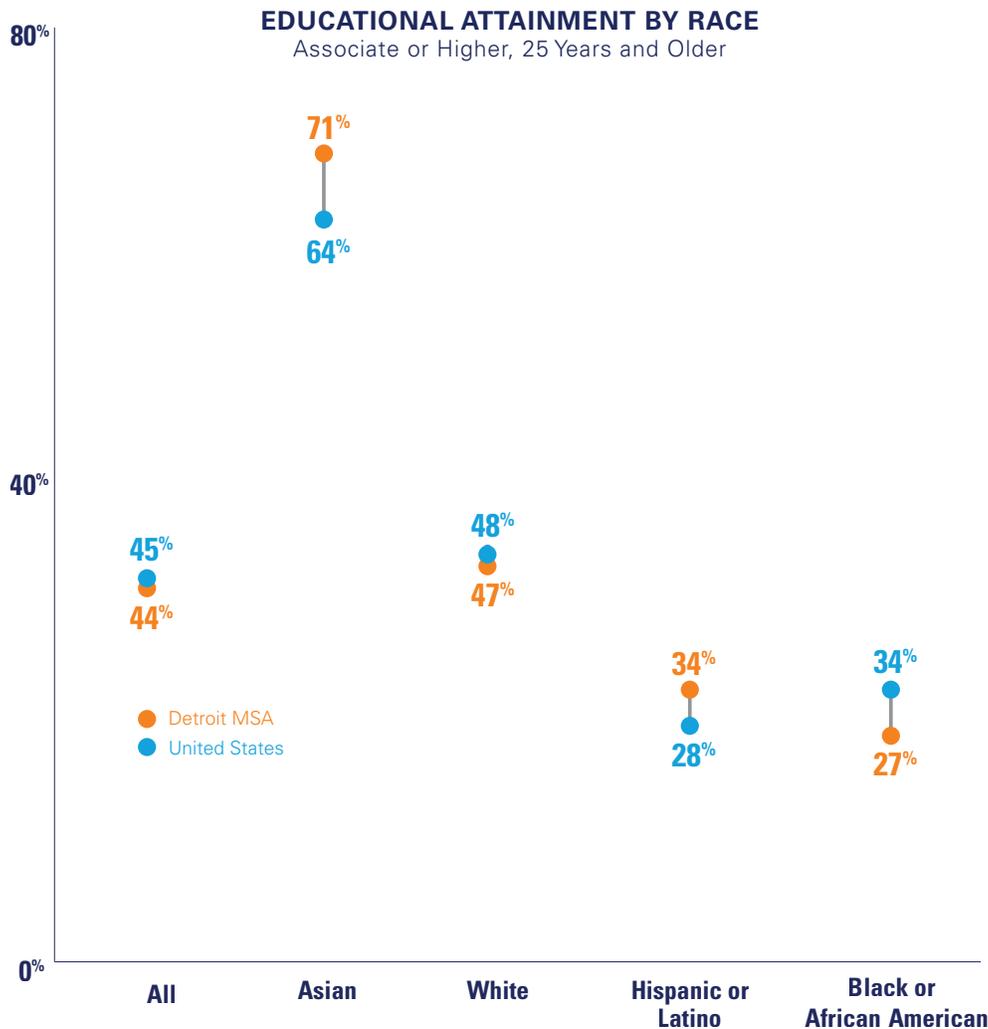
A Henry Ford College student demonstrates their preparation skills to excel in the workforce.

REGION'S PROSPERITY HELD BACK BY EQUITY GAPS IN EDUCATION

Offering a competitive talent pool requires an equitable education system where students of all racial and socioeconomic backgrounds can acquire the skills and quality education they need to thrive. Closing attainment gaps goes hand in hand with creating a more prosperous region where all residents have a chance to accumulate wealth and support their families. Persisting equity gaps continue to hold back the Detroit Region economically.

MAJOR DISPARITIES IN EDUCATIONAL ATTAINMENT BASED ON RACE PERSIST

In 2022, Black or African American and Hispanic or Latino adults reflected the lowest adult educational attainment ranking — far below the Detroit Region's rate of 44%. The Asian adult population in the Detroit Region were much more likely to hold an associate degree or higher and outperformed the national average.



27% of Black or African American adults in the Region hold a college degree, **7 PERCENTAGE POINTS** below the national rate.

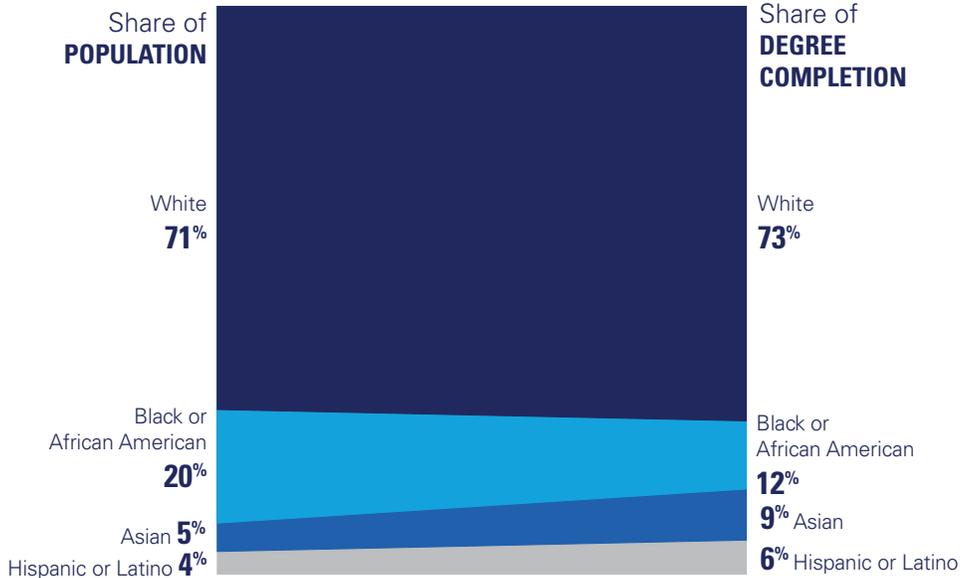
Source: U.S. Census Bureau 2022 American Community Survey One-Year Estimates
Note: Hispanic or Latino are of any race

BLACK STUDENTS DRAMATICALLY UNDERREPRESENTED IN DEGREE COMPLETIONS

In 2022, educational institutions in the Detroit Region conferred more than 45,000 certificates and degrees. However, **Black or African American students accounted for just 12% of completions despite representing 20% of the Region's adult population.**

DEGREE COMPLETION BY RACE

All Award Levels, Detroit Region, 2022



Source: Integrated Postsecondary Education Data System, State of Michigan
NOTE: 18 Years and Older

BLACK OR AFRICAN AMERICAN STUDENTS ACCOUNTED FOR ONLY

12%
of total degree completions

DESPITE MAKING UP

20%
of the Region's adult population.

CHAMBER RESPONSE



The Chamber's campus coaching program ensures students adjust, navigate, and remain enrolled in community college. Based on a nationally recognized model, it has supported more than 3,000 students since 2016.



Detroit Promise Path campus coaches mentor students along their educational journey and help them achieve their goals through graduation.

ENGAGED EMPLOYERS ARE ESSENTIAL TO BUILDING THE TALENT PIPELINE

Employers that develop their own talent solutions not only nurture the highly skilled talent they need to compete, they play a key role in increasing postsecondary educational attainment and building a more resilient workforce.

APPRENTICESHIPS HAVE GROWN IN RECENT YEARS

The Detroit Region has over 7,600 active apprentices as of 2022, with completions nearly doubling since 2018. The majority of active apprentices are in the construction and manufacturing industries. However, retail trade, utilities, and health care also are leading industries with apprenticeship opportunities.

APPRENTICESHIP PROGRAMS lead to:

- ✓ Increased retention rates
- ✓ Employee satisfaction
- ✓ Higher average starting salary compared to peers

APPRENTICESHIP COMPLETERS

Detroit MSA



increase over past five years

704

2018

1,369

2021

Source: Michigan Department of Technology, Management & Budget, Registered Apprenticeship Dashboard

CHAMBER
RESPONSE

Michigan Apprentice Network

The Chamber and its partners are leading efforts to develop and expand internship programs through the Michigan Apprentice Network. This collective of Michigan-based employers and training providers work together to raise awareness of professional apprenticeship programs as a talent solution for filling high-growth and high-demand roles.

Partners:

 **accenture**

• **A P T I V** •



CHAMBER
RESPONSE

High-Value Credentials

In 2022, the Chamber worked with the Education Strategy Group to identify high-value credentials — especially non-degree credentials — that open doors to good jobs in the Detroit Region. Mapping pathways to these credentials assists learners, educators, and employers in accessing the combination of education and technical skill needed for in-demand occupations.

LET'S WORK TOGETHER TO BUILD THE WORKFORCE OF THE FUTURE



SUPPORT DETROIT PROMISE STUDENTS THROUGH INTERNSHIPS.



PROMOTE YOUR COMPANY TO YOUNG PROFESSIONALS.



HOST A DISCOVER AUTO TOUR AND EXPOSE STUDENTS TO EXCITING AUTOMOTIVE CAREERS.



D3C3
DETROIT DRIVES DEGREES
COMMUNITY COLLEGE
COLLABORATIVE

HELP ALIGN ACADEMIC PROGRAMS WITH CREDENTIALS OF IMMEDIATE VALUE.



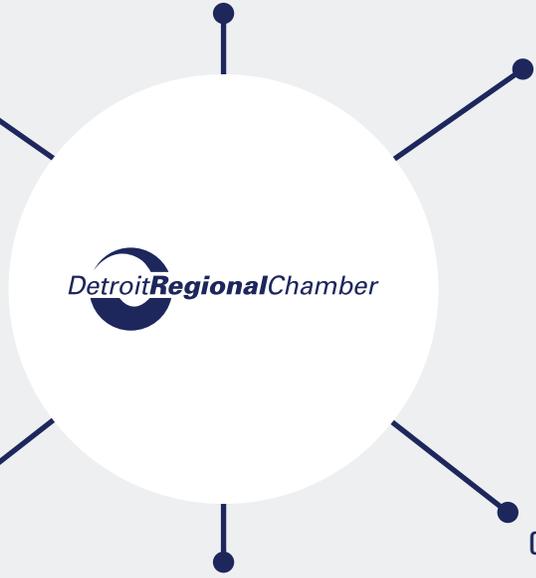
DETROIT DRIVES DEGREES

DETROIT REGIONAL TALENT COMPACT

CREATE STRATEGIES AND PARTNERSHIPS WITH HIGHER EDUCATION TO INCREASE EDUCATIONAL ATTAINMENT.

WORKFORCE SUCCESS TOOLKIT

CREATE TAILORED PRACTICES AT YOUR WORKPLACE TO UPSKILL EMPLOYEES BASED ON YOUR NEEDS.



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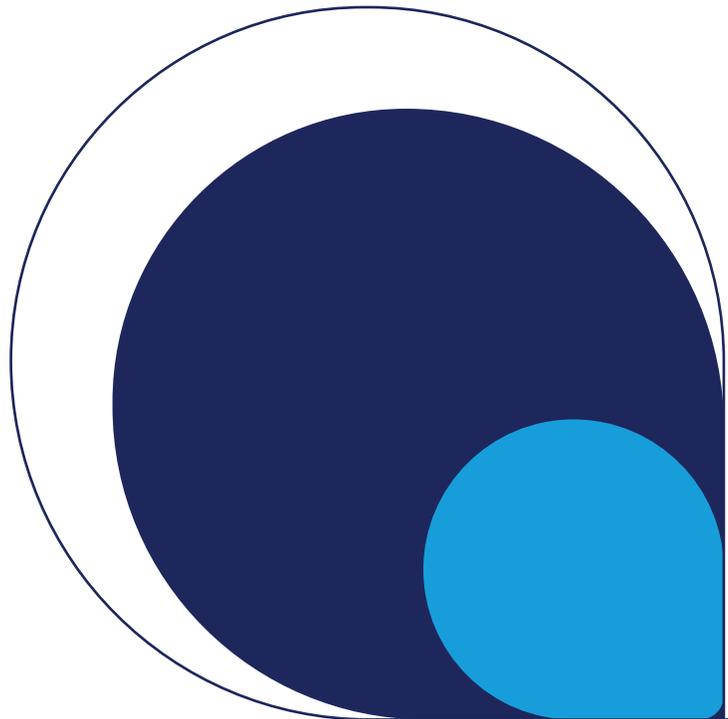
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