

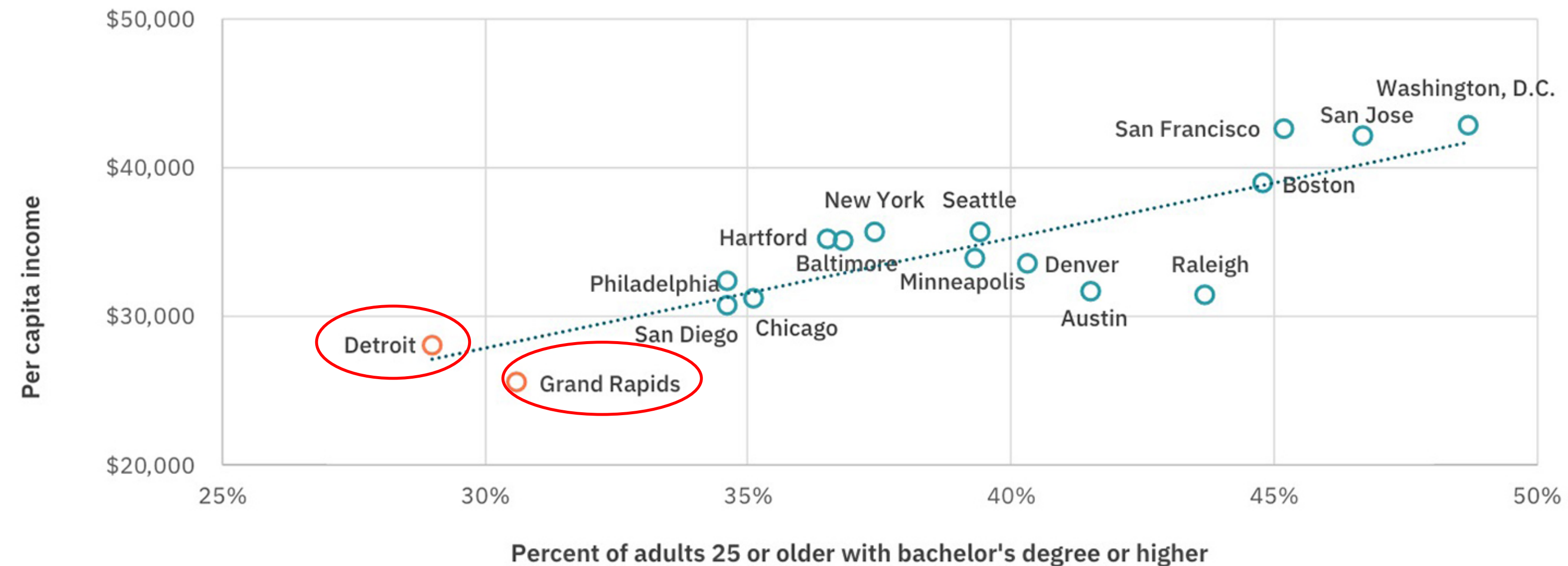


DETROIT
DRIVES
DEGREES

Working Together for
Economic Prosperity



Education Attainment Drives Economic Prosperity

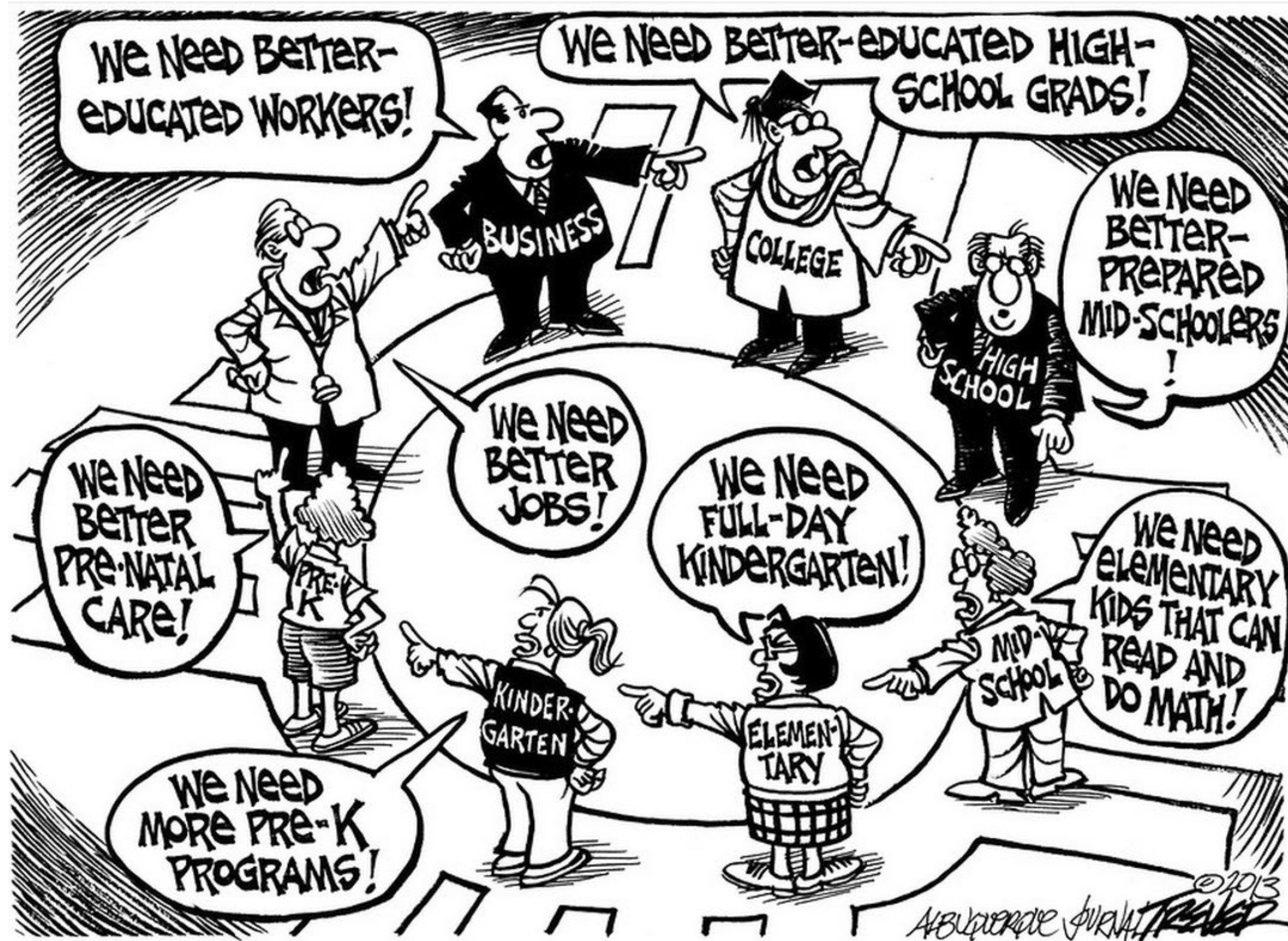


Notes: Data for this chart are drawn from the American Community Survey (educational attainment) and from the Bureau of Economic Analysis (per capita income). The four-year college attainment rate is a proxy for the overall skill level of the population.

City Observatory. Talent & Prosperity: Education and Income. <http://cityobservatory.org/talent-and-prosperity/>

Source: American Community Survey, Bureau of Economic Analysis

Rising Above Finger-Pointing



Commitment
from D3
Leadership
Council and
secured
funding



Ratification of
*Regional
Strategic Plan* &
final action plans

Public unveiling
of *Talent
Compact* and
release of
organizational
action plans

DETROIT REGIONAL TALENT COMPACT

As part of the Detroit Regional Chamber's Detroit Drives Degrees initiative, partners in education, business, philanthropy, and government have committed to the Detroit Regional Talent Compact.



The Compact centers around two key goals for 2030:



Increasing the number of Detroit residents with a postsecondary credential or degree by **60 percent**



Closing the racial equity attainment gap **by half**

We have made progress since setting the goal in 2015.

- We have increased postsecondary attainment by 3 percentage points.
- We have received national recognition as a Talent Hub by the Lumina and Kresge Foundations.
- Michigan's Governor Gretchen Whitmer announced the state's 60% goal.



But we have much more to do. Without aggressive action, Detroit will not meet our goals.



Increasing credential attainment by
Black and Latinx students will have a strong impact.



DETROIT REGIONAL TALENT COMPACT

CLOSING THE EQUITY GAP

While Black and Latinx residents make up **27%** of the total population of the region, these figures comprise **40%** of total credentials needed to meet the overall attainment goal, meaning a disproportionate number of credentials must be awarded to Black and Latinx students in order to achieve both goals.

If we are going to reduce the equity gap by half and reach the **60%** attainment goal, over **90,000** Black and **15,000** Latinx students will need to earn degrees in the next decade.



TOTAL CREDENTIALS NEEDED TO MEET 60% GOAL
& EQUITY GOAL BY RACE/ETHNICITY



We've identified the following challenges:

- Seamless postsecondary enrollment rates in the region are declining, especially among Black and Latinx students.
- Not all students in the Detroit region are ready for the academic rigors of college.
- Current remediation models and placement policies are limiting the number of students succeeding in gateway mathematics and English.
- Interventions that demonstrably improve student progression and persistence have been difficult to scale.
- Despite clear economic benefits, college enrollment rates for adults age 25 and older have remained stagnant in recent years.
- Postsecondary programs and services are not always designed with the adult learner in mind.
- Not all pathways are aligned with high-wage, high-demand careers, and access to those that are aligned is inequitable.



TO MEET THESE GOALS AND INCREASE THE POTENTIAL FOR PROSPERITY:

Regional educational institutions, businesses, philanthropic entities, and nonprofits must commit to breaking down barriers to postsecondary educational attainment.

The talent pipeline shows many of the region's student—and especially Black students—fall short of earning degrees.

THE DETROIT REGION'S TALENT PIPELINE BREAKDOWN

OF EVERY 100 **BLACK** STUDENTS



65

ENROLLED IN COLLEGE

OF EVERY 100 **WHITE** STUDENTS



78

ENROLLED IN COLLEGE

THE DETROIT REGION'S TALENT PIPELINE BREAKDOWN

OF EVERY 100 **BLACK** STUDENTS



17

EARNED A DEGREE AFTER 6 YEARS (26% OF ENROLLED)

OF EVERY 100 **WHITE** STUDENTS



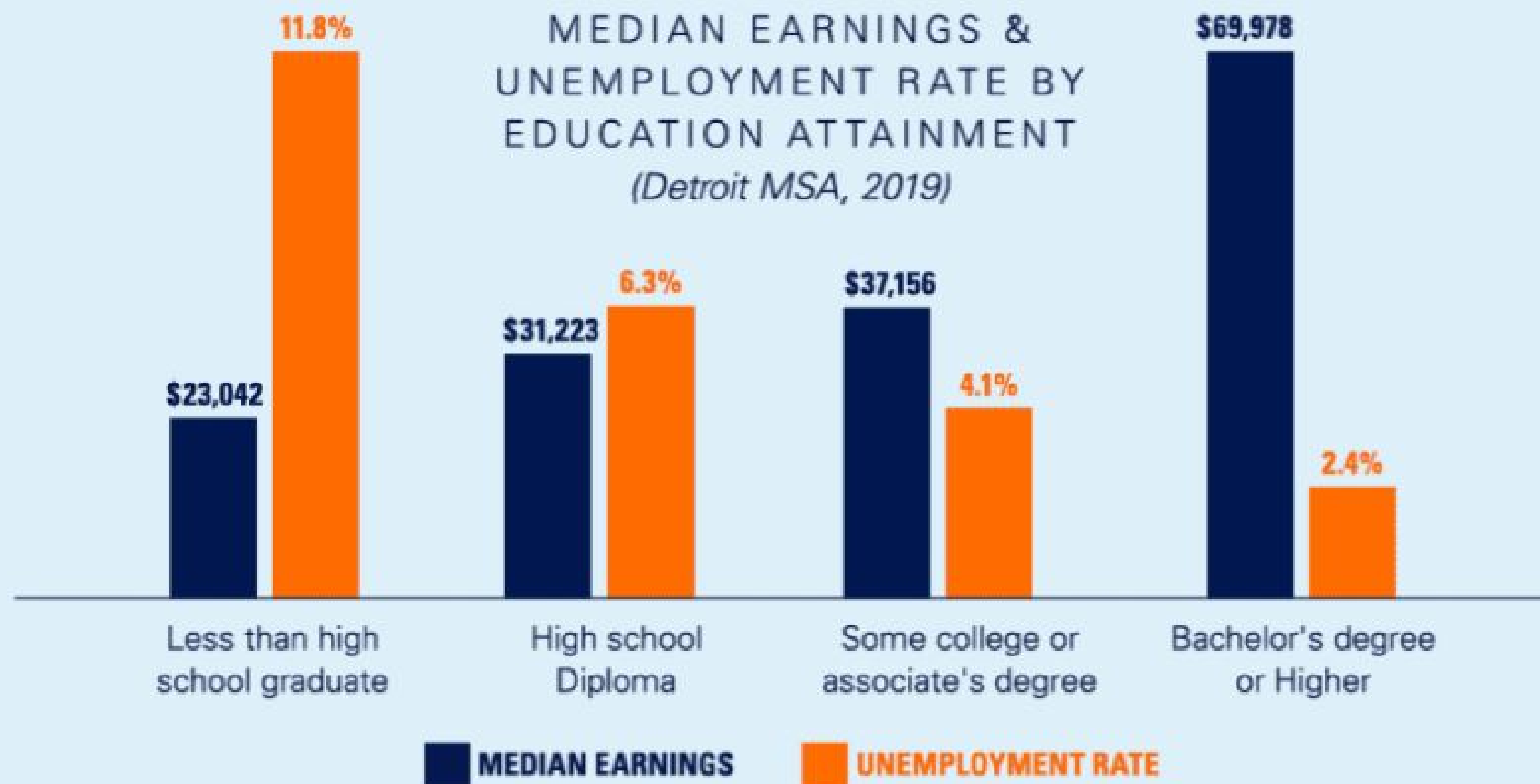
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EARNED A DEGREE AFTER 6 YEARS (60% OF ENROLLED)

**More education can lead to higher wages,
increased employability, and more prosperity.**

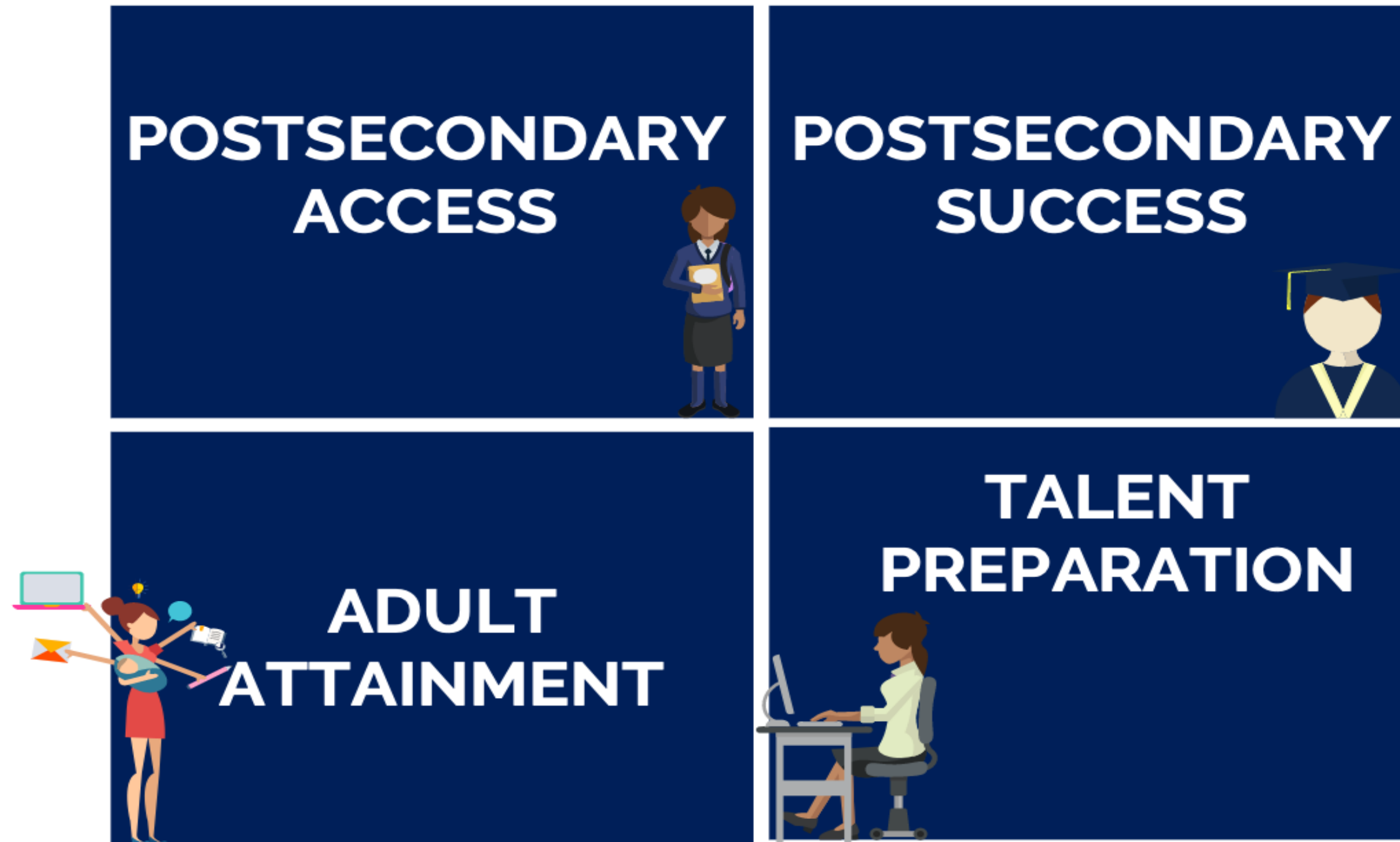


**MEDIAN EARNINGS &
UNEMPLOYMENT RATE BY
EDUCATION ATTAINMENT**
(Detroit MSA, 2019)





Four Priority Areas & 17 unique strategies



DETROIT REGIONAL TALENT COMPACT

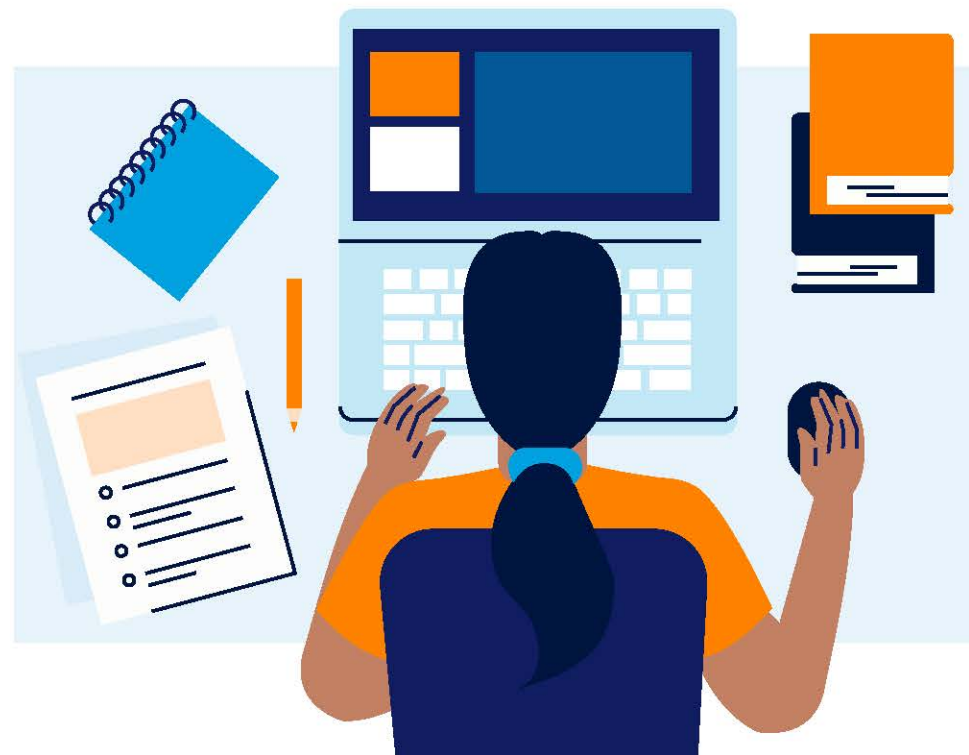
STRATEGIC PRIORITIES

**Postsecondary
Access**

**Postsecondary
Success**

**Adult
Attainment**

**Talent
Preparation**



- ✓ Increase college and career advising.
- ✓ Develop a regional effort to combat summer melt.
- ✓ Implement postsecondary transition courses.
- ✓ Expand early postsecondary options.

DETROIT REGIONAL TALENT COMPACT

STRATEGIC PRIORITIES

Postsecondary
Access

Postsecondary
Success

Adult
Attainment

Talent
Preparation



- ✓ Expand use of multiple measures for placement.
- ✓ Scale up models of co-requisite remediation.
- ✓ Incentivize credit maximization.
- ✓ Build institutional capacity to provide intrusive advising.

DETROIT REGIONAL TALENT COMPACT

STRATEGIC PRIORITIES

Postsecondary
Access

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Attainment

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Preparation



- ✓ Establish regional scholarships for adults.
- ✓ Expand debt forgiveness programs.
- ✓ Increase employers providing upskilling incentives.
- ✓ Double down on community-linked adult navigators.
- ✓ Expand accelerated adult-friendly degree programs.
- ✓ Use a consistent approach to assess prior learning.

DETROIT REGIONAL TALENT COMPACT

STRATEGIC PRIORITIES

Postsecondary
Access

Postsecondary
Success

Adult
Attainment

Talent
Preparation



- ✓ Identify and promote postsecondary credentials of value.
- ✓ Scale up, phase out, and build career pathways.
- ✓ Strengthen Regional capacity to scale WBL.

Action plans as tools for strategy implementation



Ajax Paving Industries Detroit Regional Talent Compact Action Plan

*A data-based, community-driven strategy to achieve 60% postsecondary attainment by 2030
by improving outcomes at each stage of talent pipeline.*

Regional Framework and Aspirations for Compact	Business Commitments	Selected Metric(s) to Track Progress	Strategy Alignment
Postsecondary Access & Success Every student has the opportunity to pursue and graduates from a postsecondary program.	Ajax Paving Industries will continue to work with Detroit Workforce of the Future through Grow Detroit's Young Talent. Ajax Paving Industries will develop and implement a skilled trades program with a local high school to tie into their current CTE programs.	Ajax Paving Industries will be a member on DWF's advisory board to help continue to build the program and will be a participant in the contractor project visits and presentation days. Ajax will work on employing candidates from this program. Ajax Paving Industries will source a school to develop and build a skilled trades program to potentially include heavy equipment operation/mechanic, laborer and cement mason activities.	Strategy 1.1: Dramatically increase college and career advising beginning in 9th grade Strategy 2.2: Expand early postsecondary options so that all students equitably participate without sacrificing quality Strategy 6.3: Use a consistent approach to recognize prior learning at institutions

DETROIT REGIONAL TALENT COMPACT

GOALS

60% POSTSECONDARY ATTAINMENT BY 2030
RACIAL EQUITY GAP REDUCED BY HALF

STRATEGIC PLAN TO REACH GOALS

17 STRATEGIES IN FOUR KEY AREAS

Postsecondary Access • Postsecondary Success •
Focus on Adults • Career Readiness and Technical Certificates

BUSINESS Action Plans

Ajax Paving
Butzel Long
Consumers Energy
Detroit Regional Chamber
Imagine Entertainment
Google
Henry Ford Health System
Kelly
Quicken Loans

K-12 Action Plans

Detroit Charter High School Collaborative
Detroit Public Schools Community District
Macomb Intermediate School District
Oakland Intermediate School District
Wayne RESA

HIGHER EDUCATION Action Plans

Eastern Michigan University
Henry Ford College
Macomb Community College
Oakland Community College
Oakland University
University of Michigan-Dearborn
Wayne County Community College
Wayne State University

PHILANTHROPY Action Plans

Detroit Children's Fund
Ballmer Group
Jamie and Denise Jacob Family
The Kresge Foundation
The Skillman Foundation
Ralph C. Wilson Foundation

GOVERNMENT AND NON-PROFIT Action Plans

United Way for Southeastern Michigan
Michigan Hispanic Collaborative
Detroit College Access Network
Michigan College Access Network
State of Michigan
Michigan Association of State Universities
Michigan Community College Association
Michigan League for Public Policy
City of Detroit

Strategy 5.2: Expand First-in-the-Nation Regional Debt-forgiveness Compact

- Launched multi-institutional, regional Debt-Forgiveness Compact in 2019
- Though African American students account for 21% of the total stopped out population, they account for 45% of the stop-outs with financial holds.
- Looking to expand number of participating institutions and develop a more robust reciprocity arrangement.



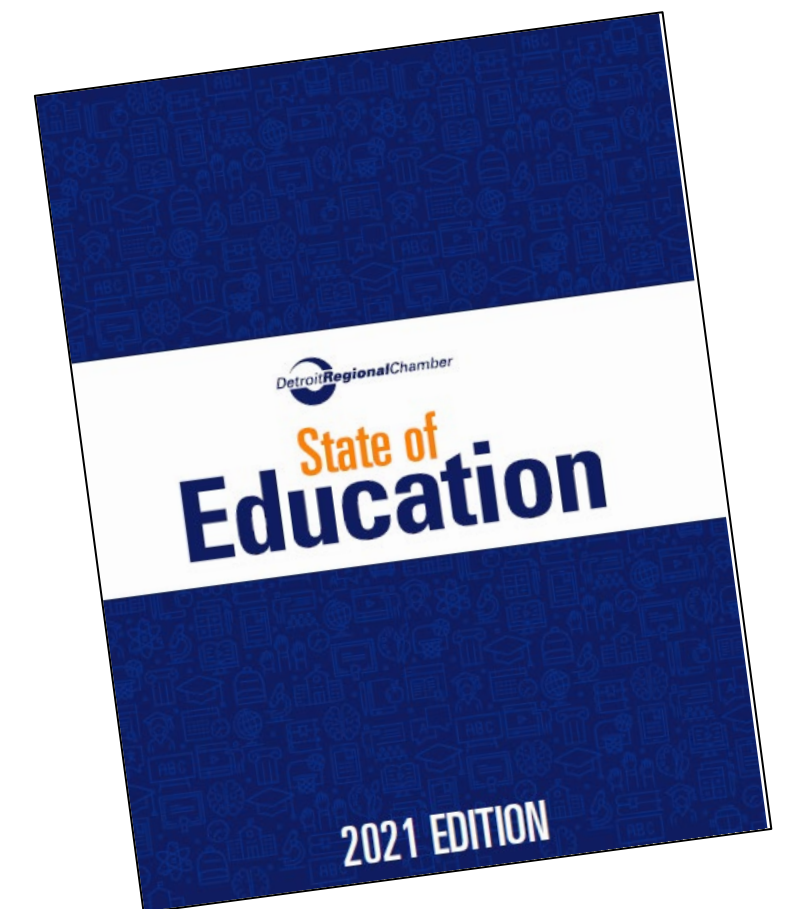
Strategy 6.1: Double-down on the number and quality of community-linked adult student navigators in the region



- Nearly 700,000 adults in the region with some college, no degree
- Agnostic advising to support adults in starting or returning to college
- Align with community organizations for support

State of Education – events and reports

- Detailed report on key data:
 - Leaky talent pipeline
 - College readiness
 - College completion
 - Employment trends and earnings
- 2021 Report includes COVID impacts on education and unemployment
- Cross sector of stakeholders speak to the data and successes and opportunities





DETROIT
DRIVES
DEGREES



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