

Increase access to dual-enrollment and early college

Drive early student momentum by ensuring every Michigan high schooler has a pathway to earning free college credit prior to graduation

DRAFT recommendation details

Allocate state incentives to K-12 districts and higher ed institutions that agree to meet the below criteria, generating seamless pathways from HS to College

- High schools require at least 3 credits of college readiness course work (dual enrollment, early college, CTE, AP)
- High schools broaden dual enrollment access to students beyond their fourth year, provided they have not yet met the maximum of 10 courses overall
- Community colleges agree to provide courses on HS campuses
- Community colleges consult local workforce development boards to align CTE pathways and labor markets
- Colleges and universities require a single application (vs. one per semester) for dual enrollment

Population impact assessment (reach ~450K MI HS students each year)¹

Direct migration



Neutral

Focus on MI HS students limits direct migration impact

MI stickiness



Decrease

Increased education associated with greater OOS opportunity

Birthrate



Increase

Access to higher wages inc. future comfort starting a family

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. Grades 9-12 2022-2023 enrollment from MiSchoolData

Reform 2-year to 4-year transfer process

Make the transition from community college graduate to university junior status seamless

DRAFT recommendation details

Mandate statewide common course numbering, guarantee automatic entry at junior status with an associate's degree at all MI public universities, and ensure reverse transfer pathways at all MI CCs

- Mandate common course numbering of all undergraduate courses, with equivalent courses offered throughout MI higher ed system
- Require all MI universities to make automatic fulfillment of gen ed requirements with a MI-based Associate's degree seamless, guaranteeing student entry at junior status
- Require all MI CCs to automatically confer an associate's degree with the completion of the required credit hours in relevant courses from any MI-based public university
- Jump start deeper 2-yr to 4-yr coordination with guaranteed pathway partnerships, accompanied by continuous guidance from "success coaches" trained by both CC and 4-yr institution

Population impact assessment (reach ~100K MI transfer students each year)¹

Direct migration



Neutral

Increased coordination may have minor impacts on retaining transfers in-state

MI stickiness



Decrease

Increased education associated with greater OOS opportunity

Birthrate



Neutral

4-year+ degrees correlated with fewer children; offset by higher wages incr. comfort having kids

Key questions for group input

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1. ~100K students transfer from one MI institution to another each year; MiSchoolData

Expand employer partnerships via work-based learning and FT offers

Support and formalize employer-partnerships for student exposure to real-world, on-the-job experiences for credit and/or payment, building on TAT MI Scholars Program

DRAFT recommendation details

Expand on TAT Michigan Scholarship model, requiring employer partners to offer internship / coop opportunities in addition to FT placements

- Require TAT employers to offer internships in direct partnership with MI higher ed institutions, with experiential skills learned on-site aligned to learning pathways and credentials
- Offer pathway scholarships for signed letters of returning interns, encouraging multi-year experience and relationship building between students and employers
- Fund expansion outside of EV / current TAT employers, aligned to annual list of undersupplied, skilled job opportunities in partnership with Department of LEO, Department of Ed, & MEDC

Population impact assessment (reach ~625K MI higher ed students each year)¹

Direct migration

 Increase

Increased work-based learning may attract more OOS students to MI schools

MI stickiness

 Increase

Incr. employer relationships enable smoother transition to MI jobs, fewer looking OOS

Birthrate

 Increase

Access to higher wages incr. comfort starting a family

Key questions for group input

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What will be required to make this happen? What key challenges do you foresee?

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1. ~301K 4-yr public and ~65K 4-yr private headcount from IPEDS; ~259K 2-yr public headcount from MiSchoolData

Connect K-12 students with career exploration

Connect K-12 students with career opportunities via aptitude tests and employer career fairs/job shadowing to demonstrate pathways through higher ed and into living-wage jobs

DRAFT recommendation details

Invest in and make freely available to all K-12 districts career-path assessment tools (e.g., YouScience), enabling HS guidance counselors to better advise on job opportunities and corresponding coursework selection at an individualized level

- Middle schools introduce students to aptitude tests through a shortened version, encouraging students and their families to envision a career path and the coursework required to achieve it
- High schools administer full aptitude test in 10th grade, paired with guidance counselor input on coursework selection and locally available internships / co-ops
- Aptitude tests are catered to coursework available within student's school district
- MI salary and job openings data provided to students and their families upon completion of test

Population impact assessment (reach ~760K MI MS & HS students each year)¹

Direct migration



Neutral

Focus on MI MS-HS students limits direct migration impact

MI stickiness



Neutral

Career guidance will be linked to MI jobs, though higher ed may create OOS opportunity

Birthrate



Increase

Access to higher wages inc. future comfort starting a family

Key questions for group input

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1. Grades 6-12 2022-2023 enrollment from MiSchoolData

Strengthen labor and education analytics

Develop integrated, real-time feedback loop to support program development and student guidance, based on connection between higher education and labor market data

DRAFT recommendation details

Invest in Michigan Center for Data and Analytics (MCDA) analysis of MI job opportunities and labor market trajectories and integrate with higher ed skill-based offerings; house within MiLEAP

- Enable real-time signals on upcoming labor needs through collaboration between MCDA, Depts. of Ed and Labor & Econ. Opp., MEDC, higher ed institutions, and private industry
- Build easily accessible, continually updated 6-12 month & long-term (2-5 yr) projection dashboards
- Utilize data for multiple use cases, including:
 - Educational curriculum development and student advising
 - Skills-based hiring partnerships built on 1) education providers registering credentials they offer; 2) students digitizing their "virtual wallet of credentials"; and 3) employers posting skills-based job listings, filtering students by matching digital wallets and required credentials

Population impact assessment (reach ~625K MI higher ed students each year)¹

Direct migration



Neutral

Negligible direct impact on migration into/out of MI

MI stickiness



Increase

Coordination between college programs and labor demand likely to keep grads in MI

Birthrate



Neutral

Unlikely to influence birthrates in MI

Key questions for group input

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What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

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1. ~301K 4-yr public and ~65K 4-yr private headcount from IPEDS; ~259K 2-yr public headcount from MiSchoolData

Incentivize creation of internships/co-ops

Increase the availability of meaningful internships and co-ops in high demand fields through expansion of STEM-Forward

DRAFT recommendation details

Expand upon existing STEM-Forward internship and co-op programs to encourage wider offering of internships that lead to full-time employment in Michigan

- Expand support of STEM-Forward funding model, broadening eligibility to OOS STEM students coming to MI for internships and in-state students studying high-demand fields outside of STEM, e.g., health care, transportation
- Provide additional financial incentives for companies hiring students eligible to receive state work-study financial aid
- Require employers structure internships and co-ops as primarily experiential, with administrative tasks composing a maximum of 25% of working activities

Population impact assessment (reach ~625K MI higher ed students each year)¹

Direct migration



Increase

Increased career experience may attract more OOS students to MI schools

MI stickiness



Increase

Incr. employer relationships enable smoother transition to MI jobs, fewer looking OOS

Birthrate



Increase

Access to higher wages incr. comfort starting a family

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

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1. ~301K 4-yr public and ~65K 4-yr private headcount from IPEDS; ~259K 2-yr public headcount from MiSchoolData

Fund step-change in HS college/career advisors and tutoring

Enable HS students to understand and pursue higher ed pathways through increased counseling and academic support, including "near peer" programs that leverage mentorship by current higher ed students

DRAFT recommendation details

Allocate state incentives to increase HS guidance counselor pipeline and fund "near peer" mentorship program targeted at academic readiness & navigation of higher ed admissions / financial aid

- Provide \$25K student loan forgiveness for guidance counselors on condition of degree conferred in MI higher ed and completion of 4 years' employment in MI HS system
- Launch "financial aid advising day" at beginning of school year, with content developed and presented by recent MI HS graduates and hosted in MI HS for all 12th grade students
- Utilize recent MI HS graduates to inform content and record portfolio of online academic readiness and admissions / financial advice tutorials
- Create texting-line staffed with recent MI HS graduates to share experiences related to higher ed admissions / financial aid questions

Population impact assessment (reach ~450K MI HS students each year)¹

Direct migration



Neutral

Focus on MI MS-HS students limits direct migration impact

MI stickiness



Decrease

Incr. advising may increase portion of HS students pursuing OOS opportunity

Birthrate



Increase

Access to higher wages inc. future comfort starting a family

Key questions for group input

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How can we drive equitable outcomes through this recommendation?

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1. Grades 9-12 2022-2023 enrollment from MiSchoolData

Mandate FAFSA completion as HS graduation requirement

Require students to overcome a major process-barrier in the college application process prior to HS graduation, and increase access/awareness of financial aid availability

DRAFT recommendation details

Mandate new requirement to submit either FAFSA or opt-out waiver, for conferral of HS graduation, accompanied by campaign of FAFSA submission supports

- Legislate mandatory submission of either 1) FAFSA or 2) opt-out waiver signed by student's parent / guardian to graduate HS
- Deploy advisors from MI Student Aid to run live virtual workshops and in-person events to coach students and their families on FAFSA and state financial aid applications
- Offer one-on-one virtual meetings to help troubleshoot FAFSA and state financial aid applications
- Run AI supported monthly error reports for pre-submitted applications to alert applicants of potential roadblocks and solutions, e.g., missed signatures, empty boxes, incorrect data types

Population impact assessment (reach ~50K MI HS seniors each year)¹

Direct migration



Neutral

Focus on MI HS students limits direct migration impact

MI stickiness



Neutral

Expect FAFSA mandate to drive minimal change in portion of students going OOS

Birthrate



Increase

Access to higher wages inc. future comfort starting a family

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. Class of 2023 enrollment subtracted by Department of Treasury MI Student Aid FAFSA Class of 2023 FAFSA completions (as of 6/30/23)

Publicly fund K-14

Create a pre-K-14 public education system by providing graduating high school students with two years (60 credits) of tuition at a community college, university, or technical school with demonstrated outcomes

DRAFT recommendation details

Allocate last dollar aid to provide free tuition for first 2 years (60 credits) of higher education at community college, university, or technical school for MI residents

- Require applicants show proof of MI residency for 12 months prior to enrollment
- Require applicants apply for FAFSA and institutional aid
- Continue to offer tuition-free support to HS students pursuing post-secondary credits towards a degree of certificate through early college or dual-enrollment

Population impact assessment (reach ~110K MI HS seniors each year)¹

Direct migration



Increase

Access to publicly funded college may lead some families to relocate in MI

MI stickiness



Neutral

Students will stay in MI for higher ed, but may pursue OOS opportunities post-graduation

Birthrate



Increase

Families relocating in MI for access to public K14 may still be growing

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

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How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. Grade 12 2022-2023 enrollment from MiSchoolData

Create "completion resource network"

Connect students to state and local resources (e.g., MiBridges, SNAP E&T) and provide funding for wide range of life events including food insecurity, housing insecurity, transportation, childcare, health care, and mental health

DRAFT recommendation details

Consolidate available state, local, and federal resources and proactively inform atrisk students of programs accessible to them; house these operations within MI Student Aid

- Staff campus-level financial aid advisors with roster of "near peers" who qualified for state benefits themselves
- Identify at-risk students based on financial aid letters and expected family contributions
- Conduct outreach to assist with financial aid questions and form completion
- Provide information and facilitate connection to state, local, and federal resources, e.g., MiBridges, SNAP E&T, local food banks, Manna Food Project (Northern Michigan)
- Fund provision of \$500 emergency grants
- Provide free 3 month memberships to on-line mental health services, e.g., BetterHelp

Population impact assessment (reach ~105K at-risk MI higher ed students each yr)¹

Direct migration



Neutral

Access to completion resources unlikely to directly influence pop. migration

MI stickiness



Decrease

Increased education associated with greater OOS opportunity

Birthrate



Increase

Access to higher wages incr. future comfort starting a family

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. Estimated based on number of undergrad Pell Grant recipients in MI public higher education; IPEDS

Increase higher ed advising and tutoring services

Drive persistence and completion by proactively identifying and supporting students in need of additional academic support

DRAFT recommendation details

Analyze and proactively identify students requiring academic support and intervention, and reduce student to advisor ratio to enable prompt and individualized attention

- Fund hiring of advisors, particularly in low-completion institutions
- Catalog academic "red flags" that merit intervention based on historical data (i.e., grades in certain courses as an indicator of failure to complete)
- Utilize AI record analysis to identify students potentially requiring academic support and proactively conduct outreach
- Develop and offer in-person corequisite remediation and virtual academic preparation tutorials catered to individual needs

Population impact assessment (reach 32K in-need MI higher ed students per cohort)¹

Direct migration



Neutral

Access to academic support unlikely to directly influence pop. Migration

MI stickiness



Decrease

Increased education associated with greater OOS opportunity

Birthrate



Increase

Access to higher wages incr. future comfort starting a family

Key questions for group input

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Use this space to vote

Offer post-graduation incentives to retain and attract talent

Directly influence reversal of "brain drain" by incentivizing recent graduates (including students from OOS, International, and MI higher ed) to seek employment and live in Michigan

DRAFT recommendation details

Provide student loan repayments for targeted, high-demand fields by consolidating and expanding existing programs (e.g., MI state loan repayment, MI Kids Now loan repayment, MI Opioid Treatment Access loan repayment, public service loan forgiveness, teacher loan forgiveness)

- Fund \$10-25K toward student loan forgiveness based on annual list of qualifying high-demand fields in partnership with Department of LEO, Department of Ed, & MEDC
- To qualify for student loan forgiveness, require specified geographical "term of service" within field of study; use range in funding to attract grads to geographies in higher need, e.g., Northern MI
- Offer this program to those completing a post-secondary credential or degree within the past 5 years, regardless of institution or prior residency

Population impact assessment (reach ~840K grads from MI + neighbor states each yr)¹

Direct migration

 Increase

Financial incentives for recent grads should directly influence in-migration to Michigan

MI stickiness

 Increase

Drawing talent to Michigan post-grad increases likeliness they will "put down roots"

Birthrate

 Increase

People attracted by financial incentives are likely to be child-bearing age

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. ~840K total students receiving awards/degrees in 2020-2021 across MI, OH, IN, IL, WI, and PA higher ed institutions

Invest in higher ed placemaking efforts across institution types

Allocate funding to higher ed placemaking efforts to attract more businesses / talent (e.g., research innovation districts, regional or local community development efforts)

DRAFT recommendation details

Create communities of all types and sizes where skilled students and postgrads from a variety of background will want to live

- Recognize higher ed placemaking cannot be a one-size-fits-all proposition and must be paired with funding for economic development
- Employ funding partnership strategies based on institution type
 - Research institution: Creation of innovation districts offering co-location between university resources/talent and companies in high-demand fields
 - Regional universities: Cultural investments enhancing MI's unique quality of life proposition
 - Community colleges: Support community organizers in partnership with state, public, and private efforts to benefit local economies and citizens

Population impact assessment (reach ~840K grads from MI + neighbor states each yr)¹

Direct migration



Increase

Increasing co-location options and business attraction efforts should draw in-migration

MI stickiness



Increase

Strengthened MI ties (via talent networks) should reduce mobility of businesses / talent

Birthrate



Neutral

Creation of innovation districts unlikely to influence birth rates

Key questions for group input

How would you adjust/refine the recommendation to maximize impact and effectiveness?

What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. Assumes place-based efforts would primarily target the ~840K total students receiving awards/degrees in 2020-2021 across MI, OH, IN, IL, WI, and PA higher ed institutions

Increase VC funding to retain Michigan entrepreneurs

Increase economic impact of Michigan's strong research capabilities by enabling more founders, and their businesses, to stay in-state

DRAFT recommendation details

Create Michigan Evergreen Fund to cover early-stage, pre-seed investment gap

- Allocate state support for Evergreen Fund, with focus on early-stage, pre-seed capital for tech-focused startups
- Funds to be distributed by nonprofit VC firms (e.g., Accelerate Blue Fund, Invest Detroit)
- Mandate allocation of returns for future investments and ensure state commitment of 2-3 years to achieve "Evergreen" status

Establish monthly Pitch Competition Fund with DEI targets

- Distribute pre-seed funds to startups based on investment panel of judges and DEI metrics
- Focus on underserved founders and communities statewide

Population impact assessment (reach ~30 MI higher ed startups per year)¹

Direct migration



Increase

Increased VC access should increase the portion of founders staying in-state

MI stickiness



Increase

Strengthened MI ties (via VC) should reduce mobility of startups, founders, and talent

Birthrate



Neutral

Increased access to VC unlikely to influence birth rates

Key questions for group input

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What will be required to make this happen? What key challenges do you foresee?

How can we drive equitable outcomes through this recommendation?

Use this space to vote

1. Average of ~30 startups formed per year across MI higher ed research institutions 2017-2021 (AUTM survey data); potential that increase in funding would also generate additional startup activity (OH avg is 45, PA avg is 60)

Raise portion of performance-based community college funding

Incentivize and enable community colleges to improve student outcomes by tying a greater portion of funding (above annual incremental adjustments) to performance metrics

DRAFT recommendation details

Allocate substantial portion of current base funding for community colleges to outcomes-based formula centered on completions and successful transfers

- Incentivize awarding of degrees, certificates, and other "credentials of value" with 50% of total funding tied to completion outcomes (currently ~3.5% of total tied to objectives)
- Place extra completion incentive "bounty" on high-demand fields, with annual list published in partnership with Department of LEO, Department of Ed, & MEDC
- Avoid "doom loop" by providing colleges below certain performance thresholds one-time boosts in funds to improve metrics
- Explicitly include equity metrics, with higher incentives for increased completion rates in disadvantaged groups

Population impact assessment (reach ~259K MI higher ed students each year)¹

Direct migration



Neutral

Changes to CC funding formula unlikely to drive changes in pop. migration

MI stickiness



Neutral

Unlikely to substantially change talent mobility; ~95% of 2-yr graduations remain in MI

Birthrate



Increase

Improved student outcomes should lead to higher wages and incr. comfort having kids

Key questions for group input

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How can we drive equitable outcomes through this recommendation?

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1. ~259K 2-yr public headcount from MiSchoolData