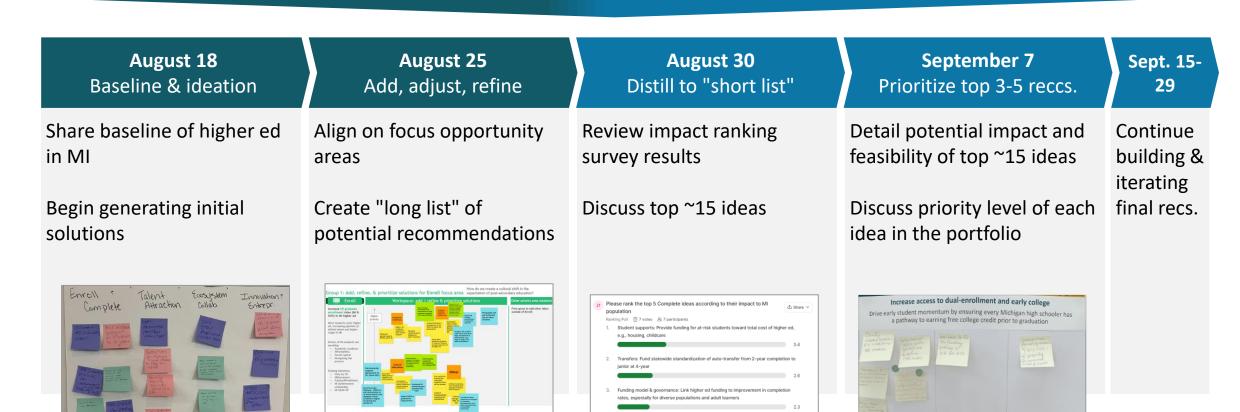
# Presentation versions (less dense)

# Higher ed workgroup process | Began with baselining and "divergent thinking" to create list of potential solutions, now "converging" on prioritized recommendations

Divergent thinking

Note: process will still be iterative

Convergent thinking



## Higher ed baseline findings | MI is net talent exporter; not enough in-migration of college-educated talent to offset graduates lost

MI appealing undergraduate destination with net import of ~1,700 students...

Students inbound to MI

Net inflow of students

Students outbound from MI

10,160

-8,500

1,660



... Though post-graduation, this gain is offset by ~5,600 student net "brain-drain"

1,970 Grads inbound to MI

Grads outbound from MI -7,520

Net outflow of grads -5,550

Note: Does not consider movement of students who fail to complete

# Higher ed baseline findings | Opportunities to improve outcomes and drive population growth exist across the student journey



### Enroll

Opportunity to increase enrollment as **52% of high** school grads do not enroll in post-secondary education today



## Transfer/complete

Boosting completion is critical as Michigan is **ranked 49**<sup>th</sup> **for 2-year** completion rates



## Job placement

MI is net talent exporter, with insufficient in-migration of college-educated talent to offset the number of graduates lost



Colleges and universities serve as community anchors, in part through supporting graduate retention, innovation, and placemaking



## Ecosystem coordination (incl. employers to grow talent pipeline)

#### ~30% of labor undersupply requires post-secondary education

Collaboration required to show high school students a clear path from college, to career and Michigan residency, with particular focus on employer engagement and accountability

## Equity – to be embedded across recommendations

#### Opportunity to drive equitable outcomes across the student journey

(e.g., Black HS grads less likely to enroll in post-secondary, with completion rates 10-23pp lower than all students)

# Higher ed priorities | 5 core priorities emerged from baselining and workgroup discussion



Increase HS graduate enrollment rates (MI & OOS) in MI higher ed to increase pipeline of skilled talent



Increase 2-year success rates across populations to enable higher wage opportunities



Job placement

Retain & attract post-grad talent (OOS, intl., & MI expats) to directly influence reversal of "brain-drain"



Increase & retain university placemaking and innovation activity to support business attraction, placemaking, and job creation



## Ecosystem coordination (incl. employers to grow talent pipeline)

Support Higher Ed—Employer partnerships that pull students through the talent pipeline and increase student awareness and adoption of learning paths that lead to high-demand jobs/ internships in Michigan

#### PRELIMINARY SHORT LIST OF RECOMMENDATIONS, TO BE FURTHER DEFINED AND PRIORITIZED

## Portfolio across steps of student journey provides integrated, long-term, sustainable impacts on population growth

Vision statement **Increase enrollment through** system of support including affordable college access...

... With wrap arounds that enable students to persist, complete ...

... And find meaningful in-demand work in the MI labor market...

... While also making MI a more attractive place to live postgraduation

Transfer/complete

\*Ecosystem coordination embedded across the journey



- \*Increase access to dualenrollment and early college
- Publicly fund K-14
- Universal FAFSA as HS graduation requirement
- Step-change in **HS counselors** and college-readiness tutoring
- \*Connect K-12 students with career exploration

- Create "completion resource network"
- Increase higher ed advising and tutoring services
- \*Reform 2-yr to 4-yr transfer process

\*Expand employer

Job placement

- partnerships via work-based learning and FT offers
- \*Incentivize creation of internships/co-ops

- Anchors of innovation & place
- Offer post-graduation incentives to retain and attract talent
- Invest in higher ed placemaking efforts institution types

Enablers

- \*Strengthen labor and education analytics
- Raise portion of performance-based CC funding

# Pre-read versions (more dense)

# Higher ed workgroup process | Began with baselining and "divergent thinking" to create list of potential solutions, now "converging" on prioritized recommendations

Divergent thinking

Note: process will still be iterative

Convergent thinking

# August 18 Baseline & ideation

Share baseline of higher ed in MI for foundation from which to build

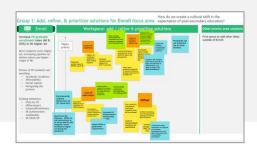
Begin generating initial ideas / solutions in small groups



# August 25 Add, adjust, refine

Align on focus opportunity areas along the student journey

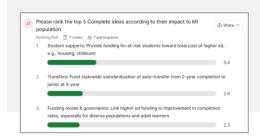
Build on ideas generated on 8/18 to create comprehensive "long list" of potential recommendations



# August 30 Distill to "short list"

Walk through detail of each focus opportunity area (root drivers, existing initiatives)

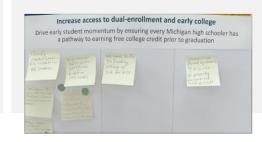
Review impact ranking survey results, with goal of narrowing focus to portfolio of ~15 ideas



# **September 7** Prioritize top 3-5 reccs.

Deep dive into each of the ~15 portfolio solutions to understand potential impact and feasibility in greater detail

Discuss priority level of each idea in the portfolio



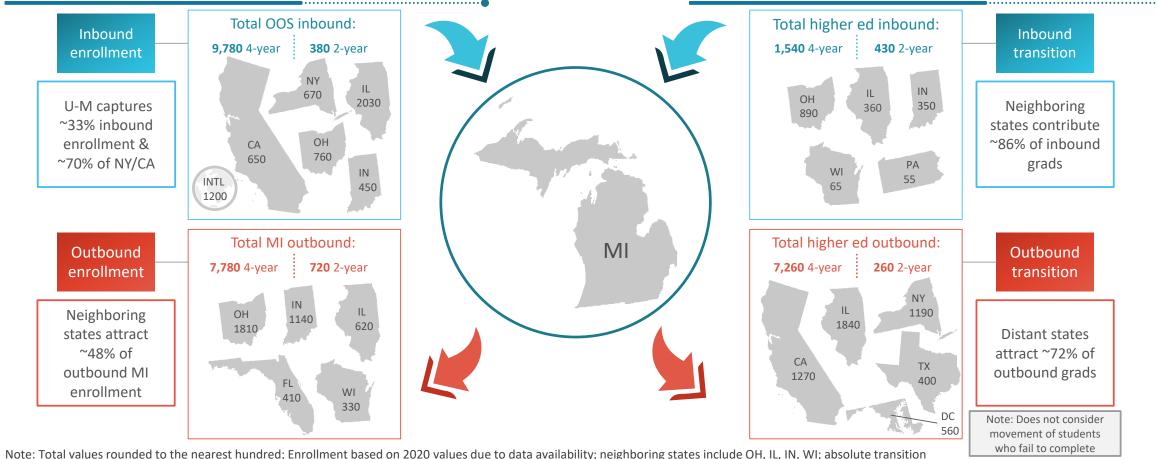
Sept. 15-29

Continue building & iterating final recc. details

# Higher ed baseline findings | MI is net talent exporter; not enough in-migration of college-educated talent to offset graduates lost

MI appealing undergraduate destination with net import of ~1,700 students...

... Though post-graduation, this gain is offset by ~5,600 student net "brain-drain"



Note: Total values rounded to the nearest hundred; Enrollment based on 2020 values due to data availability; neighboring states include OH, IL, IN, WI; absolute transition snapshot derived from "Grads on the go" state migration % x cohort degree completion Source: IPEDS; "Grads on the go", Inter-university Consortium for Political and Social Research

# Higher ed baseline findings | Opportunities to improve outcomes and drive population growth exist across the student journey



#### Enroll

Opportunity to increase enrollment as **52% of high** school grads do not enroll in post-secondary education today



## Transfer/complete

Boosting completion is critical as Michigan is **ranked 49**<sup>th</sup> **for 2-year** completion rates



## Job placement

MI is net talent exporter, with insufficient in-migration of college-educated talent to offset the number of graduates lost



Colleges and universities serve as community anchors, in part through supporting graduate retention, innovation, and placemaking



## Ecosystem coordination (incl. employers to grow talent pipeline)

#### ~30% of labor undersupply requires post-secondary education

Collaboration required to show high school students a clear path from college, to career and Michigan residency, with particular focus on employer engagement and accountability

## Equity – to be embedded across recommendations

#### Opportunity to drive equitable outcomes across the student journey

(e.g., Black HS grads less likely to enroll in post-secondary, with completion rates 10-23pp lower than all students)

# Higher ed priorities | 5 core priorities emerged from baselining and workgroup discussion



Increase HS graduate enrollment rates (MI & OOS) in MI higher ed to increase pipeline of skilled talent



Increase 2-year success rates across populations to enable higher wage opportunities



Job placement

Retain & attract post-grad talent (OOS, intl., & MI expats) to directly influence reversal of "brain-drain"



Increase & retain university placemaking and innovation activity to support business attraction, placemaking, and job creation



## Ecosystem coordination (incl. employers to grow talent pipeline)

Support Higher Ed—Employer partnerships that pull students through the talent pipeline and increase student awareness and adoption of learning paths that lead to high-demand jobs/ internships in Michigan

# PRELIMINARY SHORT LIST OF RECOMMENDATIONS, TO BE FURTHER DEFINED AND PRIORITIZED

# Portfolio across steps of student journey provides integrated, long-term, sustainable impacts on population growth

Vision statement

Increase enrollment through system of support including affordable college access...

... With wrap arounds that enable students to persist, complete ...

... And find meaningful in-demand work in the MI labor market...

... While also making MI a more attractive place to live post-graduation



\*Ecosystem coordination embedded across the journey



## Enroll

Transfer/complete





- \*Increase access to dual-enrollment and early college (e.g., CTEs)
- Publicly fund K-14
- Universal FAFSA completion as a HS graduation requirement to increase access to financial aid
- Fund step-change in HS counselors and college-readiness tutoring, incl.
   "near peer" mentorship programs
- \*Connect K-12 students with career exploration via aptitude tests and employer career fairs/job shadowing

- Create "completion resource network" to connect students to state and local resources (e.g., MiBridges, SNAP, tutors) and provide life event funding
- Increase higher ed advising and tutoring services
- \*Reform 2-yr to 4-yr transfer process to make the transition seamless
- \*Expand employer partnerships via work-based learning and FT offers (e.g., expansion of TAT MI Scholars to include internship req's)
- \*Incentivize creation of internships/co-ops (e.g., expanding STEM-forward)
- Offer post-graduation incentives to retain and attract talent (e.g., income tax reductions, loan forgiveness, child tax credit, childcare support)
- Invest in higher ed placemaking efforts institution types

#### **Enablers**

- \*Strengthen labor and education analytics to develop integrated feedback loop to support program development, student advising, and skills-based hiring
- Raise portion of performance-based CC funding