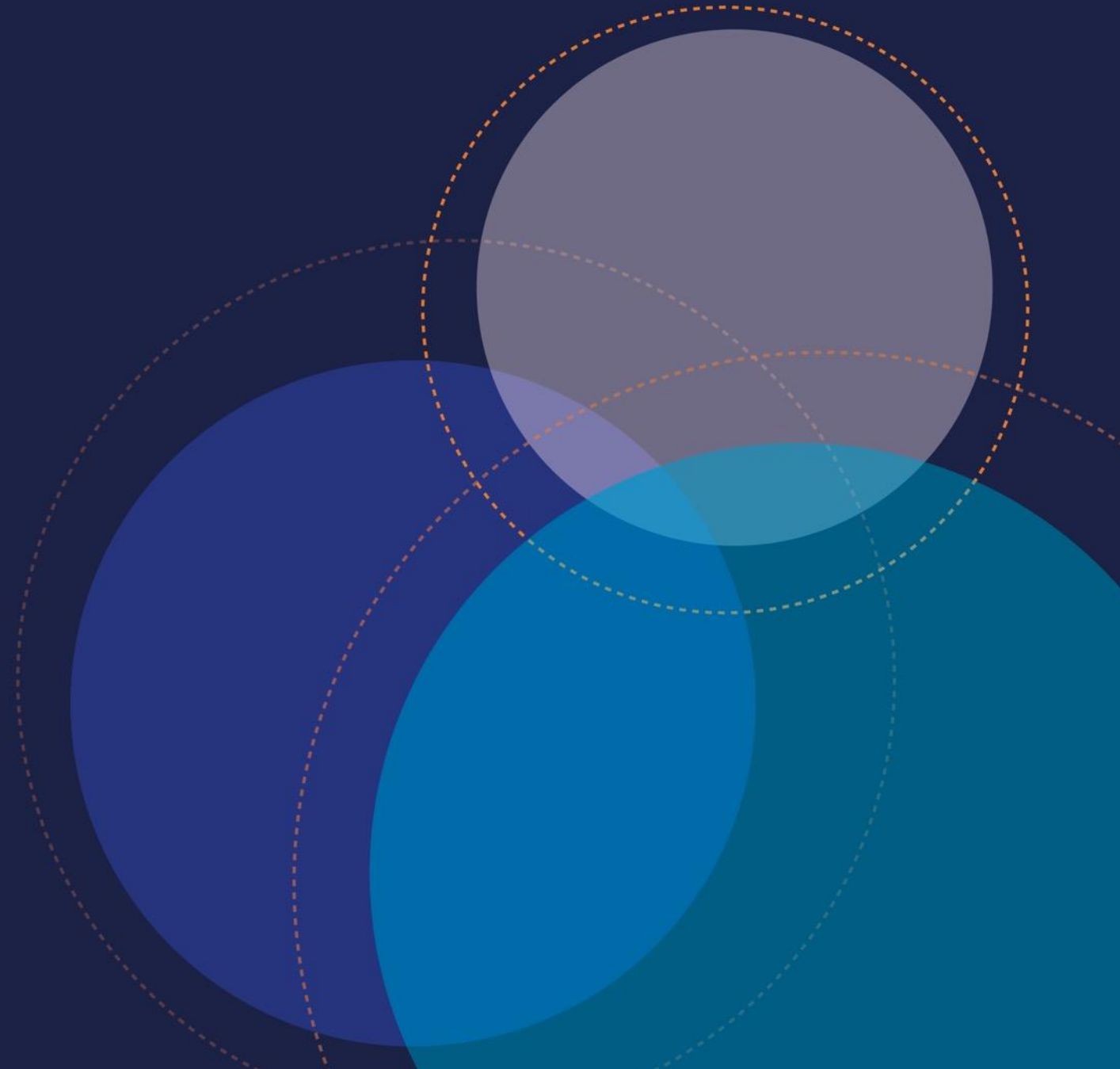




STATE OF **EDUCATION** AND **TALENT**



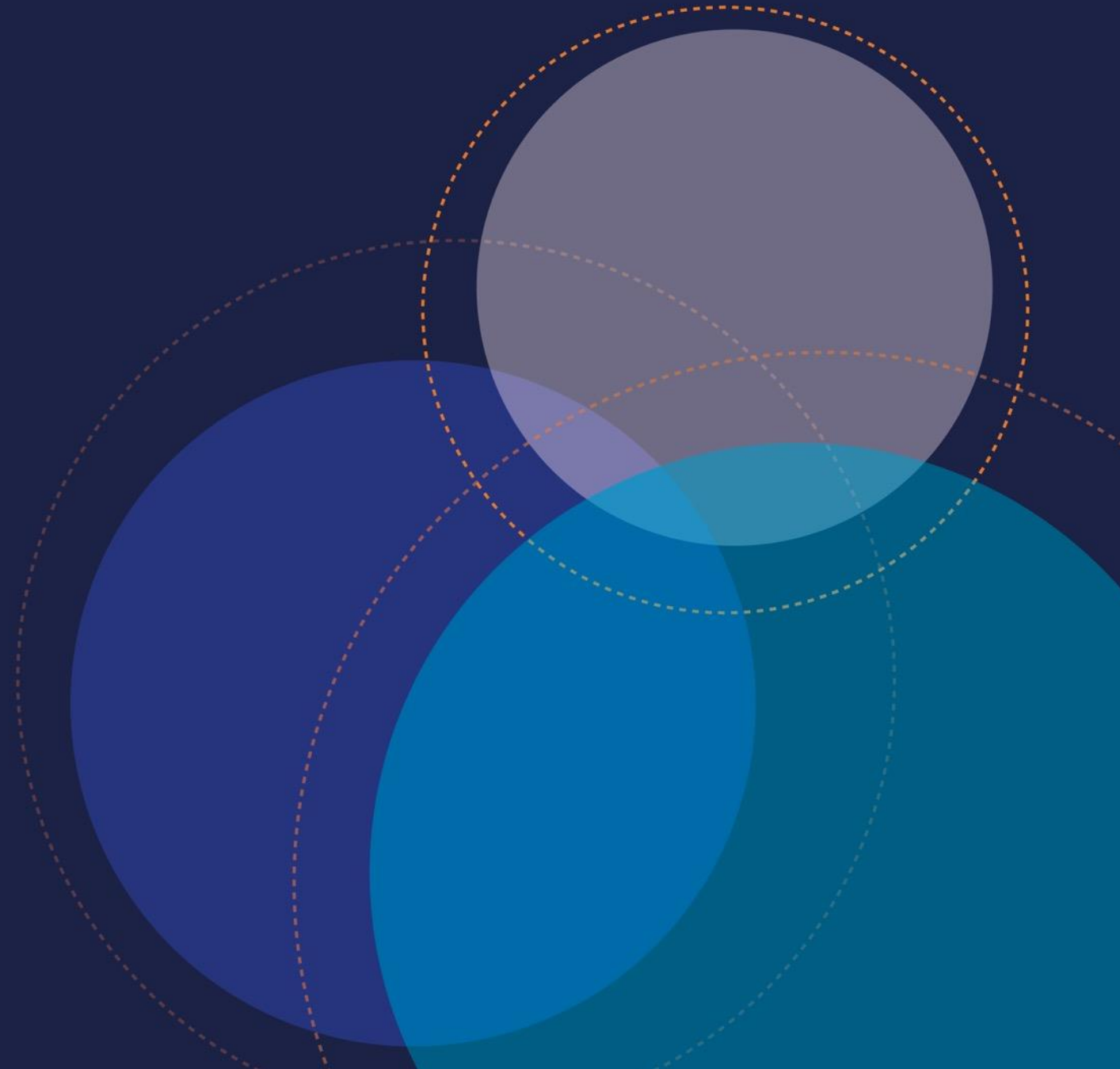


Sandy K. Baruah

President and Chief Executive Officer,
Detroit Regional Chamber



STATE OF **EDUCATION** AND **TALENT**



Thank You, Partners

Funding Partner:

**THE
KRESGE
FOUNDATION**

Research Partner:

M | **YOUTH POLICY LAB**
UNIVERSITY OF MICHIGAN



Thank You to Our Leadership

CEO TALENT COUNCIL



Peter Quigley
President and Chief Executive Officer,
Kelly; Incoming Chair,
Chamber Board of Directors



DETROIT DRIVES DEGREES

LEADERSHIP COUNCIL



Dr. Ora Hirsch Pescovitz
President, Oakland University;
Co-Chair



Jamie Jacob
Chief Executive Officer,
Ajax Paving; Co-Chair

- ✓ Chaired by Quigley, the CEO Talent Council's 23 C-suite leaders provide strategic direction for our education and talent work.
- ✓ The Detroit Drives Degrees Leadership Council brings together leaders to achieve educational attainment and racial equity goals.

The Largest Business Organization in Michigan



90 FTEs

\$30 million budget



\$7 million of that focused on education and talent.

The Most Robust Education and Talent Portfolio

Public Policy Influence



Educational Attainment Focus



Industry-focused Approach



Setting the Pace for Education and Talent Work



60%

**Educational
Attainment by
2030 Goal**

Initiated by Chamber, later adopted by State of Michigan.



K-12 + 2

Encouraging a cultural shift to two years of formalized training beyond high school such as a skilled certificate or associate degree.



**State of Education
and Talent Report**

Recognized as reputable source
of regional data.



**Voice of
Business**

K -12 + 2: A Much-needed Cultural Change

Expectation for every Michigander to have at least two years of formalized training or education after high school.

Why?

The economy is becoming continuously more complex.

69%

of Michigan jobs will require education beyond high school by 2031.

Good-paying jobs require more skills than ever.

66%

of Michigan's good-paying jobs go to those with a bachelor's degree or higher.

Michigan needs a competitive workforce.

ONLY 53%

of adults in the Detroit Region have a two- or four-year degree or hold a skilled credential.

Source: Georgetown University Center on Education and the Workforce; Don Grimes; Bureau of Labor Statistics; U.S. Census Bureau; Lumina Foundation

Positioning Michigan to Lead Next-generation Mobility Requires High-tech Talent

\$300+ Billion

in total economic output in Michigan's mobility industry.

1 Million+ Jobs

are either directly or indirectly tied to the industry.

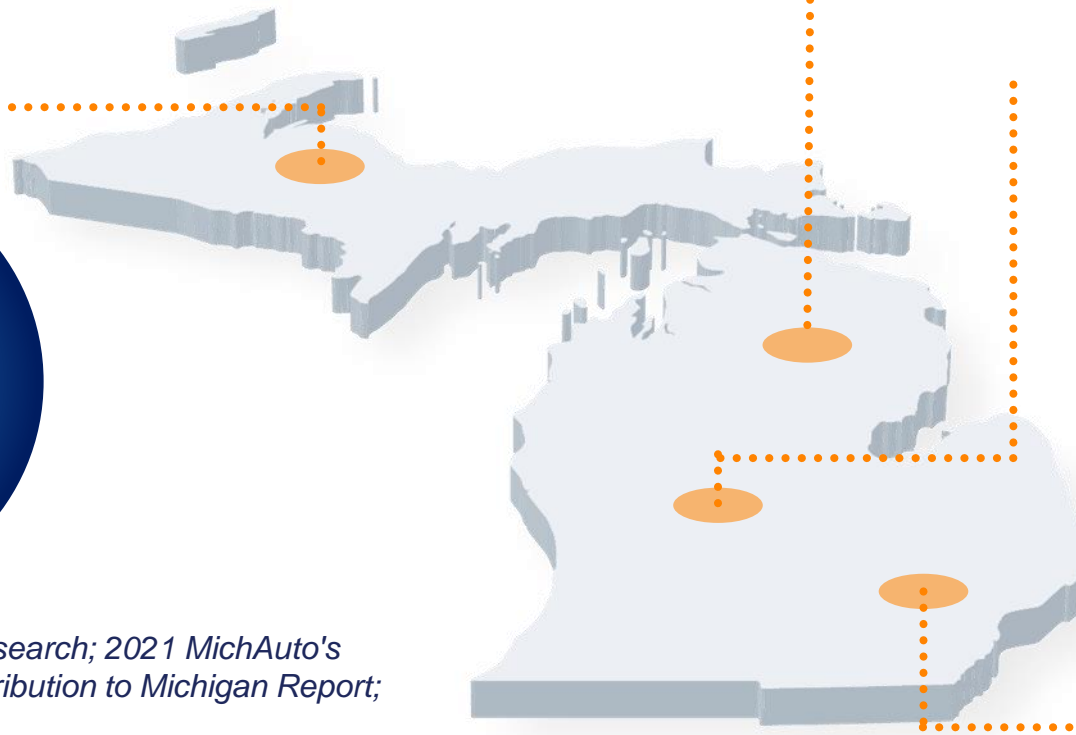
#1

in the nation for business-funded automotive and mobility R&D, capturing **55% of the nation's share.**

#1

for EV-related investments, with **\$34 billion since 2018.***

**What's
at stake?**



Source: Center for Automotive Research; 2021 MichAuto's Mobility Industry's Economic Contribution to Michigan Report; National Science Foundation

*Note: As of Q1 2024

Increased Demand for EV Talent is Already Here

Nearly
30,000

EV jobs added nationally in 2022.

17x

Faster Growth

in EV jobs compared to gasoline and diesel vehicle employment.

230%

Increase

in project demand for EV skills over the next five years.

Source: U.S. Department of Energy



MICHIGAN
VOTER POLL

EV Polarization Threatens Future Growth, Mobility Leadership

VOTERS **SPLIT**
ON IF MICHIGAN
SHOULD COMPETE
TO BE AN EV
MANUFACTURING
LEADER.

50% **SHOULD**
COMPETE.

45% **SHOULD NOT**
COMPETE.

EVs are not for everyone
(certainly today).



And the short-term market
for EVs can be lush.



But the global market is
moving to EVs (regardless
if you like it or not).



Source: Detroit Regional Chamber and the
Glengriff Group Inc., March 2023



MICHIGAN
VOTER POLL

The Education Disconnect in the Era of Misinformation

HALF **DO NOT THINK** A FOUR-YEAR
COLLEGE DEGREE
IS **WORTH THE MONEY**

BACHELOR'S DEGREE
HOLDERS EARN
2X MORE IN EARNINGS
THAN THEIR
**HIGH SCHOOL-ONLY
COUNTERPARTS**



42 OF THE TOP 50
JOBS IN MICHIGAN
**REQUIRE A
BACHELOR'S
DEGREE OR HIGHER**

ONLY 27%

OF MICHIGAN VOTERS SAY A
COLLEGE EDUCATION IS VERY IMPORTANT
TO LANDING A SUCCESSFUL JOB IN MICHIGAN

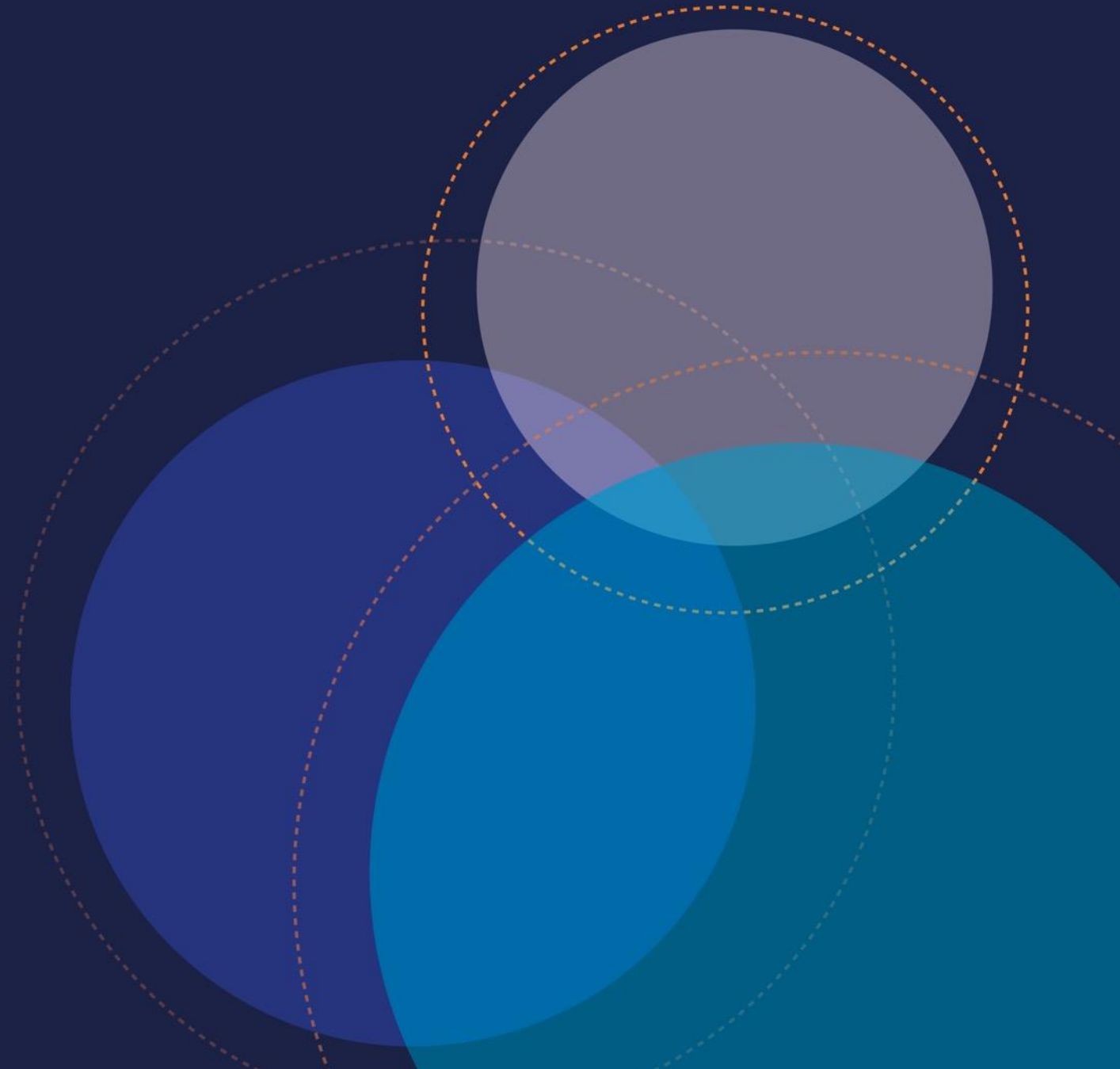
66%

OF MICHIGAN'S GOOD-PAYING JOBS GO TO
CANDIDATES WITH A **BACHELOR'S
DEGREE OR HIGHER.**

Source: Detroit Regional Chamber and the Glengariff Group Inc., May 2024, March 2023;
Michigan Center for Data and Analysis; Don Grimes



STATE OF **EDUCATION** AND **TALENT**



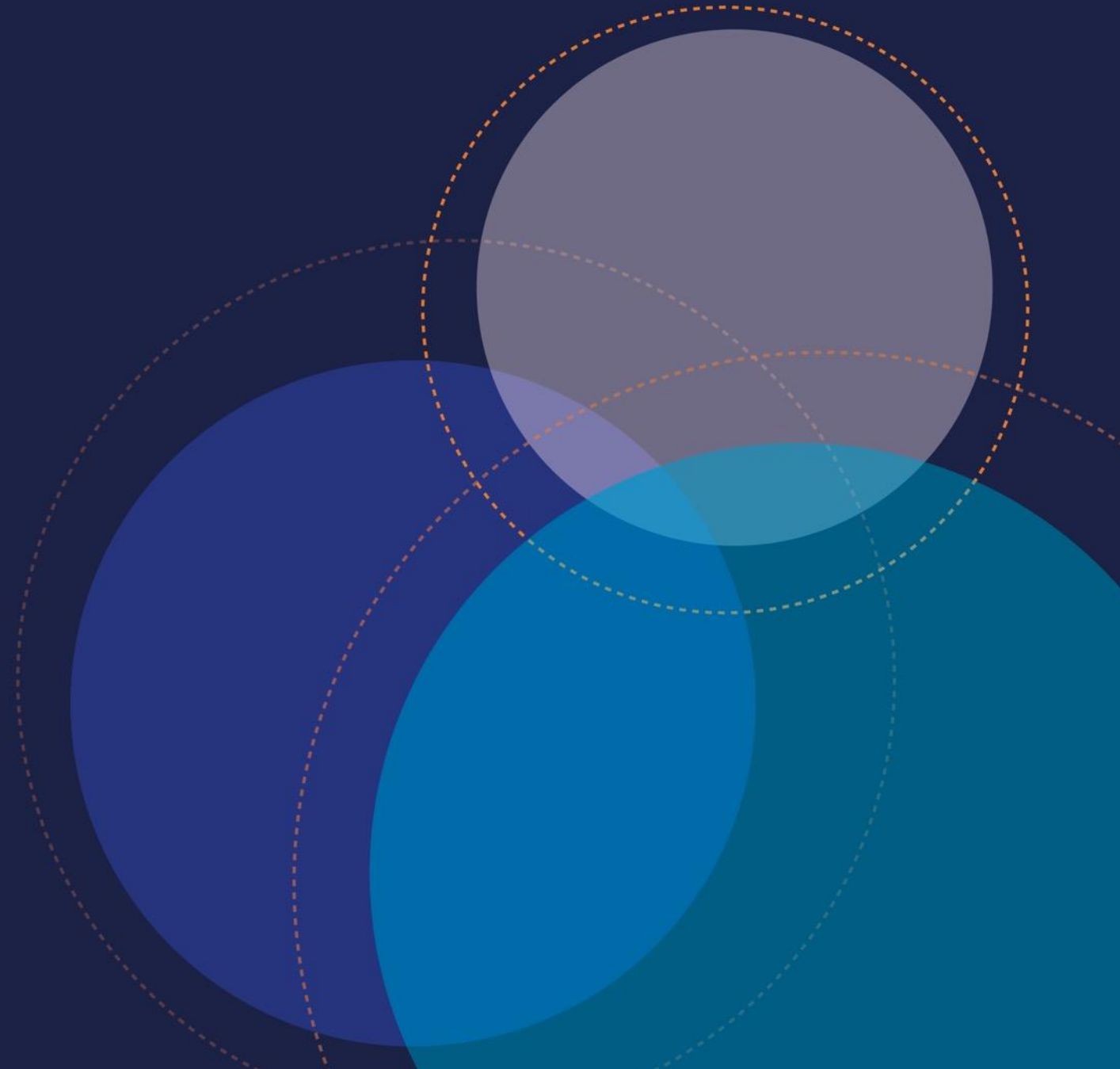


Greg Handel

Vice President, Education and Talent,
Detroit Regional Chamber



STATE OF **EDUCATION** AND **TALENT**

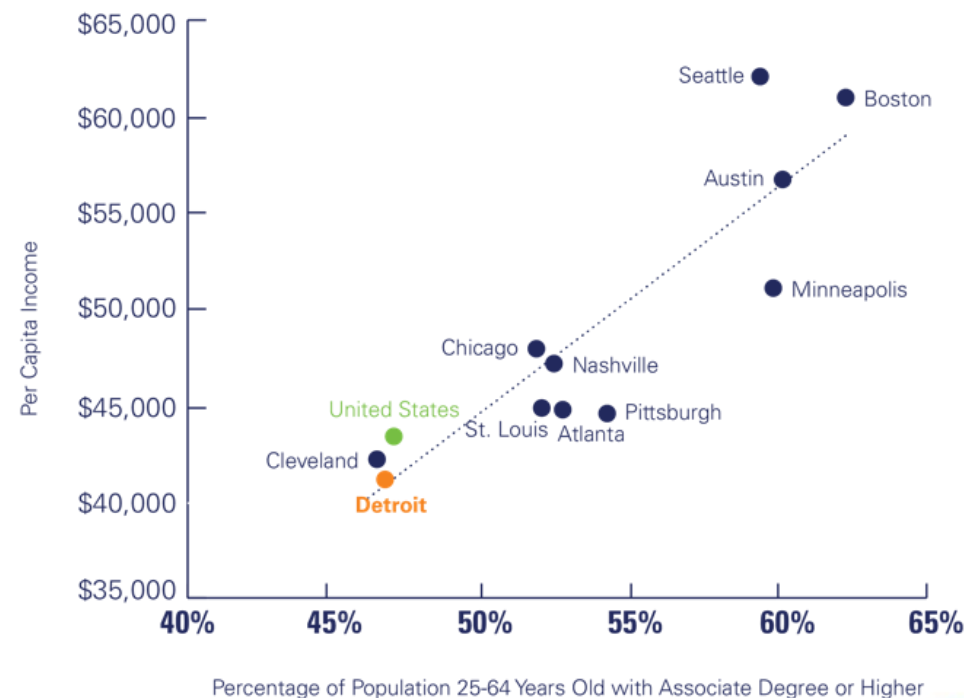


There is No Such Thing as a Prosperous Region That is Not Highly Educated

LIFETIME EARNINGS RISE WITH EDUCATION LEVEL
AVERAGE LIFETIME EARNINGS BY EDUCATION ATTAINMENT, MICHIGAN



REGIONS WITH HIGHER INCOME HAVE HIGHER LEVELS OF EDUCATED RESIDENTS
PER CAPITA INCOME AND EDUCATIONAL ATTAINMENT BY PEER REGIONS



Source: Georgetown University Center on Education and the Workforce; 2021 The College Payoff Report, U.S. Census Bureau

Talent Demand is Outpacing Degree Completions

8 Workers available

for every **10 job openings** in Michigan in 2023.



Source: U.S. Bureau of Labor Statistics

11,000

entry-level workers gap

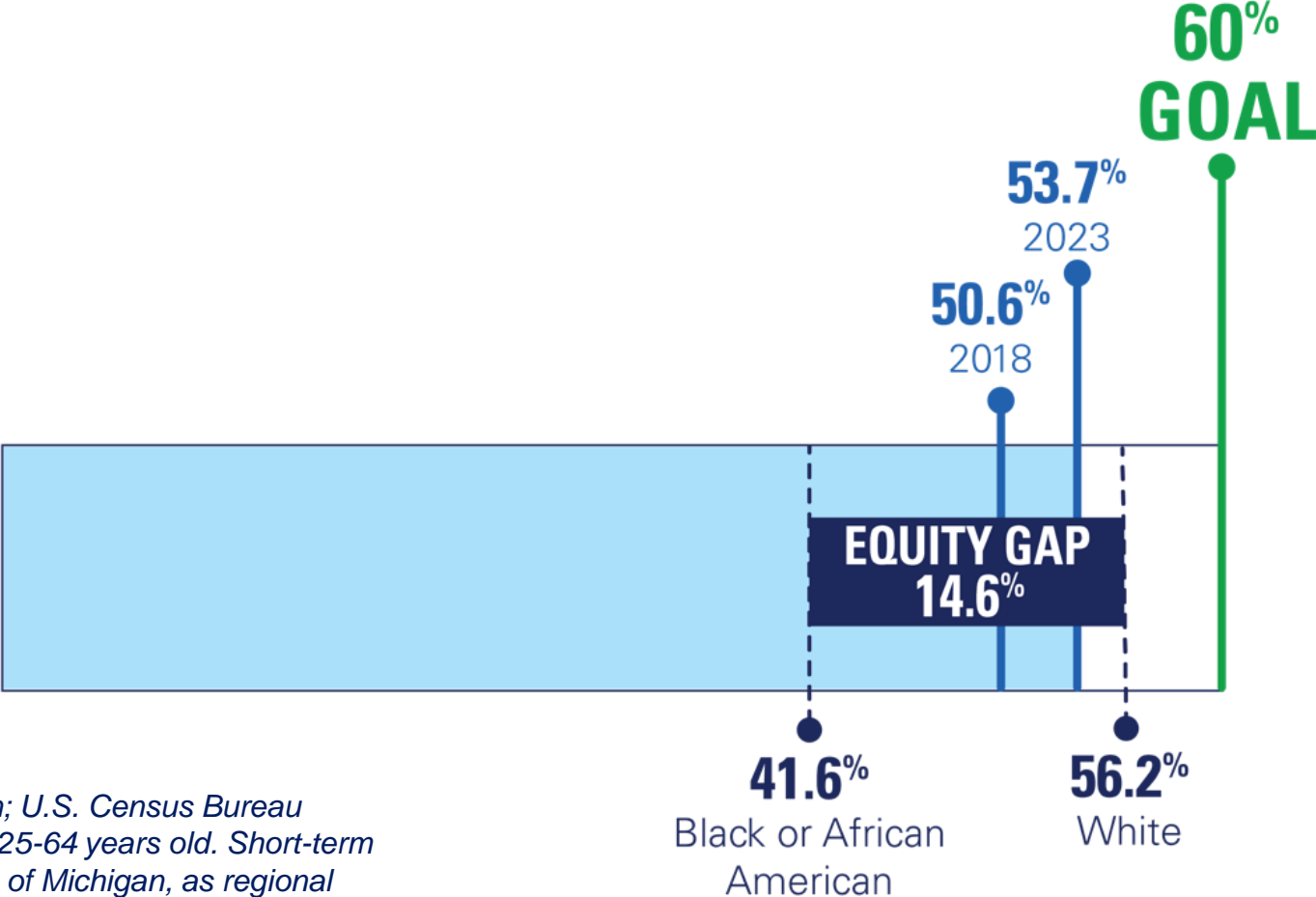
in the Detroit Region in 2023.

Source: Lightcast

Note: Entry-level defined as 0-2 years of experience.

The mismatch between degree completions (36,800+) and entry-level job postings (47,770+) highlights a significant talent gap in the current job market.

Progress Toward 60% by 2030 Continues



Source: Lumina Foundation; U.S. Census Bureau
Note: Attainment for adults 25-64 years old. Short-term credentials are for the state of Michigan, as regional data is not available.

Nearly Two-Thirds of Students Do Not Earn a College Degree



100

ninth graders in 2013.



83 of 100

graduated high school in 2017.



59 of 100

enrolled in college within 12 months of high school graduation.



35 of 100

earned a degree or credential within 6 years.

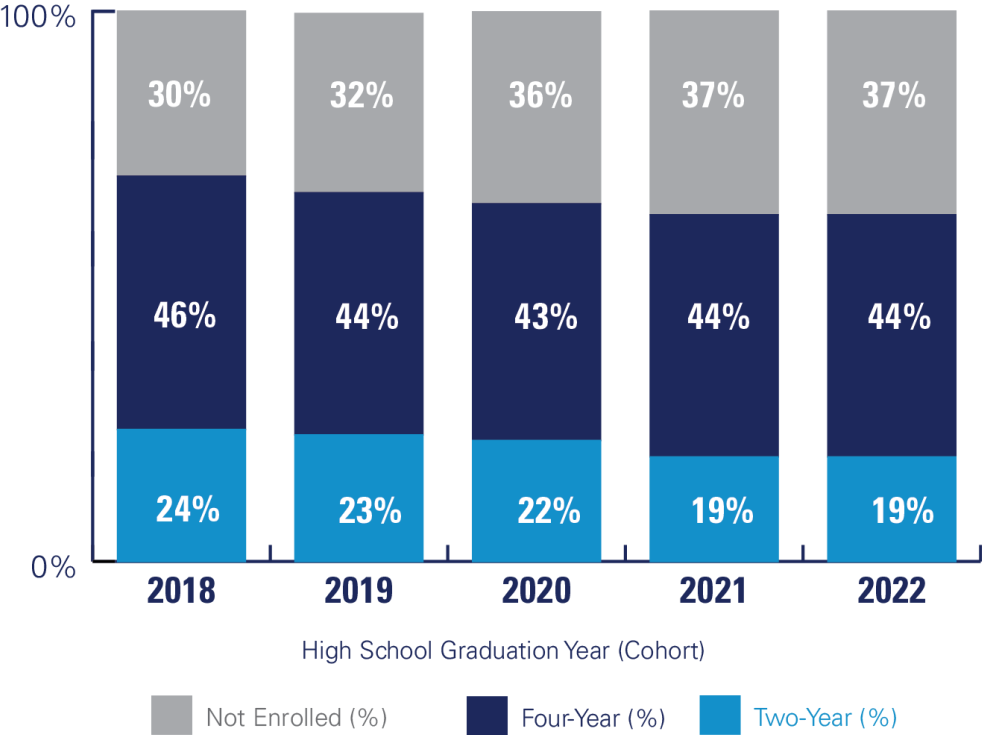
Source: Michigan Education Data Center

College Enrollment Has Steadily Declined Over the Past Five Years

POST-HIGH SCHOOL ENROLLMENT

PERCENTAGE OF STUDENTS ENROLLED WITHIN 12 MONTHS OF HIGH SCHOOL GRADUATION

DETROIT REGION



2022 Post-high School Enrollment:

- 41% City of Detroit
- 63% Detroit Region
- 62% United States

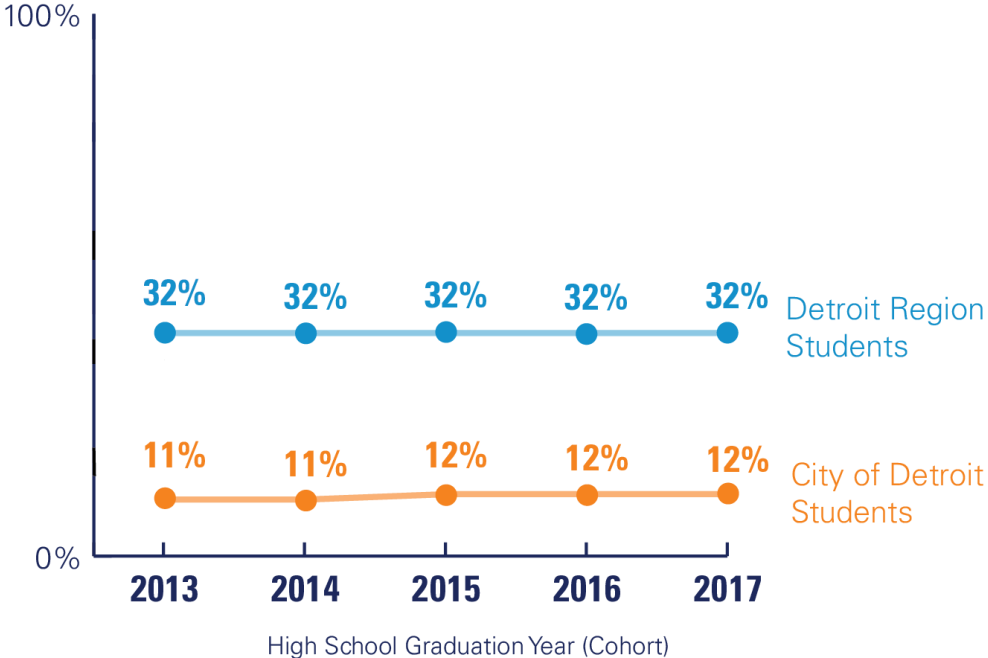
Source: Michigan Education Data Center; National Center for Education Statistics

Graduations Rates Rise at Four-year Institutions, Remain Steady at Two-year Institutions

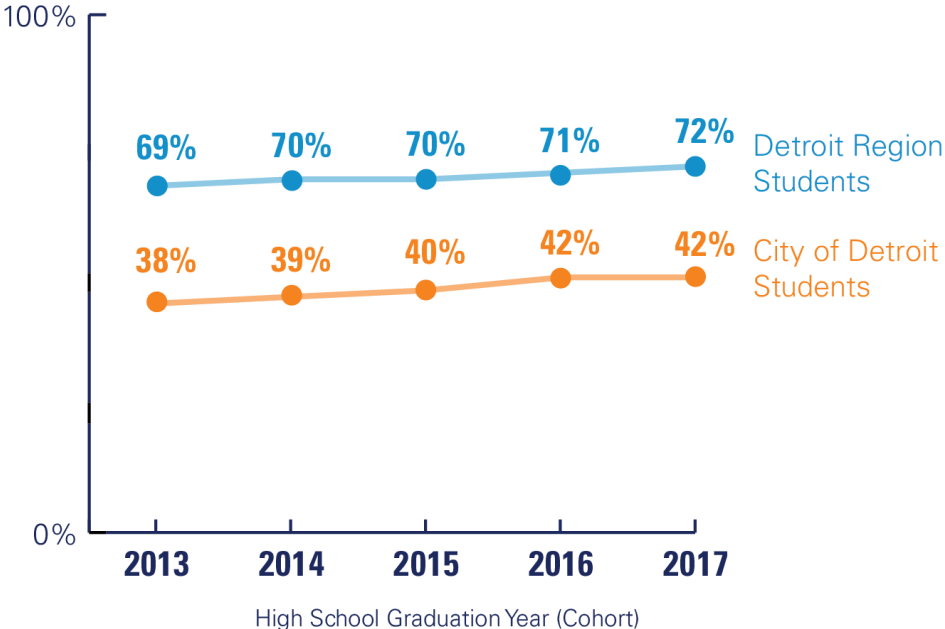
POST-HIGH SCHOOL GRADUATION RATES

SIX YEARS FROM INITIAL ENROLLMENT

TWO-YEAR ENROLLEES



FOUR-YEAR ENROLLEES



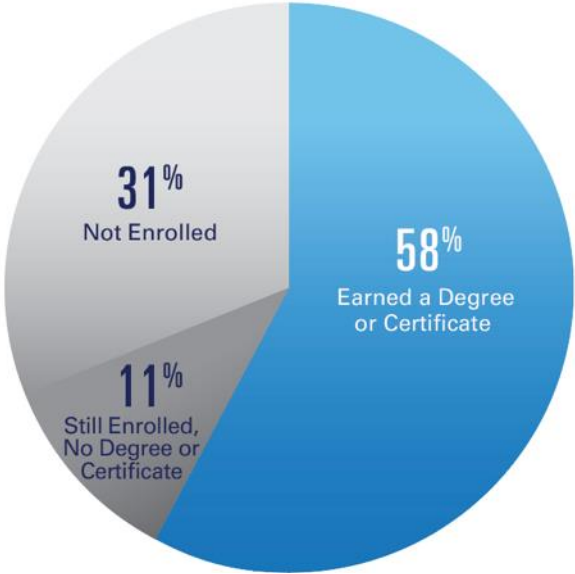
Source: Michigan Education Data Center

Source: Michigan Education Data Center, National Student Clearinghouse

Shocking Numbers of Students Not Earning Degree

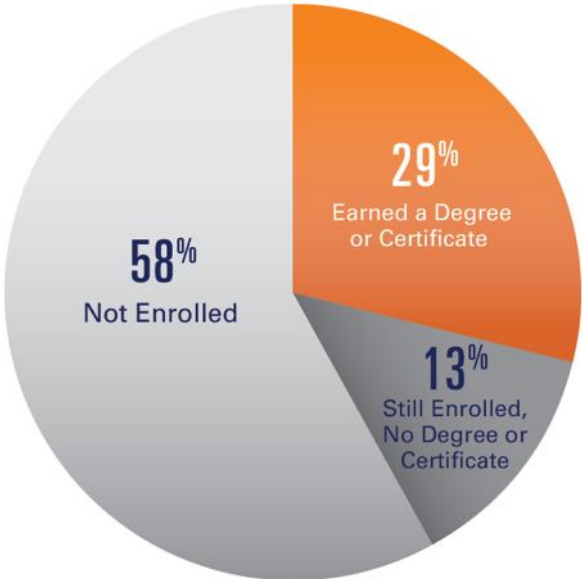
POST-HIGH SCHOOL OUTCOMES 2017 COHORT, SIX YEARS FROM INITIAL ENROLLMENT

DETROIT REGION



42% of Detroit Region students did not earn a degree within six years of high school graduation.

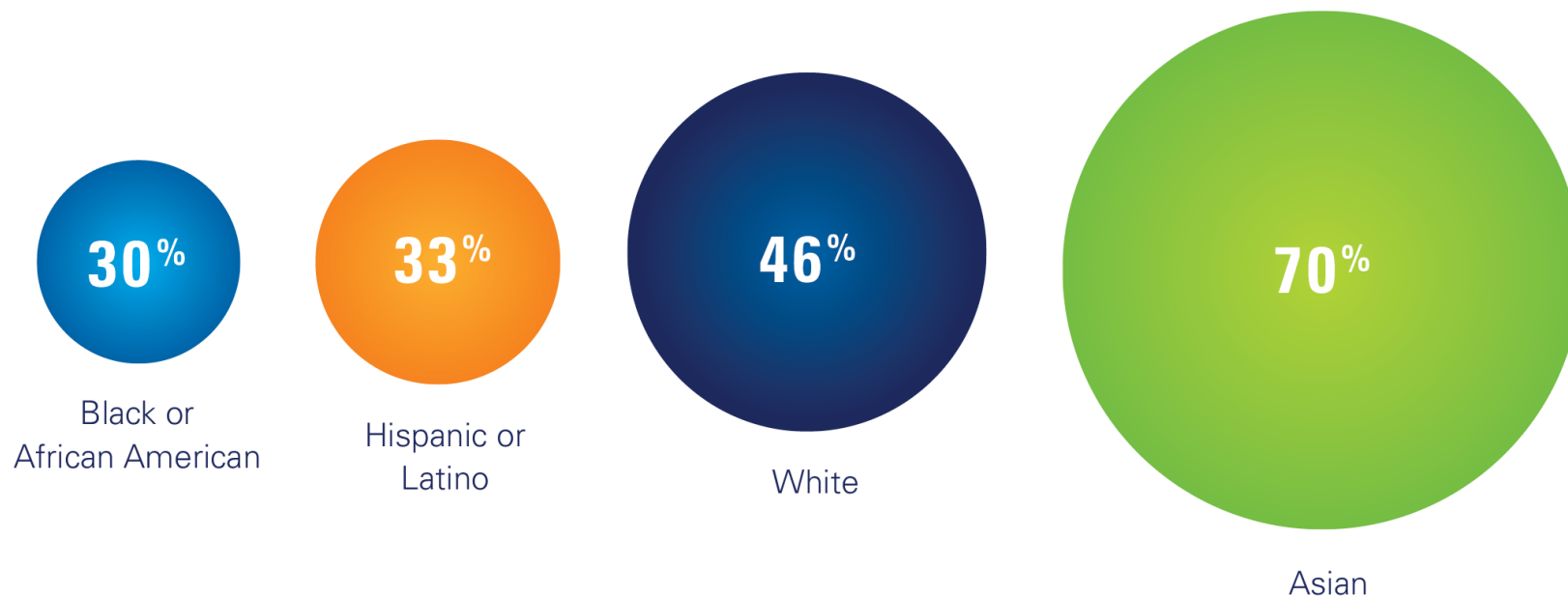
CITY OF DETROIT



71% of City of Detroit students did not earn a degree within six years of high school graduation.

Despite Progress, Major Racial Equity Gaps Persist

REGIONAL EDUCATIONAL ATTAINMENT BY RACE ASSOCIATE DEGREE OR HIGHER, POPULATION 25 AND OLDER



Source: U.S. Census 2023 American Community Survey One-year Estimates
Note: Hispanic or Latino includes any race.

While Black adults experienced the largest year-over-year increase – three percentage points – in educational attainment in 2023, the share of Black or African American adults still reflects the lowest attainment among major racial and ethnic groups in the Detroit Region.

Adult Attainment Is Essential to Reaching 60% by 2030

489,000+

working-age adults in the Detroit Region have some college but no degree.

23,000+

adults earned their degree in 2023, **down 8% overall since 2019.**

300,000+

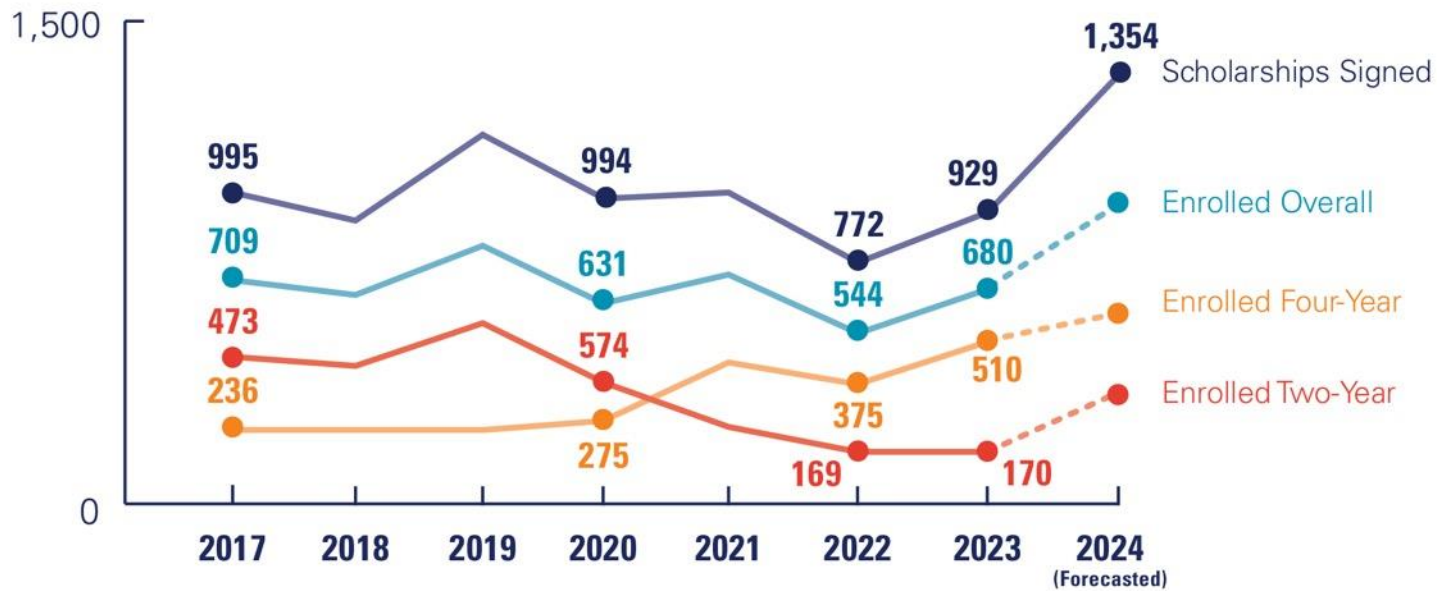
adults needed with associate degree or higher to meet 60% by 2030.

Source: U.S. Census Bureau; Integrated Postsecondary Education Data System
Note: Short-term credentials not included.



Enrollment Continues to Grow

ENROLLMENT FORECASTS
PROMISE SCHOLARSHIPS SIGNED AND ENROLLED WITHIN 12 MONTHS



1,300+

2024 seniors are committed to enroll in college with a Promise Scholarship – a 46% increase from 2023.

Engaging Employers in Developing Talent



The Big Takeaway

Perception and enrollment crises likely to increase employer talent challenges.



Only 27%

of Michigan voters think a college education is very important to land a successful job.



42%

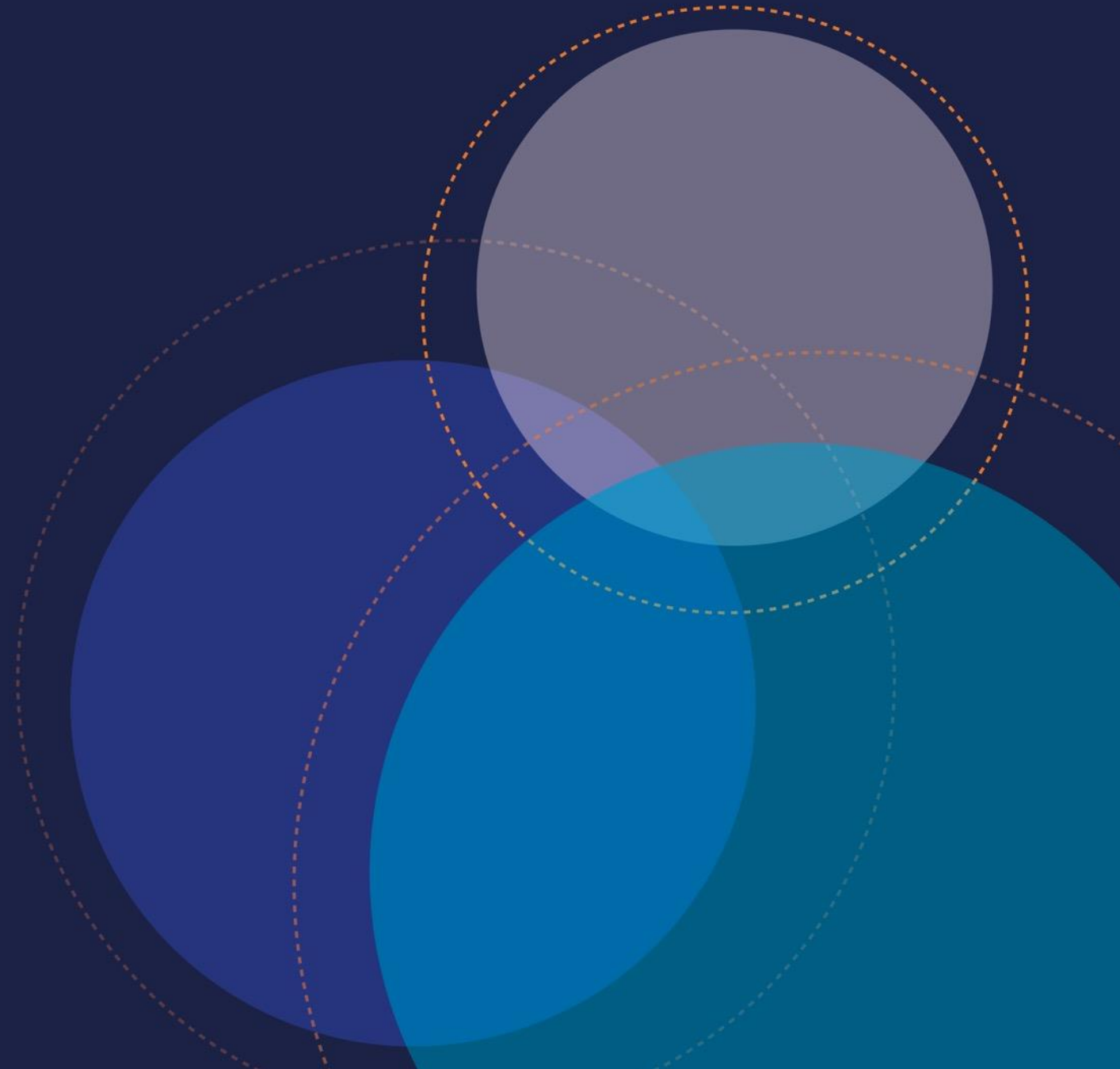
of students that enrolled in a post-high school education do not have a credential or are no longer enrolled after six years.

Only Half 

of the adult population in the Detroit Region has a post-high school credential while nearly 70% of all Michigan jobs will require it by 2031.



STATE OF **EDUCATION** AND **TALENT**



Michigan's Top Pollster



Richard Czuba

Founder,
Glengariff Group

The Conversation Continues



Sen. Sarah Anthony
Chair,
State Senate
Appropriations Committee



Dr. Kimberly Andrews Espy
President,
Wayne State University



Marvin Logan Jr.
Director, Education
and Employment,
Rocket Community Fund



Zoe Clark
Political Director,
Michigan Public



STATE OF **EDUCATION** AND **TALENT**

