

## **Detroit Regional Talent Compact**

*September 30, 2020*

To our fellow Detroiters,

In 2015, the Detroit Drives Degrees Leadership Council set two ambitious goals for our region: 1) increase the number of residents with a postsecondary credential or degree to 60% by 2030 and 2) close the racial equity gap by half in that same time period. Now, we are formalizing these goals into the Detroit Regional Talent Compact, a collective commitment among educational institutions, businesses, philanthropy, and nonprofits to break down barriers to postsecondary educational attainment.

We are proud of the progress made to date. Since setting our goals, we have increased postsecondary attainment by more than three percentage points; received national recognition through designation as a Talent Hub; and our goal was reinforced by Gov. Whitmer's commitment to the same 60% goal for the state of Michigan.

Despite our steps forward, this work could not come at a more critical time. Fewer than half of Detroit's residents hold a postsecondary degree or high-quality credential, but the vast majority—about 88%—of jobs that offer a family sustaining wage in the region require education beyond high school. Economic fallout from the COVID-19 pandemic will put an even greater strain on the Detroit's economy and talent pipeline. Historical data from the Great Recession suggests that a region's economic recovery is directly linked to its postsecondary attainment rate.

There is still a long way to reach our goals. In 2019, the Detroit Regional Chamber released its inaugural State of Education report that showed leaks in the education pipeline exist at all stages of the education continuum. Of 100 Detroit students who start in the 9th grade, only 57 will go on to enroll in college within 12 months of graduating high school, and only 30 will ultimately earn a postsecondary credential in six years. When disaggregated by race or ethnicity, these disparities are even greater, with Black students completing credentials at half the rates of their White and Asian peers.

If we do not take aggressive action, Detroit will not meet the goals we set five years ago. New analyses conducted for the Chamber in 2020 indicate that, despite good progress over the last few years, Detroit's current trajectory leaves the region six percentage points short of our 60 percent goal in 2030. Further, if the region is going to reduce equity gaps by half, more than 90,000 Black and 15,000 Latinx students will need to earn degrees in the next decade. While Black and Latinx people make up about 27% of the total population in 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.

Altering our trajectory will take a coordinated effort across the region. For this reason, we have developed a Regional Master Plan to lay out a roadmap for the next 10 years. Recognizing the magnitude of change that is needed to meet our goals and that no single institution or organization can tackle it alone, the Detroit Drives Degrees Leadership Council is asking leaders in the region to commit to specific strategies and actions laid out in the regional masterplan, which will serve as the guidepost for the organizational action plans developed as part of the Talent Compact.

As the signatories of the Detroit Regional Talent Compact, we endorse the strategies laid out in this plan and are dedicated to seeing the work through to 2030. We will hold one another accountable to implementing the strategies outlined in the regional master plan, and to driving institutional change through our organizational action plans. And we invite you – as fellow business, education, and community leaders – to join us in the ambitious task of working collectively and systemically to increase our region's postsecondary attainment and reduce our equity gaps.

**Co-Chairs, Detroit Drives Degrees Leadership Council**

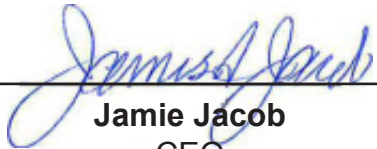


**Dick Rassel**  
Chairman  
Butzel Long



**Ora Pescovitz**  
President  
Oakland University

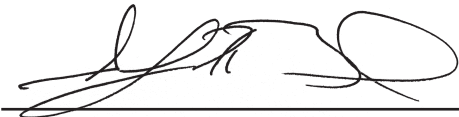
**Business Signatories**



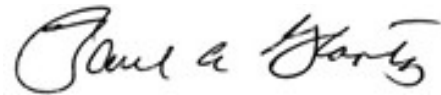
**Jamie Jacob**  
CEO  
Ajax Paving



**Patti Poppe**  
President & CEO  
Consumers Energy



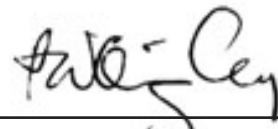
**Sandy Baruah**  
President & CEO  
Detroit Regional Chamber



**Paul Glantz**  
Founder & Chairman  
Imagine Entertainment



**Bob Riney**  
President, Healthcare Operations &  
Chief Operating Officer  
Henry Ford Health System



**Peter Quigley**  
President & CEO  
Kelly



**KimArie Yowell**  
Chief Learning Officer  
Quicken Loans

***K-12 and Higher Education Signatories***



**Ralph Bland**

Founder & President, New Paradigm for Education  
Detroit Charter High School Collaborative



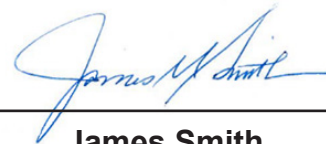
**Danielle Jackson**

CEO, Detroit 90/90  
Detroit Charter High School Collaborative



**Nikolai Vitti**

Superintendent  
Detroit Public Schools Community



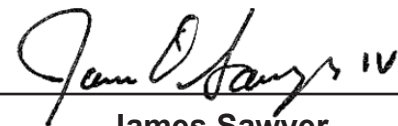
**James Smith**

President  
Eastern Michigan University



**Russell Kavalhuna**

President  
Henry Ford College



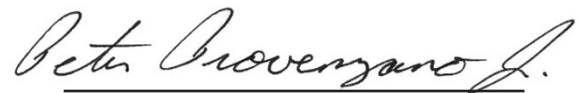
**James Sawyer**

President  
Macomb Community College



**Michael DeVault**

Superintendent  
Macomb Intermediate School District



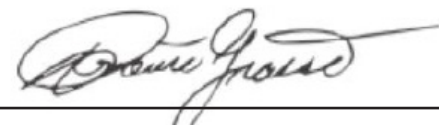
**Peter Provenzano**

Chancellor  
Oakland Community College



**Wanda Cook-Robinson**

Superintendent  
Oakland Schools



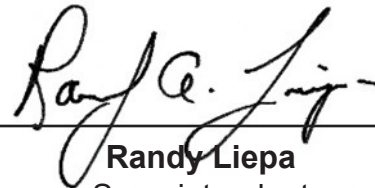
**Domenico Grasso**

Chancellor  
University of Michigan- Dearborn



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**Curtis Ivery**  
Chancellor  
Wayne County Community College



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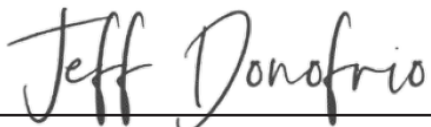
**Randy Liepa**  
Superintendent  
Wayne RESA



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**M. Roy Wilson**  
President  
Wayne State University

***Government, Non-Profit, and Philanthropic Signatories***



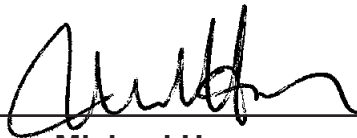
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**Jeff Donofrio**  
Director, Labor and Economic Opportunity  
State of Michigan



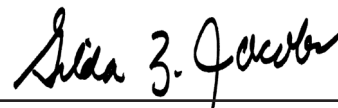
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**Daniel Hurley**  
CEO  
Michigan Association of State Universities



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**Michael Hansen**  
President  
Michigan Community College Association



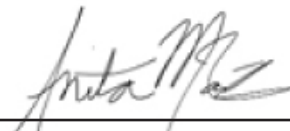
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**Gilda Jacobs**  
President & CEO  
Michigan League for Public Policy



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**Nicole Sherard-Freeman**  
Executive Director, Workforce Development  
City of Detroit



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**Anita Martinez**  
Executive Director  
Michigan Hispanic Collaborative



**Jack Elsey**  
Executive Director  
Detroit Children's Fund

**Darienne Driver Hudson**  
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United Way for Southeastern Michigan

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**Tonya Allen**  
CEO  
Skillman Foundation