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**Making Michigan Globally Competitive, Cradle
Through Multiple Careers**

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2010 West Michigan Policy Forum

Becoming Globally Competitive

Strategies from Cradle to Multiple Careers

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Global Competitiveness is Key to Success



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21st Century Success: Key Components



Diversified economic
portfolio

Skilled and
educated workforce



Technology—to support it all



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The Foundation for Success?

- Education
- Skills

Not only for a privileged few, but for the
many...



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Broader Context

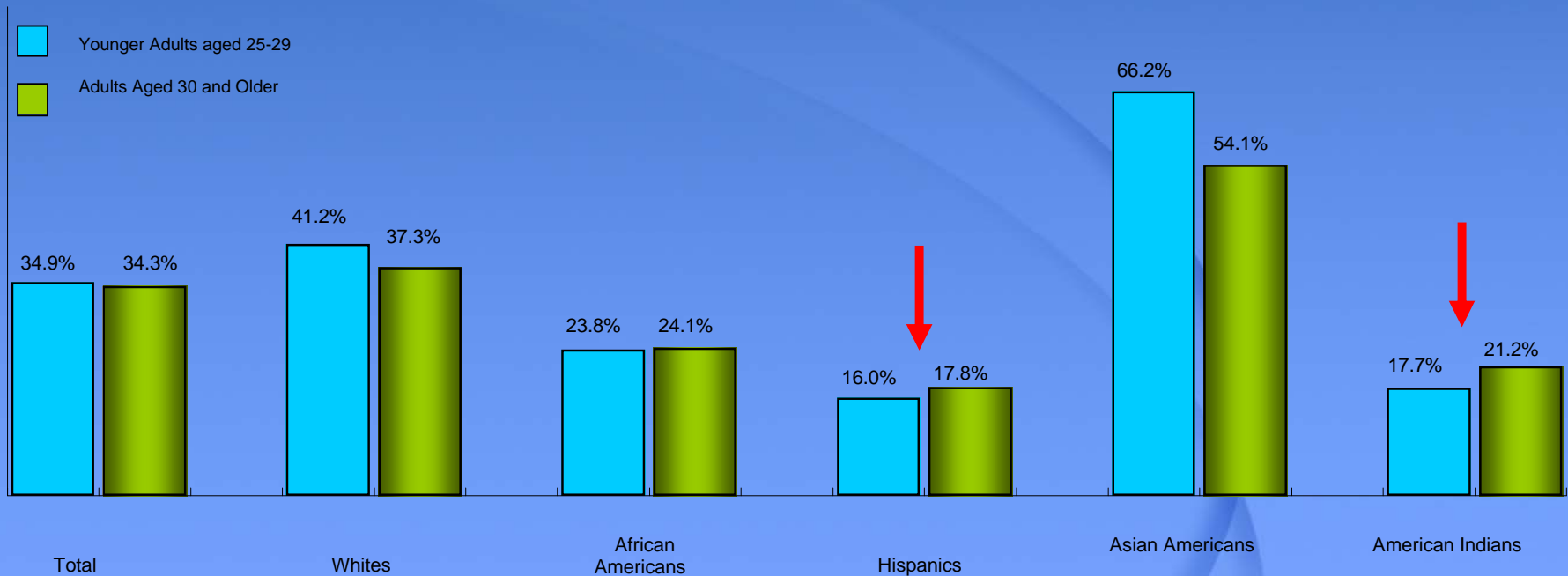
U.S. no longer leads the world in postsecondary educational attainment



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No Longer Number One

Percentage of Younger Adults and Those Aged 30 and Older with at Least an Associate Degree, by Race/Ethnicity: 2006



Source: U.S. Census, American Community Survey 2006 (analysis by author).



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New National Leadership



“...this country needs and values the talents of every American. That is why we will provide the support necessary for you to complete college and meet a new goal: by 2020, America will once again have the highest proportion of college graduates in the world.”

- President Barack Obama



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Michigan needs “challenge” goals for educational attainment and college-career-readiness



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Challenges Facing Michigan

- Global competences
 - › On a 0-100 scale, MI scores **65**.
 - › Top states - MA **(97)**, WA **(82)**, and DE **(79)**



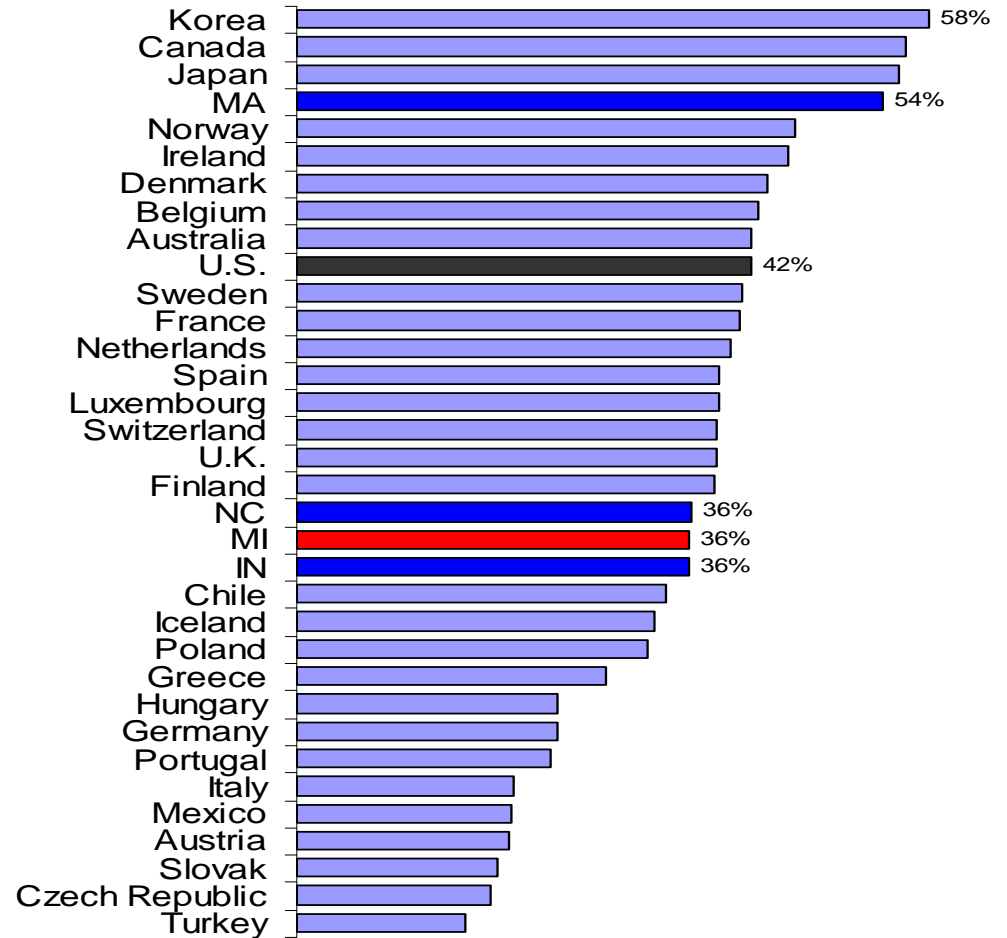
Source: Measuring Up 2008; State New Economy Index

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Global Competitiveness

Sixteen OECD nations surpass Michigan in postsecondary educational attainment of young people

Percent of Adults (Aged 25-34) Holding at Least the Associate Degree: 2008



Sources: OECD, 2010; US Census.

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Challenges Facing Michigan

- Job Market

- › **62%** of jobs available to Michigan residents over the next 10 years will require postsecondary credentials.
- › Currently, only **33%** of Michigan residents hold a postsecondary degree.



Source: Help Wanted, 2010.

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Challenges Facing Michigan

- **Demographics**

- Growth - 10th lowest in the nation and lower than regional average (10%)
- Shrinking pool of high school graduates –
- Drop in the number of working-age adults (ages 25 to 44)
- Nearly 1.4M people live below the poverty line
- Nearly 1.7M additional people are at risk of falling below the poverty line (www.Heartlandalliance.org)

Challenges Facing Michigan

- **Adults without credentials**

- › **13%** of adults are without a high school diploma

- **Barriers to increased credentialing**

- › **Variability in GED policies and procedures among testing centers, including testing fees**
- › **Waiting lists**



Challenges Facing Michigan

- Brain drain

- › One of the region's top exporters of first-time college freshmen

- › Net loss, as of fall 2006

MI (-1,785)

IA (+8,632)



Source: Measuring Up 2008.

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Issues in Michigan's Current Educational Pipeline



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Critical Pipeline Challenges

- *Educational Disparities*
- *Overall Lack of Academic Preparedness*
- *Insufficient Financial Support for Low-Income Students*
- *Large Adult Population Without a High School Credential*
- *Lower Rates of College Persistence, Degree Completion, and Overall Postsecondary Educational Attainment*



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Disparities By Race/Ethnicity

- Substantial gaps remain between whites and blacks
- Both whites and blacks fall behind their counterparts in other states.

Adults (Age 25 and Older) with at Least an Associate Degree: 2008

	Michigan	Nation	Top State
Total	32.9%	35.2%	45.8% (MA)
White	34.5%	38.7%	50.2% (HI)
Black	21.1%	24.9%	31.8% (MA)



Source: U.S. Census, American Community Survey

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Within the Region

Michigan's Rank Within Region (out of 12 states)

	Michigan	Regional Top
Children in Poverty	41.5% (9 th)	28.9% (MN)
Children with parent with college degree	45.2% (10 th)	60.8% (ND)
Eligible children enrolled in kindergarten	74.4% (8 th)	77.8% (MO)
8 th graders proficient on NAEP math	30.5% (12 th)	46.9% (MN)
18- to 24-years olds in college or with degree	57.5% (6 th)	63.9% (NE)
25- to 64-year olds in labor force working full time and year round	66.9% (12 th)	79.2% (SD)



12 states – IL, IN, IA,, KS, MI, MN, MO, ND, NE, OH, SD, WI.

Source: Education Week 2010 Chance for Success

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Among 50 States

Results related to rigorous course-taking and various national assessments

	Michigan	Top States
HS students taking a rigorous math course	33%	64%
8 th graders proficient on NAEP math	29%	41%
NAEP reading	28%	39%
NAEP writing	27%	46%
Scores 3+ on AP per 1,000 HS Juniors/ Seniors	122	237



Source: Measuring Up 2008

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Among 50 States

College Persistence and Degree Completion

	Michigan	Top States
First to second year persistence rates*:		
At community colleges	49%	66%
At four-year campuses	74%	82%
Six-year BA degree completion rate for first-time, full-time students*	55%	65%
Total undergraduate awards (certificates, degrees, diplomas) conferred per 1,000 adults with no college degree	28	44



Source: Measuring Up 2008

* Due to data limitations, transfers are not captured.

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Little Support for Low-Income Students and Families

- **Sharpest decline** in state appropriations for higher education (23% from 2003 – 2008)
- **Limited state financial aid** for low-income students
 - › For every dollar of the federal Pell Grants received by low income residents, Michigan only matched 28 cents.
 - › Top states include **WA** (\$1.08) and **NJ** (\$1.02).



Sources: SHEEO (state appropriations); Measuring Up 2008 (financial aid).

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Must What ~~Can Be~~ Done?



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Michigan's Educational Pipeline

Michigan needs to improve its postsecondary educational attainment levels.



Source: Measuring Up 2008.

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How?

- Using innovative approaches and promising practices to
 - › Stop the leaks
 - › Increase levels of academic success
 - › Create/Support a globally competitive workforce

Begin at the beginning with early, effective interventions



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Successful State Early Childhood Public-Private Partnerships

- *Michigan's Early Childhood Investment Corporation*
 - › Diverse stakeholders, including parents
 - › Located in all school districts (goal for 2010)
- *Best Beginnings: Alaska's Early Childhood Investment Partnership*
 - › Improves coordination across agencies, home and the community
 - › Includes business, civic, philanthropic, education and government leaders
- *North Carolina Smart Start – North Carolina Partnership for Children, Inc.*
 - › Provides oversight and technical support to local partnerships



Successful State Early Childhood Public-Private Partnerships

- **South Carolina First Steps to School Readiness**
 - › Leverages local private and public funds and volunteer time to fill gaps or extend services.
- **Smart Beginners: the Virginia Early Childhood Foundation**
 - › Governor-led initiative
 - › Increases access to high-quality pre-schools
- **Thrive by Five: the Washington Early Learning Fund**
 - › New lifelong learning model
 - › Coordinates early learning services through efforts of partners and stakeholders



Prepare High School Students for College and Career Success



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California State University Early Assessment Program (EAP)

- Aligns assessments and expectations between high schools and colleges
- Assesses college-readiness of 11th graders
- Results used to:
 - › **Exempt students from placement tests and guarantee placement into credit-bearing courses**
 - › **Identify learning gaps to be addressed in senior year.**
- Reduces high remediation rates of college freshmen and fosters a more challenging high school senior year



California's Early Assessment Program (EAP)

Impact

- At CSU-Sacramento, since 2004, the remediation rates have dropped:
 - › 6 percentage points in English
 - › 4 percentage points in Math
- A reduction of this magnitude would translate into:
 - › 2,000 fewer students in remedial Math and 3,000 fewer in remedial English courses across the 23 campus CSU system.



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Improve Rate of Success While in College



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Technology-Based Course Redesigning Example

(National Center for Academic Transformation)

- Worked with 30 colleges (four- and two-year) to redesign high enrollment courses to improve the quality of student learning and reduce costs.
- Redesigned courses are:
 - › Self-paced
 - › Student-centered
 - › Online learning, with support system through peers, faculty, and TAs



Technology-Based Course Redesigning

Impact

- *Increased Student Learning*
 - › Decreased course drop/withdrawal rates
 - › Improved outcomes compared to traditional courses
- *Substantial Cost Savings*
 - › Lowered the costs by **37%** on average, an effect of about \$3 million savings annually.
 - › Virginia Tech: **77%** savings in the math department
 - › Tallahassee Community College: reduced per student cost by **42%** in writing course (\$300,000 in savings in one year).



Increase Percentage of Students Graduating from Community Colleges



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Achieving the Dream – Community College Initiative

- *National initiative aimed at improving persistence and completion among high-risk community college students*
- *Participating community colleges employ proven, tailored strategies designed to assist with:*
 - › *Course completion rates*
 - › *Transition rate from remedial to credit-bearing courses*
 - › *Gatekeeper course completion rates*
 - › *Continuous enrollment*
 - › *Completion of a certificate or a degree*



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Achieving the Dream – Community College Initiative

Impact

- *Less Remediation*
 - › **El Paso Community College (2006-2008)**
 - › 24% decrease in remedial reading
 - › 37% in remedial writing
 - › **“In two of the three developmental math courses, Hispanics outperformed whites on average.”** (Valencia Community College, Florida)
- *More Students Persist*
 - › **The new faculty training program at Patrick Henry Community College, VA, resulted in a 95% rate of persistence to 2nd year, up from 75% without training.**



Ease Transition from 2-year Institutions to 4-year Institutions



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College Transfer Articulation Systems

What Successful Systems Have In Common

- *Common course numbering and general education core*
- *Two- and four-year colleges as well as state governing boards represented in the committees*
- *Accessible transfer and degree audit tools (often online)*
- *Statewide student unit record data*
- *Financial aid as a tool to promote transfer*
- *Designated advising services at both ends*
- *Stronger statewide governance and data-driven monitoring and feedback services to campuses (FL, NY, and NC).*



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Target Near Completers

Tracking and re-enrolling dropouts with clear guidelines:

- *The Graduation Project, University of New Mexico, achieved **68%** bachelor's degree completion among 2,000 re-enrollees; **44%** enrolled in graduate programs.*
- *Project Win-Win involved 35 community colleges in 6 states awarded about 600 associate degrees in less than a year. Could translate into an increase of **12% annually.***



Implement Effective Adult Education Models



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Effective State Adult Education Models

Research demonstrates:

In ensuring adequate and consistent adult learning programs, **a single state agency model works** better than the shared responsibility model across various state agencies, with little oversight by a single agency



Effective State Adult Education Models

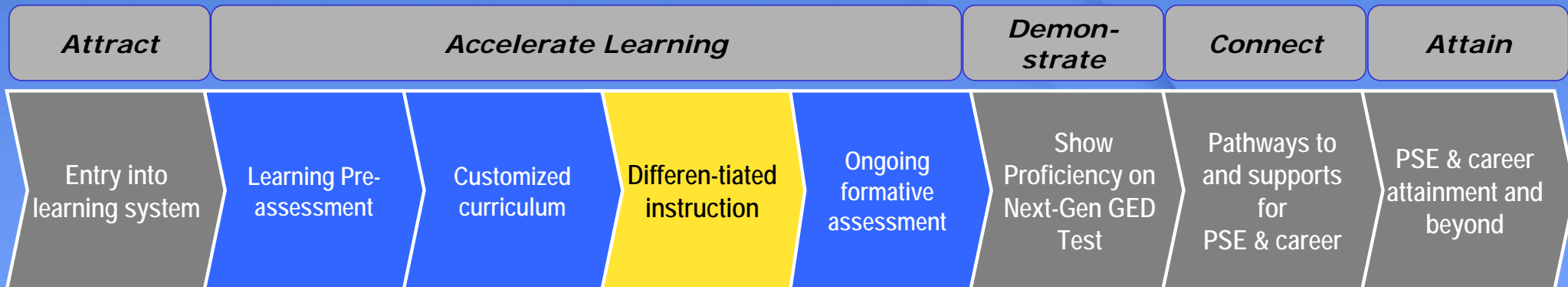
Impact

- *About 3,000 non-English speaking adult immigrants were served by I-BEST programs in 2009 (WA)*
 - › *58% increase from the previous year*
 - › *Students more likely to persist (78% vs. 61%)*
 - › *Students are more likely to complete workforce training*
- *Adults completing GED increased as a result of the statewide Double the Numbers initiative (KY)*
- *Adult High School has graduated more than 400 students per year since 2006. Completion rates improved by 4 percentage points (DE).*



The GED 21st Century Initiative: Pathways

Pathways to college/career-readiness and success



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**Business, Education,
and
Government Partnerships
for
Economic and Workforce Development**



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State Workforce Training Models

- *Virginia Workforce Network (VWN) – One-stop career centers and Race to GED*
 - › *Designed to offer employment services and training*
 - › *Jointly led by State Education Department and Office of Adult Education*
- *Georgia's Certified Specialist Programs*
 - › *Group of large employers help develop standardized statewide for-credit curricula and credentials*



State Workforce Training Models

- *Massachusetts's Extended Care Career Ladder Initiative*
 - › *Grants help Certified Nursing Assistants become LPNs*
 - › *Funded through state, employers and community colleges*
- *Pennsylvania's Job Ready PA*
 - › *Promotes use of Prior Learning Assessments at colleges and universities*
- *Alabama's Focused Industry Training*
 - › *Course integrates basic skills with industry training leading to a certified worker credential*



Replicate Effective Models in Support of Special Populations



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State Support for Veterans Education

- **Ohio GI Promise**
- **Beyond the Yellow Ribbon...your Fort Minnesota**

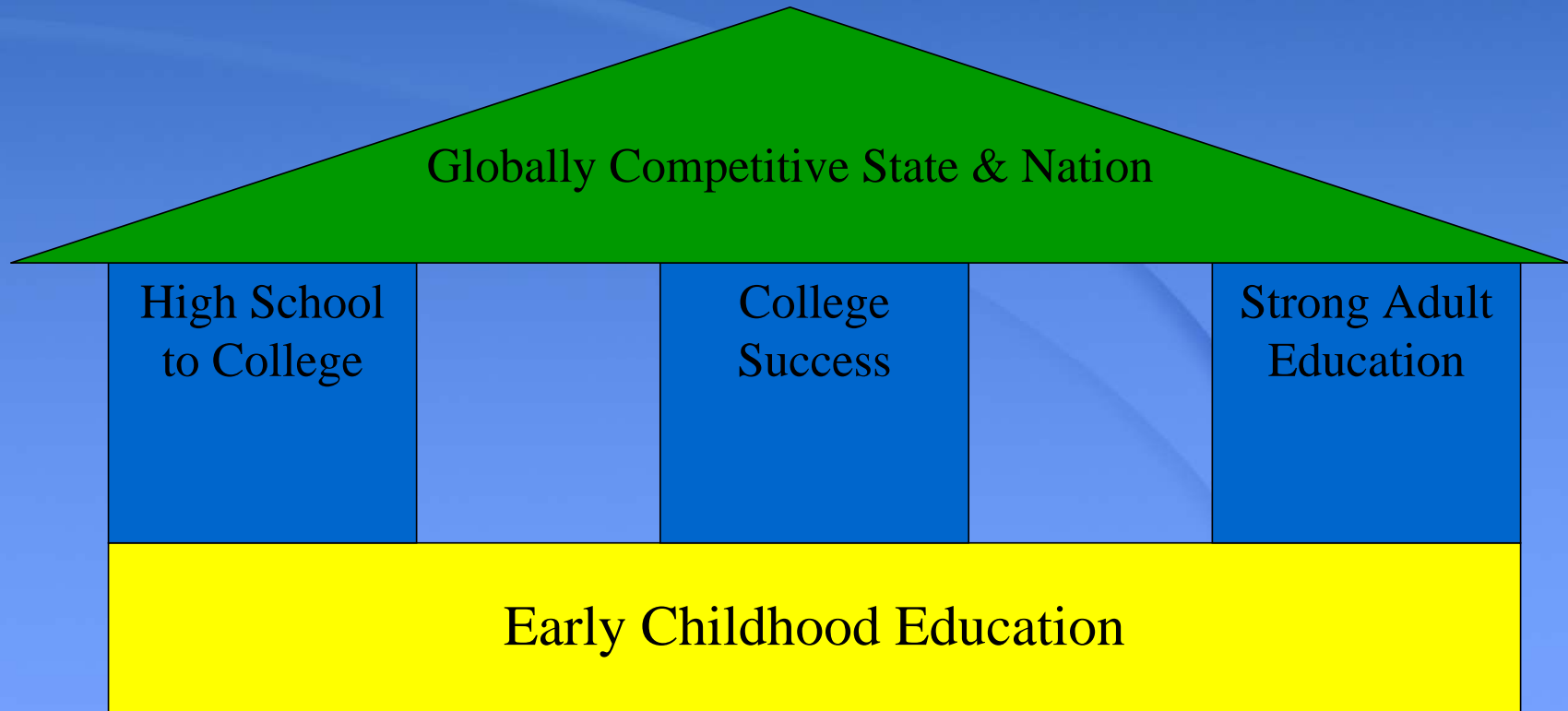


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Moving the Needle Through Prior Learning Assessment (PLA)

- **College credit for work and life experiences**
 - › **Inspires confidence**
 - › **Decreases cost of postsecondary education**
 - › **Accelerates time to degree**
- *Evidence suggests positive impact on persistence and completion*

Conclusion





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WEST MICHIGAN