



Internal Scan

Summary

Oakland County
Workforce
Development
Division

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INTRODUCTION

The purpose of this report is to aid in the creation of Oakland County's Workforce Development Strategic Plan. Historical information has been gathered from various sources dealing with different educational levels as well as Career Development, Workforce Development, and finally Worker Enhancement within Oakland County. This instrument should provide assistance in the journey of the planning process.

K-12: GENERAL

Oakland County is comprised of 28 public school districts. Oakland represents 3.7% of all school districts within the State of Michigan. There are more than 120 non-public schools in Oakland County.

Funding

During the 1996-97 academic year, the mean revenue for Oakland County Schools per pupil was \$7,912, which jumped considerably to \$8,531 during 1997-98.

- Bloomfield Hills received the highest funding in 1996-97 with \$13,049 per student while Holly Area Schools received the least amount of funding (\$5,959). Holly Area Schools maintained their position in 1997-98 by receiving \$6,356 in funds, while Birmingham City Schools obtained the highest support per student.

Enrollment

The mean enrollment was consistent at just above 6,500 students from 1996-97 to 1998-99 with a gradual increase.

- Clawson Schools' enrollment during 1998-99 was only 1,731, while Walled Lake Schools accommodated 13,563 pupils during the same academic year.
- In comparison, the enrollment for the State of Michigan during the 1998-99 academic year was 1,696,501.

Performance

During 1996-97 and 1997-98, Oakland County Schools on average maintained an 86% **graduation rate** (4 years).

- Bloomfield Hills ranked highest (99.3% and 98.5% respectively)
- Pontiac Schools seemed to lack in this area (62.5% and 61.8% respectively).

Oakland Schools reported on average their **dropout rates** (1 year) for 1996-97 and 1997-98 to be 3.9.

- Bloomfield Hills enjoyed the lowest drop-out rates for both academic years (.1 and .3 respectively)
- Pontiac Schools reported the largest dropout rate in the county (12.1 and 12.4 respectively).

MEAP scores are used to determine students' proficiency in Math, Reading, Science, and Writing. In most cases, Oakland students have exceeded the proficiency levels of all Michigan students.

- For the 4th and 5th graders as well as the 7th and 8th graders, Math and Writing skills seem to be better than Reading and Science skills, but this is somewhat deceiving. Due to changes in both the Reading and Science test in the early 1990s, the students' scores are not as high as they were in the previous years. This is the case for both Oakland students as well as all students in the state of Michigan. (See Appendix A)

Oakland County's Class of 2000 students obtained 4,027 **Michigan Merit Awards**. Oakland County students ranked second in the Southeast Michigan Region for the number of Michigan Merit Award received.

- Wayne County obtained the highest number of Merit Awards (4,774).
- Macomb County ranked third in the Southeast Michigan Region with 2,543 awardees.
- The State of Michigan awarded 38,696 Merit Awards for the Class of 2000.

Gaps and Weaknesses

Data was not available for the 1998-99 academic year for funding or graduation / rates in time for this report. Additionally, data for Royal Oak School District was not reported for 1996-97 or 1997-98. Non-Public schools were not reviewed.

K-12: SCHOOL-TO-WORK

According to Oakland Schools, there are 316 public schools that participate in the School-to-Work Local Partnership. Within the 316 public schools, 190,986 students are active participants of the partnership as of 1999.

- Elementary students participating in the program participate in Career Awareness Activities. All Oakland County elementary schools participate in at least one of the Career Awareness Activities.
- Middle and/or Junior high school students participate in Career Exploration Activities. All Oakland County middle and/or junior high schools participate in at least one of the Career Exploration Activities.
- Secondary students participate in School-Based Learning as well Work-Based Learning Activities. All Oakland County secondary schools participate in at least one School-Based Learning Activity and at least one Work-Based Learning Activity.
- Private and public (non-profit) organizations of various sized participate in the local School-to-Work Partnership in 1999. Combined, over 2,000 organizations participated in the partnership.

Funding

The School-to-Work Local Partnership received \$2,751,414 from public sources (\$816,642 from state or federal government under the School-to-Work Opportunities Act and \$1,934,772 from other public sources) in 1999. Additional in-kind contributions were received at an estimated value of \$1,514,726 (\$1,490,926 from public sources and \$23,800 from private sources).

Performance

The mean **graduation rate** for all Oakland School Districts is 84.8%, with a range between 61.8% and 98.5%. Of those districts that reported Postsecondary Transition Rates (23 out of 28 Districts), most ranked over 70%, with a mean **postsecondary transition rate** of 81.9% that ranged between 46.0% and 98.0%.

Gaps and Weaknesses

School-to-Work data was only available for the 1999 academic year.

OAKLAND INTERMEDIATE SCHOOL DISTRICT (ISD)

K-12 **enrollment** has maintained levels between 5,218 and 5,604 concerning 1996-97 through 1998-99 academic years. **Total revenue per pupil** increased from \$8,109 in 1996-97 to \$8,713 in 1997-98. **Dropout rates** have been consistent with 3.7 during 1996-97 and 3.8 during 1997-98. **Graduation rates** have dropped slightly from 86.1 in 1996-97 to 85.6 in 1997-98.

SECOND CAREER & TECHNICAL EDUCATION

Funding

Oakland County has received over \$2,500,000.00 every year, the last five years for its Career Technology Education.

- Trade & Industry received the most funding in Oakland County during 1999 of \$1,456,170.00.

Program Area	1995	1996	1997	1998	1999
Agriscience	\$ 81,781.41	\$ 89,705.61	\$ 83,400.32	\$ 78,268.15	\$ 54,154.43
Business Education	\$ 731,059.90	\$ 813,465.28	\$ 522,814.00	\$ 528,873.04	\$ 433,072.13
Home Economics	\$ 245,238.10	\$ 261,690.17	\$ 281,364.34	\$ 279,705.49	\$ 253,653.10
Health Occupations	\$ 169,530.00	\$ 184,800.00	\$ 187,956.23	\$ 182,775.80	\$ 167,151.21
Marketing Education	\$ 205,386.44	\$ 229,959.94	\$ 209,836.20	\$ 227,987.71	\$ 388,495.89
Trade & Industry	\$ 1,191,792.65	\$ 1,094,027.59	\$ 1,329,769.21	\$ 1,391,725.21	\$ 1,456,170.00
All Programs	\$ 2,624,788.50	\$ 2,673,648.59	\$ 2,615,140.30	\$ 2,689,335.40	\$ 2,752,696.76

- The most funding the State of Michigan received for Career Technical Education in 1999 was \$15,960,916.91.
- Wayne County (including the City of Detroit) received the most funding with Oakland County ranking second. Macomb County is a close third.

Enrollment

Enrollments for Oakland County's Career Technical Education Program have ranged between 8,320 and 13,899 participants (unduplicated) from 1995 through 1999. The enrollment for 1999 was 13,283, which is slightly less than the previous year.

- Business Education has enjoyed high enrollment in the last few years, as well as Trade & Industry.

Performance

For Oakland County, Business Education has the highest **completion rates** by far (4,029), twice as much as Marketing Education (2,133) or Trade & Industry (2,040) in 1999.

- Similar results were for the entire State of Michigan, although Trade & Industry was closer to Business Education.

COMMUNITY COLLEGES: GENERAL

Funding

The General Fund Budget for Oakland Community College (OCC) showed a larger increase from \$71,500,000 in 1994-95 to \$99,050,000 in 1995-96, but then tapered off from 1995-96 to 1998-99 (\$111,187,000).

- While OCC obtained \$111,186,731 in general funding during 1998-99, many regional community colleges obtained only half of what OCC received.
- OCC's general fund revenue per FYES (Fiscal Year Equated Student) has grown from \$4,737 in the 1994-95 academic year to \$7,825 in the 1998-99 academic year.
- OCC's revenue per FYES is fifth highest in the Southeast Michigan Region.

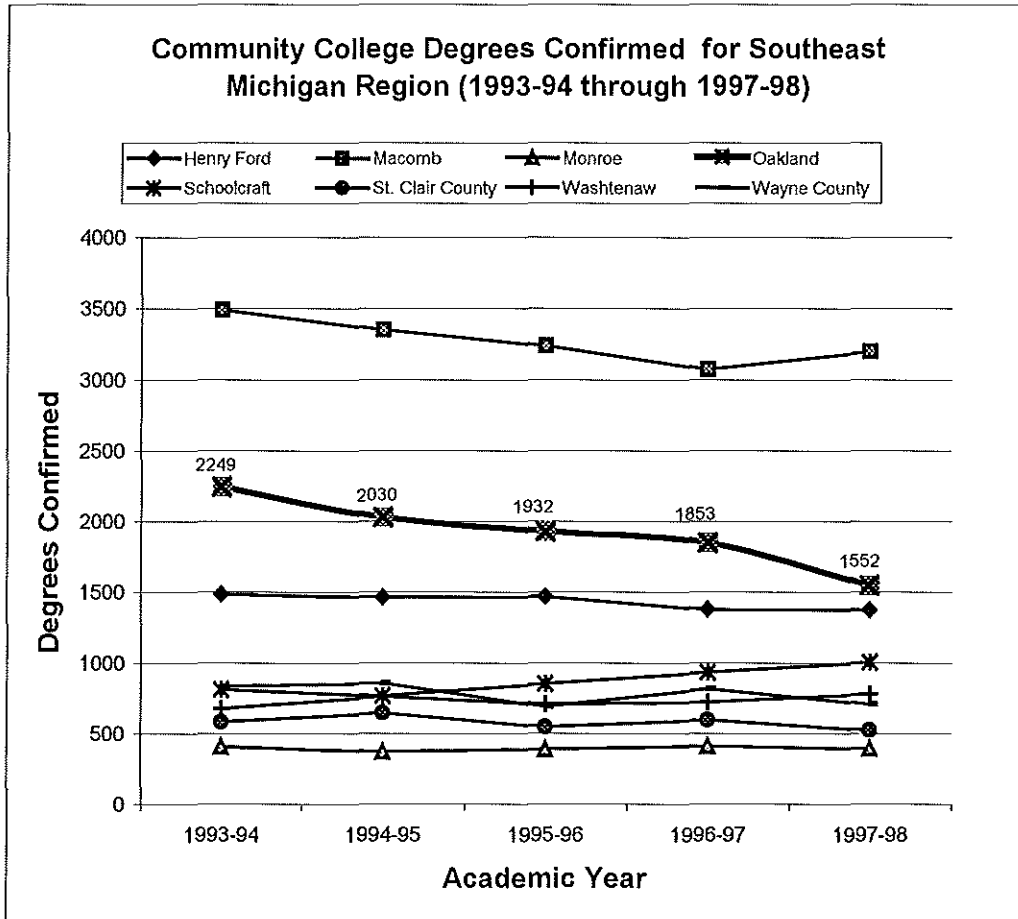
Enrollment

OCC has experienced a slight decrease in their enrollment from 25,913 in 1995 to 23,244 in 1999.

- OCC's enrollment has consistently exceeded that of the other Southeast Michigan regional colleges.

Performance

OCC has reported a drop in awarded degrees from 2,249 in 1993-94 to 1,552 in 1997-98 as illustrated below.



- OCC has been ranked second in degree awards for the entire Southeast Michigan Region from 1993-94 to 1997-98.
- Macomb enjoys the highest number of awarded degrees.

COMMUNITY COLLEGES: TECHNICAL PROGRAMS

Technical Programs are defined as: Computer Science; Design Technology; Mechanical Trades; Construction Technology; Electronics Technology; Transportation Operation; Apprentice Instruction; Nursing; Dental Technology; Diagnostic Technology; Therapeutic Technology; and Health Technology.

Funding

OCC's technical course funding for FYES (Fiscal Year Equated Student) has fluctuated slightly between 1994-95 and 1998-99. Highest funding of \$2,546.77 was awarded in 1996-97, and a comeback of \$2,510 in 1998-99 after dropping to \$2,370 in 1997-98.

Enrollment

Technical course enrollments (duplicated) have remained rather consistent at approximately 23,500 between 1994-95 and 1998-99, except for a surge during the 1996-97 academic year.

- A student can take more than one technical course, thus the high values.

Performance

Awards for occupational/technical degrees have dropped from 1,252 in 1993-94 to 1,026 in 1997-98.

Gaps and Weaknesses

Technical funding for Oakland Community College was not available for this report. Also, "occupational/technical" programs discussed in the performance section are defined differently than the "technical courses" reported in the funding and enrollment sections.

WORKFORCE DEVELOPMENT SYSTEM PROGRAMS

JTPA Adult (IIA)

JTPA Adult (IIA) assists in the training and placement of unemployed, handicapped, or low-income individuals over the age of 21.

Funding

In 1995-96, the JTPA Adult (IIA) Program actual expenses were \$1,242,287, and have fluctuated tremendously since. In 1998-99, the program's expenses were the highest with \$1,371,486, and then dipped down to \$989,230 in 1999-00.

Enrollment

While enrollment for 1995-96 and 1999-00 are the same with 295 participants, the numbers were lower for the other years (201 for 1996-97; 220 for 1997-98; and 276 for 1998-99).

Performance

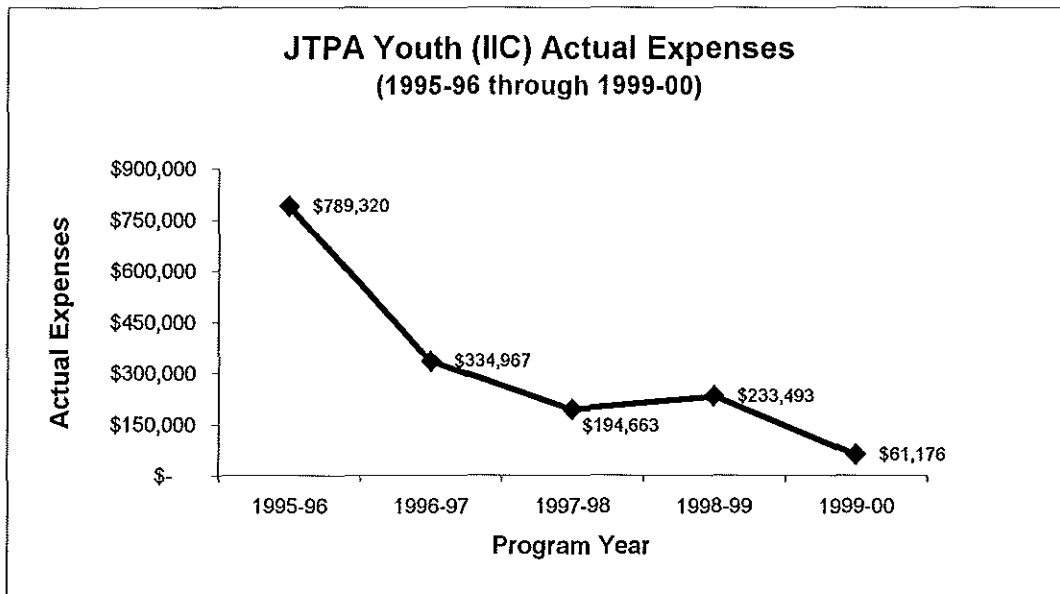
Employment rates (20+ hours) have decreased from 77.4% in 1995-96 to 62.3% in 1999-00. **Weekly earnings** (20+ hours) were reported to be at their highest in 1999-00 with \$432. **Welfare Weekly earnings** (20+hours) were also at their highest in 1999-00 with \$391.

JTPA Youth (IIC)

JTPA Youth (IIC) assists in the training and placement of unemployed, handicapped, or low-income individuals under the age of 22.

Funding

JTPA Youth (IIC) expenses have decreased tremendously from \$789,320 in 1995-96 to \$61,176 in 1999-00. (See below).



Enrollment

Enrollment for the program in 1995-96 was 104, while enrollment for 1999-00 was half that (51 participants).

Performance

Youth entered employment rates peaked in the 1996-97 program year with 78.6% and gradually decreased to 63.3% in 1999-00. **Youth employability enhancement rates** also peaked in the 1996-97 program year with 67.1% and dipped slightly soon after.

JTPA Displaced Workers (III)

JTPA Displaced Workers (III) assists laid-off or long-term unemployed workers.

Funding

Funding for JTPA Displaced Workers (III) greatly fluctuated from \$1,269,146 during 1995-96 to \$835,383 in 1999-00.

Enrollment

In 1995-96, enrollment was at its highest at 552 participants, drastically decreased in 1997-98 (316), and finally reached 423 participants in 1999-00.

Performance

Employment rate in 1995-96 was 82%, peaked in 1998-99 at 95.5%, and finally dipped to 89.8% in 1999-00.

JTPA Older Worker

JTPA assists in providing employment services to economically disadvantaged individual who are 55 years of age or older.

Funding

Expenses have varied greatly in the last three years beginning with \$53,228 in 1997-98, up to \$87,872 in 1998-99, and back down to \$43,631 in 1999-00.

Enrollment

In 1997-98 only 8 individuals participated in the program. This number dropped to 6 participants for both the 1998-99 and 1999-00 program years.

Performance

Seventy-five percent of participants were **place into employment** in 1997-98. Placement continued to increase, reaching 100% placement in 1999-00. The **average hourly wage** in the past three years was at least \$8.23, with the highest rate of \$10.68 in 1998-99.

Gaps and Weaknesses

Only three years of data were provided for this program.

Work First

Work First assists with providing employment and training for public assistance recipients and is federally funded.

Funding

Funding for the Work First Program has grown from \$1,774,980 in 1995-96 to \$5,594,372 in 1999-00.

Enrollment

Enrollments from 1994-95 to 1998-99 have almost doubled from approximately 1,100 participants in 1994-95 to 3,934 in 1998-99. There was a huge surge of interest in participating in the program in 1998-99 since the year prior there were only 1,774 participants.

Performance

Job placements have grown considerable from approximately 800 placements in 1994-95 to 2,595 placements in 1998-99. This growth is fueled by the surge in enrollment of this program. **Ninety-day job retentions** have also increased through the years, but it seems that only about half of the participants placed in jobs actually retain them after 90 days. (See below).

	<u>1994-96</u>	<u>1996-97</u>	<u>1997-98</u>	<u>1998-99</u>
Referrals	6085	3169	2992	5960
Enrollments	2235	1639	1774	3934
Job Placements	1603	1205	1308	2595
90 Day Job Retentions	1037	650	742	1095

Gaps and Weaknesses

Enrollment and Performance data provided for the 1994-95 and 1995-96 are combined. For the purposes of this report, values for these fiscal years were split equally in half for reporting. This might be misrepresentative of actual activity during those years.

Employment Services

Employment Services assists in enabling job seekers and employers to post their resumes and job orders on the Internet.

Funding

Expenses have declined from \$2,387,435 during January 1998 through June 1999 to \$1,705,874 during July 1999 through June 2000.

Enrollment

Job seeker office visits decreased from January 1998 through June 1999 (71,911) to July 1999 through June 2000 (63,200). **Employer office visits** have increased from 2,071 in 1998-99 to 2,099 in 1999-00.

Gaps and Weaknesses

Please note that the reported data for the 1998-99 program year is from January 1998 through 1999, thus a comparison between program years is difficult to make.

Advanced Technology

Funding

The money awarded for the Advanced Technology Program was \$150,000 during the 1995-96 program year, continually increased and peaked at \$332,193 in 1998-99, then dropped to \$268,750 in 1999-00.

Enrollment

Enrollment for the Advanced Technology Program has increased every year from 27 in 1995-96 to 53 in 1998-99.

- Enrollment during 1999-00 was reported to be 36 participants, although the program year had not completed at that time.

Performance

Completion rates have decreased in the last four years from 93% in 1995-96 to 78% in 1998-99. The percent of training related placements has averaged 93%. The average wage and benefits at time of placement reached \$21,819 in 1997-98, and then slightly decreased to \$21,340 in 1998-99.

	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>	<u>1998-99</u>	<u>1999-00</u>
Number of Participants Enrolled	27	42	52	53	36*
Percent of Completions	93%	93%	83%	78%	N/A
Percent of Training Related Placements	89%	95%	96%	93%	N/A
Average Wage/ Benefits at Placement	\$ 18,993	\$ 19,897	\$ 21,819	\$ 21,340	N/A

* at the time of the report

Gaps and Weaknesses

Most of the data for program year 1999-00 was not reported.

Parolee and Inmate Services Program

The Parolee and Inmate Services Program helps City of Pontiac parolees obtain unsubsidized employment.

Funding

Total funding for this program was \$54,332 in 1999-00.

Enrollment

Enrollment for 1999-00 was 45 participants.

Performance

For this program, 37 participants completed the program. Of those who completed the program, 31 individuals entered employment.

Gaps and Weaknesses

The Parolee and Inmate Services Program began in 1999, thus only one year of reported data for this program.

WORKER ENHANCEMENT SYSTEM

Funding

Funding has decreased from \$8,280,336 in 1998 to \$7,111,300 in 1999.

Performance

In 1998, 70 Oakland County employers received grants to work with 9,522 trainees. Only 60 Oakland County employers received grants in 1999 to work with 12,875 trainees.

- New hires decreased from 1,360 in 1998 to 880 new hires in 1999.

Gaps and Weaknesses

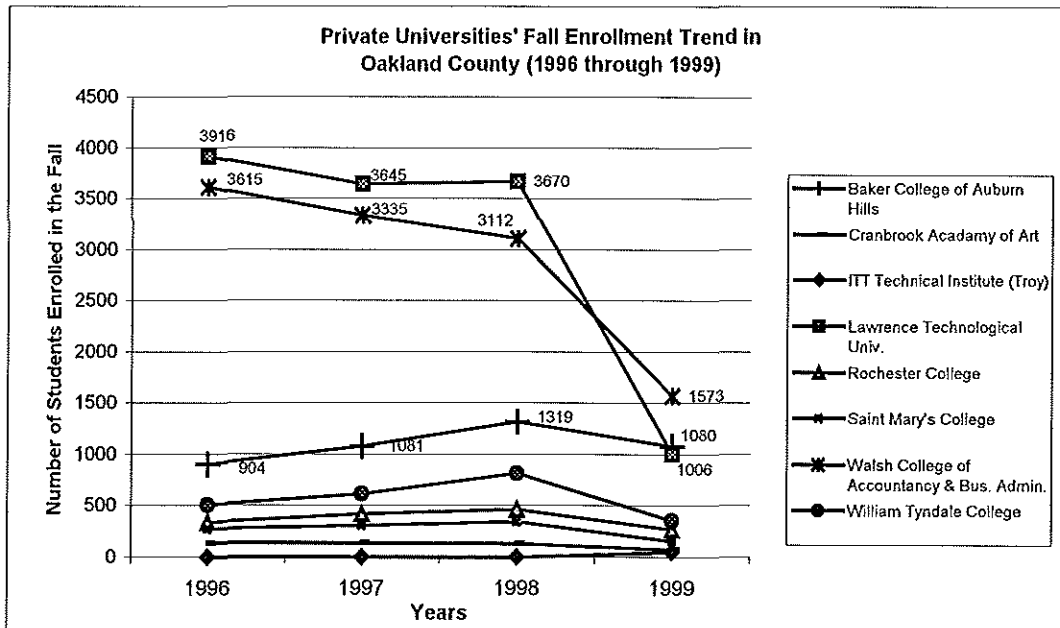
Only two years worth of data was provided in time for this report.

COLLEGES AND UNIVERSITIES

The private colleges and universities in Oakland County are as follows: Baker College of Auburn Hills; Cranbrook Academy of Art; IIT Technical Institute (Troy); Lawrence Technological University; Rochester College; Saint Mary's College; Walsh College of Accountancy and Business Administration/ and William Tyndale College. Oakland University is the only public institution.

Enrollment

Private: All institutions have experienced a substantial drop in enrollment from 1998 to 1999. The most drastic changes were for Lawrence Technological University and Walsh College of Accountancy and Business Administration. Lawrence reported 2,664 fewer students in 1999, while Walsh reported 1,539 fewer students for the same year.



Public: Oakland University's enrollment has fluctuated tremendously from 1996 through 1999. In 1996, fall enrollment was 13,953; dropped to 7,787 in 1997; peaked at 14,289 in 1998; and finally back down to 9,561 in 1999.

Performance

Private: ITT Technical Institute (Troy) awarded the most **Associate degrees** (214 degrees) by more than 3 times that of its competition in 1998-99. William Tyndale College awarded the most **Bachelor degrees** (537) in 1998-99, which was a large jump of completions for that institution. Walsh consistently awards the most **Master's degrees** in Oakland County.

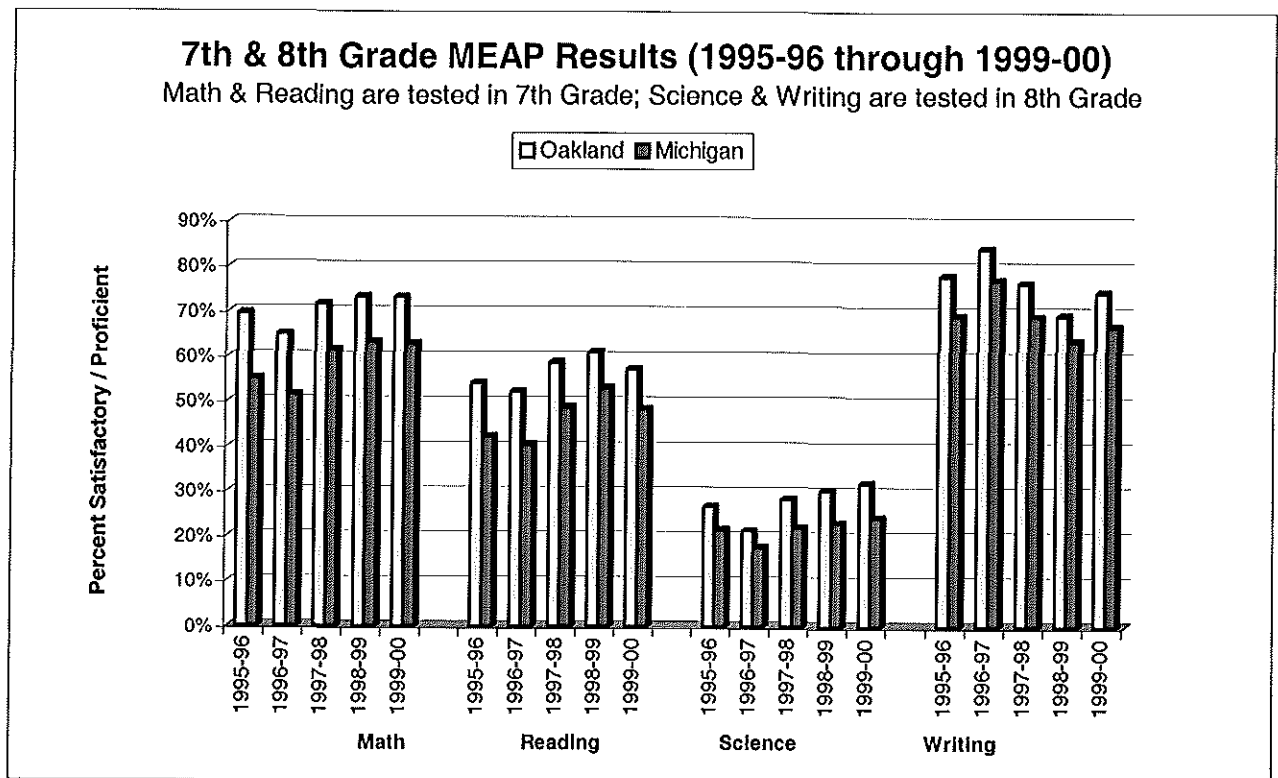
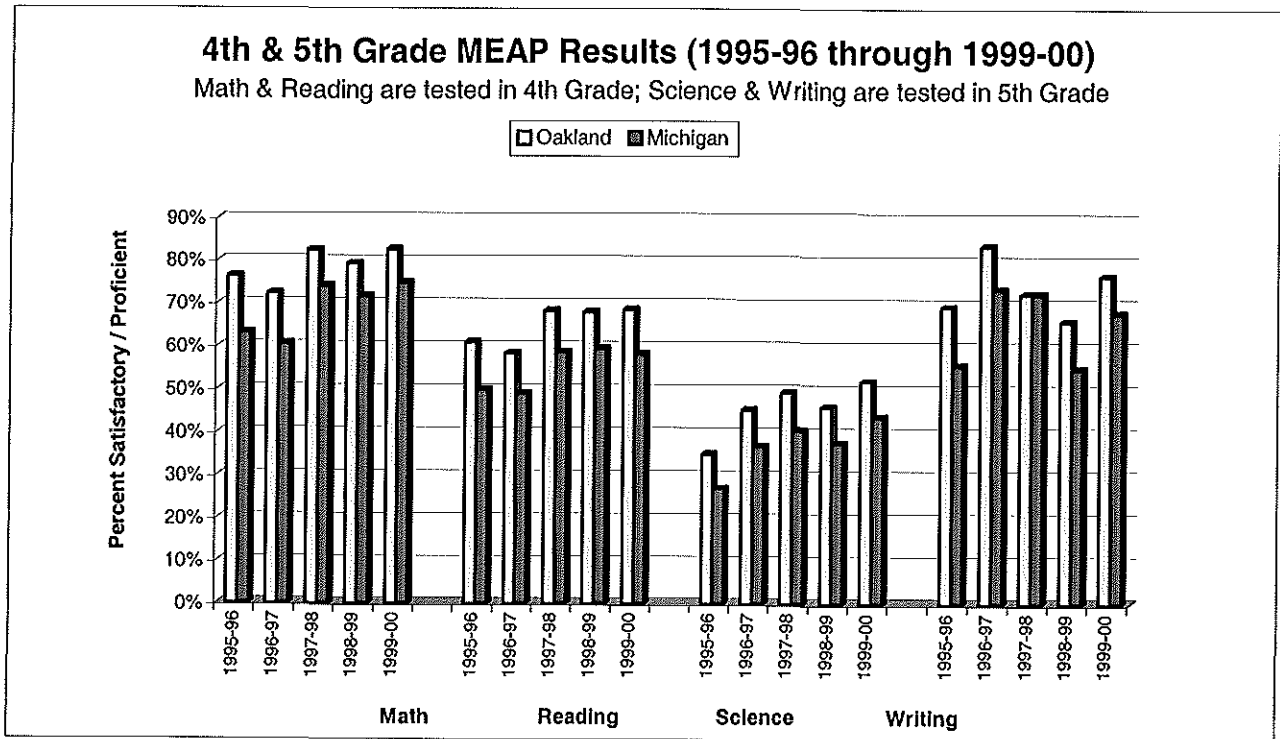
Public: Oakland University awards Bachelor's, Master's and PhD degrees. From 1994-95 to 1998-99, Oakland University has presented on average 1,600 **undergraduate degrees**; **Master's degrees** have increased from 550 in 1994-95 to 814 in 1998-99; and **PhD's** have increased from 11 in 1994-95 to 25 in 1998-99.

CONCLUSION

Although this report is a summation of what will be submitted to the State of Michigan, this report should be used as a tool in understanding Oakland County's workforce development historical activity and present position. With this knowledge, individuals involved in the workforce development process can predict future trends and set logical goals for the upcoming years.

APPENDIX A

MEAP scores from 1995-96 through 1999-00 for both 4th and 5th grade as well as 7th and 8th grade.



WORKFORCE DEVELOPMENT SYSTEM - SUPPLEMENT

Adult Education

As of October 4, 2000, ten (10) Oakland County Districts have reported their Adult Education enrollment and full-time equated (FTE) figures for the 1999-00 program year. There are a total of 28 districts total in Oakland County. Those Districts included to date are: Hazel; Holly Area; Huron Valley; Novi; Oak Park; Royal Oak; Troy; Walled Lake Consolidated; Waterford; and West Bloomfield.

Program components listed are: ABE (Increase of at least one (1) grade in reading or math); ESL (Achievement of basic English proficiency); GED (Passage of the GED test); HSC course (Passage of a course required for a diploma); HSC diploma (Obtained diploma); and OR (Completion of a ABE, ESL, GED, or HSC course and demonstration of proficiency in the academic skills to be learned in the course, as applicable).

Total enrollment for these particular districts is 3,109 during the 1999-00 program year.

Total full-time equated (FTE) figures for the same time period come to 1,283 for the ten districts. (See below for enrollment and FTE's broken down by program component).

<u>Program Components</u>	<u>Total Head Count</u>	<u>Average Head Count</u>	<u>Total Full-Time Equated (FTE)</u>	<u>Average Full-Time Equated (FTE)</u>
ABE	166	20.8	38.4	4.8
ESL	960	120	410.3	51.3
GED	117	16.7	41.3	5.9
HSC course	1052	116.9	425	47.2
HSC diploma	121	13.4	68.1	7.6
OR	753	150.6	339	67.8

Displaced Homemaker

Funding

The Displaced Homemaker Program has seen an increase in spending from \$28,019 during the 1997-98 fiscal year to \$34,653 in 1999-00.

Enrollment

Enrollment growth has occurred from 19 participants in 1997-98 to 39 participants in 1999-00.

Performance

While all participants have successfully completed the program during each fiscal year, the percentage of placements has decreased from 68% in 1997-98 to 36% in 1999-00. The average wage in 1997-98 was \$7.39, which peaked at \$10.44 in 1998-99, then dropped to \$9.21 in 1999-00.

Gaps and Weaknesses

Information was only provided for 1997-98 through 1999-00.

Michigan Rehabilitation Services (MRS)

Michigan Rehabilitation Services (MRS) is an agency responsible for vocational rehabilitation service. Such services include: vocational and personal adjustment counseling, training through vocational school and colleges, restoration services, job placement assistance, job retention help, and tools and equipment. There are three MRS sites in Oakland County.

Funding

The Oakland District's total case service budget for the 1999 fiscal year was approximately \$3,500,000. These funds came from federal funding, and were contingent on a 27% match from organizations within the State of Michigan (e.g. Community Mental Health, Oakland Intermediate School District, Oakland Community College).

Enrollment

During the 1999 fiscal year, 3,375 individuals with disabilities were served by the Oakland District of MRS. These participants represent all disability groups except for the Legally Blind, who are served by another agency.

Performance

During the 1999 fiscal year, 666 cases were closed indicating that these cases were successfully rehabilitated. Most of these participants (90.8%) were severely disabled by federal definition.