

Reconnect Employment Outcomes

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MICHIGAN
**Center for Data
and Analytics**

Who We Are



The Michigan Center for Data and Analytics provides the state with the expertise to analyze data, understand challenges, and evaluate solutions.

Through data, reporting, and analysis, the MCDA provides partners with the information and insights they need to make evidence-based decisions.

Agenda

- About the Reconnect program
- About the Study
- Outcomes for Reconnectors
 - Wage and Employment Outcomes
 - Education Outcomes
 - State of Michigan's ROI
- Key Findings

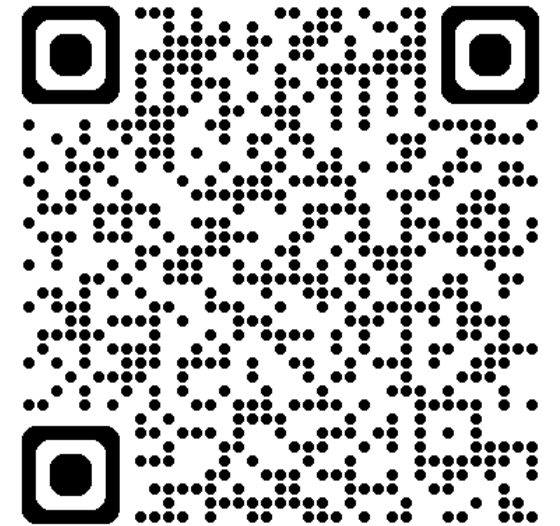
The Reconnect Program

About Michigan Reconnect

- Michigan Reconnect is a last-dollar scholarship program that pays for you to attend your in-district community college, tuition-free, or offers a large tuition discount if you attend an out-of-district community college.
- Applicants must be over age 21 to apply (formerly 25+).
- Applicants must have a high school diploma, high school equivalency (such as GED), or certificate of completion and may not already have an associate degree or higher.
- The 2021-2022 academic year was the first year of enrolled Michigan Reconnect students.

The MiLEAP Reconnect Data Dashboard

- 82,417 Reconnectors enrolled in education through the program through the 2024-2025 academic year
- In the most recent data available:
 - Two thirds of those enrolled are female
 - About three quarters were under the age of 35
 - Nearly half of Reconnect students earned fewer than 12 credits in the most recent academic year



About the Study

The Research Question

Reconnectors work toward a variety of certificates and associate degrees at Michigan's community and tribal colleges.

What happens to Reconnectors after they graduate?



Do they earn higher wages?



What industries do they go into?



Do they work toward further educational goals?

How do we measure outcomes?

Question: Do Reconnectors earn higher wages after graduation?

- Analysis of unemployment insurance wage records before and after & Census benchmark comparison

Question: What industries do Reconnectors work in?

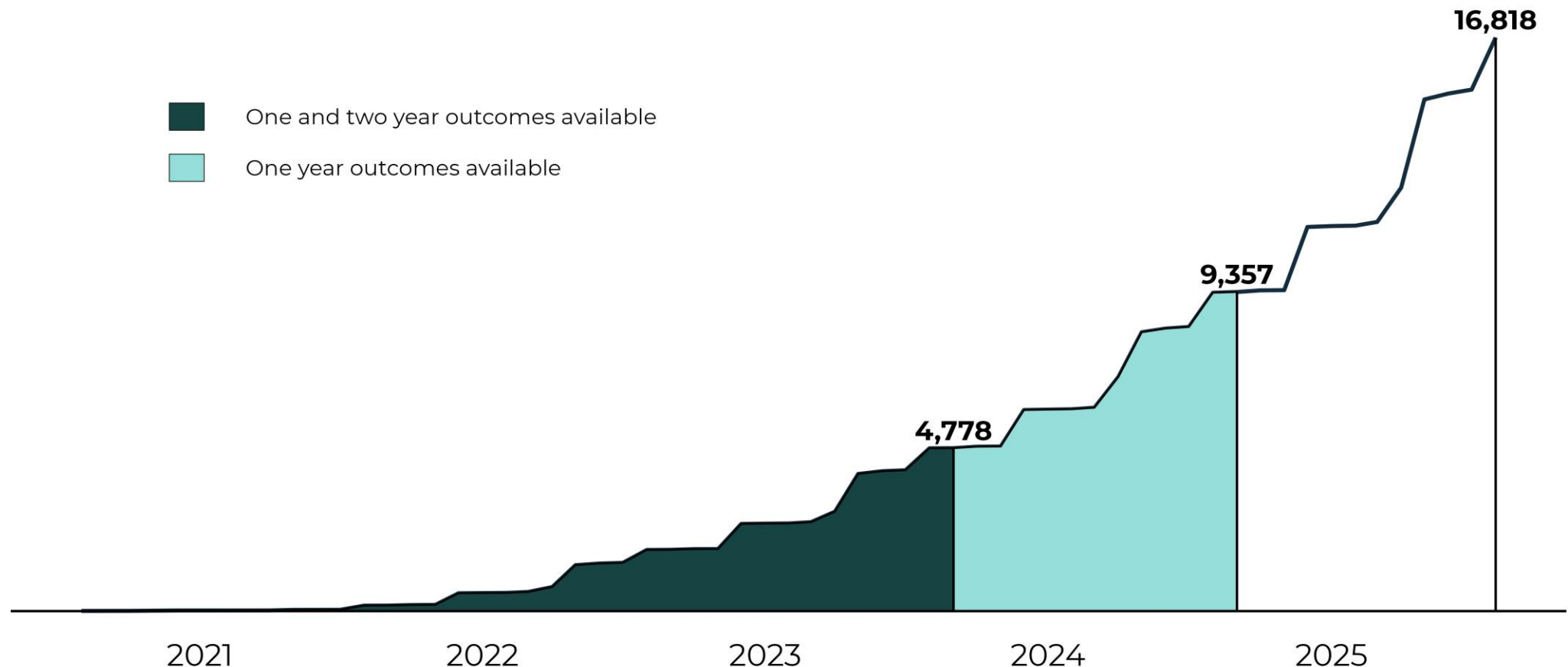
- Industry code from unemployment insurance wage records before and after

Question: What fields do Reconnectors go into for additional education after graduation?

- Postsecondary administrative data on field of study for Reconnectors' subsequent programs and awards

Reconnect is a newer program and outcomes are ongoing.
There are 16,818 Reconnect graduates today, but we must reach into previous years' data to view employment outcomes.

Study population: Total Reconnect Graduates by Year and Population for Whom Outcome Data is Available



Sources: MiLEAP (Reconnector Population), UIA (Employment and Wages), CEPI (Enrollment), MCDA (Analysis)

Key Findings

The employment rate for Reconnect graduates rose by over **12 percentage points**.

One year after graduation, **median wages for Reconnectors were \$13,400 greater**, on average, compared to their previous wages and \$16,500 greater compared to peers with a high school diploma.

Reconnect graduates were **more likely to participate in industries like healthcare and education**, and some went on to further their education. Healthcare and business-related programs were the most popular.

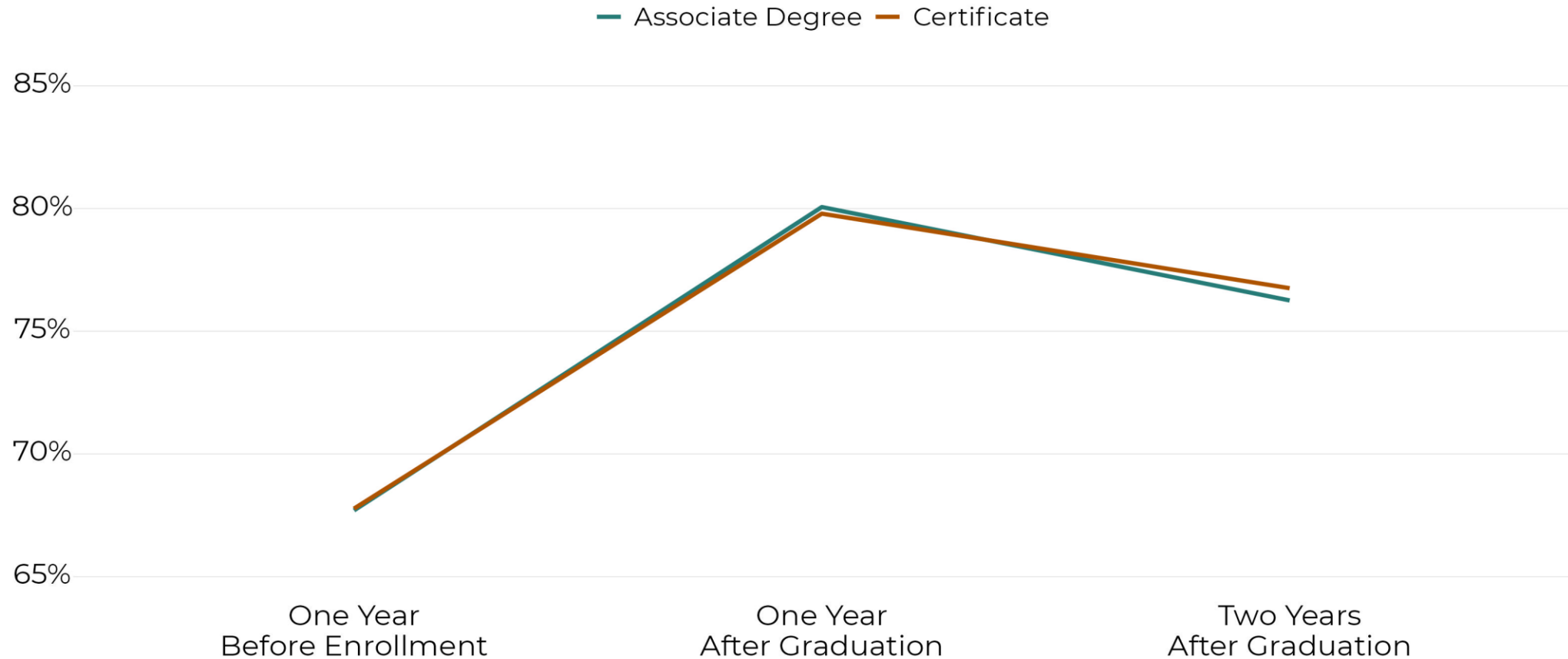
The State of Michigan is estimated to **recover its typical investment in a Reconnector seven years after their graduation** through state income taxes on increased wages.

Outcomes

Wages and Employment

Associate degree and certificate earners experienced **nearly identical employment share increases** among those without an active academic enrollment.

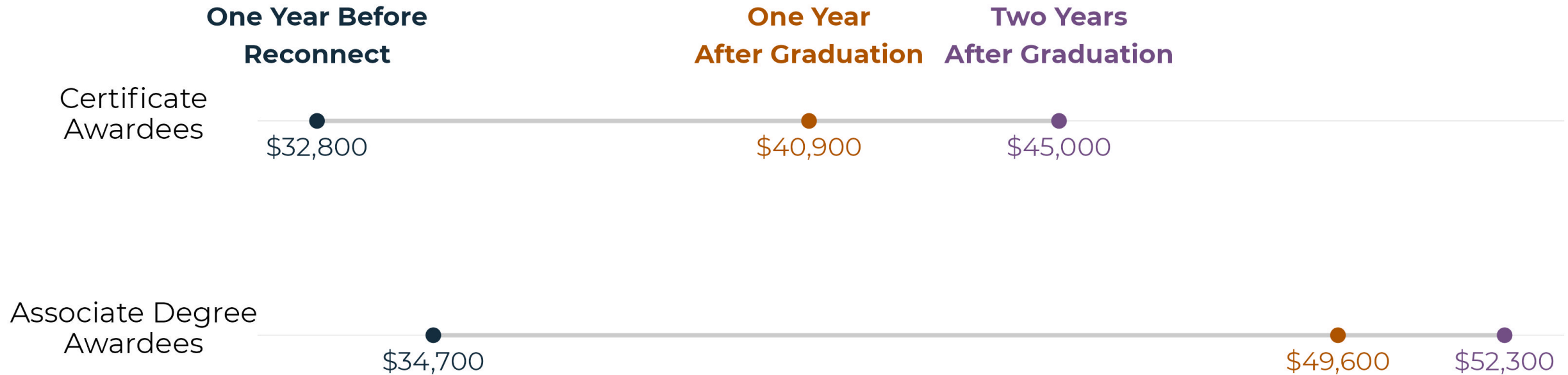
Employed Share of Non-enrolled Awardees



Sources: MiLEAP (Reconnector Population), UIA (Employment and Wages), CEPI (Enrollment), MCDA (Analysis)

Associate degree awardee earnings **increased more than \$15,000** on average after graduation.

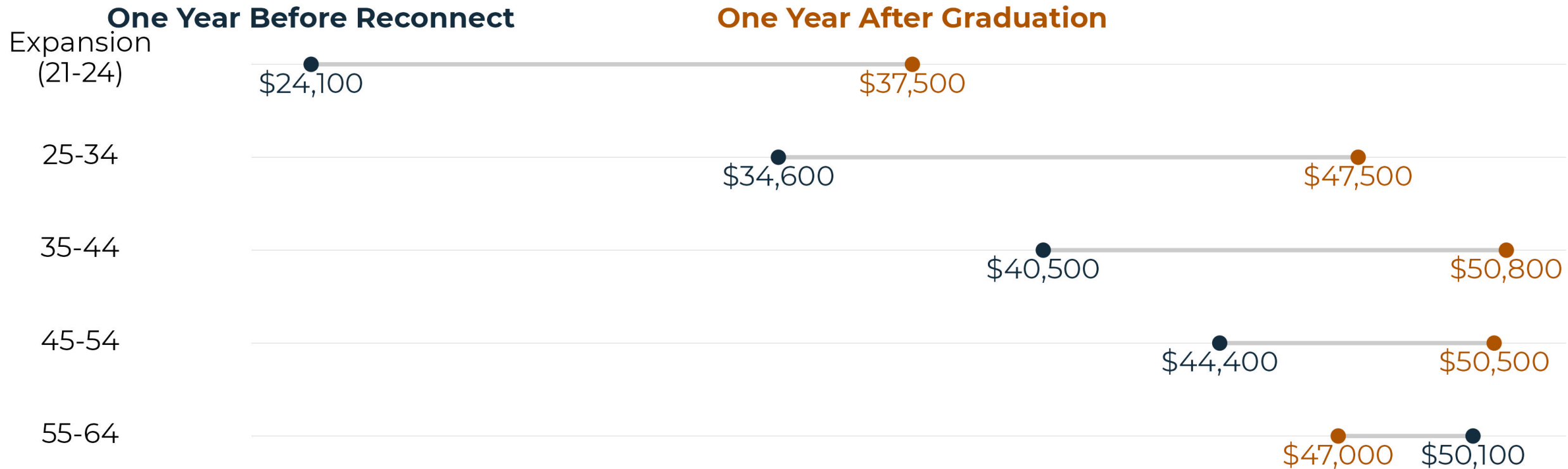
Median Annualized Wages of Employed Reconnect Scholarship Recipients



Sources: MiLEAP (Reconnector Population), UIA (Employment and Wages), CEPI (Enrollment), MCDA (Analysis)

Expansion-group awardees experienced more than **\$13,500 in wage gains** on average after graduation.

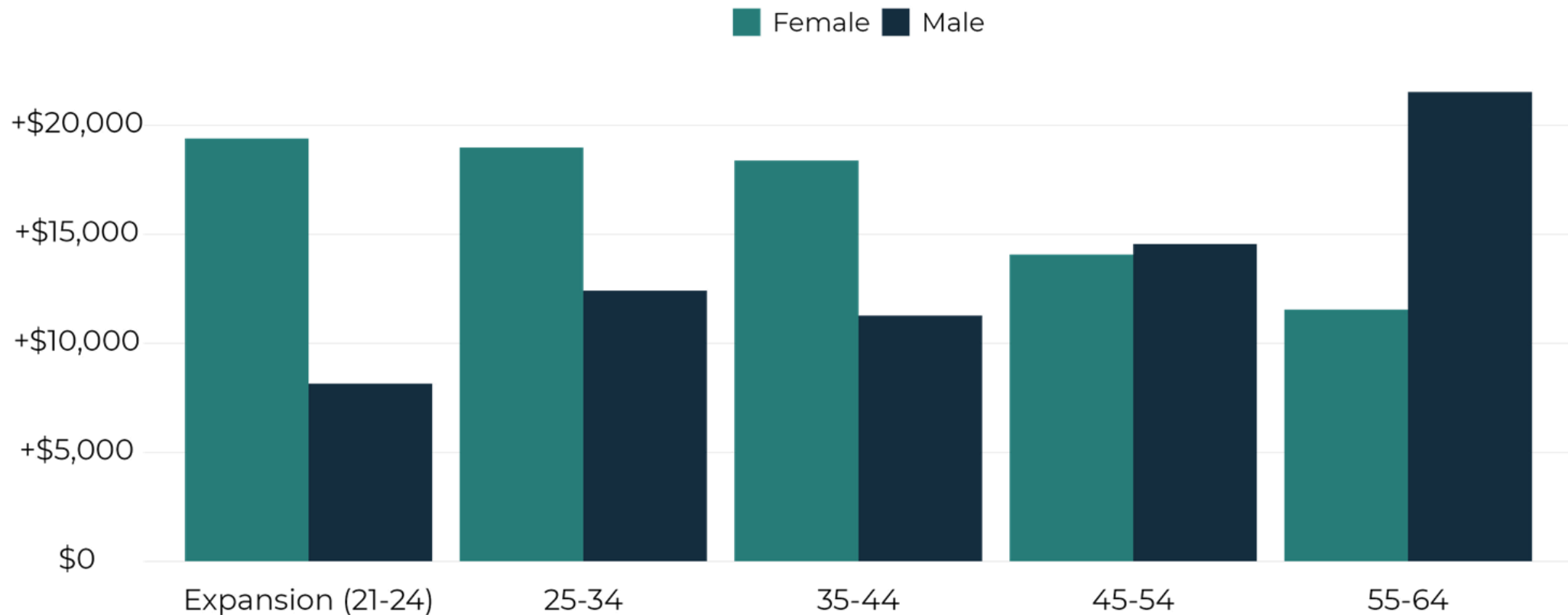
Median Annualized Wages of Employed Reconnect Scholarship Recipients by Age Group



Sources: MiLEAP (Reconnector Population), UIA (Employment and Wages), CEPI (Enrollment), MCDA (Analysis)

Reconnectors out-earned their peers with a high school diploma by a **median difference of +\$16,500**. Women Reconnectors under 45 saw particularly high wages relative to the benchmark.

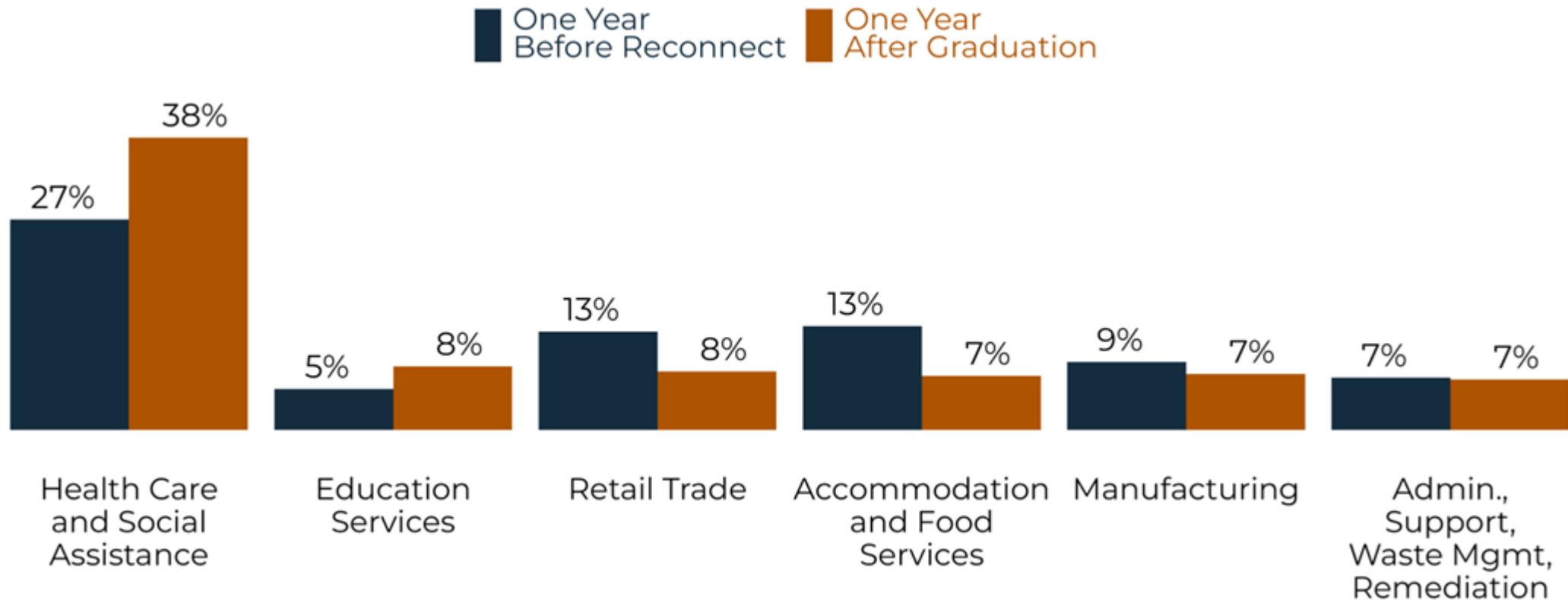
Median Annualized Wage Difference of Employed Reconnect Scholarship Recipients One Year After Graduation Relative to ACS Benchmark of High School Graduates



Sources: MiLEAP (Reconnector Population), UIA (Employment and Wages), CEPI (Enrollment), MCDA (Analysis)

After graduation, more Reconnectors by proportion worked in the **health care and education industries than before, while fewer worked in the retail trade and food service industries.**

Proportion of Reconnectors by Select NAICS Sectors



Source: MiLEAP (Reconnect), UIA (NAICS Sectors), MCDA (Analysis)

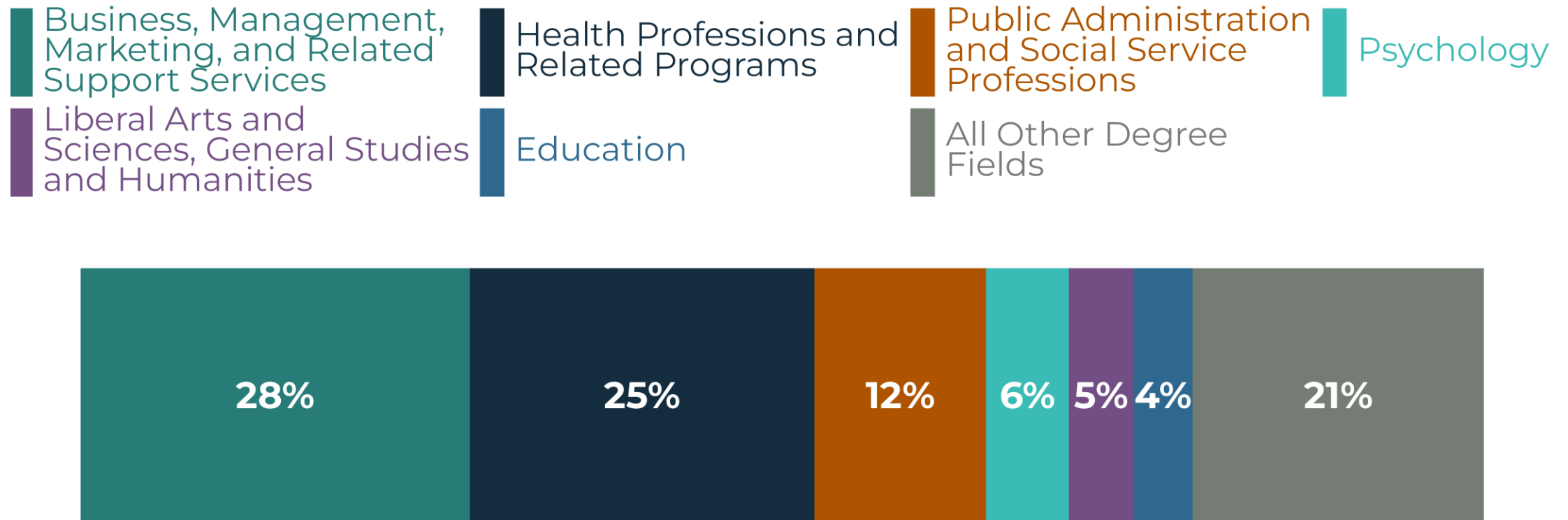
Note: Two years after graduation figures were similar to one year after graduation figures.

Outcomes

Education

By June 2025, 761 Reconnector awardees had earned bachelor's degrees. **More than half** earned degrees from business or healthcare programs.

Top Fields for Bachelor's Degrees for Reconnectors by CIP Code



Sources: MiLEAP (Reconnector Population), CEPI (Awards), MCDA (Analysis)

Outcomes

ROI

Michigan will break even on its investment in Reconnect graduates in about seven years.

- Conservative estimates of Michigan income tax revenues from Reconnect graduates are about **\$380 more in annual income tax than their pre-Reconnect taxes.**
- **Michigan invests about \$2,500 into the average Reconnector.** This includes both Reconnect scholarships and program costs reported to the Legislature, such as staff costs and services for Reconnectors.
- This means in **seven years after graduation, Michigan will break even** on its investment in the form of increased tax revenue from Reconnect graduates.

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Thank You!

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