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Hello,

We are pleased to introduce the Promoting Post-Secondary Pathways Resource Guide brought to you by the Michigan Nonprofit Association’s 2019 Pathways to Employment AmeriCorps VISTA (Volunteers in Service to America) cohort. MNA and AmeriCorps are focused on eliminating poverty and support nonprofits in Michigan that focus on education and economic opportunity. We know continuing education after high school is one of the most essential tools to break the cycle of poverty. We learned this first hand at each of our service sites this year.

The definition of the college is expanding. We consider college to be any valuable postsecondary credential from Apprenticeships to a Bachelor’s degree. Using this definition, College is for everyone. Many of the populations we serve, like low-income and first-generation students, struggle to envision themselves in the many careers this economy has to offer. A lot of the time, we hear students say, “I want to be a doctor/lawyer/nurse.” While these professions are essential and our students are fully capable of any career they choose, doctor/lawyer/nurse are the primary professions they believe will pay them the highest wage. There are options beyond these professions that can make a similar income with half the time and cost of a 4 year university path. Trade, technical, vocational, certificate programs, and apprenticeships are all incredible options for students. The problem is the lack of awareness surrounding these pathways.

You will find in this resource guide different trade and technical career options for students and the education needed to reach those careers. We’ve also included financial aid specific to non 4 year paths, as well as lists of trade schools by region. There are also resources to help you best deliver this information to students and families.

We hope this resource guide is helpful to you in our efforts to promote all post-secondary paths for students. This work, although difficult, is so rewarding when students are able to align their passions with their education. Thank you for your support!

Sincerely,

Maddie Poindexter, Serving at Davenport University
June Urdy, Serving at Girl Scouts of America
Rachel D’Alio, Serving at Detroit College Access Network
The “Ideal” Student

Hands on learner

Financially cautious

Struggle in typical learning setting

Environmental Barriers (community norms, familial traditions, transportation, etc…)

Craves “fast money”
VARIOUS POST-SECONDARY OPTIONS

Post-Secondary means any education past high school. The various educational options include a four-year degree program, a two-year degree program, certification programs (job training), certificate programs and apprenticeship programs. Check out the list below that highlight the various schools in Michigan that students are able to attend. Keep in mind that a 4-year or even at 2-year college/university program is not the only option for “smart” & “able” students. There are many other options for students that do not require as much time nor financial investment required from a bachelor’s or associate’s degree. This resource guide is designed to highlight the multiple options other than a four-year degree program.

Types of Post-Secondary Education

COMMUNITY COLLEGE
Open enrollment- this means there is no GPA or SAT score requirement for admission. Community colleges are public schools that offer certificate programs, certificate programs, and associate (two-year) degrees.

Community Colleges in Michigan:
  Alpena Community College
  Bay College
  Bay Mills Community College
  Mott Community College
  Delta College
  Glen Oaks Community College
  Gogebic Community College
  Grand Rapids Community College
  Henry Ford College
  Jackson College
  Kalamazoo Valley Community College
  Kellogg Community College
  Kirtland Community College
  Lake Michigan Community College
  Lansing Community College
  Macomb Community College
  Mid Michigan Community College
Monroe County Community College
Montcalm Community College
Muskegon Community College
North Central Community College
Northwestern Michigan College
Oakland Community College
St. Clair County Community College
Schoolcraft College
Southwestern Michigan College
Washtenaw Community College
Wayne County Community College District
West Shore Community College
COLLEGE
Selective enrollment- there are GPA and SAT score requirements to be accepted. In Michigan, most colleges are private schools (2,000-15,000 students). Colleges are schools that offer predominantly four-year programs that lead to a bachelor’s degree.

Private Colleges in Michigan:
  Adrian College
  Albion College
  Alma College
  Aquinas College
  Baker College of Muskegon
  Calvin University
  Cornerstone University
  Davenport University
  Grace Bible College
  Hillsdale College
  Hope College
  Kalamazoo College
  Kuyper College
  Lawrence Technological University
  Marygrove College
  Olivet College
UNIVERSITY
Selective enrollment - there are GPA and SAT score requirements to be accepted. A public university is a school that offers bachelor's, master's, and doctorate degrees. Some universities also offer associate degrees and certificate programs.

Public Universities in Michigan:
- Central Michigan University
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Lake Superior State University
- Michigan State University
- Michigan Technological University
- Northern Michigan University
- Oakland University
- Saginaw Valley State University
- University of Michigan- Ann Arbor
- University of Michigan- Dearborn
- University of Michigan- Flint
- Wayne State University
- Western Michigan University
TRADE SCHOOL/TECHNICAL SCHOOL
May have open or selective enrollment. Majority of these schools offer special programs for specific trades. These schools can be a part of a larger community college. For example: cosmetology schools, technical schools, or schools with a large focus on workforce training. Financial aid may be offered.

Examples of Trade Schools in Michigan:
  Douglas J Aveda Institute
  Empire Beauty School
  Great Lakes EMS Academy
  Ross Medical Education Center
  M-TEC (Grand Rapids Community College)
Advanced Manufacturing

Welders

Tool and Die Maker

Inspector/Quality Control Manager
Job Title

Welder

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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</thead>
<tbody>
<tr>
<td>$54,760</td>
<td>- Training Program</td>
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<td>- Certificate Program</td>
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<tr>
<td></td>
<td>- Certification Program</td>
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<td></td>
<td>- Apprenticeship</td>
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<tr>
<td></td>
<td>- Associates/2-year Degree</td>
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<tr>
<td></td>
<td>- Bachelors/4-year Degree</td>
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</tbody>
</table>

Occupation Description

Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Job Outlook

Employment of welders, cutters, solderers, and brazers is projected to grow 5 percent from 2016 to 2026.

Skills Needed

- Responsibility
- Physical Activity
- Decision Making
- Knowledge of Mathematics
# Job Title

Tool and Die Maker

## Salary

![Money Icon] $64,180

## Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

## Occupation Description

Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures, gauges, and machinists' hand tools.

## Job Outlook

Overall employment of machinists and tool and die makers is projected to show little or no change from 2016 to 2026.

## Skills Needed

- Verbal Skills
- Math & Science Skills
- Leadership
- Knowledge of Design
## Job Title

Inspector/Quality Control Manager

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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<tbody>
<tr>
<td>$111,000</td>
<td>Training Program</td>
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<td></td>
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<td>Apprenticeship</td>
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<tr>
<td></td>
<td>Associates/2-year Degree</td>
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<tr>
<td></td>
<td>Bachelors/4-year Degree</td>
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</tbody>
</table>

## Occupation Description

Plan, direct, or coordinate quality assurance programs. Formulate quality control policies and control quality of laboratory and production efforts.

## Job Outlook

Employment of industrial production managers is projected to show little or no change from 2016 to 2026.

## Skills Needed

- Clerical Skills
- Knowledge of Chemistry
- Knowledge of Mathematics
- Able to talk to others
Automotive

Body Repair

Mechanic

Mechanical Engineer
Job Title

Automotive Body Repair

Salary
$57,850

Education Needed
- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

Occupation Description
Repair and refinish automotive vehicle bodies and straighten vehicle frames.

Job Outlook
Overall employment of automotive body and glass repairers is projected to grow 8 percent from 2016 to 2026.

Skills Needed
- Responsibility
- Decision Making
- Time pressure
- Computers and Electronics
# Job Title

**Automotive Mechanic**

## Salary

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<thead>
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<tr>
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<tr>
<td>![Money Icon]</td>
<td>$49,300</td>
</tr>
</tbody>
</table>

## Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

## Occupation Description

Diagnose, adjust, repair, or overhaul automotive vehicles.

## Job Outlook

Employment of automotive service technicians and mechanics is projected to grow 6 percent from 2016 to 2026.

## Skills Needed

- Creative
- Intuitive
- Design/Know the parts
- Hands-on Learner
# Job Title

Mechanical Engineer

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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<tbody>
<tr>
<td>![Money Icon]</td>
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<tr>
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<td>- Apprenticeship</td>
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<td>- Associates/2-year Degree</td>
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<td></td>
<td>- <strong>Bachelors/4-year Degree</strong></td>
</tr>
</tbody>
</table>

## Occupation Description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.

## Job Outlook

Employment of mechanical engineers is projected to grow 9 percent from 2016 to 2026.

## Skills Needed

- Problem Solving
- Leadership
- Design
- Mathematics
Construction

Electrician

Plumber

Construction/Carpentry
Job Title
Electrician

Salary
$55,190

Education Needed
- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

Occupation Description
Read blueprints or technical diagrams, install and maintain wiring, control, and lighting systems, inspect electrical components, such as transformers and circuit breakers, identify electrical problems using a variety of testing devices, repair or replace wiring, equipment, or fixtures using hand tools and power tools.

Job Outlook
Employment of electricians is projected to grow 9 percent from 2016 to 2026.

Skills Needed
- Color Vision
- Physical Stamina
- Physical Strength
- Troubleshooting Skills
Job Title

Plumbing, Pipefitters, & Steamfitters

Salary

$53,910

Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

Occupation Description

Prepare cost estimates for clients, read blueprints and follow state and local building codes, determine the material and equipment needed for a job, install pipes and fixtures, inspect and test installed pipe systems and pipelines.

Job Outlook

Employment of plumbers, pipefitters, and steamfitters is projected to grow 16 percent from 2016 to 2026.

Skills Needed

- Communication Skills
- Dexterity
- Physical Strength
## Job Title

Building Trades (Construction Laborers, Carpenters)

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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</table>
| $38,640 | - Training Program  
- Certificate Program  
- Certification Program  
- Apprenticeship  
- Associates/2-year Degree  
- Bachelors/4-year Degree |

## Occupation Description

Clean and prepare construction sites by removing debris and possible hazards, load or unload building materials to be used in construction, build or take apart bracing, scaffolding, and temporary structures, dig trenches, backfill holes, or compact earth to prepare for construction.

## Job Outlook

Overall employment of construction laborers and helpers is projected to grow 12 percent from 2016 to 2026.

## Skills Needed

- Color Vision
- Math Skills
- Mechanical Skills
- Physical Strength
Energy

Lineman

Wind Turbine Service Tech

Power Plant Operator
Job Title

Lineman (Installers and Repairers)

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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</thead>
</table>
| $65,880     | - Training Program
             - Certificate Program
             - Certification Program
             - Apprenticeship
             - Associates/2-year Degree
             - Bachelors/4-year Degree |

Occupation Description

Install, maintain, or repair the power lines that move electricity, identify defective devices, voltage regulators, transformers, and switches, inspect and test power lines and auxiliary equipment, string power lines between poles, towers, and buildings, climb poles and transmission towers and use truck-mounted buckets to get to equipment.

Job Outlook

Overall employment of line installers and repairers is projected to grow 8 percent from 2016 to 2026.

Skills Needed

- Color Vision
- Teamwork
- Physical Strength
- Physical Stamina
Job Title

Wind Turbine Service Technician

Salary

$54,370

Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

Occupation Description

Inspect the exterior and physical integrity of wind turbine towers, climb wind turbine towers to inspect or repair wind turbine equipment, perform routine maintenance on wind turbines, test and troubleshoot electrical, mechanical, and hydraulic components and systems.

Job Outlook

Employment of wind turbine service technicians is projected to grow 96 percent from 2016 to 2026.

Skills Needed

- Communication Skills
- Detail Oriented
- Physical Strength
- Physical Stamina
## Job Title

Power Plant Operator

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<th>Salary</th>
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<tbody>
<tr>
<td>$83,020</td>
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<td>- Associates/2-year Degree</td>
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<td>- Bachelors/4-year Degree</td>
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</table>

### Occupation Description

Control power-generating equipment, which may use any one type of fuel, such as coal, nuclear power, or natural gas, read charts, meters, and gauges to monitor voltage and electricity flows.

### Job Outlook

Overall employment of power plant operators, distributors, and dispatchers is projected to show little or no change from 2016 to 2026.

### Skills Needed

- Concentration skills
- Detail Oriented
- Dexterity
- Physical Stamina
# Job Title

Dental Hygienist

## Salary

| $74,820 |

## Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- **Associates/2-year Degree**
- Bachelors/4-year Degree

## Occupation Description

Remove tartar, stains, and plaque from teeth, apply sealants and fluorides to help protect teeth, take and develop dental x-rays, assess patients’ oral health and report findings to dentists.

## Job Outlook

Employment of dental hygienists is projected to grow 20 percent from 2016 to 2026.

## Skills Needed

- Detail Oriented
- Communication Skills
- Interpersonal Skills
# Job Title

Medical Assistant: Licensed Practical and Vocational Nurses (LPN or LVN)

## Salary

| $46,240 |

## Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

## Occupation Description

Monitor patients’ health by checking their blood pressure, administer basic patient care, including changing bandages and inserting catheters, provide for the basic comfort of patients.

## Job Outlook

Employment of licensed practical and licensed vocational nurses (LPNs and LVNs) is projected to grow 12 percent from 2016 to 2026.

## Skills Needed

- Compassion
- Detail Oriented
- Patience
- Interpersonal Skills
**Job Title**

Massage Therapist

**Salary**

$41,420

**Education Needed**

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

**Occupation Description**

Talk with clients about their symptoms, medical history, and desired results, evaluate clients to locate painful or tense areas of the body, manipulating muscles and other soft tissues of the body, provide clients with guidance on stretching.

**Job Outlook**

Employment of massage therapists is projected to grow 26 percent from 2016 to 2026.

**Skills Needed**

- Communication Skills
- Decision Making Skills
- Physical Stamina
- Time Management Skills
Job Title

Emergency Medical Technician (EMT) & Paramedic

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<th>Education Needed</th>
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<td>$34,320</td>
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<td>☐ Apprenticeship</td>
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<td>☐ Associates/2-year Degree</td>
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<td>☐ Bachelors/4-year Degree</td>
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</table>

Occupation Description
Respond to 911 calls for emergency medical assistance, assess a patient’s condition and determine a course of treatment, provide first-aid treatment or life support care to sick or injured patients, transport patients safely in an ambulance.

Job Outlook
Employment of emergency medical technicians (EMTs) and paramedics is projected to grow 15 percent from 2016 to 2026.

Skills Needed
- Compassion
- Interpersonal Skills
- Listening Skills
- Language Skills
Information Technology

Computer Technician

Computer Repair

Web Design
Job Title

Computer User Support Specialist

Salary | Education Needed
---|---
$30,000 | ❑ Training Program
❑ Certificate Program
❑ Certification Program
❑ Apprenticeship
❑ Associates/2-year Degree
❑ Bachelors/4-year Degree

Occupation Description

Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software.

Job Outlook | Skills Needed
---|---
Employment of computer support specialists is projected to grow 10 percent to 2026. | • Equipment Operation
• Technology Design & Control
• Critical Thinking
• Math & Science Skills
Job Title

Computer, Automated Teller, and Office Machine Repairers

<table>
<thead>
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<th>Salary</th>
<th>Education Needed</th>
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<tbody>
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<td>$39,000</td>
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<td>- Apprenticeship</td>
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<td>- Associates/2-year Degree</td>
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<td>- Bachelors/4-year Degree</td>
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</table>

Occupation Description

Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.

Job Outlook

Employment of computer support specialists is projected to grow moderately to 2024.

Skills Needed

- Critical Thinking & Problem Solving
- Verbal Skills
- Math & Science Skills
- Leadership
## Job Title

Web Designer

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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<tbody>
<tr>
<td>$50,000+</td>
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<td></td>
<td>Apprenticeship</td>
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<td>Associates/2-year Degree</td>
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<tr>
<td></td>
<td>Bachelors/4-year Degree</td>
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</tbody>
</table>

### Occupation Description

Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity.

### Job Outlook

Employment of web developers is projected to grow 13 percent to 2026.

### Skills Needed

- Technology Design
- Critical Thinking
- Math & Science Skills
- Leadership
Services

Cosmetology

Culinary: Chef

Criminal Justice: Police

Military
# Job Title

Hairdressers, Hairstylists, and Cosmetologists

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
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</thead>
</table>
| $25,000 | - Training Program  
- Certificate Program  
- Certification Program  
- Apprenticeship  
- Associates/2-year Degree  
- Bachelors/4-year Degree |

## Occupation Description

Provide beauty services, such as shampooing, cutting, coloring, and styling hair, and massaging and treating scalp. May apply dress wigs and perform hair removal.

## Job Outlook

Employment of hairdressers, hair stylists, and cosmetologists is projected to grow 10 percent to 2026.

## Skills Needed

- Verbal Skills  
- Equipment Operation/Maintenance  
- Interpersonal Skills  
- Artistic/design Skills
## Job Title

Culinary: Chefs and Head Cooks

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<tr>
<th>Salary</th>
<th>Education Needed</th>
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<tr>
<td>$45,000</td>
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<td>- Associates/2-year Degree</td>
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<td>- Bachelors/4-year Degree</td>
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</table>

## Occupation Description

Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.

## Job Outlook

Employment of chefs and head cooks projected to grow 10 percent to 2026.

## Skills Needed

- Verbal Skills
- Equipment operation
- Leadership
- Critical thinking
### Job Title

Criminal Justice: Police Patrol Officers

<table>
<thead>
<tr>
<th>Salary</th>
<th>Education Needed</th>
</tr>
</thead>
</table>
| $45,000 | - Training Program  
- Certificate Program  
- Certification Program  
- Apprenticeship  
- Associates/2-year Degree  
- Bachelors/4-year Degree |

### Occupation Description

Maintain order and protect life and property by enforcing local, tribal, State, or Federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; and apprehend and arrest suspects.

### Job Outlook

Employment of police and detectives is projected to grow 7 percent to 2026.

### Skills Needed

- Verbal Skills
- Physical Agility & Stamina
- Critical Thinking
- Problem Solving
Job Title

Military- Example: Vehicle Driver (1 of 266 Jobs)

Salary

$40,000  (Military salaries include more than just base pay. They also offer housing allowances, subsistence allowances, special and incentive pays, cost-of-living allowances, hazardous-duty pay, and bonuses)

Education Needed

- Training Program
- Certificate Program
- Certification Program
- Apprenticeship
- Associates/2-year Degree
- Bachelors/4-year Degree

Occupation Description

Vehicle drivers in the Military operate a multitude of vehicles in direct support of mission requirements. Military vehicle drivers operate and perform preventive maintenance on light and heavy-duty vehicles such as buses, truck and semi-trailer combinations, forklifts, and wrecker/recovery vehicles.

Job Outlook

Employment of military truck drivers is projected to grow moderately to 2026.

Skills Needed

- Team Player
- Physical Stamina
- Adaptability
- Equipment Operation