

Shifting to a Demand Driven Workforce System

Employer Engagement Task Force



Demand Driven Workforce System



Demand Driven Workforce System

The right skills at the right time in the right way

ENGAGE

Are employer needs being met?

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- Establish job & skill demand
- Validate inputs
- Analyze gaps

ALIGN

Are we teaching those skills and building talent pipelines?

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- Inform Hoosiers of job demand
- Share data with educators
- Align training against employer demand

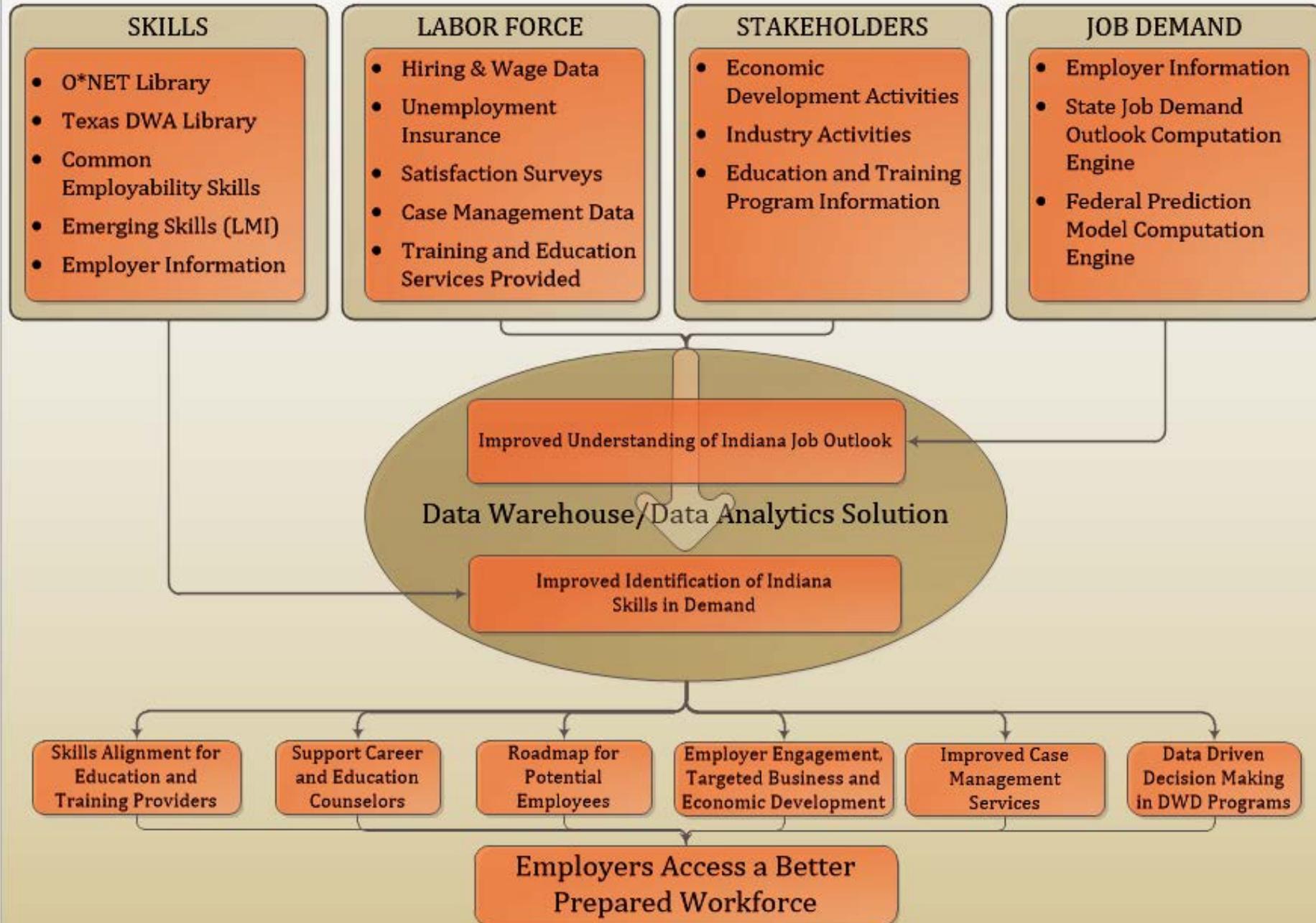
ADVANCE

Are we raising personal income in Indiana?

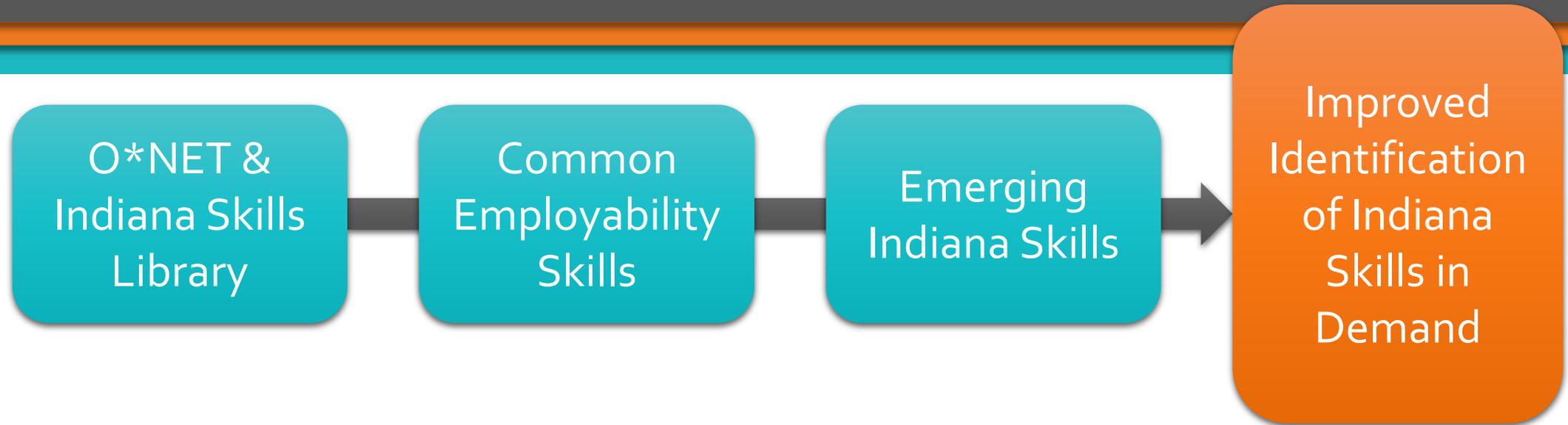
Are we raising personal income?

- Identify high-wage sectors & related jobs
- Coordinate with educators
- Market a skilled workforce

Demand Driven Workforce System



SKILLS



- O*NET database – starting point for identifying skills needed for each occupation
- Enhanced by the Indiana Skills library and Indiana’s Common Employability Standards
- Go the extra step of understanding what skills might be in demand today as well as which skill sets are becoming increasingly necessary for particular jobs

Why are skills important?

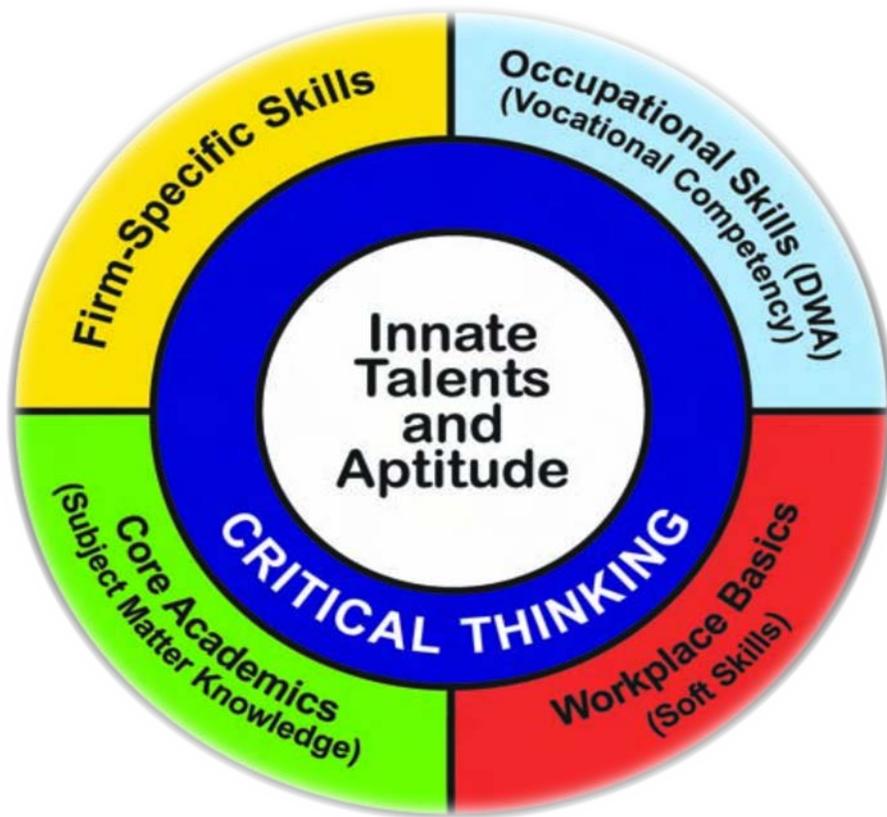
Skills provide a common language to:

- 1) Define employer needs
- 2) Analyze how closely education and training programs align to these needs
- 3) Adjust education and training programs accordingly

Vetting the Skills Library



What is the Skills Library?

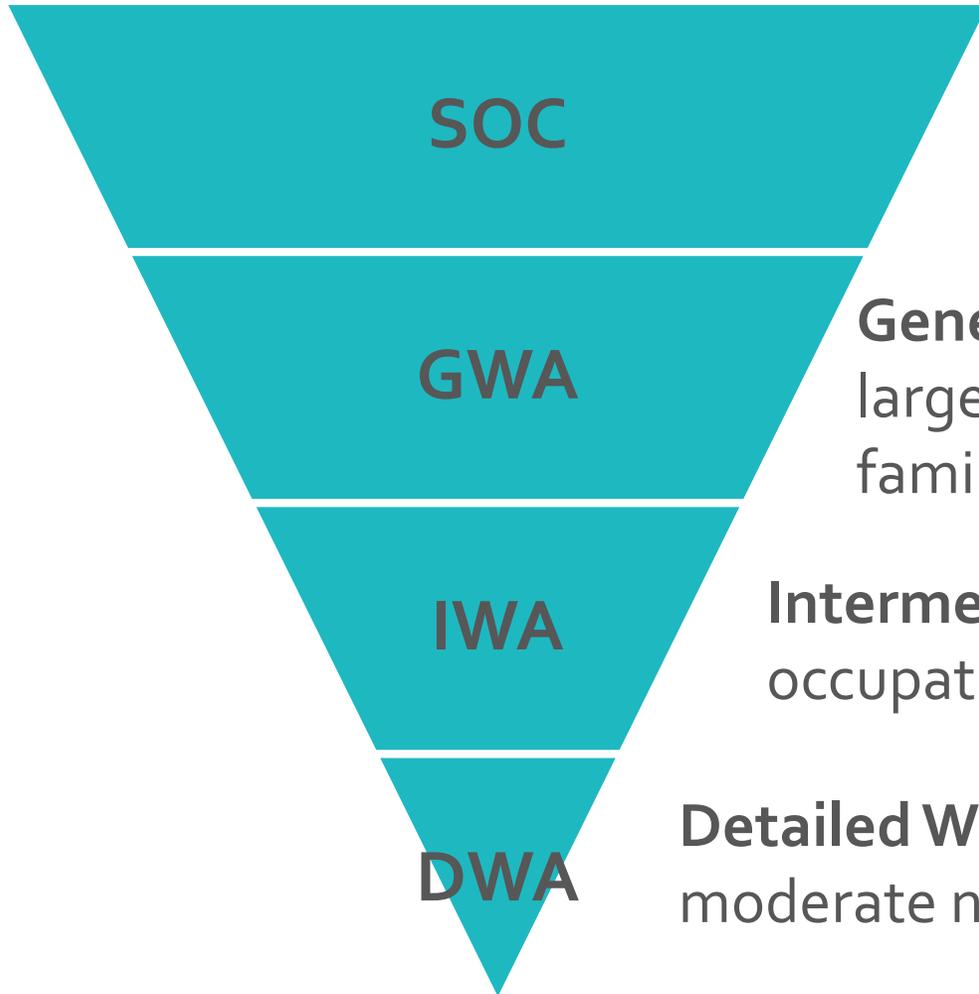


- Constructed to be transferable across multiple stakeholder groups
- Built upon an existing structure with wide acceptance (NAICS, SOC, and O*NET)
- Aimed at improving the ability of stakeholders to understand and respond to labor market dynamics

The Texas Model

- Developed by Texas Workforce Commission, Texas State Technical College, and SkillsNet Foundation
- Developed to address our same challenge: Provide a medium to communicate and align worker capabilities with employer skill requirements
- Contains 2,300 Detailed Work Activity statements found in 760 occupations that underwent 2 rounds of validation
 - Revised and restructured O*NET Detailed Work Activity statements for 760 occupations
 - Obtained validation from 6,000 subject matter experts at 3,000 businesses

Organization of the Skills Library



SOC

Standard Occupational Classification (SOC) Code

GWA

Generalized Work Activities – Common across a very large number of occupations; performed in almost all job families and industries.

IWA

Intermediate Work Activities – Common across many occupations; performed in many job families and industries.

DWA

Detailed Work Activities – Specifically performed across a small to moderate number of occupations within a job family.

Goals for Vetting the Skills Library for Indiana

- Build upon previous validation efforts which included reviewing DWA statements for 760 occupations and engaging 3,000 businesses
- Represent a cross-section of company sizes within each industry and with geographic diversity
- Include a strong sample of employers in all priority sectors
- Automate the vetting process at some point in the future

Proposed Process for Vetting

Employer focus groups throughout the state

- Industry specific
- Share DWA statements for sample occupations
- Gather feedback on:
 - Usability as common language
 - Level of accuracy
 - Ideas for maintaining up-to-date information

Task Force Feedback

- What guidance and/or priorities would you share with us regarding the best method(s) for vetting?
- Do you have ideas that can help streamline the process?
- In your opinion, who are the preferred representatives to engage in a focus group (e.g. CEO, HR Manager, supervisor)?
- Do any pitfalls or obstacles come to mind that we should anticipate?

Next Steps

