

# SWIC Work-and-Learn Taskforce Meeting 6.2.2016

# Agenda

- Overview of Taskforce Objectives
- Work-and-Learn Framework
- JAG Work Experiences
- Next Steps

# Why work-and-learn?

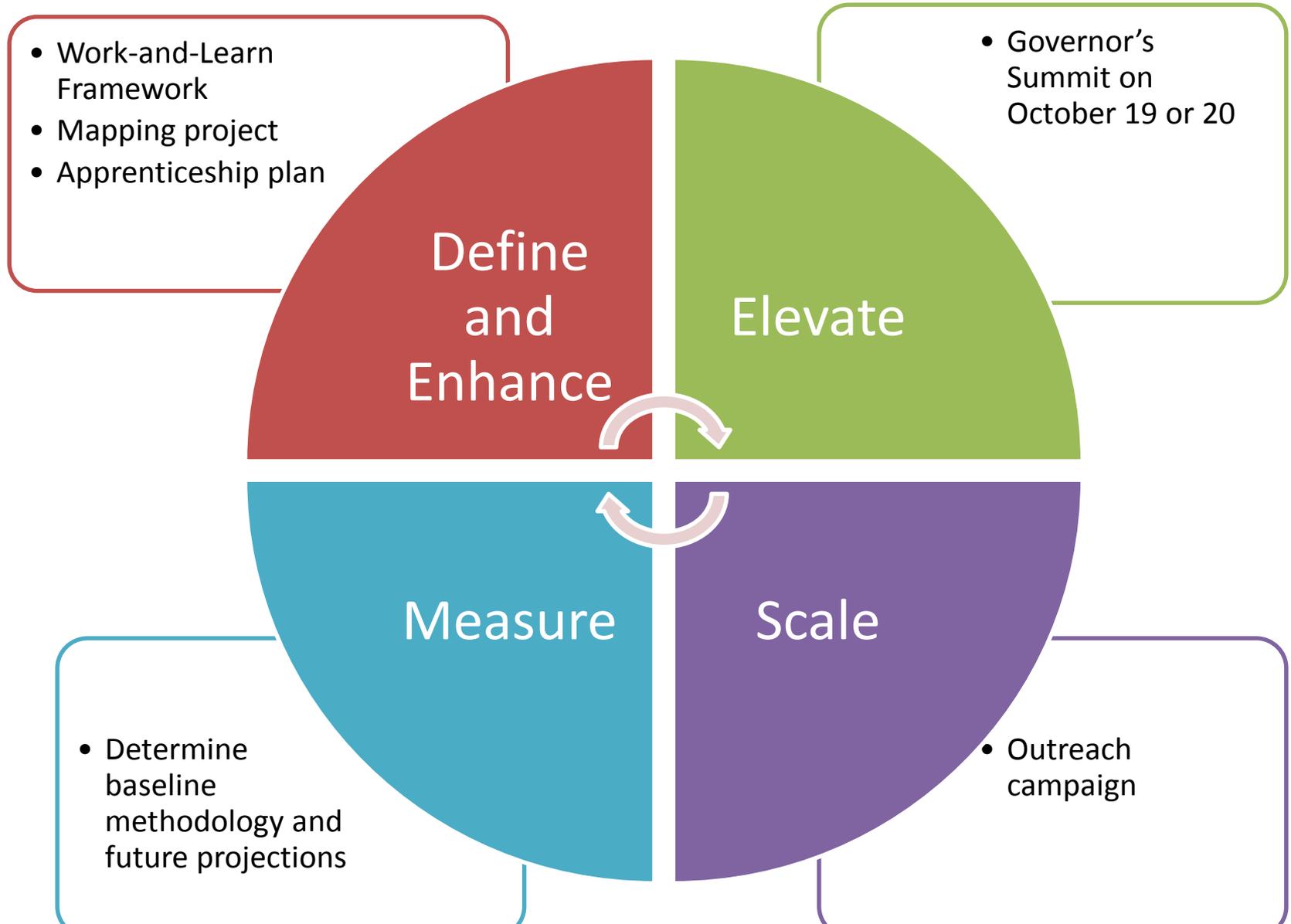
## The Challenge

- 1.2 million youth and young adults (16-29) live in Indiana
- Unemployment rate is 8-15% for this population and only 47% of young adults remain in Indiana after earning a bachelor's degree
- 1 million jobs to fill over the next 10 years
- Misalignment of employer demand and talent pipeline/skills development

## The Vision

- Work-and-learn is the strategy to leverage to stop the brain drain
- Work-and-learn is the way to demonstrate employability skills that employers demand

# Taskforce Objectives



# NGA Policy Academy

- Home Team (SWIC) and Core Team (cross-agency project team)
- Focus on students 16-29 and STEM occupations
- \$100,000 through June 2017 to support team's work
- Multiple opportunities for technical assistance and cross-state sharing of best practices

## Indiana Work-and-Learn Assumptions

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- Continuum of Career Awareness, Exploration, and Preparation is critical to success. Employers must be engaged in multiple ways.
- Indiana's Employability Skills Standards will be utilized in the framework
- Alignment is occurring across agencies and organizations and all along the continuum

## Indiana Work-and-Learn Framework

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Activities that have the following characteristics will be categorized as high-quality work-and-learn experiences in Indiana:

- Formal agreement between participating parties (e.g. employer, education/counseling entity, participant) that delineates roles/responsibilities, expectation and desired outcomes.
- Personalized work plan
  - Learning component addresses employability skills and technical skills
  - Authentic work experience is key component
- Assessment/Performance Review
  - Pre/post on employability skills (letter/assessment)
  - Technical skills (demonstration/certification)

State will focus on measurement of internships and apprenticeships

- Credit, credential, compensation, or comparable measures will be utilized

## Indiana Work-and-Learn Framework

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- Desired Value to Participant
  - High-quality experience (with tangible evidence) that leads to credit, wage, or credential
- Desired Value to Employer
  - Better talent pipeline of skilled entry-level workers to fill the skills gaps
  - A way to spur innovation and increase diversity of the workforce
  - A way to increase new employees who have base organizational knowledge
- Desired Value to Community
  - Create better connectivity between local employers and educators, thus reducing the need to rely on external sources of talent and increasing economic development opportunities

# JAG Indiana Work Experience

Region 3 JAG Manager

Rachel Bryant

# Action Plan

- Mapping project
- Apprenticeship project
- Governor's Summit
- Outreach project
- Measurement project

# Future Meetings

Tentative dates have been set for:

- July 21 (before or after SWIC meeting)
- August 18