

A Message from the Governor

For too long, Indiana's talent development system has been focused on programs—federal programs, state programs, education programs, workforce programs, and one-off initiatives with private and philanthropic partners. This strategy has given individuals multiple resources and supports available to access opportunities for lifelong learning and increased personal economic mobility, but it has inadvertently created a complex system that is inefficient and difficult to navigate.

Charged with creating better alignment and greater efficiency in Indiana's talent development system, the Governor's Workforce Cabinet presents **A Better Future for Every Hoosier**, the state's first coordinated strategic plan aligning early learning, K-12 education, postsecondary education, and workforce training. The plan will be Indiana's guiding document for action over the next five years and was built with input from numerous state agencies, educators, and business leaders, as well as nonprofit and private partners.

At the heart of **A Better Future for Every Hoosier** is one simple but bold priority—to shift the conversation around talent development from programs to people. With that in mind, the entire plan is organized around meeting the needs of identified target populations.

In practice, this means that Indiana's talent development system must be willing to innovate and be more flexible than ever before. It must be customizable to meet the needs of individual Hoosiers.

When we help individual people improve their lives by providing the right fit of support and opportunities, we in turn invigorate our Hoosier communities and help grow our state's economy.

This plan lays out the coordination, collaboration, and action it will take to transform Indiana's talent development system. Please join us in advancing the noble goals of this plan.



Eric Holcomb

Governor
State of Indiana



INDIANA'S AGENDA FOR TALENT DEVELOPMENT

A BETTER FUTURE FOR EVERY HOOSIER



The Governor's Workforce Cabinet (GWC) was formed in 2018 with the mission of addressing current and future education and employment needs for individuals and employers, strengthening Indiana's economy by integrating and aligning state and federal resources, and ensuring a talent-driven education and workforce system. The membership of the GWC includes the business community, K-12 representatives, postsecondary institutions, Indiana lawmakers, and leaders from Indiana state agencies.

Equal Opportunity Employer/Program Auxiliary aids and services are available upon request to individuals with disabilities.



- ADVANCED MANUFACTURING
- BUILDING & CONSTRUCTION
- HEALTH & LIFE SCIENCES
- IT & BUSINESS SERVICES
- TRANSPORTATION & LOGISTICS
- AGRICULTURAL INDUSTRIES

A VISION FOR CHANGE

GOALS

1. Afford all Hoosiers equitable opportunities for lifelong learning;
2. Increase personal economic mobility; and
3. Provide employers the talent to grow and diversify their workforce.

PRIORITIES

In addition to these goals, the Governor's Workforce Cabinet has identified five priorities that provide a framework for how Indiana will meet these goals with short- and long-term strategies.

1. Focus on meeting the individual needs of Hoosiers.
2. Integrate state systems to facilitate greater access to information, resources, and services for constituents, businesses, state personnel, career coaches or navigators, and case managers.
3. Align programs toward creating a healthy, engaged, and talented citizen.
4. Maximize state and federal resources through impact-driven programs for Hoosiers.
5. Foster impactful relationships between businesses, community partners, and government agencies.



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STRATEGIES FOR SUCCESS

The Governor's Workforce Cabinet will use these comprehensive strategies to ensure return on investment for Hoosiers as we work to improve an individual's experience with Indiana's talent development system. These strategies will assist the Cabinet in improving the outcomes for all target populations and provide employers the talent needed to grow and diversify the workforce.

- **DATA SHARING**
Allowing for better understanding of who the state serves, where they are being served, and how the state serves them.
- **CO-ENROLLMENT**
Packaging services that work together to meet Hoosiers' unique needs.
- **CO-LOCATION**
Improving customer service by strategically locating staff to help break down barriers for individuals when they access state services.
- **CROSS-TRAINING**
Increasing state, local, and front-line staff knowledge across Indiana's talent development system to better serve Hoosiers.
- **EMPLOYER ENGAGEMENT**
Sharing information with Hoosier businesses about the benefits of Indiana's talent development system and encouraging them to engage with key populations.



INDIANA'S PLAN STRATEGICALLY TARGETS KEY POPULATIONS, INCLUDING THE FOLLOWING:



MEASURING PROGRESS

Tracking the Plan's progress is a crucial step toward aligning Indiana's talent development system and increasing outcomes across target populations. The Governor's Workforce Cabinet will measure how it is meeting its goals through:

- 1 **ECONOMIC IMPACT**
 - a. Measured by progress toward Indiana becoming a leading Midwest state for median household income (adjusted for cost of living)
 - i. Short-term goal: by 2025, Indiana will be above average of peer states
 - ii. Longer-term goal: by 2030, Indiana will be in the top five of peer states
- 2 **EMPLOYMENT METRICS**
 - a. Job placement
 - b. Labor force participation rate
 - c. Employee retention
 - d. Median earnings
- 3 **EDUCATIONAL ATTAINMENT THROUGH PROGRESS TOWARD THE 60% POSTSECONDARY ATTAINMENT GOAL**
 - a. Postsecondary-going rate
 - b. On-time postsecondary completion rate
 - c. 6-year postsecondary completion rate
 - d. Adult postsecondary completion rates

- 4 **STUDENT ENGAGEMENT & CAREER PREPARATION**

- a. Student performance in CTE programs of study
- b. High school students who earn a credential
- c. Progress toward 100% of postsecondary education programs including an experience with career relevance



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