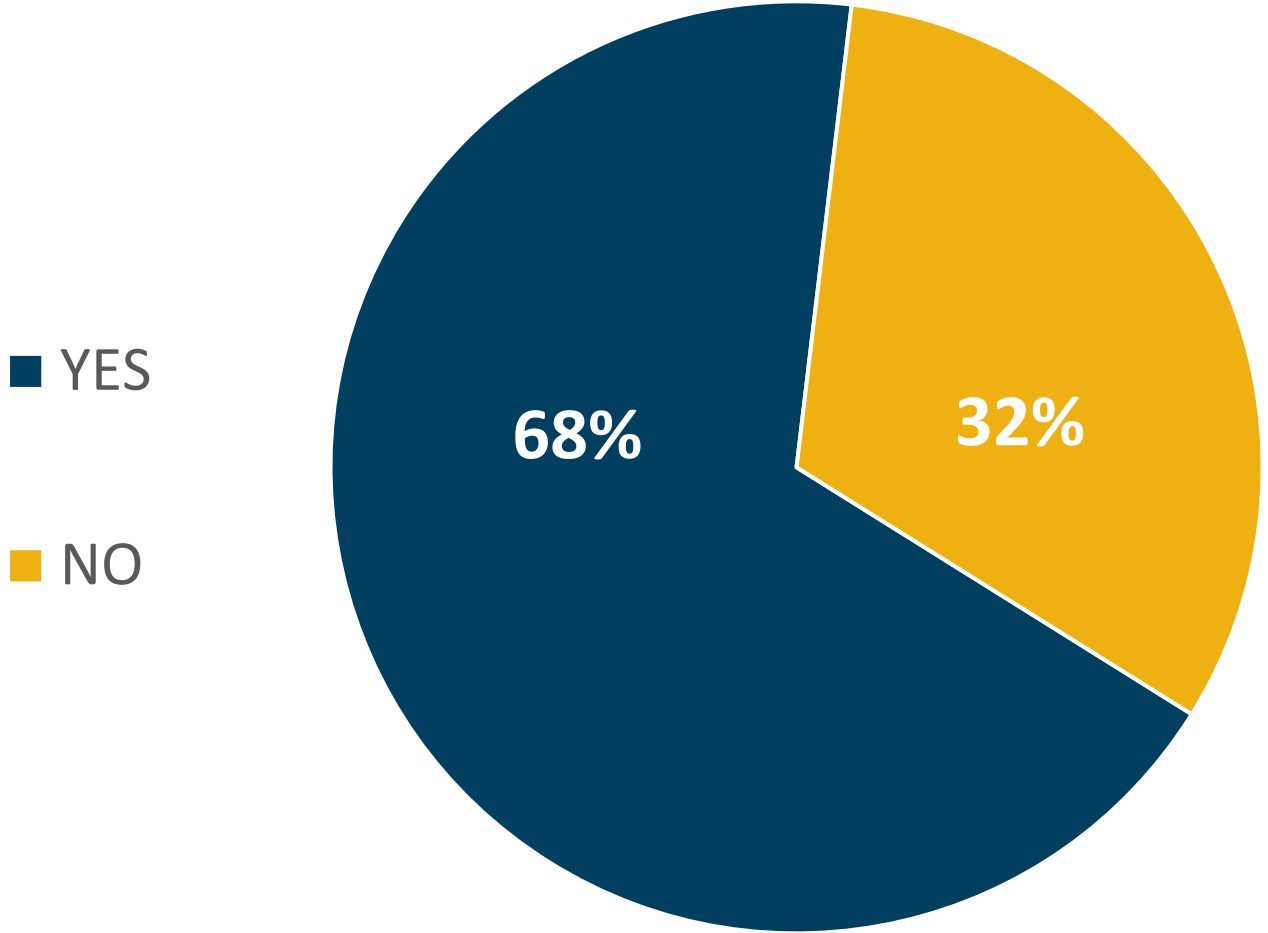




Governor's Workforce Cabinet

February 18, 2020

INDIANA EMPLOYERS: Is meeting your talent needs a challenge?



SOURCE: 2020 Employer/Workforce Survey,
Indiana Chamber Foundation

EDUCATION ATTAINMENT + ECONOMIC OPPORTUNITY

Nearly half (46%) of Americans with no postsecondary degree or credential say they need more education to advance their careers and are interested in pursuing a degree/credential to earn a living wage and to better provide for their families.

Overwhelmingly, these individuals said they look to their employers for guidance as to the appropriate education/training to pursue.

SOURCE: **Gallup-Strada Survey Data**

THE PREMISE

Strengthening + Scaling High-Impact Talent Practices =

More Equitable Opportunities for HOOSIERS

+

A Higher-Skilled Workforce for EMPLOYERS

+

A Stronger Economy for INDIANA



MISSION: The Institute for Workforce Excellence is dedicated to helping Indiana **attract, develop and retain** the **Hoosier talent** needed to drive a **highly skilled and equitable workforce**.

STRUCTURE: The Institute is a **nonprofit** (501c3) subsidiary of the Indiana Chamber of Commerce led in collaboration with key stakeholders representing **business, community, education and government**.

INSTITUTE GOVERNANCE MODEL

- **STRUCTURE:** Two-tiered governance structure featuring:
 - 1) **Governing Board:** Responsible for the organizational, operational and fiduciary oversight of the Institute and its assets.
 - 2) **Advisory Council:** Represents the voice of key stakeholder groups to guide strategic direction and programmatic activities.
- **COMPOSITION:** Balanced representation of key stakeholders from **business, community, education and government.**

ALIGNING EFFORTS ACROSS SECTORS



POLICY Focused

Aligning state policy, programs and resources to ensure a talent-driven education and workforce system.

PRACTICE Focused

Connecting cross-sector, talent-focused efforts and resources to drive a more highly skilled and equitable workforce.



INSTITUTE GOALS

- **Increase statewide capacity for building robust talent pipelines** across regions, industries and organizations in Indiana
- **Collect, organize and disseminate** proven and vetted information related to talent development strategies and practices
- Grow the numbers of **organizations and individuals** that are actively and productively **engaged in talent development**
- **Improve career-related education and training** in Indiana through strengthened **business/education/community partnerships**

INSTITUTE APPROACH: A Three-Pronged Strategy

- 1) **DIAGNOSIS:** Online **Talent Pipeline Assessment** tool helps identify strengths/weaknesses in current talent development practices (supported by enhanced **Employer Surveys** to gauge trends).
- 2) **PRESCRIPTION:** Online **Talent Development Clearinghouse** curates an evolving collection of workforce resources/services available from Indiana's public, private and nonprofit sectors.
- 3) **TREATMENT:** A **Talent Technical Assistance Team** provides concierge-level support to connect-the-dots between identified talent development "pain points" + relevant resources/services.

SO... HOW IS THIS DIFFERENT?

Common Characteristics of Other Clearinghouses

- Supply-Driven (by Providers/Sponsors)
- Accumulations of Citations, Resources and Entries
- Time-Consuming, Difficult to Navigate, Little to No Guidance

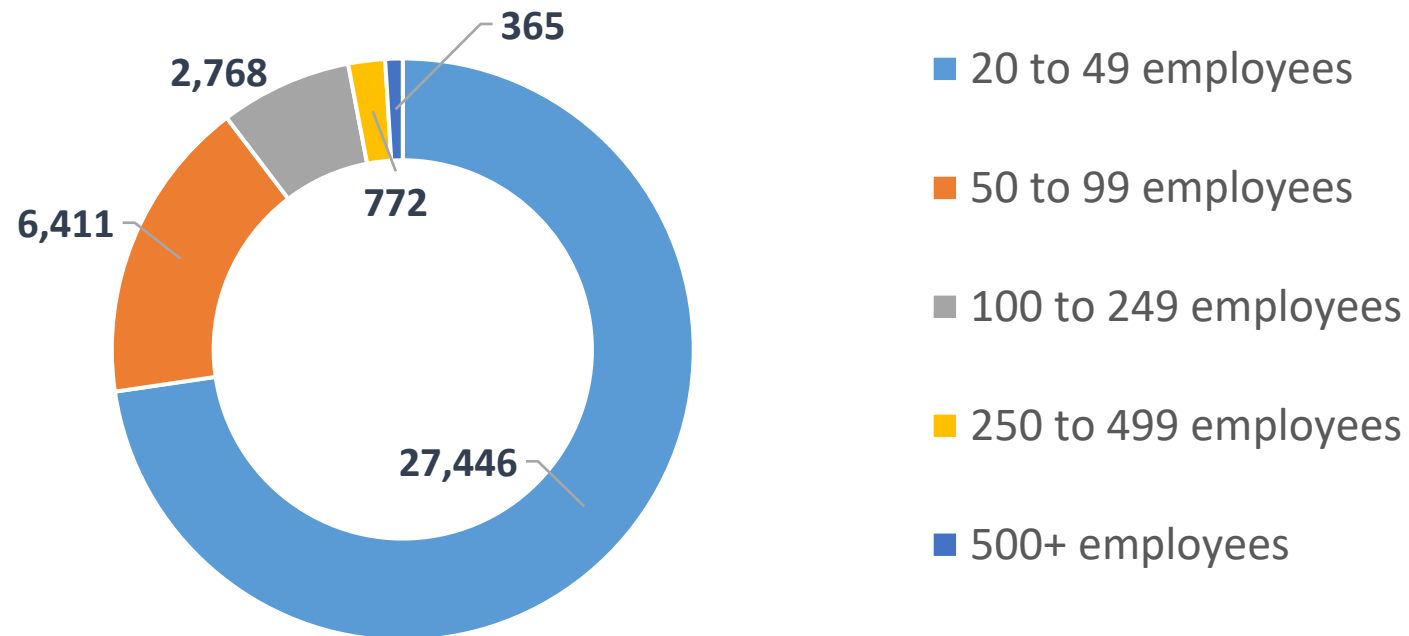
VS.

Talent Development Clearinghouse

- Demand-Driven (by Consumers/Employers)
- Heavily Vetted and Highly Curated by User Community
- Supported by Technical Assistance and Self-Assessment Insights

MARKET #1: Employers

Indiana Employer Market by Firm Size:
37,700 Employers with 20+ Employees



SOURCE: EMSI

EMPLOYER MARKET: By Need

- **Large Employers:** Actively engaged in talent development strategies at a corporate strategy level but want to **learn from their peers** about applying these strategies and determining what is working.
- **Medium-Sized Employers:** Interested in talent development strategies but want to learn/need help from others to **develop and implement successfully**.
- **Smaller Employers:** May not have the resources to invest in a fully developed talent development strategy, but want to **adopt effective practices** in specific areas (e.g., skills-based hiring, work-based learning, etc.)

RELATED MARKETS + STAKEHOLDERS

#2: Education/Community Organizations

- Build closer engagement with employers around education and training needs
- Obtain information on state-of-the art talent recruitment/development practices
- Maintain a productive dialogue with employers around their talent needs

#3: Individuals

- Understand the talents/attributes employers' value/seek in their employees
- Identify specific education or training programs to build their talent skillset
- Find opportunities for employment among Indiana employers

2021-2022 WORK PLAN

PHASE 1: Planning, Consultation + Requirements Gathering (Months 1-4)

- User Experience Profiles
- Content Collection Strategy

PHASE 2: Build + Deploy Online Platform (Months 5-12)

- Proof of Concept Version (Core Stakeholders)
- Initial Release (Broader Audience)

PHASE 3: Ongoing Enhancements + Technical Assistance (Months 12-24)

- Iterative Platform Enhancements + Gradual Rollout of TA Services
- Launch Peer Learning Network



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