

Governor's Workforce Cabinet

Thursday, December 16, 2021

Indiana State Library
315 W. Ohio Street
History Reference Room
Indianapolis, IN 46204

MEETING MINUTES

Present:

Representative Bob Behning, Jená Bellezza, Maurice Coates, Jr., Dr. Sue Ellspermann, Jody French, Megan Glover, Anne Hazlett, Joyce Irwin, Dr. Katie Jenner, Chuck Johnson, Mark Kara, Teresa Lubbers, Fred Payne, Paul Perkins, Dr. Ronald Rochon, Rebecca Schroeder, and Tony Vespa.

Absent:

Amy Brown, Rob Carter, Kimberly Opsahl, and Senator Jeff Raatz

I. Welcome and Call to Order – Chair Teresa Lubbers

The meeting was called to order by Chair Lubbers at 10:00am ET.

II. Roll Call

P.J. McGrew called the roll for Workforce Cabinet members; a quorum was present for today's meeting.

III. Approval of the Minutes and Bylaws

Chair Lubbers motioned to approve the meeting minutes from August 19, 2021 and October 21, 2021. So moved by Joyce Irwin; Paul Perkins seconded the motion.

IV. Reports

A. Chair Report

- a. Chair Lubbers reminded the members that her last Cabinet meeting will be in February, following her recent announcement that she will be stepping down as Commissioner of Higher Education.
- b. Commissioner Lubbers shared some information regarding the Commission's 21st Century Scholars report that was released earlier in the week. The report shows that the Scholars program continues to pay dividends for Hoosiers. She emphasized the importance of continuing to find ways to increase awareness and usage of this proven program.
- c. An update was also shared regarding the Workforce Ready Grant, including the most recent enrollment and completion numbers.

B. Executive Director Report

- a. P.J. McGrew started by discussing Governor Holcomb being invited to present in October at the U.S. Chamber of Commerce Foundation's Talent Forward

Conference. He indicated this was another opportunity to talk about much of Indiana's work in front of a national audience. Governor Holcomb was joined by InfoSys President Ravi Kumar on the call.

- b. P.J. gave a brief update on CTE work, including that districts are undergoing the updated Certified Local Needs Assessment process. The statewide needs assessment has also begun, which the Cabinet received an overview of at the previous meeting.
- c. P.J. provided an opportunity for President Ellspermann to discuss Ivy Tech's recently announced policy of releasing student transcripts in cases where students owe money. President Ellspermann provided a brief overview of the new policy and indicated that she thinks it will make a significant impact for many Hoosiers.

V. Indiana Department of Education GPS Dashboard

- a. Indiana Department of Education (IDOE) Secretary Dr. Katie Jenner gave an update on the Indiana GPS Dashboard. This is the new school performance dashboard that IDOE will be launching in the fall of 2022. The headline indicators were passed the previous day by the Indiana State Board of Education.
- b. The process for the Dashboard began when legislation was passed (HB 1514) commanding IDOE to develop a dashboard. Since that time, IDOE has met with a variety of stakeholders seeking input on how to develop an effective and meaningful tool.
- c. The dashboard is focused on 5 main characteristics:
 1. Academic mastery
 2. Career and postsecondary readiness
 3. Communication and collaboration
 4. Work ethic
 5. Civic, financial, and digital literacy.
- d. Various indicators under the 5 characteristics were approved at the December State Board of Education meeting. Dr. Jenner provided a quick overview and indicated more information is available on the IDOE website.
- e. Progress and Timeline
 1. SBOE action in December to approve indicators.
 2. Ongoing updates to SBOE > Winter – Stakeholder Engagement; Spring – updates; Fall – Launch

VI. Western Governor's University (WGU) Achievement Wallet

- a. Allison Bell from WGU provided an update on the Achievement Wallet. This is a digital collection tool for the user to list their credentials and skills launched in 2019.
- b. The Achievement Wallet was in part informed by work that Governor Holcomb led as part of the American Workforce Policy Advisory Board under the Trump administration.
- c. Allison indicated that the Achievement Wallet offers a career pathway for users and "real-time" job opportunities.
- d. The wallet will serve and assist students, community counselors, schools/colleges, healthcare employers & institutions.

- e. Allison provided an update on the usage of the wallet so far and how the tool is envisioned to be utilized moving forward.

VII. Indiana Chamber of Commerce Update

- a. Jason Bearce presented on behalf of the Indiana Chamber of Commerce.
- b. He first gave a brief reminder to the members on the Institute of Workforce Excellence (IWE). The IWE is a non-profit subsidiary of the Chamber. The entity's mission is to help Indiana attract, develop and retain the Hoosier talent needed to drive a highly skilled and equitable workforce.
- c. The three current initiatives of the Institute of Workforce Excellence are:
 - 1. Enhanced employer engagement
 - 2. Expanded services and programs
 - 3. Extended workforce insights
- d. Jason next discussed the expansion of EARN Indiana. EARN has previously been operating in the postsecondary realm, but will now be expanded into the K-12 arena. The initial expansion is taking place through a pilot grant where applications are being sought from Indiana school communities for a \$1 million pilot grant opportunity. The grant will build local capacity to connect area high school students with high-quality internships/pre-apprenticeships beginning summer 2022 through 2023 (focus is on juniors and seniors). The deadline for applications was yesterday December 15, 2021.
- e. Jason next discussed results of the **2021 Indiana Chamber Employer and Employee Surveys**. Key background from the Employer Survey included:
 - 1. 14th annual statewide, cross-sector survey
 - 2. 905 responses, administered Q3 2021
 - 3. 73% of responses from owner/management
 - 4. 62% small/mid-size businesses (<100 employees)
 - 5. 85% of the employers rated meeting their talent needs as the biggest challenge
- f. Highlights:
 - 1. Employers continue to change their training strategies, investing more in training and increasing on-the-job training.
 - 2. Employers are offering more to skill-up employees, including increases in flexible work hours, tuition support, onsite/online instruction and assistance with career plans.
 - 3. More employers are participating in work-based learning, whether through internships, job shadowing, apprenticeships or other forms.
- g. Challenges & Opportunities
 - 1. Jason next discussed some challenges and opportunities from the results of the survey. This included trying to increase awareness/exploration opportunities to K-12 students, continuing to increase awareness of Next Level Jobs, and working to address external barriers to attracting and retaining workers, such as childcare, housing, and transportation.

- h. 2021 Indiana Chamber Employee Survey
 - 1. This is the Chamber's first survey of employees and was conducted alongside the annual Employer Survey.
 - 2. 602 Hoosiers (Q3 2021) between the ages of 18-60 participated
 - 3. Employed, unemployed and under-employed
 - 4. Survey did not include business owners or upper-level management
- i. Job/Career Outlook results that were shared included:
 - 1. Most people feel secure in their jobs
 - 2. Majority of those surveyed are not concerned about automation
 - 3. Majority said COVID-19 has not impacted their income
 - 4. Respondents overall are split on whether they'll look for a new job in the next year
- j. Unemployed + Underemployed results included:
 - 1. 70% of un/underemployed are looking for work
 - 2. Health and transportation issues among the most frequently cited barriers to employment.
- k. Key Takeaways
 - 1. Overall, more Hoosiers are making the connection between increased education attainment + economic/job opportunity
 - 2. Most are willing to undertake some sort of additional training to move up + advance their careers
 - 3. Lack of clarity among working-age Hoosier re: what education/training they should pursue + how they can afford an education
 - 4. Indiana employers are a key drive for motivating + supporting Hoosiers to upskill/reskill

VIII. 2022 GWC Meeting Dates

- a. The Cabinet approved the following meeting dates for the 2022 calendar year:
 - February 17
 - April 21
 - June 16
 - August 18
 - October 20
 - December 15

IX. Adjournment

- a. Hearing no questions or further discussion, Chair Lubbers adjourned the meeting at 12:03 p.m.