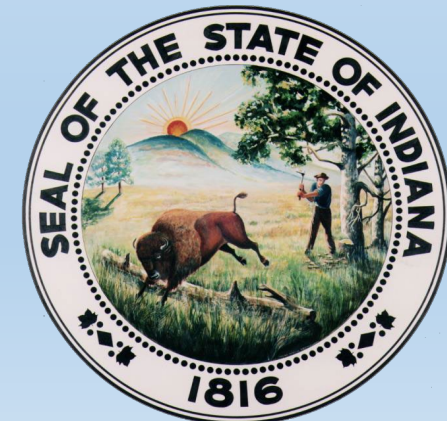


# Governor's Workforce Cabinet

October 15, 2020





# Welcome

- All lines will be muted upon entry.
- Unless you are a Cabinet member, please turn your video off and remain muted throughout.
- Cabinet members, please unmute your line during roll call and approval of the minutes and mute accordingly thereafter.
- Cabinet members, if you have questions during the presentations, please use the “raise hand” feature. You may also type your question directly into the chat.



# Rapid Recovery Update

- June 5<sup>th</sup> Rapid Recovery Announcement - \$50M in CARES Acts Funds
- Primary focus on enhancing and improving upon success of the NextLevel Jobs programs.
- September 23<sup>rd</sup> additional CARES Act funding added.
- Direct outreach coordinated by Ivy Tech, VU, DWD, and CHE.



# Rapid Recovery Update

## ➤ **Workforce Ready Grants (since June 5<sup>th</sup> Announcement)**

- 6,756 enrollments across Ivy Tech, VU, and DWD approved providers
- 3,300 completions

## ➤ **Overall (since inception): 32,376 enrollments and 16,621 completions**

## ➤ **Employer Training Grants (since June 5<sup>th</sup> Announcement)**

### ➤ 720 Active Employers

- 147 minority-, veteran, and women-owned businesses participating
- 10661 trainees
- 4382 New Hires
- 6279 Incumbent Workers

# Career Guide

- Why CTE?
- CTE Offers
- Work-Based Learning
- Grad Pathways
- NL Programs of Study
- Career Planning

## HEALTH SCIENCE



**DO YOU LIKE TO HELP PEOPLE?  
ARE YOU INTERESTED IN THE HUMAN ANATOMY?  
ARE YOU PATIENT AND EMPATHETIC?**

If so, explore a career in HEALTH SCIENCES.

**WHAT IS IT?**

Healthcare careers focus on the health and well-being of patients, and advancing the cause of medicine. Work is performed generally in hospitals or clinics, but can also be found in offices, nursing facilities, and increasingly, people's homes. Technology has been transforming healthcare in recent years, allowing patients to receive better care and live longer, more productive lives.

**WHAT WILL I DO?**

Physicians, nurses, and therapists work directly with patients to diagnose, treat, and comfort their patients. Researchers, biomedical engineers, and technicians work in the laboratory developing new cures for disease. You might also work as a medical assistant or health information specialist that keeps history of medical records for insurance or future use.

**LEADS TO THESE JOBS:**

- Certified Nursing Asst.
- Dental Hygienist
- Doctor
- Emergency Medical Tech
- Medical Assistant
- Personal Trainer
- Pharmacy Technician
- Physical Therapy Asst.
- Registered Nurse

**EMPLOYER SPOTLIGHT:**

**COMPANY NAME**  
City/Name  
www.domainname.com

Cras justo odio, dapibus ac facilisis in, egestas eget quam. Aenean eu leo quam. Pellentesque ornare sem lacinia quam venenatis vestibulum. Aenean eu leo quam. Pellentesque ornare sem lacinia quam venenatis vestibulum. Sed posuere consectetur est at lobortis.

Curabitur blandit tempus porttitor. Praesent commodo cursus magna, vel scelerisque nisl consectetur et. Donec sed odio dui. Aenean eu leo quam. Pellentesque ornare sem augue. Aenean lacinia bibendum nulla sed consectetur.

**CAREER PATHWAY ONE**

Sed posuere consectetur est at lobortis. Morbi leo risus, porta ac consectetur ac, vestibulum at eros. Donec sed odio dui. Praesent commodo cursus magna, vel scelerisque nisl consectetur et. Donec ullamcorper nulla non metus auctor fringilla.



**CAREER PATHWAY TWO**

Sed posuere consectetur est at lobortis. Morbi leo risus, porta ac consectetur ac, vestibulum at eros. Donec sed odio dui. Praesent commodo cursus magna, vel scelerisque nisl consectetur et. Donec ullamcorper nulla non metus auctor fringilla.




**STUDYING HEALTH SCIENCE LEADS TO THESE IN-DEMAND OCCUPATIONS IN INDIANA**

Education Level	Occupation	Median Salary	Job Growth Over Next 10 Years	Job Openings Projected Over Next 10 Years
High School	Pharmacy Technician	\$32,106	5%	16,030
	Nursing Assistant	\$28,812	5%	73,410
Certification	Emergency Medical Technician	\$33,177	10%	9,160
	Fitness Trainers and Aerobics Instructors	\$38,737	6%	28,340
Associate Degree	Occupational Therapist Assistant	\$63,503	21%	3,810
	Registered Nurse	\$71,621	15%	86,920
Master's Degree	Dental Hygienist	\$73,493	9%	5,830
	Physical Therapist	\$91,460	19%	7,400

Source – Hoosier Data, 2020

**IF YOU ARE INTERESTED IN PURSUING A CAREER IN HEALTH SCIENCE**  
talk to your local high school counselor or teachers about what classes to take.

# It's Time to Rethink CTE!

Why  reTHiNK CTE?  
SO students  
have more **PATHWAYS**  
and better **PREPARATION**  
for **WHAT COMES NEXT.**

**7,136,000**  
unfilled jobs open  
in United States

By **2020**, 2/3 of  
jobs will require some  
post-secondary education

**85%** of the jobs  
today's learners will  
do in 2030 haven't  
been invented yet

**1/4** of high schools  
don't offer CTE courses

**\$1.5 TRILLION**  
in college debt

## Why...

- isn't high quality CTE available for all students?
- doesn't CTE give HS students the chance to master the same skill set?
- don't dual credits align and lead to specific certificates and degrees?
- can't more HS CTE students earn a stackable credential before they graduate?



# Vision

- Any HS student that chooses will have the opportunity to graduate high school with the ability to enter the workforce in a middle skilled entry-level position in a career path or transition to postsecondary with reduced time to complete their degree.
- This will be accomplished by:
  - HS students ability to progress further down a career path via coursework and hands-on opportunities;
  - Reduced duplication of education and training in the transition from K-12 to postsecondary; and
  - Better aligning programs to middle- and high-skilled occupations.

# Secondary CTE can be more than exploration

- CTE can provide **BOTH** exploration **AND** preparation.
- Education has evolved since the last CTE course update.
- CTE can be an early college program.
- Missed opportunities for the students that need it most.
- Portability of Credentials
- Career Training is a Lifelong Endeavor
- Job vs Career– Opportunities to Advance



# Redesign Criteria

- Pathways aligned to Middle and High Skill occupations.
- Improve quality and consistency of CTE Programming.
- CTE Concentrator = More employable and enrollable
- Meet the two advanced course definition.
- Students can earn up to one year's worth of postsecondary credentials while in high school.
- Maintain flexibility in local delivery



## Next Level Programs of Study Pilot Programs

- 12 Schools awarded up to \$50,000 to offer a Next Level Programs of Study during the fall of 2020-2021.
- Implementation Grant recipients were selected from implementation plans submitted by 30 schools and career centers.



# Next Level Programs of Study Pilot Programs

## School / Career Center - Pathway

Blue River Career Programs Automation & Robotics	Hamilton Heights HS Civil Construction	North Lawrence CC Early Childhood Education
Perry Central High School Construction Trades	West Central Indiana CTE Welding	Winchester Comm HS Precision Machining
Manchester Comm Schools Business Administration	South Harrison CSC Cert. Clinical Medical Asst.	COSMOS Healthcare Spec/Construction
Indianapolis Public Schools Healthcare Spec/Pre-Nursing	Heartland Career Center Precision Agriculture	MSD of Warren County Precision Agriculture



# Career Pathway Framework

Career Exploration Grades 6-10	Career Preparation Grades 9-12	Career Preparation Grades 11-12	Career Training
Middle School CTE Courses	Principles 2 Credits	Capstone Course 2-6 Credits Embedded WBL Capstone Options	Postsecondary Education and Training
Preparation for College and Careers	Concentrator A 2 Credits		Community College or University
Introductory and Related Courses	Concentrator B 2 Credits	College Level Academic Courses	Apprenticeships
<b>Outcomes</b>	<b>Outcomes</b>	<b>Outcomes</b>	<b>Outcomes</b>
Discover Yourself Explore Career Clusters	CTE Concentrator Industry Certifications Short Term Certificate	Grad Pathway Reqs Adv Industry Certs TC/CG	Associates Bachelors
Take Full Advantage of Program of Study	Semi-Skilled Occupation	Middle Skilled Occupation	High Skill & Professional Occupations

# Program of Study Course Sequence

## Architecture and Construction: Construction Trades - Carpentry

Principles	Concentrator A	Concentrator B	Capstone
Principles of Construction Trades 2 credits	General Carpentry 2 credits	Carpentry Framing & Finishing 2 credits	Construction Trades Capstone 2-6 credits
Introductory and Related Courses		Academic Courses	
Preparing for College and Careers Introduction to Construction		Technical Math Communications/Speech English Composition	

# Program of Study Course Sequence Example

## Architecture and Construction: Construction Trades - Carpentry

### Current Course Structure

Construction Trades I  
Up to 6 Credits

### New Course Structure

Principles	Concentrator A	Concentrator B
Principles of Construction Trades 2 credits	General Carpentry 2 credits	Carpentry Framing & Finishing 2 credits



# Advantages

- A CTE Concentrator is comparable for each pathway and students can more easily transfer across districts.
- Students have opportunities to explore multiple pathways.
- Pathway Capstone course will provide an opportunity to complete technical courses for TC/CG or customize.
- Each Program of Study will help students meet WBL requirements and at least 3 graduation pathways options.

# What will stay the same?

- Perkins V CTE Concentrator definition
- Perkins V Career Pathways
- Current CTE funding model
- Flexibility to be offered at all schools

# Delivery Models

Traditional High School Program of Study			
Freshmen	Sophomore	Junior	Senior
Prep for College & Careers	Principles of Healthcare	Healthcare Fundamentals	Healthcare Specialist Capstone-2-6 credits
		Healthcare Specialist: CNA	
Half-Day Program of Study			
Freshmen	Sophomore	Junior	Senior
Prep for College & Careers	Introduction Health Sciences	Principles of Healthcare-2 credits	Healthcare Specialist Capstone-2-6 credits
		Healthcare Fundamentals-2 credits	
		Healthcare Specialist: CNA-2 credits	



# Next Level Programs of Study Timeline

## August - September 2020

- Pathways and 2021-2022 Course Titles and Descriptions

## Sept – Oct 2020

- CTE Dual Credit Crosswalk for 2021 - 2022
- Career Guide
- Pilot Program Monitoring

## November – Mid Dec 2020

- Regional Implementation Workshops
- FAQ and Implementation Resources

## Jan – Feb - March 2021

- Course Standards for all courses
- Middle School Courses

## Spring – Summer 2021

- Professional Development for Instructors and School Counselors





# Equity and Inclusion Recommendations

On August 18, 2020 Governor Holcomb gave a statewide address focused on the state's equity and inclusion efforts. Included in those remarks was a specific charge to Commissioner Lubbers, Commissioner Payne, and the Governor's Workforce Cabinet. During his address, the Governor stated,

“Our Next Level Jobs Program – which helps Hoosiers get training and helps employers train them – has been, by most measures, an overwhelming success; just ask all those whose lives have already been changed for the better by the program. That's why we just added another \$50 million from the CARES Act to these high-wage, high-demand programs.

However, we must recruit more minorities into these fields and assist more minority-owned businesses to take advantage of our state programs. It's there waiting to be used. I've asked Indiana's Commissioner of Higher Education, Teresa Lubbers, to work with DWD Director Fred Payne and our Workforce Cabinet to submit specific recommendations on how we might adjust policies for all our workforce programs in order to create greater opportunity for people of color.”



# Equity and Inclusion Recommendations: Activity and Timeline

- Initial conversation with the Policy Committee - September
- Subsequent internal conversations and review of available data
- Identified initial topic areas to cover
  - Community Engagement
  - Data Transparency
  - Accessibility
- Continue to work with GWC members and Policy Committee in drafting formal recommendations
- Present formal recommendations for approval - December



# Governor's Workforce Cabinet

October 15, 2020

