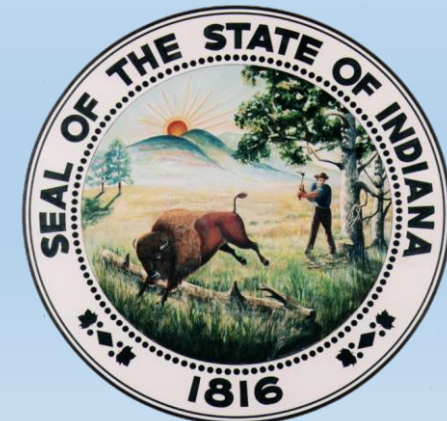
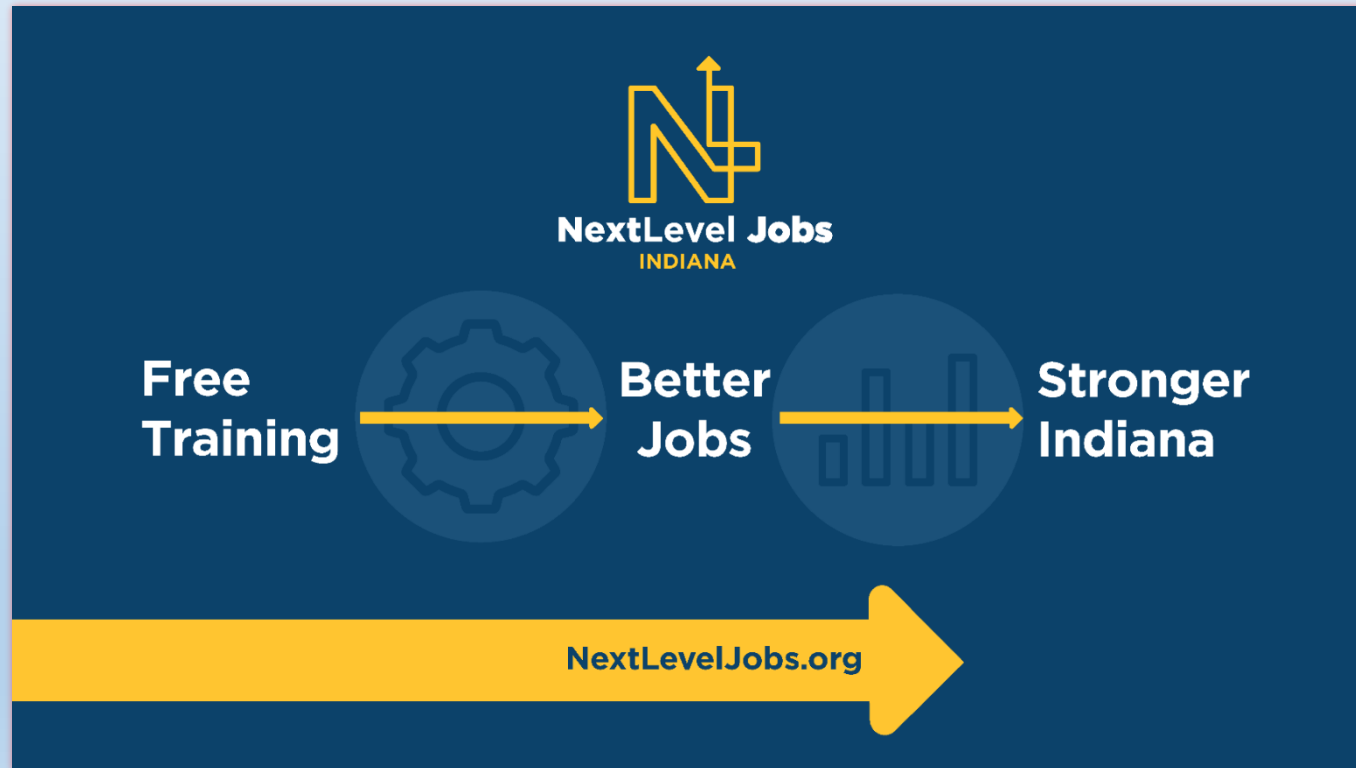


# Governor's Workforce Cabinet

April 15, 2021





# 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.



# Agenda

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes
- IV. Reports
  - A. Chair
  - B. Executive Director
- V. Community Health and Ascend Partnership
- VI. Discussion and Approval of Local Workforce Plans
- VII. CTE Update
- VIII. Other Business
- IX. Adjournment



# IN State Plan Revisited

## Priorities:

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.



# IN State Plan Revisited

## Metrics

1. **Economic Impact** – measured by progress toward becoming a leading Midwest state for median household income.
2. **Employment Metrics** – measured by job placements, labor force participation, median earnings
3. **Educational Attainment** – measured by progress toward 60% goal
4. **Student Engagement and Career Preparation** – measured by CTE program of study completion, high school student credential attainment, and career relevance (WBL, internships, clinicals, etc.)

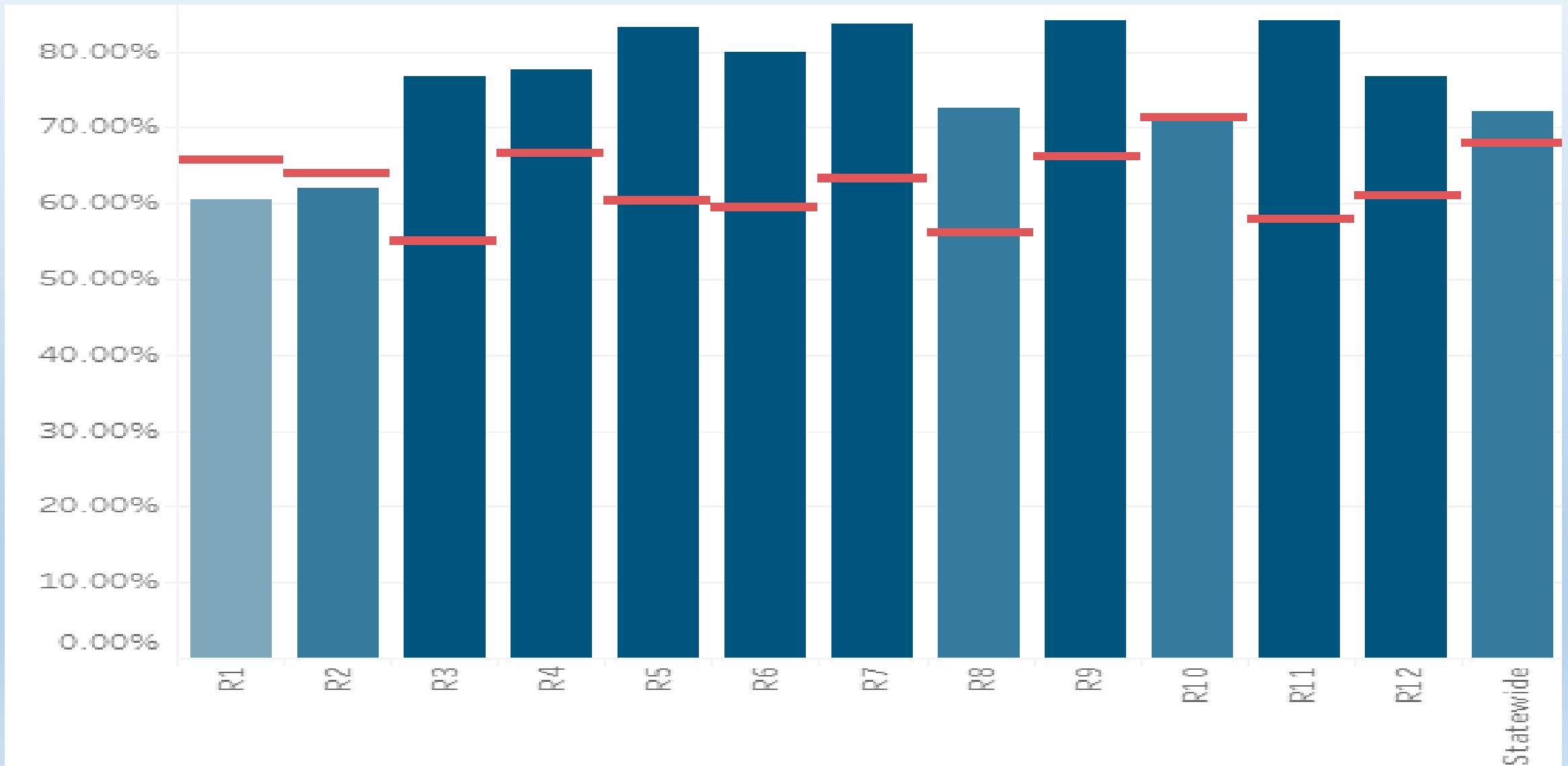


# GWC Role in Local Plan Approval

- The Workforce Innovation and Opportunity Act (WIOA) requires Local Workforce Development Boards (WDB) to develop and submit a comprehensive four-year local plan to the state workforce board (GWC) for approval.
- The plan must address current and future strategies and efficiencies to advance the continuing modernization of the workforce system and the creation of a customer-centered system.
- The plan must meet the requirements outlined within WIOA, and it must also support the strategies described in the State Plan and be consistent with the State Plan.
- Once state plans are submitted the review process may take up to 90-days.



# State Metrics: Credential Attainment





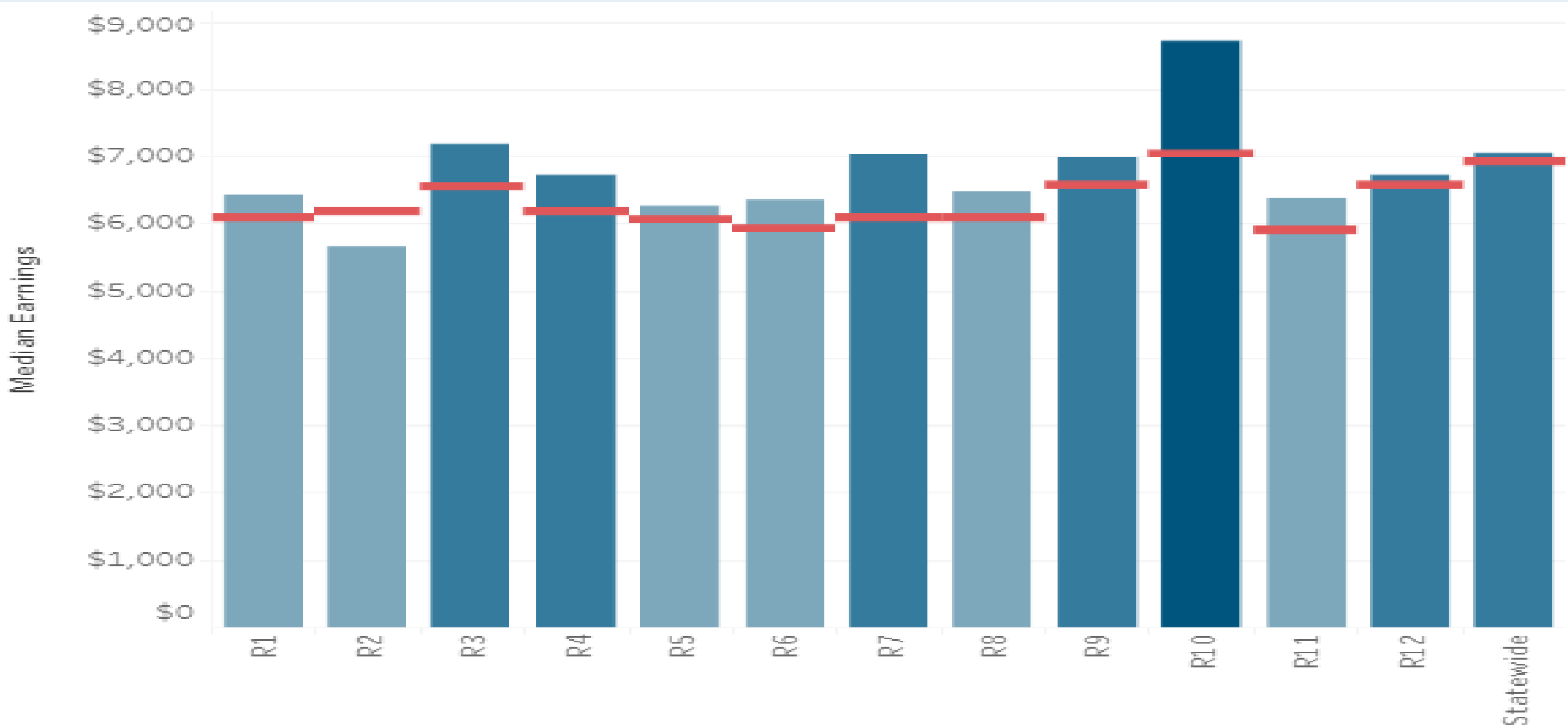
# State Metrics: Employment Rate





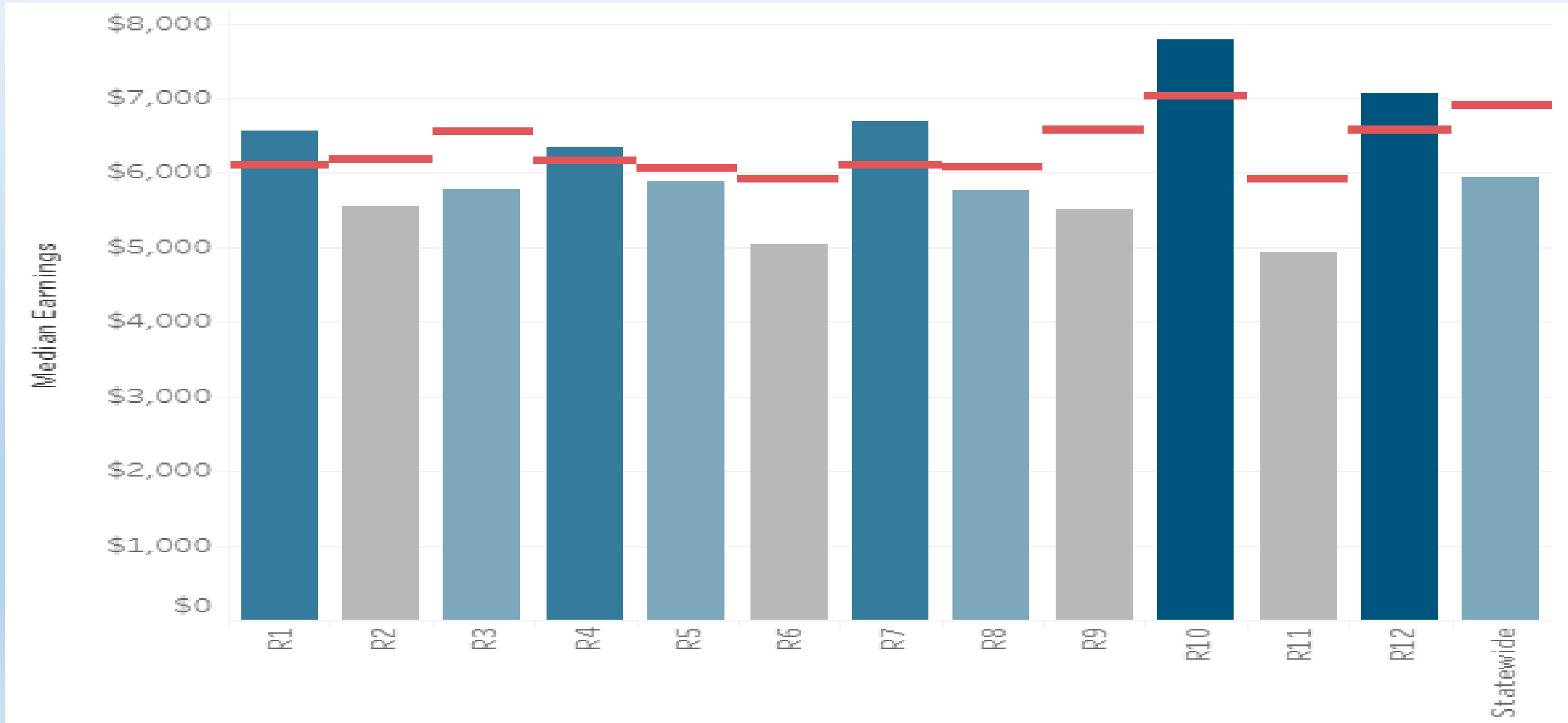


# State Metrics: Median Earnings Q1





# State Metrics: Median Earnings Q2



# Regional Map





# Local Plan Summaries: Region 1

## Targets

1. Increase graduation rate by 3% each year;
2. **Increase the number of internship or apprenticeship opportunities available to youth and adults by 10 percent each year; and**
3. **Increase number of high school graduates with post-secondary credentials by 5% each year.**

## Core Goals

- Increase skills of current workforce to align with economic development strategies and key industry clusters
- Improve employer access to qualified workers and awareness of training resources
- Ensure youth in NWI are positioned for continued education/learning and workforce success
- Encourage and support an entrepreneurial spirit
- Assure compliance and efficient operations of a workforce development system



# Local Plan Summaries: Region 2

## Key Elements

1. Strengthening partner relationships;
2. Maturing shared client structures;
3. Identifying career pathways of importance to the region and clients;
4. Data driven decision-making skills; and
5. Developing proper funding mechanisms to meet regional needs.

## Goals

- **Shared and cross-trained staff;**
- Building out WBL/Apprenticeship opportunities;
- **Co-enrollment in state and federal programs;**
- Industry-aligned career pathways; and
- Leveraging multiple funding streams.



# Local Plan Summaries: Region 3

## Plan Goals:

1. **Supporting the “Big Goal”:** For nearly 10 years NEINW has collaborated throughout the region to increase the percentage of northeast Indiana residents with high-quality degrees or credentials to 60%.
2. **Aligning with and supporting economic development:** NEINW is committed to supporting economic development activities by working in close partnership with economic development organizations at both the regional and county levels.
3. **Strong support of employer customers:** Employers are the primary customer of the regional workforce system. The development of a regional talent pool will continue to support and drive growth of the regional economy.
4. **Driving collaboration:** NEINW seeks to create greater efficiencies in the workforce system through collaboration by convening regional partners, identifying synergies, aligning fiscal supports and sharing data.
5. **Focusing on youth initiatives:** Creating sustainable talent pipelines to drive industry sector growth and documenting expertise through credentialing will drive youth efforts.



# Local Plan Summaries: Region 4

Shared goals within the state and regional plan include:

- 1. The region will provide a clear view of regional career opportunities that match job seekers' needs and abilities and by developing an individualized career plan that supports employment in high-demand occupations.**
2. To be successful, regional economic and workforce development must be a shared vision and commitment around community stakeholders, partners, and resource contributors that result in shared strategies, roles, actions, and resources.
3. The region will focus on assisting youth, adults, and older individuals to develop the skills needed for career advancement and longevity in all regional industry sectors. A cohesive regional talent pipeline for next generation jobs and careers will be created.
- 4. The region will focus co-enrolling customers in multiple programs that can share the cost and add value to the customer's experience.**
5. The region recognizes the value and impact that relationships and partnerships have in a robust talent development system.



# Local Plan Summaries: Region 5

## Shared goals within the state and regional plan include:

1. A human centered services approach based on a thorough individual assessment of barriers that focuses on individual customer's needs related to the availability of helpful resources. To promote upward mobility, training will be targeted to hi-demand/hi-wage sectors which require two years or less of education and training.
2. Staff serve as navigators, translators, liaisons, and ombudsmen to **assist customers in connecting with appropriate multi-system resources**. Staff, in addition to providing job search assistance, will inform customers of other life stabilization resources necessary for socio-economic mobility.
3. Region 5 focuses on education and workforce programs that are a "right fit" for the individual to **gain skills needed for economic self-sufficient employment**.
4. The R5 board will work toward **collecting longitudinal outcomes, as described in the state plan**. The local area will be able to further evaluate the effectiveness of programs and how well it is serving individuals with the greatest needs by collecting this additional data and making comparisons between regions throughout the state.
5. Business representative staff share information about Next Level Jobs, State Earn and Learn, Apprenticeships, On-the-Job Training, and Work Experience, as well as labor exchange services. The R5 Board is a Registered Apprenticeship Sponsor.





# Local Plan Summaries: Region 6

## Plan Goals and Strategies:

1. Eastern Indiana Works has a **strong focus on bridging employer needs** with improving the economy of the region.
2. Eastern Indiana Works **continually evaluates situational and systematic difficulties constituents may be facing.** Emphasis is put on collaborating to serve many of the barriers to education and employment.
3. Eastern Indiana Works is also focused on our workforce of tomorrow. This is key to positioning Eastern Indiana for economic growth regionally.
4. Eastern Indiana Works continues to make strides to **partner with regional employers to implement innovative work and learn programs** that develop talent pipelines throughout the region.



# Local Plan Summaries: Region 7

## Plan Goals and Strategies:

- 1. It is imperative that businesses lead discussions regarding skill requirements; supported by partners in education, workforce development, economic development, the community, and government.**
2. It is critical that businesses understand, support, and participate in effective approaches to skill development through enhanced strategies such as SEAL programs, registered apprenticeships, Next Level Jobs, and layoff aversion, etc.
- 3. The system must be holistic, with a “no wrong door approach” to services.**
4. The Local Plan clearly defines goals for improvement and enhancement of the system and will develop strategies that will be implemented throughout the life of the Local Plan.
5. The Board is committed to creating a regional workforce system which moves beyond a programmatic view of services to a proactive stance to effectively deploy resources to address workforce challenges.



# Local Plan Summaries: Region 8

## Plan Goals and Strategies:

1. Region 8 residents will have accessible services from WorkOne partners available close to their homes.
2. **Customers of the WorkOne system will have an identified career pathway and a plan to help them prepare for regional in-demand occupations by gaining the education and skills needed by employers.**
3. Work-based learning opportunities will be available to those who lack the skills necessary to compete in the labor market.
4. Targeted efforts will be made to identify, recruit, and develop individuals who are unemployed or underemployed and engage them in WorkOne services to assist them in finding suitable employment.
5. **In-School Youth will complete high school and graduate with a plan for postsecondary training or employment. Out-of-School Youth who lack a high school diploma or HSE will be encouraged to enroll in Adult Education and continue in the pursuit of postsecondary training that aligns with the region's in-demand occupations.**
6. Individuals with disabilities, those who are deficient in basic skills, and/or customers with other barriers to employment will be connected to the appropriate resources to assist them with overcoming their barriers



# Local Plan Summaries: Region 9

## Plan Goals and Strategies:

1. **Emphasis on a holistic, client-centered approach (whether that client is a jobseeker or an employer).**
2. Integration of services into broader sector strategies and strategic partnerships.
3. **Belief that workforce services need to transcend program-specific outlooks and that every investment should be held accountable for substantive outcomes and cost-efficiency.**
4. Coordination and braiding of funds and a better client experience overall.



# Local Plan Summaries: Region 10

## Strategic Priorities:

- 1. Talent Development: Provide a path for family-sustaining employment and career opportunities.**
- 2. Economic Development: Support of and connectivity to Economic Development Organizations and targeted Business & Industry Sector Partnerships.**
3. Next-Gen Talent: Through a Career Pathways approach, the board assists youth in attainment of a High School diploma or equivalent, post-secondary education or training, career exploration and education, work-based learning, etc.
4. Customer-Centric System: Operation of a customer-focused, market responsive, high-performing talent development system.



# Local Plan Summaries: Region 11

## Strategic Priorities:

1. The delivery of workforce services that effectively meets the needs of identified target populations meets the needs of individual Hoosiers.
2. Creation of new and strengthening existing partnership in the workforce system aligns with the goal of fostering relationships between business, community partners, and government agencies.
3. **Effectiveness of workforce development service delivery aligns with integration of state systems and maximization of federal and state resources.**
4. **Attainment of a talent pipeline of healthy and engaged citizens begins with alignment of workforce training with employer demand across K-12 and post-secondary education to in-school and out-of-school youth.**



# Local Plan Summaries: Region 12

## Plan Goals:

- 1. EmployIndy seeks to align our K-12, Postsecondary, Opportunity Youth and Adult services to provide an intergenerational approach to offering services to meet an individual's ambitions and economic needs.**
- 2. Launch a new LMS that will allow all career coaches and job seekers in the workforce ecosystem to not only create and deliver online training, but also to track and evaluate learning and education.**
3. EmployIndy went under a major organizational redesign to allow us to allow team members focus on how best to serve participants. EmployIndy has also moved the WorkOne Indy into a location that allows for larger capacity and increased collaboration.
4. EmployIndy has surveyed community partners to determine participant location and needs. Communication and close collaboration with those community stakeholders allows for strategic decisions aimed at providing efficient services to Marion County residents.
5. EmployIndy's Talent Network allows for the coordination and aggregation employment opportunities to a vetted talent pool of individuals. Additionally, through Talent Bound, employers can engage with youth and young adults through a continuum work-based learning experience.



# Plan Approvals

## **Recommend for Full Approval**

- Region 3
- Region 4
- Region 5
- Region 6
- Region 8
- Region 9
- Region 10
- Region 11

## **Recommend for Conditional Approval**

- Region 1
- Region 2
- Region 7
- Region 12





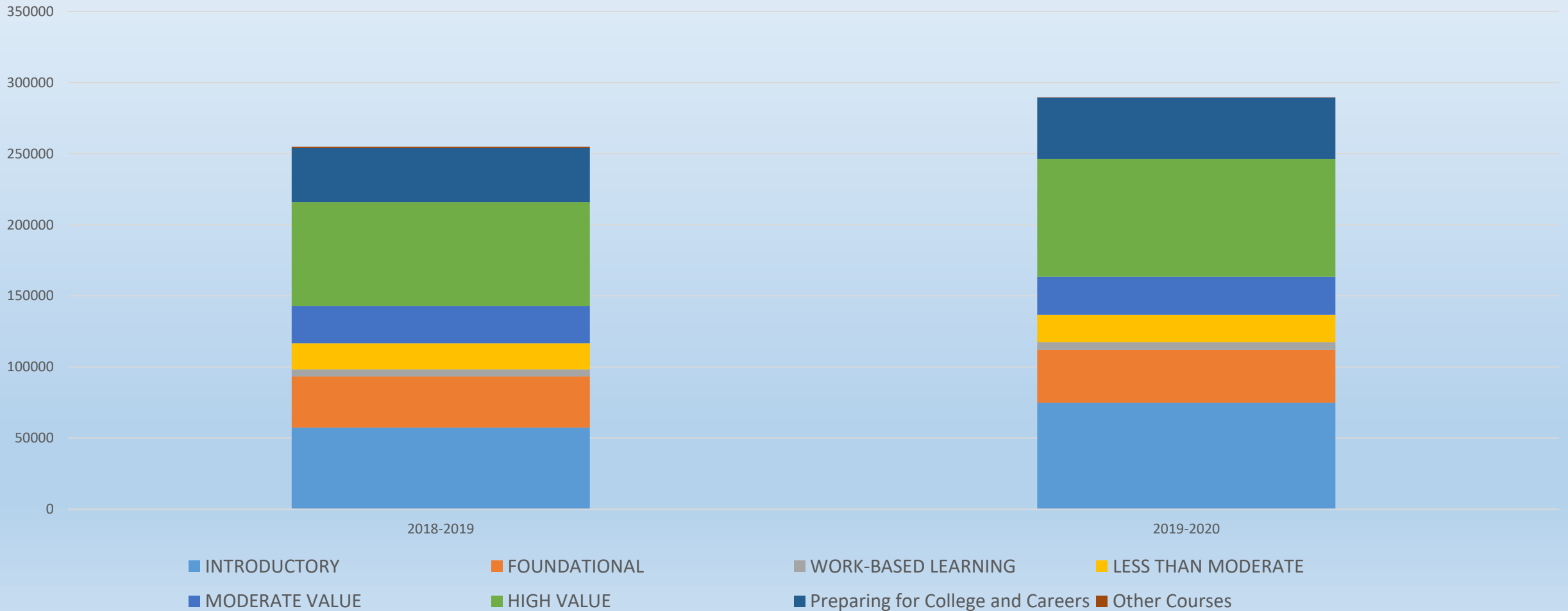
# CTE Update

- Standards finalized and released last week
- Instructor Workshops begin next week
- Perkins Reserve Grant:
  - Over \$500k in grants
  - 10 awards
  - Implementation of new programs of study in 2021-2022 school year
- Awards for Excellence – May 12<sup>th</sup>
- Employer Connector Tool – Targeted launch end of April
- CTE Data Report – end of April/beginning of May



# CTE Update: Data Examples

## CTE Enrollments by Course Category





# CTE Update: Data Examples

## CTE Course Enrollments by Cluster

