

Governor's Workforce Cabinet

Thursday, February 17, 2022

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

MEETING MINUTES

Present:

Jená Bellezza, Mark Kara, Fred Payne, Paul Perkins, Megan Glover, Joyce Irwin, Jody French, Anne Hazlett, Maurice Coates, Jr. (virtual), Chuck Johnson (virtual), Dr. Ronald Rochon, Tony Vespa, Kim Ophsal, Tony Denhart, Teresa Lubbers, and Dr. Katie Jenner.

Absent:

Sue Ellspermann, Representative Bob Behning, Senator Jeff Raatz, Rob Carter, Amy Brown

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

Sam Rourke 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 December 16, 2021. So moved by Dr. Jenner; Paul Perkins seconded the motion.

IV. Reports

A. Chair Report

- a. Chair Lubbers introduced the Cabinet's new Chief of Staff, Erin Sheridan, and a new member of the Governor's Office staff, Matt Butler, who will serve as the Senior Policy Advisor for Education and Workforce.
- b. She also discussed the departure of the Cabinet's previous Executive Director, PJ McGrew, which occurred in early January. Commissioner Lubbers thanked PJ for his time leading the Cabinet and indicated to members that the Governor's Office has begun a search for his replacement.
- c. Chair Lubbers then discussed the Workforce Ready Grant's success with now over 60,000 enrollments and 32,000 completions. State staff have been collaborating to enhance the Next Level Jobs website to ensure Hoosiers can access a wider variety of potential resources, including current job openings.
- d. Commissioner Payne talked further about the success of the Next Level Jobs Program. He also discussed the labor shortage Indiana has experienced since

the pandemic and the important role the program has played. Members will receive an update on Indiana's current labor force statistics later in the meeting.

- e. Commissioner Payne then introduced DWD staff members to present an update on the Strategic Workforce Plan, submitted by the Cabinet in 2020.

V. *A Better Future for Every Hoosier – Strategic Workforce Plan Update*

- a. Mike Barnes, Chief Workforce Officer with the Indiana Department of Workforce Development (DWD), gave an update on the Strategic Plan. DWD is leading a collaborative effort to submit updates and modifications to the U.S. Department of Labor and other relevant federal entities by April 1.
- b. Mike first went over some of the Rapid Recovery work that occurred in response to the pandemic. Many of the timelines in the state plan were altered as focus was put on the Rapid Recovery efforts.
- c. The WIOA State Plan covers a four-year time span, in this case 2020-2023. Each state is required to submit updates/modifications halfway through the process.
- d. The 5 goals of the Strategic Plan were as follows:
 - i. Focus on Hoosiers' needs
 - ii. Integrated Systems
 - iii. Align programs to create a talented citizen
 - iv. Maximize state and federal resources
 - v. Foster impactful relationships
- e. Common strategies throughout the plan included: data sharing, co-enrollment, co-location, cross training, and employer engagement. Mike focused on Vocational Rehabilitation as an example and spotlighted how that state program has been able to incorporate several of the strategies included in the State Plan.
- f. Two waivers that were submitted in 2020 and approved will also be submitted again. The waivers are:
 - i. Out of school youth – this waiver allows Indiana more flexibility with how to utilize federal WIOA youth funding.
 - ii. GWC – the second waiver is for the overall structure of the Governor's Workforce Cabinet in its capacity as the state workforce board. This waiver has been approved twice and will be submitted again for another 2-year term.
- g. State CTE Director Tony Harl then gave an update specific to the Perkins section (career and technical education) of the State Plan.
 - i. Accomplishments in the last 2-years include:
 - i. Redesign of 66 CTE programs
 - ii. Improved communications with CTE stakeholders
 - iii. An enhanced Comprehensive Local Needs Assessment (CLNA) process for CTE districts
 - ii. CTE Upcoming plans
 - i. Staffing – 3 Regional directors to be hired to focus on youth work-based learning, in addition to current career specialists who focus on implementation of Next Level Programs of Study.

- ii. Work-based learning – Youth WBL will now be overseen by the Office of CTE. Previously these efforts were primarily led by the Office of Work-Based Learning and Apprenticeships at DWD. The objective is to better integrate WBL with the newly launched CTE programs through Next Level Programs of Study.
- iii. Teacher prep/recruitment/retention – this will continue to be a focus of the OCTE, including through a partnership with the Indiana Association of Career and Technical Education (IACTE).
- iv. Data & Accountability:
 - Developing a CTE Annual Report is a goal of the office for this year
 - Some metric goals in the original state plan are being adjusted due to better data coming to light. Members were provided an overview of these changes and the process that went into agreeing on new numbers.
- iii. The upcoming timeline for the updates and modifications is as follows:
 - i. Feb 23rd – post for public comment
 - ii. March 29th – requesting Workforce Policy Committee meet to approve
 - iii. March 29th – submission to Governor’s office
 - iv. March 31st – submission to USDOL
 - v. April thru June – Await USDOL approval
 - vi. April 21st – full Cabinet accept and ratify plan update
 - vii. July 1st – approval from USDOL

VI. GWC Dashboard

- a. Chair Lubbers reminded the Cabinet of the previous information they have received on this topic. She then introduced Brianna Falduti with ESG to give an update on the latest developments.
- b. Brianna discussed the broad vision and goals of the dashboard. ESG has reviewed similar dashboards in other states and this high-level dashboard could be used as a comparison tool on a national level with other states.
- c. Criteria for selection of the metrics includes access, attainment, achievement and feasibility. Stakeholder engagement also occurred, which consisted of a survey and interviews with a broad spectrum of individuals.
- d. Proposed metrics fall into the following categories:
 - Early childhood education
 - Elementary & middle school attendance
 - High school – early college credit attainment
 - Higher education
 - Post-secondary attainment
 - Labor force participation rate
- e. Brianna went over each of the 3 to 4 metrics in each category. Cabinet members had minimal feedback and were supportive of the direction of the dashboard. Commissioner Lubbers, ESG, and Dr. Jenner are continuing to meet regarding some of the K-12 metrics. Members did mention a desire to include a high school metric that captures students

who might be participating in career and technical education and pursuing employment after graduation.

VII. Workforce Data Update

- a. Commissioner Payne introduced the next agenda item, discussing the historically low unemployment rate Indiana is experiencing and how that contributes to having a very tight labor market currently. He introduced DWD Chief Strategy Officer, Fran Valentine, to present some labor market and workforce statistics on behalf of DWD.
- b. Labor Force Participation – between Dec. 2019 and Dec. 2021 the male age group 25-34 was the largest group to leave employment; the female age group 35-44 was the largest group to leave employment with females overall leaving employment more prominently than men. Some of the reasons cited were Covid; employees going back to school; caregivers who could no longer work, and a faster rate of retirements.
- c. UI claims are returning to pre-pandemic rates
- d. Labor force participation key points:
 - The state labor force participation rate dropped from 64.6 in 2019 to 62.4 in 2021
 - Age groups 20-24, 45-54 and 55-64 saw the biggest labor force declines
 - By race, African Americans have the highest unemployment rate at 8.6% with the labor force participation declining most among Hispanics.

VIII. Other Business

Commissioner Payne congratulated Chair Lubbers on her upcoming retirement at the end of March. Dr. Jenner presented Chair Lubbers with a Resolution in appreciation for her service and dedication to the State of Indiana and the Governor's Workforce Cabinet. The Cabinet will have a new chair beginning with the April meeting and members were informed that the Governor's Office will be conducting a search for Commissioner Lubbers replacement in the coming weeks.

IX. Adjournment

- a. Hearing no questions or further discussion, Chair Lubbers adjourned the meeting at 12:00 p.m.