August Meeting
8/19/21

AGENDA

I. Call to Order

II. Roll Call of Cabinet Members

III. Approval of Minutes from February 18, 2021 Cabinet Meeting

IV. Opening Address

IV. DWD: Connecting Workforce to Opportunities

V. CHE: Connecting Postsecondary to Opportunities

VI. GWC: Connecting CTE to Opportunities

VII. DOE: Connecting K-12 to Opportunities

VIII. Measurements of Success

IX. State Plan Interim Progress

X. Adjournment

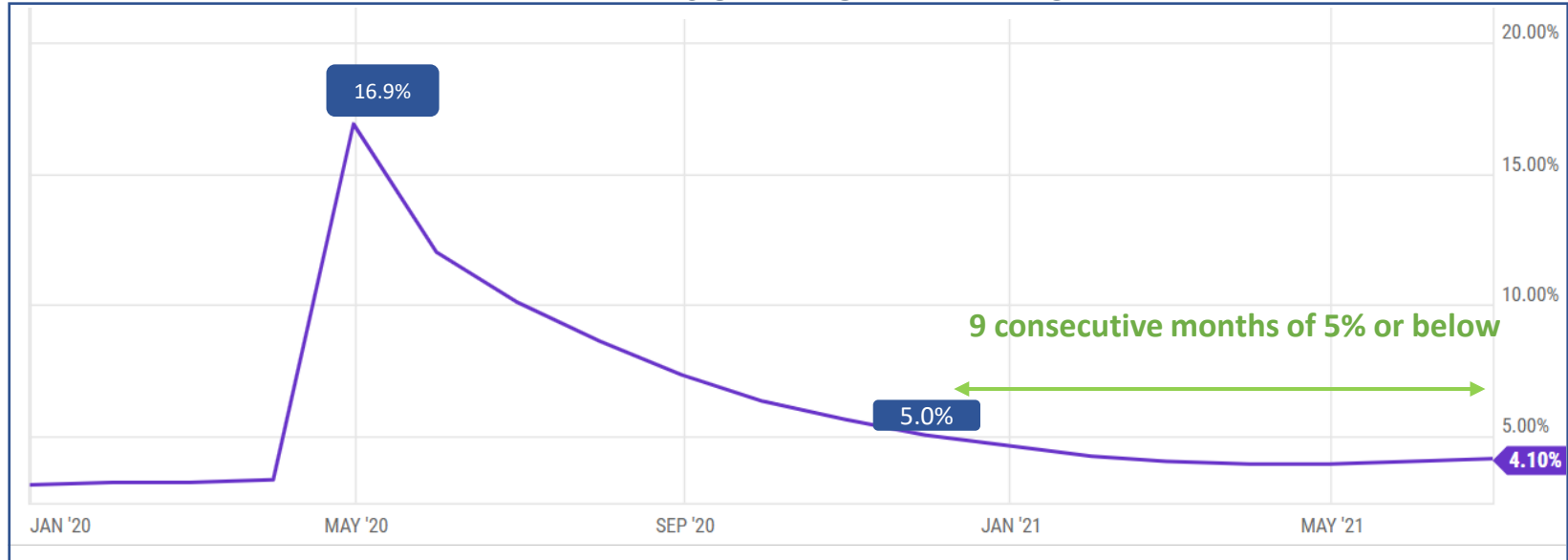Connecting Hoosiers to Resources

GWC Meeting
8.19.21

DWD

The Indiana Department of Workforce Development connects people and employers through engagement with continued transparency and accountability, while celebrating, valuing and prioritizing equity, inclusion and diversity.

STRATEGIC GOALS

1. Completely transition UI from pandemic operations & close out federal programs
2. Move from program focus to people focus
3. Ensure that data driven tools and approach are imbedded in all workforce initiatives
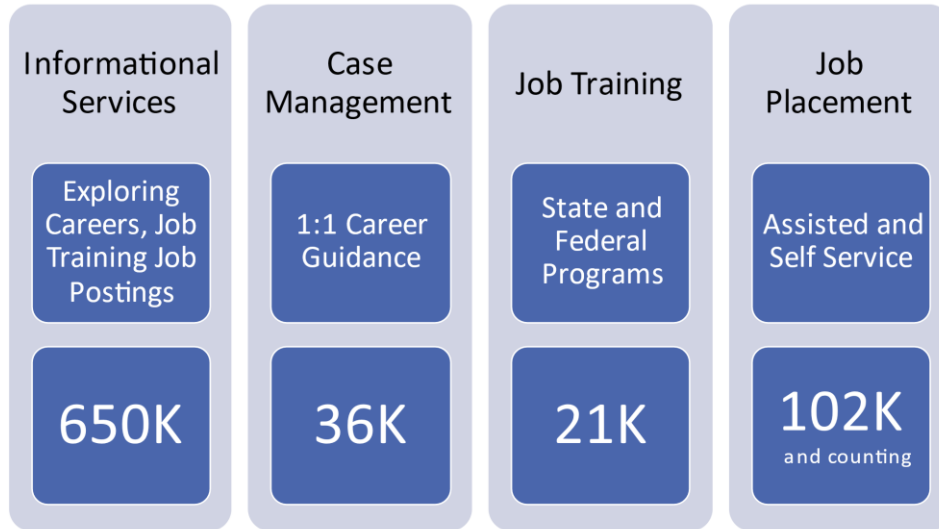
Three strategic goals that will complete transition from pandemic operations to imbedding data that will drive decisions and inform Hoosiers

CONNECTING HOOSIERS TO RESOURCES

Service to Hoosiers (1 year Snapshot)

Informational Services	Case Management	Job Training	Job Placement
Exploring Careers, Job Training Job Postings	1:1 Career Guidance	State and Federal Programs	Assisted and Self Service
650K	36K	21K	102K and counting

Traditional way of connecting Hoosiers to jobs & job resources resulted in placing 102K in jobs over the year

Connecting Hoosiers & Employers

Career Information Center

Applied Data Workforce System
Online system that any Hoosier can **readily access** to inform them, in a **meaningful** and **accurate** way, of the most **efficient** path to achieving the workforce outcomes they desire.

Info/Knowledge

- Use of Uplink (UI)
- Labor market data
- Credential analytics (path/time to achievement, job prospects, wage/salary info)
- Available jobs
- Jobs outlook/forecast
- Wage data
- Career pathway,
    (ADWS)

Job Matching

- Full prior experience & skill analysis
- Credential use optimization
- Creation of "working resume"/candidate profile
- Match experience/skills to job/careers
    (HTN)

Hoosier Talent Network
Use of AI to provide **relevant** job recommendations based upon **skills**, **capabilities** and **experiences** that individuals **already have** & empowers them to understand their skills and potential.

User friendly online information system that can: **1)** inform Hoosiers and **2)** match job seekers to jobs

Career Information Center

Info/Knowledge

- Labor market data
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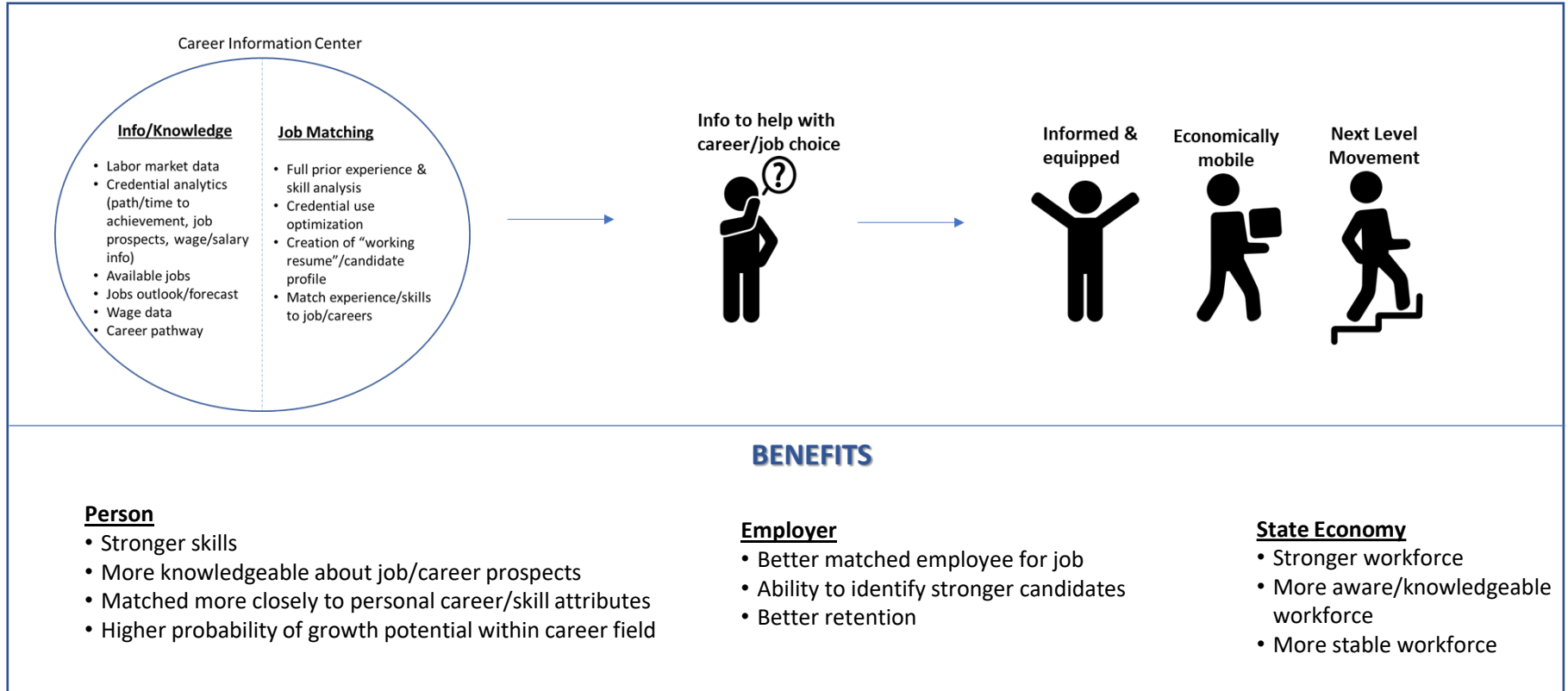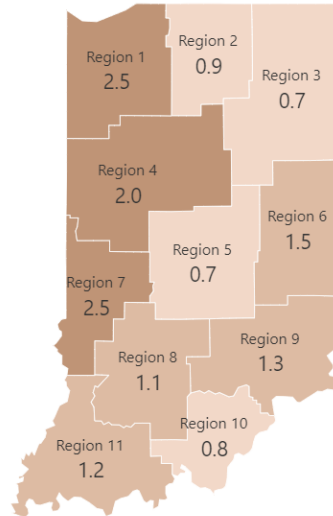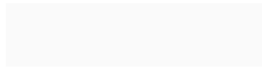- Career pathway

Job Matching

- Full prior experience & skill analysis
- Credential use optimization
- Creation of "working resume"/candidate profile
- Match experience/skills to job/careers

Info to help with career/job choice

Informed & equipped

Economically mobile

Next Level Movement

BENEFITS

Person
- Stronger skills
- More knowledgeable about job/career prospects
- Matched more closely to personal career/skill attributes
- Higher probability of growth potential within career field

Employer
- Better matched employee for job
- Ability to identify stronger candidates
- Better retention

State Economy
- Stronger workforce
- More aware/knowledgeable workforce
- More stable workforce

Career information center benefits people, employers and state economy

Worker Availability (example from interactive dashboard)

Potential workers per job opening
May 2021 by Economic Growth Region
Click to view detail for a region

Region 1 — 2.5
Region 2 — 0.9
Region 3 — 0.7
Region 4 — 2.0
Region 5 — 0.7
Region 6 — 1.5
Region 7 — 2.5
Region 8 — 1.1
Region 9 — 1.3
Region 10 — 0.8
Region 11 — 1.2

Available workers and job openings
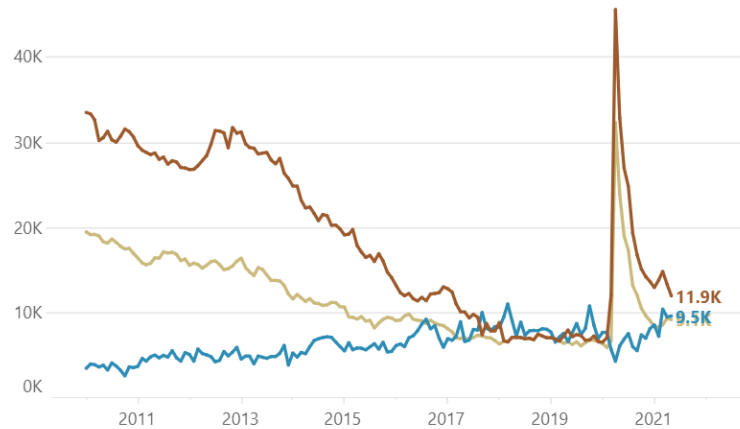Economic Growth Region 11, May 2021

9.5K Job openings

9.1K Unemployed

11.9K Potential workers

Economic Growth Region 11, Jan 2010 to May 2021

■ **Job openings**   ■ **Unemployed**   ■ **Potential workers**

11.9K
9.5K

40K
30K
20K
10K
0K

2011   2013   2015   2017   2019   2021

[Workbook: DWD Worker Availability (in.gov)](in.gov)

Data analytics will allow for people to make decisions on job/career prospects

Connecting Hoosiers & Employers

Career Information Center

Where are we/Where are we headed

Info/Knowledge

Job Matching

AWDS Progress & Short Term Direction
1. Strategic use of UI Uplink system
2. Directed communication to UI claimants re: job training and jobs
3. More focused outreach to individuals based on education level
4. Evaluation of the use of DOE & CHE data
5. Developing algorithm to map out user's journey

HTN Progress & Short Term Direction
1. Employee portal: launched job seeker platform (52,678 individuals have engaged on platform)
2. Employer portal: Launched employer portal. Target 2000 employers
3. Utilize AWDS to identify unemployed Hoosiers and have direct outreach

AWDS & HTN being developed simultaneously

QUESTIONS

Connecting Postsecondary to Opportunities

Teresa Lubbers, Indiana Commissioner for Higher Education

August 19, 2021

INDIANA'S FOURTH STRATEGIC PLAN

Big Goal: At least 60 percent of Hoosiers have education and training beyond a high school diploma by 2025

▸ 60% goal is directly aligned to future workforce needs

▸ *Reaching Higher in a State of Change* is our blueprint

▸ New and growing pressures are emerging

▸ Indiana's higher education system must respond and adapt to meet the needs of Hoosiers, employers and our expanding and diversifying economy

REACHING
HIGHER
IN A STATE OF CHANGE

Indiana's Agenda
for Higher Education

INDIANA COMMISSION for
HIGHER EDUCATION
www.che.IN.gov
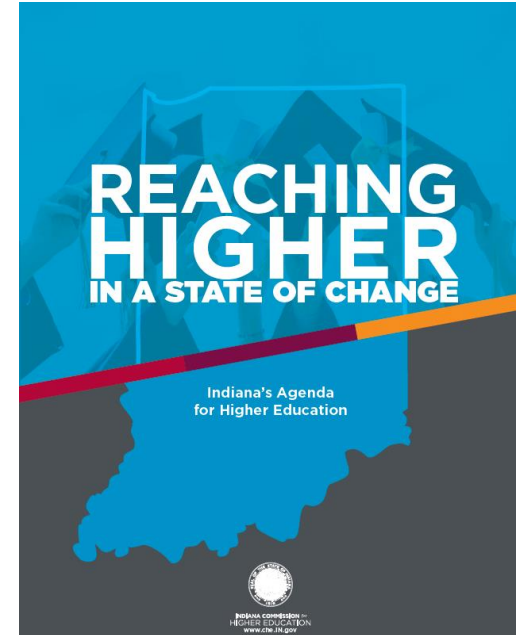
EDUCATIONAL ATTAINMENT GOAL

CURRENTLY, **48.3%** OF HOOSIERS HAVE EARNED A CREDENTIAL BEYOND HIGH SCHOOL

60% GOAL

100

50

33.4%

48.3%

2008   **2021**   **2025**
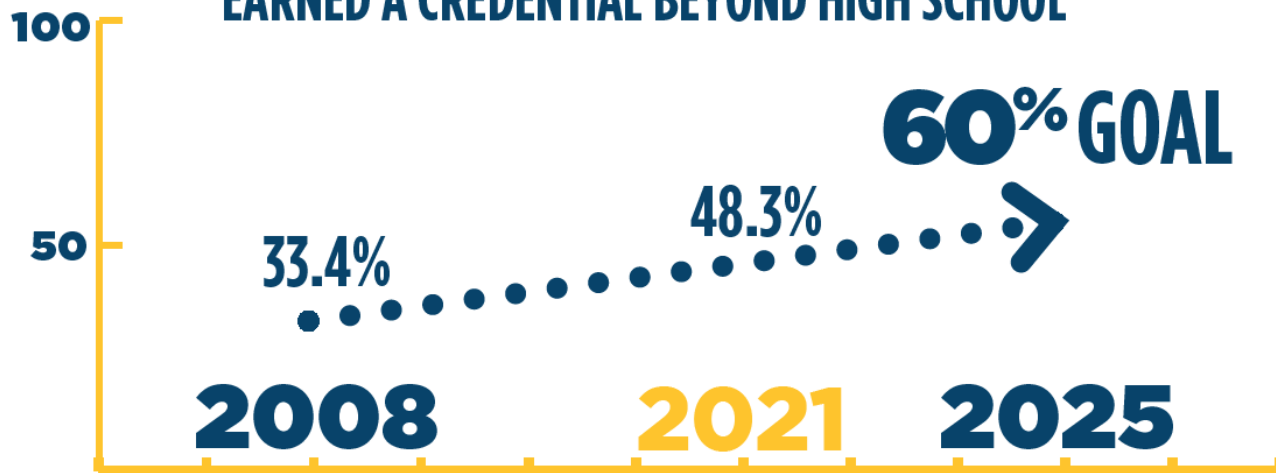
KEY METRICS

▶ Educational Attainment

  ▶ At least 60% of Hoosiers having a quality credential beyond a high school diploma

▶ Career Relevance and Preparation

 ▶ 100% of postsecondary programs requiring career relevance

▶ Economic Impact

  ▶ Indiana being above the average of peer states for median household income

Career Relevance & Preparation

- **Progress toward 100 percent of postsecondary programs requiring an internship, work-based learning, research project or other student engagement experience that has career relevance.**

Respondents in the **2019 Strada-Gallup Education Consumer Survey** were asked to rate the value of their coursework in order to draw connections between career relevance and value.
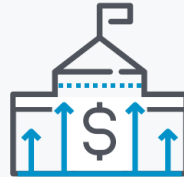
For Indiana, those who saw job relevance in their coursework were more likely to agree in the value of the cost of their degree **(82% agreed or strongly agreed)** and agree that their degree helped their career **(90% agreed or strongly agreed)**. This tracks along national trends (82% and 94%, respectively).

CHALLENGES

▸ **College-going enrollment decline:** 6% decline over five years

▸ Skepticism about the value of higher education

▸ Need for affordability and diverse financial models

▸ Skilled workforce availability to fill the jobs of today and tomorrow

▸ **Closing equity gaps:** Need adult learners, students of color, low-income students and rural students to attain a quality credential to help us reach our big goal

FINANCIAL AID PROGRAMS

▶ **Indiana is first in the Midwest and fourth in the nation in providing financial aid**

▶ **21st Century Scholars** – 88% of 21st Century Scholars went to college in 2019; Statewide college-going rate: 59%

▶ **Workforce Ready Grant** – Thousands of Hoosiers have enrolled and completed a Workforce Ready Grant-eligible program since 2017

▶ **You Can. Go Back.** – Launched in 2016 to help Hoosier adults with some college but no degree finish what they started; provides up to $2,000 grants for qualifying students

ALIGNMENT FROM K-12 TO WORKFORCE

▸ **Dual Credit and Indiana College Core:** Increase accessibility for students to earn college credit in high school

▸ **Strengthen teacher pipeline:** Focus on teacher diversity and credentialing

▸ **FAFSA Completion:** Encourage all students to complete the FAFSA

▸ **Workforce Ready Grant:** Emphasize the importance of short-term credentials as stackable opportunities

▸ **Cross-sector data dashboard:** Will measure the "health" of Indiana's talent pipeline

Connecting Career and Technical Education to Opportunities

Employer Connector Tool

What is the Employer Connector Tool?

- An online tool for employers to be able to identify Career and Technical Education students that have opted into having their contact information shared with employers

- Enabled by legislation authored by now Speaker Huston in 2019

- Collaborative effort by GWC, DOE, and MPH

Employer Connector Tool

Career and Technical Education Employer Connect

Select CTE Concentrator Type
- Senior CTE Concentrators
- Total CTE Concentrator

Search by Zip Code

Enter a Zip Code

Set Maximum Distance

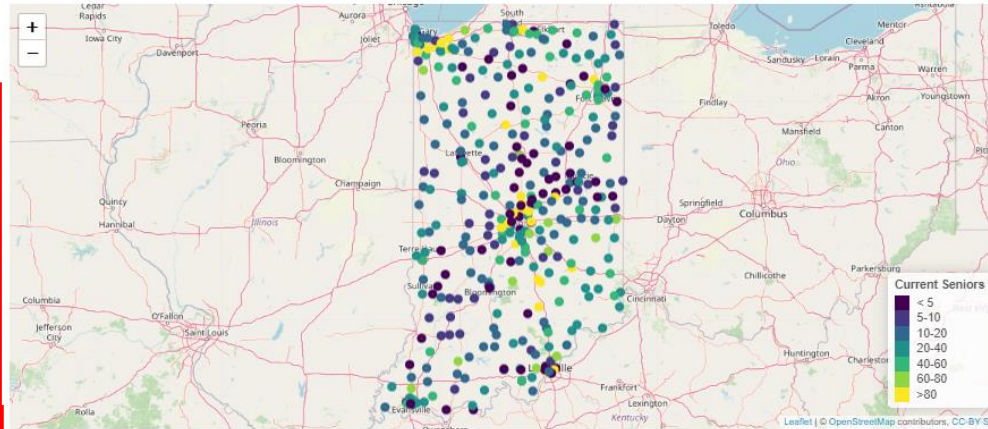Search by Geographic Location

Select an Economic Growth Region
(All)

Select a County
(All)

Search by Program

Select a Career Pathway
(All)

Reset Filters

Request Student Contact Information

Search by geography

Search by CTE Pathway

Request Contact information

Current Seniors
- < 5
- 5-10
- 10-20
- 20-40
- 40-60
- 60-80
- >80

	School	Address	Phone	Current Senior Enrollment
1	Portage High School	6450 US Hwy 6, Portage, IN 46368	(219) 764-6026	198
2	Hobart High School	2211 E Tenth St, Hobart, IN 46342	(219) 942-8521	189
3	Columbus North High School	1400 25th St, Columbus, IN 47201	(812) 376-4432	180
4	Walker Career Center	9651 E 21st St, Indianapolis, IN 46229	(317) 532-6150	177
5	Pike High School	5401 W 71st St, Indianapolis, IN 46268	(317) 291-5250	174

www.in.gov/gwc

CTE Redesign Process

Why redesign secondary CTE?

- Secondary CTE and Postsecondary CTE were not aligned

- Delivery models across CTE Districts and comprehensive high schools were inconsistent

- Variability in student learning and outcomes needed to be addressed with CTE Concentrator as a Graduation Pathway

- Some secondary course standards had not been updated in nearly 10 years

- Better aligned content for easier student transitions to postsecondary education and/or employment

CTE Redesign Process

Engagement throughout:

- Curriculum committees consisting of secondary and postsecondary instructors to outline course alignment
- Working group consisting of CTE Directors, principals, and postsecondary faculty to discuss delivery model
- Secondary course skills/competencies directly aligned to postsecondary course content
- Steering committee consisting of secondary and postsecondary faculty to translate skills/competencies into K-12 standards
- Webinars and trainings held for superintendents, principals, counselors, and instructors throughout the past 2 years.

Learning that works for Indiana

CTE Redesign Process

Next Steps:

- Continued trainings and resources regarding the transition to new courses

- Building off required employer panels that already exist, we are working to develop a process for broader employer engagement and validation of skills and competencies within our secondary and postsecondary courses.

- Collaborative effort between GWC, Indiana Chamber of Commerce, TechPoint, Conexus, and Ascend.

Local Needs Assessment

Regional Collaboration Meeting	Program of Study Size, Scope and Quality	Student Performance	Equity Lab	Recruitment, Retention and Training Survey
Sept - Oct	Sept - Oct	Oct - Dec	Oct - Dec	Oct - Dec

GWC Dashboard

Purpose: Highlight key data points across the Pre-K through Career continuum that are critical to an individual's success throughout their learning and career journey.

Activities:

- Surveys to community leaders throughout the state to identify metrics included in strategic plans being utilized within local communities across the state.

- Education and Workforce Data team collaboration to ensure alignment across state agencies.

TODAY'S FOCUS

- **Early 2021**

- **Future-Focused K-12 Education**

- **Strategic Priorities + Tactical Examples**

Early 2021

FIRST SEVEN MONTHS...

- Undertook extensive listening effort with numerous stakeholder groups.

- Built and developed internal leadership team.

- Analyzed data on student achievement, educator pipeline, and more.

- Developed pillars, strategic priorities and tactical solutions.

FUTURE-FOCUSED K-12 EDUCATION: THREE PILLARS

STUDENT
LEARNING & OPPORTUNITY

EDUCATOR
TALENT, QUALITY, & VALUE

SYSTEM
ALIGNMENT & CAPACITY

Strategic Priorities +
Tactical Examples

@EducateIN

PILLAR 1: STUDENT LEARNING & OPPORTUNITY

Quality, Purposeful Educational Opportunities for Each Student

- Expand and support quality, **affordable and accessible learning opportunities**, including **early learning** options

- Strengthen the capacity to deliver the **educational fundamentals** to every child by grade 10 (age 16)

- Help schools and communities strengthen, expand & create effective **post-K-12 pathways & linkages**

- Expand access to, training for and use of **technology options** that support expanded contexts for learning

- Create capacity and flexibility to drive effective **learning-focused innovation** in all aspects of K-12 education

- Re-envision how **educational progress is measured** and tailored to individual students

- Strengthen systems to provide improved **information regarding K-12 educational programs and results**

PILLAR 1: TACTICAL EXAMPLES

Quality, Purposeful Educational Opportunities for Each Student

- **Strategic Priority:** Strengthen the capacity to deliver the **educational fundamentals** to every child by grade 10 (age 16)
  - **Tactical Example(s):** Literacy Plan; STEM Plan

- **Strategic Priority:** Help schools and communities strengthen, expand & create effective **post-K-12 pathways & linkages**
  - **Tactical Example(s):** Crossing the Finish Line Initiative; Regional Pathway Innovation Fund

- **Strategic Priority:** Re-envision how **educational progress is measured** and tailored to individual students
  - **Tactical Example(s):** Framework & Data Dashboard showing longitudinal student outcomes

PILLAR 2: EDUCATOR TALENT, QUALITY, & VALUE

Elevating and Supporting Indiana's Educators

- **Elevate the mission and value** of Indiana's K-12 educators

- **Recruit more of Indiana's best and brightest** to serve in the classroom and in leadership roles, including racially and ethnically diverse candidates and candidates for high-need subject areas

- Work with educators to improve access to **effective professional and leadership development**

- Improve guidance, support, and accessible data, for those **recruiting, educating and mentoring rising educators**

- Create networks & other capacity for sharing **information, practices and ideas** with/among educators

PILLAR 2: TACTICAL EXAMPLES

Elevating and Supporting Indiana's Educators

- **Strategic Priority: Recruit more of Indiana's best and brightest** to serve in the classroom and in leadership roles, including racially and ethnically diverse candidates and candidates for high-need subject areas
  - **Tactical Example(s):** "Grow Your Own" opportunities

- **Strategic Priority:** Improve guidance, support, and **accessible data**, for those **recruiting, educating and mentoring rising educators**
  - **Tactical Example(s):** Real-time supply and demand marketplace for educator pipeline

PILLAR 3: SYSTEM-ALIGNMENT & CAPACITY

Aligned, Effective and Efficient Support

- Reduce **unnecessary state laws/regulations** and their costs, bureaucracy and barriers
- Align **available state data and fiscal resources** to the student and the student's learning

Partnerships and Aligned Support

- Increase IDOE support for **school and community capacity-building** to improve results
- Assist local educators in **solution-finding for real-time issues** (e.g., hybrid learning, transitions to post-K-12 activity)
- Partner with lawmakers and other stakeholders to ensure the IDOE strategic vision is supported and implemented

PILLAR 3: TACTICAL EXAMPLES

Aligned, Effective and Efficient Support
- **Strategic Priority:** Align **available state data and fiscal resources** to the student and the student's learning
  - **Tactical Example(s):** Data modernization; Return On Investment (ROI) model

Partnerships and Aligned Support
- **Strategic Priority:** Assist local educators in **solution-finding for real-time issues** (e.g., hybrid learning, transitions to post-K-12 activity
  - **Tactical Example(s):** Office of School Efficiency; Strategic Planning Consortium

TOGETHER, LET'S MAKE AN IMPACT FOR STUDENTS!

If you want to go fast, go alone.
If you want to go far,
GO TOGETHER.

African Proverb
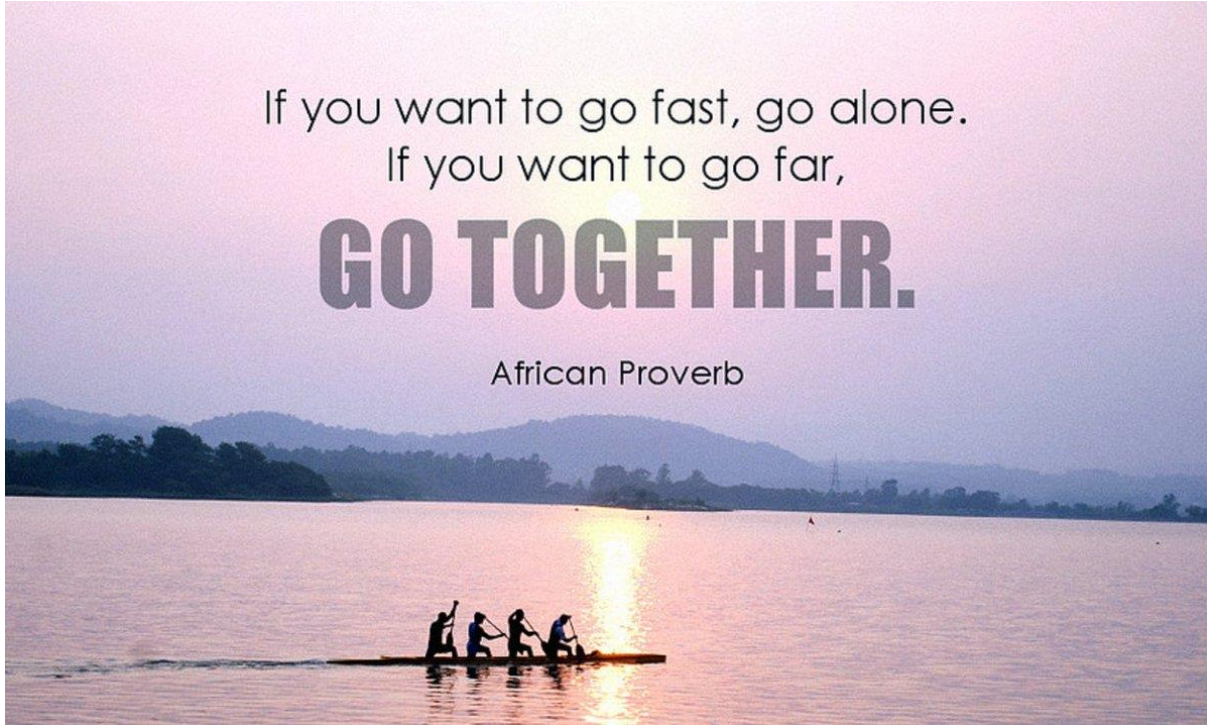
THANK YOU!

Shared Outcomes Across GWC Agencies:

1. Student Engagement and Career Relevance

2. Educational Attainment

3. Economic Impact

Measuring Progress

1. Student Engagement and Career Relevance

- High school students earning a postsecondary credential related to their postsecondary pathway.

- All postsecondary programs including a career relevant experience

- Doubling the number of employers leveraging ongoing education and training for incumbent workers

Measuring Progress

2. Educational Attainment

- 60% postsecondary attainment goal

- Includes: a quality credential beyond a high school diploma – industry recognized certification through traditional postsecondary degree and beyond

3. Economic Impact: By 2025, Indiana will be above the average rate of peer states for median household income, adjusted for cost of living.

State Plan Progress

Approximately 1 year since our state plan approval from the federal government. We will need to adjust some aspects this spring.

Overarching strategies within the plan:

1. Focus on meeting the needs of individual Hoosiers

2. Integrate state systems to facilitate greater access

3. Align programs to create a healthy, engaged, and talented citizen

4. Maximize resources for impact-driven programs

5. Foster impactful relationships between businesses, community partners, and government agencies

State Plan Progress

1. Focus on meeting the needs of individual Hoosiers

- Strategy 1.1 – Develop career pathways that have multiple points of entry mapping towards a trajectory for career advancement and sustainability.
  - Redesigned 53/71 programs to date
  - Remaining programs will be redesigned by October
- Strategy 1.4 – Scale Career Coaching and Navigation
  - Build out of YourNextStepIN
  - Development of comprehensive career coaching training leveraging Governor's Coaching Corps and Skillful Indiana
    - Pilot with Ivy Tech's Career Coaching and Employer Connections staff.
  - Support to Ivy Tech Community College for Career Coaching and Employer Connections expansion
  - Launched InsideTrack counseling services for individuals that are unsure of their next step

2. Integrate state systems to facilitate greater access

- Strategy 2.7 – Develop and implement system-wide professional development and cross-training
  - Development of Workforce Board member training
    - Policy Committee approval for training to be required by local workforce board members

- Strategy 2.9 – Simplify intake processes and develop one common intake across all programs.
  - Development of a virtual client engagement platform that will be an initial step to achieving common intake for workforce programs.

State Plan Progress

3. Align programs to create a healthy, engaged, and talented citizen

- Strategy 3.7 - Use online, in-person, hybrid, and open-source course materials to increase access to education and training opportunities and support services.
  - Expanded Workforce Ready Grant program to include an increased number of training options as wells expanded points of entry.
  - Launched Hoosier Talent Network online job search and career navigation platform to help job seekers identify employment opportunities based on their skillset and training opportunities to allow them to achieve career goals.

State Plan Progress

4. Maximize state and federal resources through impact-driven programs for Hoosiers.

- Strategy 4.3 - Increase the number of people co-enrolled in programs by 100%.
  - All WRG participants enrolled through a WorkOne office are co-enrolled in Wagner Peyser, WIOA Title I and/or Adult Education.

- Strategy 4.4 - Examine new methods to identify quality outcomes for programs.
  - In-process - Development of comprehensive dashboard and metrics

5. Foster impactful relationships between businesses, community partners, and government agencies.

- Strategy 5.1 - Increase the number of businesses engaging with and utilizing the talent development system as a whole by 25% each year (or approximately 100 businesses).
  - Increased ETG participation through expansion utilizing CARES Funds
    - Near 300% increase in minority-, veteran-, and woman-owned businesses
  - Launched 180 Skills and Hoosier Talent Network platforms to provide additional tools to employers in identifying and retaining skilled talent
- Strategy 5.3 - Create strategic partnerships with the Institute of Workforce Excellence (IWE) under the state Chamber of Commerce, postsecondary institutions, and other sector organizations.
  - GWC members on Advisory Council for IWE
  - Executive Director on IWE Governing Board

Questions