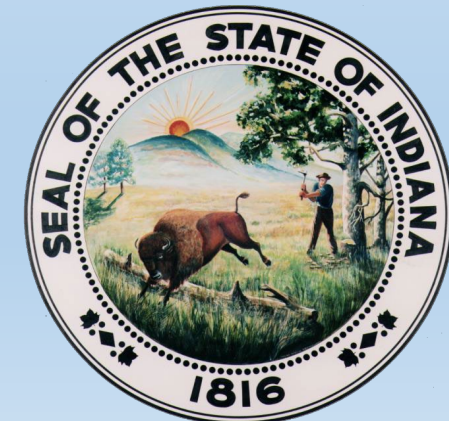


Governor's Workforce Cabinet

Strategic Plan Update

March 19, 2020





Core, Partner, and State Programs of our Strategic Plan

Agency	Program
Department of Workforce Development	Adults Dislocated Worker Youth – both in- and out-of-school Adult Education Wagner-Peyser Unemployment Insurance Jobs for Veterans State Grant Trade Adjustment Act Senior Community Services Employment Program Next Level Jobs – Employer Training Grants and non-credit bearing Workforce Ready Grants
Family and Social Services Agency	SNAP E&T TANF (including E&T) Vocational Rehabilitation
Governor’s Workforce Cabinet	Perkins State CTE Tuition Support
Commission for Higher Education	Next Level Jobs – credit-bearing Workforce Ready Grants



Goals of the Strategic Plan

Goal 1. Focus on meeting the individual needs of Hoosiers.

Goal 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.

Goal 3. Align programs towards creating a healthy, engaged, and talented citizen.

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

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

Target Populations

- Low-income individuals;
- Veterans and eligible spouses;
- Unemployed individuals;
- Individuals needing to be upskilled and reskilled;
- Ex-offenders;
- Individuals with disabilities;
- Historically underrepresented minorities;
- Urban populations;
- Rural populations;
- At-risk youth;
- Adults without a high school diploma and/or with basic skills deficiency.

Strategies Woven Throughout the Plan

- **Data Sharing** – Opportunity to better understand who is being served, by what program, and where. Knowing what an individual's goals are, and which programs they are enrolled in and eligible for will help us provide them all the resources available to get where they want to go.
- **Co-enrollment** – No single program has the resources necessary to meet everyone's needs. Co-enrollment in other programs can provide additional resources and supports to achieve one's goals.
- **Co-location** – A primary goal of the plan is to improve customer service by reducing barriers for individuals accessing services by providing opportunities to get those services through a “no wrong door” approach.
- **Cross-training** – There are a number of state and federal programs operated by a number of state agencies and local providers. Creating better awareness of programs and ways to provide services across programs will help serve Hoosiers.
- **Employer Engagement** – We want to increase both the quality and quantity of engagement with employers, including identifying and highlighting community partnerships for employers to engage with the talent development system, expanding the reach and connection to apprenticeships and other work-based learning experiences, and promoting talent diversity and non-traditional hiring practices.



Strategies for Individuals

- Integrating education, workforce development, and social services through human-centered approach.
- Promoting state and financial aid opportunities for postsecondary completion.
- Increasing use of SNAP 50/50 funds to maximize our investments.
- Leveraging federal flexibility through Second Chance Pell and Ability to Benefit.
- Creating summer bridge programs for at-risk youth and Adult Education to prevent summer melt between high school and postsecondary education/employment.
- Leveraging multiple funding streams in middle and high school to expand career coaching and wraparound supports (e.g., JAG and Pre-ETS).
- Funding specifically for juvenile justice facilities.
- Allocating \$500,000 of the Employer Training Grants to upskilling low-wage workers.



Strategies for Employers

- Expanding the reach and use of work-based learning for at-risk youth and adults, as well as diversifying funding for work-based learning.
- Promoting talent diversity and non-traditional hiring practices.
- Increasing awareness of benefits of non-traditional hiring practices, including specific tax credits.
- Identifying and highlighting community partnerships.
- Assisting with digital literacy for small and rural businesses and entrepreneurs.
- Leveraging economic and employer data to address current and future needs.
- Modifying resources and tools based on employer feedback.



Strategies for State Agencies

- Cross-training all staff and WDBs on the basics of WIOA Core Programs, SNAP, TANF, and postsecondary financial aid.
- Developing a common intake process and case management system over the next four years.
- Evaluating and streamlining of potential inefficient services and program structure.
- Development of interagency MOUs regarding endorsed marketing, co-location, co-enrollment, and data sharing.
- Creating a digital catalog of program eligibility and allowances to help with concierge service.
- Synchronizing career pathways under WIOA and programs of study under Perkins.
- Specifying SEALs for particular populations.
- Exploring use of TAA funds for automation.
- Evaluating the ROI of programs.
- Identifying both state and national best practices to highlight and elevate.



NextLevel Jobs
INDIANA

Updates to the Plan

- Creation of the Snapshot as a more digestible format.
- Further discussion of transportation barriers and co-location.
- Inclusion of early learning as part of the education system.
- Greater emphasis on career exploration and awareness in earlier grades.
- Clarifications regarding the Target Populations.
- Further explanations of SNAP E&T and SNAP 50/50.
- Insertion of cross-training on Core and Partner Programs for Workforce Development Boards.
- Clarifications regarding postsecondary Perkins and SNAP E&T.
- Inclusion of secondary CTE participant and concentrator definitions and postsecondary CTE participant and concentrator definitions.
- Additional clarification of details and line edits.

Timeline

- March 20 – Submission to Governor’s Office
- April 1 – Submission to US Department of Labor
- April thru USDOL Approval – Creation of Project Plans, Committees, and Teams for Operationalizing Plan and additional public-facing documents
- By July 1 – Approval from USDOL
- July 2 – Shift into Implementation Phase