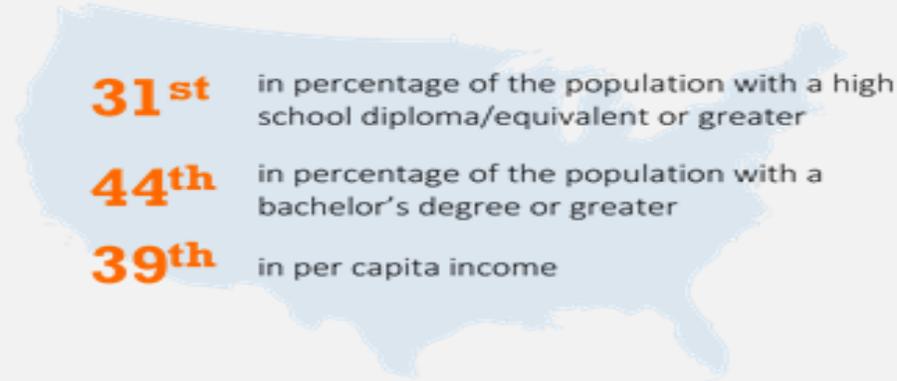


# Align, Engage, Advance

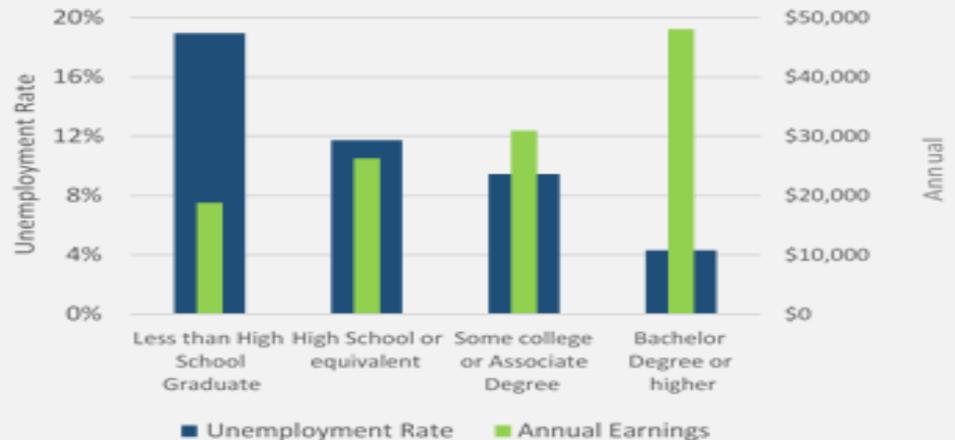
A Strategic Plan to Transform Indiana's Workforce

# The Challenge

## In the nation, Indiana ranks...



## Unemployment Rate and Annual Earnings by Education (2012)



## And, our systems are failing many Hoosiers...

At Indiana's public colleges, completion rates of full-time students are concerning:

### Public Two-Year Colleges

Complete within two years..... 5.1%

African American students..... 1.2%

Hispanic students..... 3.6%

Complete within four years..... 16.4%

Complete within six years..... 20.3%

African American students..... 14.2%

Hispanic students..... 25.9%

### Public Four-Year Colleges

Complete within four years..... 29.5%

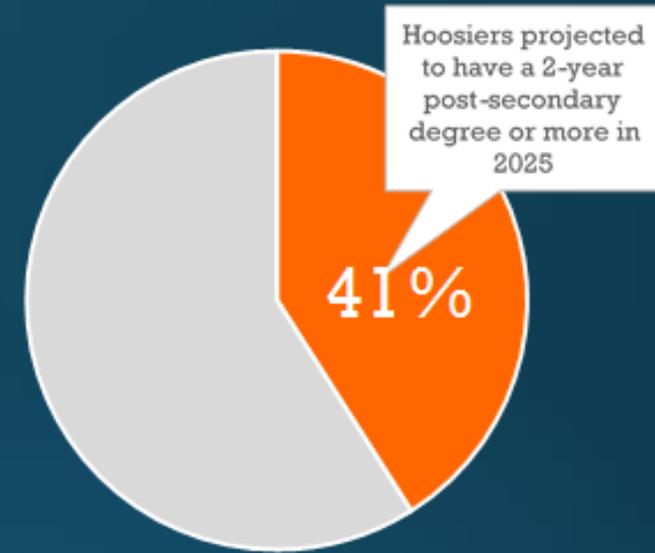
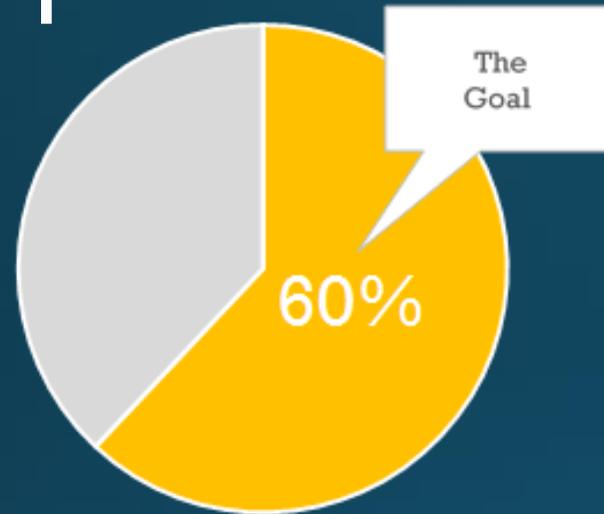
African American students..... 10.8%

Hispanic students..... 19.1%

Complete within six years..... 52.5%

Sources: US Census Bureau, 2012 American Community Survey; US Bureau of Economic Analysis, 2013; Indiana Commission for Higher Education; Indiana Department of Workforce Development

# The Gap



## Hoosier workforce with a post-secondary credential or above...



# The Goal

**60 percent**

of Indiana's workforce will have the postsecondary knowledge, skills, and credentials demanded within Indiana's economy by 2025

# The Pillars of Transformation



**System Alignment**



**Worker-and-Student-Centric Services**



**Demand-Driven Programs and Investments**

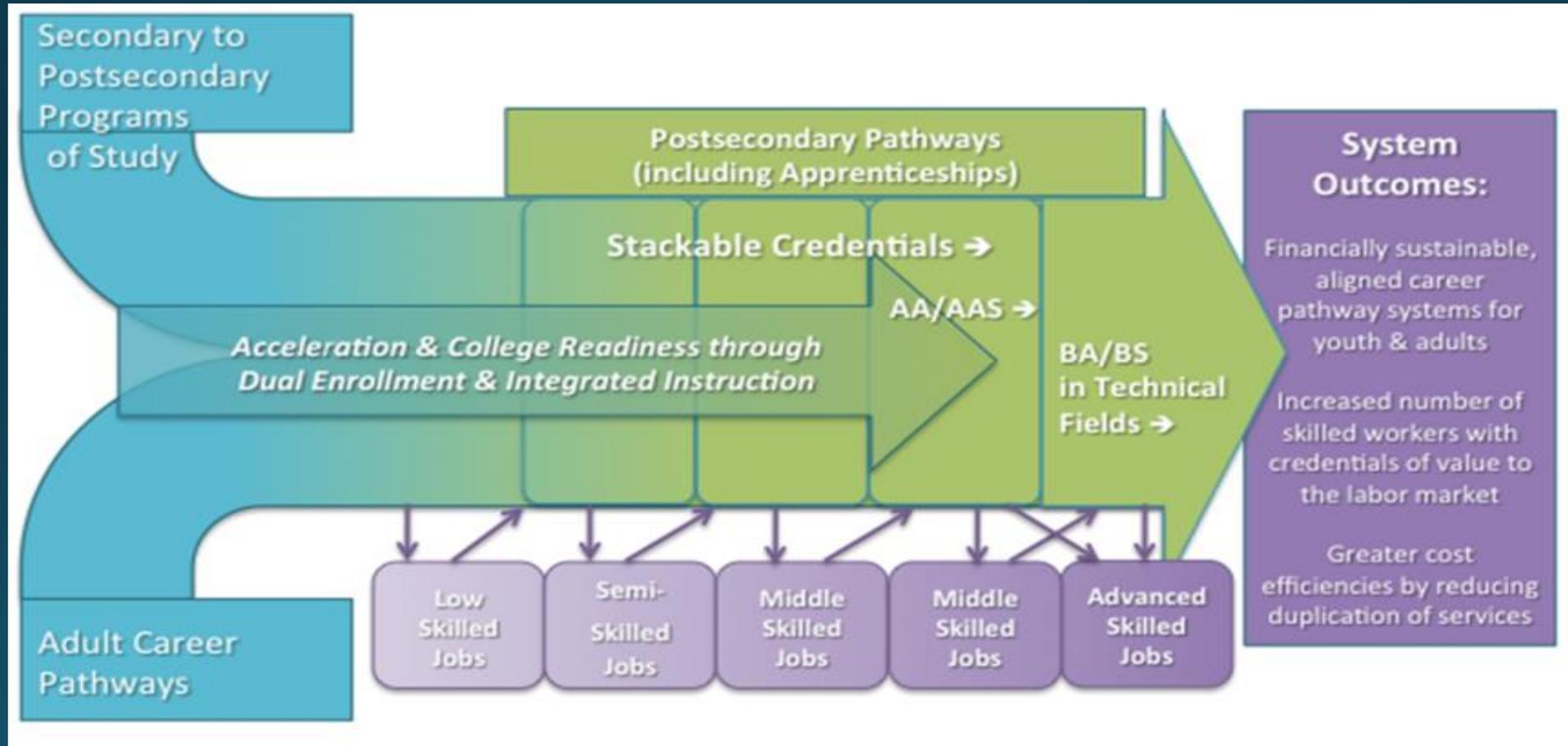
# Objective 1: Provide a seamless system of partners that provides worker-centric and student-centric services

- Strategies:

- Streamline governance structures of the State's education, job skills development, and career training system
- Ensure all partners in Indiana's education, job skills training, and career development system share the common goal and mission of increasing the skill levels of Hoosiers and providing pathways to self-sufficient careers, and measure success utilizing the same performance metrics
- Increase the connectivity and service integration among partner agencies within the talent development system



# Objective 2: Link career pathways to Indiana high wage, high demand careers for students and workers across the K-12, post-secondary, and adult systems



# Objective 2

- Strategies:
  - Improve the foundational and career/technical skills of Indiana's students and workforce
  - Expand the career education component across all grades K-12, post-secondary, and workforce to assure a system that provides intentional ways for all students to have opportunities for career exploration and investigation, career preparation, and skills development
  - Ensure that students and workers at all levels throughout Indiana are provided with meaningful career counseling and career preparation
  - Provide incentives for all partners to participate in a system to provide meaningful career education at all levels for all students

# Objective 3: Increase the number of students and adults who attain post-secondary skill certifications and degrees

- Strategies:

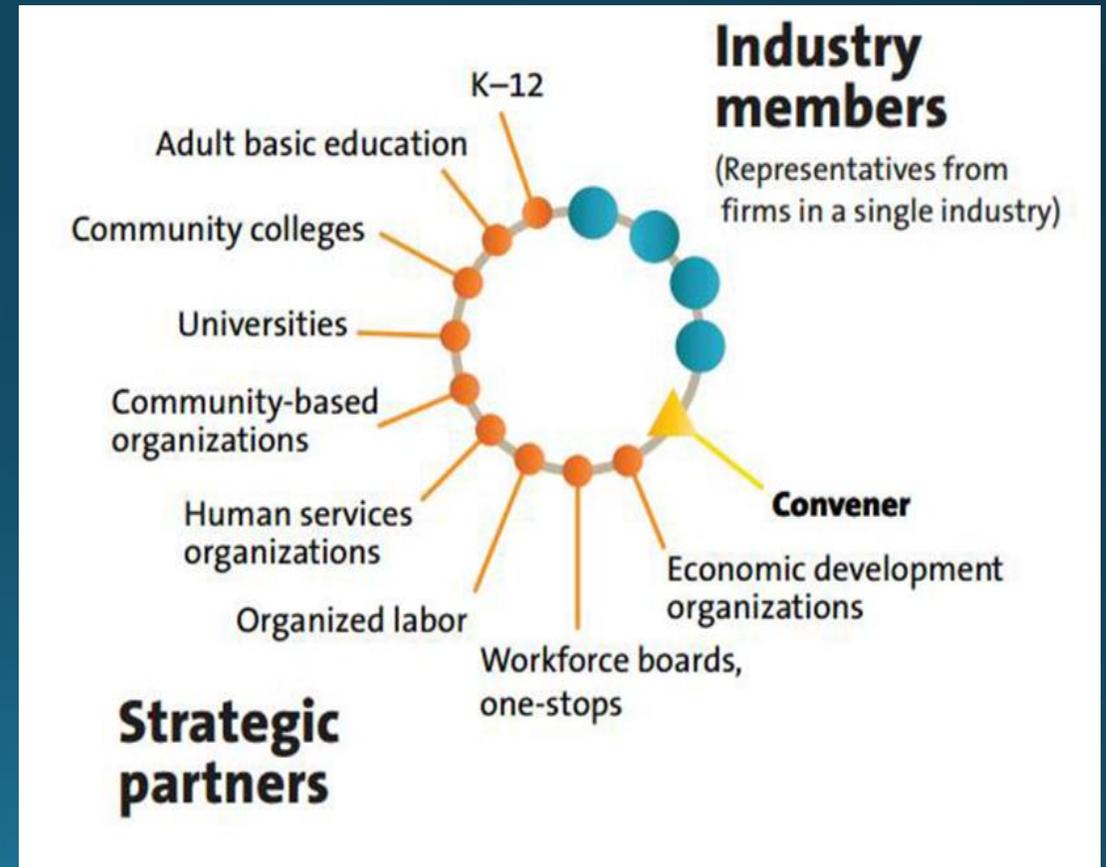
- Request that the General Assembly provide financial incentives in the form of a graduation grant for Hoosiers attending Indiana's post-secondary institutions to earn degrees or quality workforce credentials tied to Indiana's priority sectors
- Capitalize on previous investments made by students and the State by encouraging Hoosiers with some college, but no degree, to return and complete
- Ensure that all Indiana high school students are provided with opportunities to earn high quality, transferrable post-secondary credit and/or quality workforce credentials while still enrolled in high school
- Ensure that Indiana's two year colleges implement and scale best practices that increase persistence, on-time completion rates, and labor market outcomes of their students
- Increase the availability and usage of prior learning assessments and competency-based education models for returning adult students

# Objective 4: Elevate the importance of work-and-learn models

- Strategies:
  - Incentivize the business community to provide more work-and-learn opportunities to Hoosier students and adults
  - Task the Indiana Network of Knowledge with identifying a method of tracking work-and-learn experiences that are completed throughout the state

# Objective 5: Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's regional economies

- Strategies:
  - Directly link public investments for education, training, and career development to the priority industry sectors within Indiana's economy, including advanced manufacturing, agriculture and agri-business, energy, information technology, life sciences and health care, logistics, and defense and national security
  - Launch and/or expand regional sector partnerships that complement the State's priority industry sectors to provide a mechanism for Indiana's education job skills development, and career training system to collect information and respond to sector needs



# Next Steps

- Implementation Taskforces
  - System Alignment Taskforce
  - Sector Strategies Taskforce
  - Pathways Taskforce
- CTE ROI Study
- Funding Implications of Strategies
- Establish Benchmarks and Performance Targets
- Continuous Improvement