



Pathways Taskforce

**May 28, 2015
9:00 a.m. – 11 a.m.**

**Indiana Government Center South
Conference Room A
Public Entrance 302 W. Washington Street
Indianapolis, IN 46204**

MEETING MINUTES

Members Present: Jason Bearce, Besty Delgado, Lt. Governor Sue Ellspermann, Roger Feldhaus, Matt Fleck, Jessica Fraser, Angela Klitzsch, Marie Mackintosh, Betsy McCaw, SPI Glenda Ritz, Jeff Terp (for Calvin Thomas), Dan Waldrop, Lynne Weisenbach

Members Not Present: Caryl Auslander, Mike Barnes, JR Gaylor, Representative Christina Hale, Gary Hobbs, Ian Steff

I. Welcome and Call to Order

The Lieutenant Governor welcomed everyone and called the meeting to order at 9:02 am.

II. Review and Approval of April 23, 2015 Meeting Minutes

The April 23rd Meeting Minutes were approved by unanimous vote.

III. Career Counseling Progress

The Lieutenant Governor introduced Amanda Culhan with the Indiana Department of Education and Amy Marsh with the Indiana Department of Workforce Development. Ms. Culhan provided an update on career counseling activities in relation to initiatives the IDOE presented to the taskforce in January. Ms. Culhan informed the group that the career counseling standards for k-12 counselors are being revised and the goal is have the final revisions complete by November. The IDOE is investigating model counselor evaluation programs that the state will recommend schools use during their evaluation process. In relation to this effort, CELL and the Indiana Chamber of Commerce are conducting research to identify model career counseling efforts going on across the state. In conjunction with the Indiana Department of Workforce Development and the Indiana Commission for Higher Education, the IDOE is looking to hold regional workshops to provide career counselors professional development. In addition to this collaborative effort, IDWD will also work toward providing career counselors with a “State of the Workforce” update that will be delivered by IDOE through their counselor listserv.

New curricula that could provide counselors with a College and Career Certificate is also being investigated. There are a number of programs that are being used in other states along with a new program being offered at Butler University. More research will be needed to determine how IDOE can move this effort forward for career counselors in Indiana. Superintendent Ritz questions whether the college and career component could be included in career counselor licensing programs. Lieutenant Governor Ellspermann was curious as to how to involve educators and administrators in the career counseling process more. College and Career readiness is something that should be discussed by all throughout the school.

Ms. Marsh then discussed several career counseling strategies that are a part of the entire career counseling system. There are ten overarching strategies that pertain to some aspect of the Career Council's Strategic Plan. Ms. Marsh focused on two of the strategies in particular. She discussed the need for career counselors to be knowledgeable in current workforce needs and career pathways that exist to fill those needs. Ms. Marsh also communicated the need for career counseling standards and curriculum to include a process on how to deliver services in which counselors were well-versed in various programs and assessments that can be used across all education levels so clients were able to better understand their career pathway options. Ms. Marsh then asked the taskforce to look through the document and provide their feedback on these strategies. Ms. Marsh then asked Jason Bearce with the Indiana Commission for Higher Education to provide an update on a few of their career counseling initiatives.

Mr. Bearce went on to discuss the "Return and Complete" initiative of ICHE. This initiative would target around two-hundred thousand adults that have some college but did not complete their degree. There is currently no incentive funding for this program, but universities have been charged with doing outreach to their former students or provide ICHE the necessary information that would allow ICHE to reach this population. ICHE has formed a taskforce to investigate a number of issues surrounding this program, including: barriers this population may have in completing a degree program, the engagement of employers to up-skill their workforce, the engagement of institutions, and the engagement of this population. Mr. Bearce then discussed the Inside Track program that provides 21st Century Scholars coaching and mentoring at Indiana State University, Indiana-Purdue University Indianapolis, and Ivy Tech Community College of Indiana. This program has been working with over one thousand six hundred students to help understand and overcome barriers in returning to college. The Lieutenant Governor asked if the taskforce could be provided with the report on this program when it is released.

IV. Career Pathway Framework and Implementation

The Lieutenant Governor then introduced Todd Hurst with the Center of Excellence in Leadership of Learning and Hans Meeder with the National Center for College and Career Transitions. Mr. Hurst outlined the career pathway work of the Education and Workforce Innovation Network. Then Mr. Meeder delivered a brief overview of his time with the United States Department of Education and the work of his organization in New York and Pennsylvania. Mr. Meeder discussed the development of common definitions around a career pathway system that can be used across the state so there is consistent communication around a pathway system. He then presented details on the pathways design process and the importance to ensure those discussing career pathways were using the same messaging. Mr. Meeder talked about designing a pathways for all approach and showed examples of what the model could look like at the

secondary level. He also discussed how the career pathways system could work in tandem with sector partnerships.

Mr. Meeder then discussed what regional partners would be expected to do throughout the development process. He talked about the five levels of the development cycle: Explore, Convene, Envision, Commit, and Act. Mr. Meeder then went into detail regarding the planning structure of developing a pathway system. There are essentially three teams (Coalition, Planning, and Coordinating) that will have input into what the system will look like, and the result will be a community plan to design the pathway system. The goal of a pathways system is to better assist youth and adult learners with the transition from educational attainment into skilled careers. There are two essential benefits to creating a pathways system instead of specific pathways programs of study: more engaged learners and pathway development in high-demand areas of regional workforce needs. Mr. Meeder explained that the goal would not be to replace any existing pathways throughout the state, but to build off what is being done well and ensure there is connectivity throughout the system.

Lieutenant Governor Ellspermann questioned if it could be counterproductive for each region to have their own model. She added that it could help postsecondary institutions if there was alignment at the k-12 level in each region. Ms. McCaw was curious as to if there was a way to incentivize or mandate regional change in how pathways are developed. Superintendent Ritz added that the IDOE will start to recognize secondary pathways that are well-developed across the state. Mr. Waldrop suggested that perhaps there could be a number of options presented to local communities to choose from, but each would have some commonality across the state. Mr. Meeder agreed that perhaps presenting a menu of options at the regional level would benefit in creating alignment at the state level.

V. Priority Sector Resolution *Lieutenant Governor Ellspermann*

Lieutenant Governor Ellspermann introduced Ms. Mackintosh and asked her to speak on the importance of identifying priority sectors and occupations. Ms. Mackintosh discussed the Career Council's Strategic Plan and the need to thoughtfully identify priority sectors to not only prioritize career pathway development, but also inform career counseling as well. She added that there is still work that needs to be done in regard to soliciting employer engagement in the identification of priority sectors and occupations, but after presenting to the Pathways Taskforce there is a plan on how to identify priority sectors and occupations. Lieutenant Governor Ellspermann directed the taskforce to the resolution that was presented and asked if there were any questions. Ms. Fraser noted that she would like to abstain from voting because of her involvement in developing the sector partnership framework.

The Lieutenant Governor asked if there was a motion to move to vote on the proposed resolution. Mr. Fleck put forth a motion to vote on the resolution and Ms. McCaw seconded. The vote to approve the resolution was unanimous.

VI. Sector Partnerships Framework and Implementation

Ms. Fraser then presented on the sector partnership framework she had put together at the request of CELL. She outlined next steps for moving the framework into action. CELL will develop an RFP for planning grants in which 5 regions will be eligible to receive funding from CELL to

develop a sector partnership plan. The planning grants will be awarded to partnerships that create a plan that addresses regional skills gaps and offers solutions on how to close gaps. In addition to some financial support from CELL, partnerships will also receive technical assistance from a provider designated by CELL. The partnerships will have the same provider so there will be some statewide collaboration across the regions. The Lieutenant Governor asked for an estimated length of time for the partnerships to develop their plan. Ms. Fraser indicated that it should take approximately six months. Superintendent Ritz asked what the next steps would be after the plan was developed. Ms. Fraser indicated that part of the sector partnership plan needed to include an outline for how the partnership would be sustainable. Ms. McCaw indicated that either in the framework or in the RFP, there needed to be some guidance as to how much money the partnerships could expect to need in order to be sustainable. Ms. Klitsch mentioned that the measured outcomes developed in the partnership plan could be connected to various funding sources.

Ms. Fraser went on to discuss the essentials of the framework that was developed. The core principles of the framework center on the fact sector initiatives should be regionally designed and demand-driven. The framework calls for the Career council to provide oversight at the state level and asks that there be cross agency coordination at the state level. The framework also asks that the Indiana Department of Workforce Development oversee any regional grants in regard to sector partnerships should there be state funding used in this effort.

VII. Next Steps

The Lieutenant Governor thanked the members of the taskforce for their engagement, feedback and hard work throughout their time together. She will provide an update to the Career Council at the June 15th meeting and the Career Council will determine if there are any duties remaining of the taskforce.

The Lieutenant Governor adjourned the meeting at 10:52 am.