



**September 17, 2015**

# Career Council Overview-Duties

## Duties include:

- Align and Coordinate Activities of Indiana's Education, Job Skills Development, and Career Training System, including the development of a strategic plan
- Provide Administrative Oversight of the Indiana Workforce Intelligence System (IWIS). IWIS was established by I.C. 22-4.5-10-3. Transitioned this responsibility to INK via same statute in 2014
- Develop and Maintain an Inventory of Current Job and Career Training Activities Provided by Members of the System
- Coordinate its work with the Indiana Works Councils
- Deliver Strategic Plan to General Assembly by July 1, 2014

# Career Council Members

**Governor Mike Pence, Chair**

**Lt. Governor Sue Ellspermann, Vice Chair**

**Secretary John Wernert, FSSA**

**Secretary Victor Smith, Commerce**

**Superintendent Glenda Ritz, DOE**

**Commissioner Steve Braun, DWD**

**Commissioner Teresa Lubbers, CHE**

**Business Representatives appointed by the Governor:**

**Gary Hobbs, President BWI**

**Neil Pickett, Executive Director IU Health**

**Joe Loughery, Former President Cummins**

**Dan Waldrop, Indiana Brotherhood of Electrical Workers Local 697**

**Business Advisory Members: J.R. Gaylor, Kevin Brinegar , Brian Burton**

**State Representative Advisory: Ben Smaltz; Terri Austin**

**State Senators Advisors: Doug Eckerty; Frank Mrvan**

# Strategic Planning Process

- Led by Lieutenant Governor and the Program Alignment and Talent Development taskforce
- The ICC adopted “Align, Engage, Advance: Strategic Plan to Transform Indiana’s Workforce” June 2014 by the Indiana Career Council after:
  - Over 40 meetings
  - 500 man hours
  - Input from over 200 participants

[http://www.in.gov/icc/files/Indiana\\_Career\\_Council\\_Strategic\\_Plan\\_-\\_Align\\_Engage\\_Advance\\_-\\_FINAL.pdf](http://www.in.gov/icc/files/Indiana_Career_Council_Strategic_Plan_-_Align_Engage_Advance_-_FINAL.pdf)

# Strategic Planning Process

What we learned:

**2 / 3** **5%**

Complete a 2-Year Degree On Time

No College Degree

**10,000**

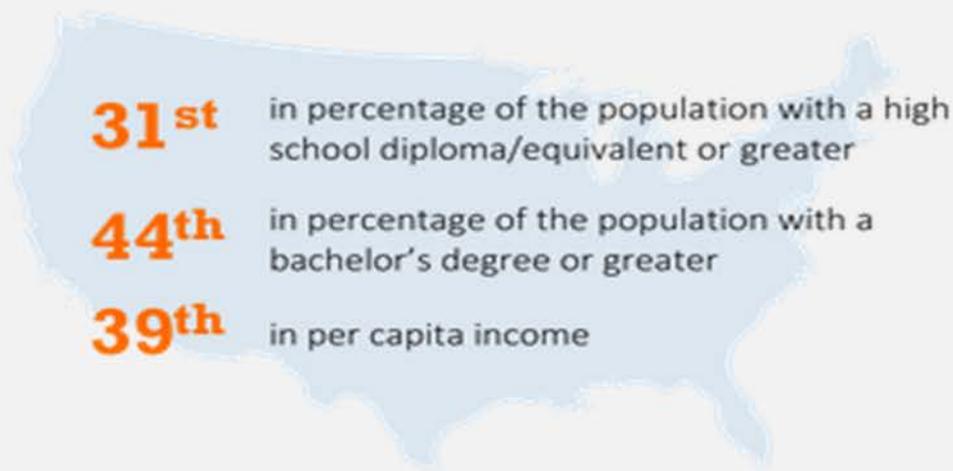
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No High School Diploma

College Students in Remediation

# Key Facts and Findings

## In the nation, Indiana ranks...



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

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

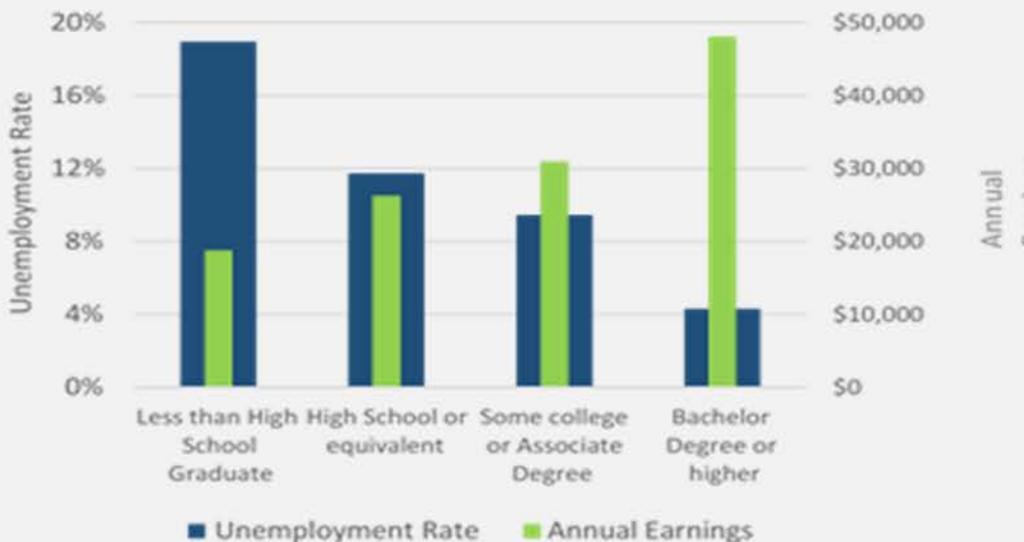
### Public Two-Year Colleges

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%

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



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

# Strategic Plan

## 3 Pillars of Transformation:

### System Alignment



- Share information, align missions, integrate strategies along career development continuum

### Worker-and Student-Centric Services



- Moving from being *program-focused* to being *client-centered* across system of partners/services

### Demand-Driven Programs & Investments



- Align investments and program offerings to primary sectors of Indiana economy and known skills/credential needs of employers

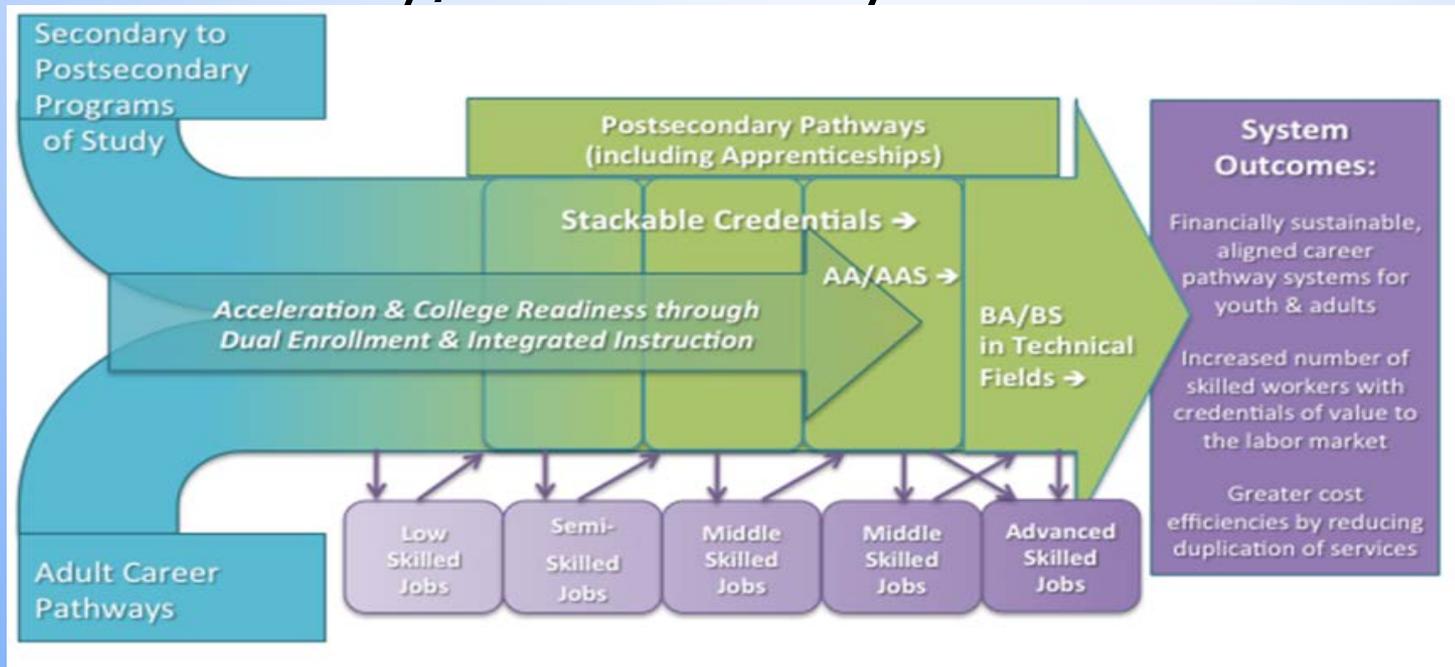
# Strategic Plan: 5 Overarching Objectives

1. Provide a **seamless system of partners** that provides worker-centric and student-centric services



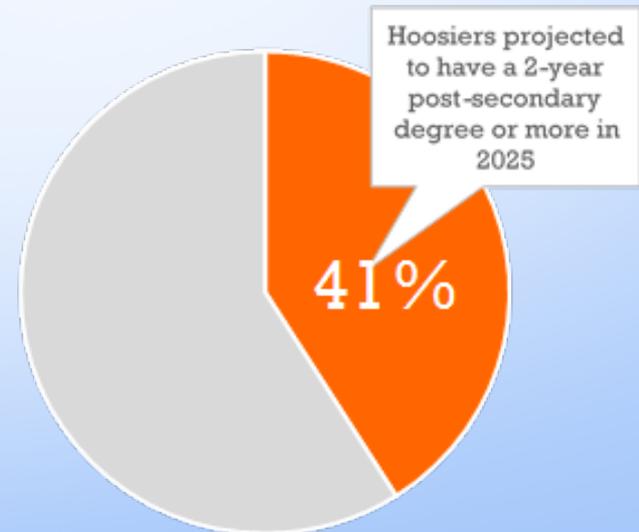
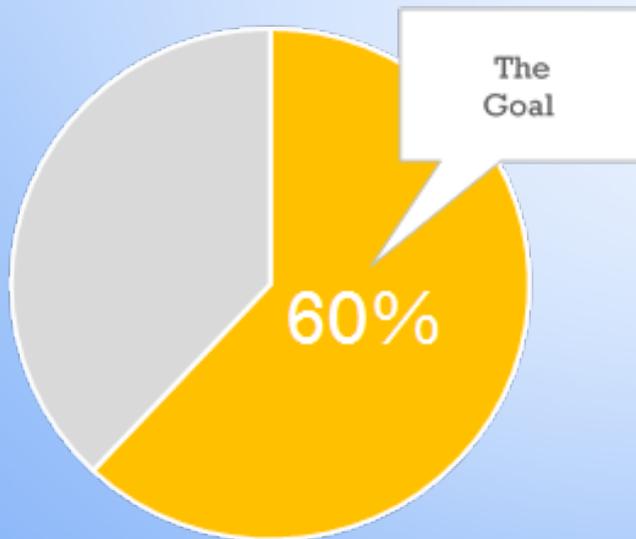
# Strategic Plan: 5 Overarching Objectives

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



# Strategic Plan: 5 Overarching Objectives

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



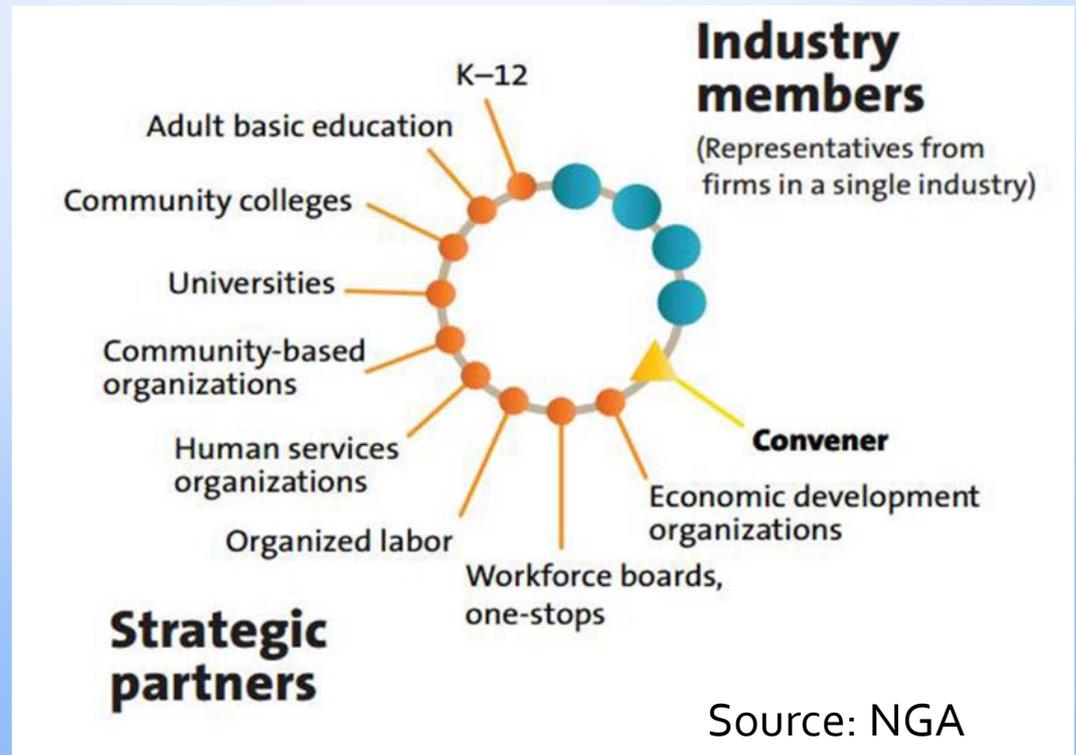
# Strategic Plan: 5 Overarching Objectives

## 4. Elevate the importance of work-and-learn models



# Strategic Plan: 5 Overarching Objectives

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



# Strategic Plan Implementation

Implementation led by taskforces created at time of adoption

1. System Alignment taskforce
2. Sector Strategies taskforce
3. Pathways taskforce

All initiatives were merged with those of the Pathways taskforce in January 2015

Progress toward each objective within strategic plan may be found in the packets

# Pathways Taskforce Initiatives

1. Identify Priority Occupations and Employment Sectors
2. Develop and Disseminate Framework for Sector Strategies/Partnerships
3. Career Counseling
4. Expansion of Work-and-Learn Opportunities
5. Integrated/Coordinated Career Pathways from k-12 into the Workforce
6. Success of Completion Bonus and Return-to-Complete Higher Education Programs

# Pathways Taskforce Initiatives Update

## 1. Identification of priority occupations and employment sectors

- *A resolution set forth at the May meeting was approved by the Career Council in June.*
- *DWD is working toward identifying Priority Now and Priority Future occupations and sectors.*

[http://www.in.gov/icc/files/Resolution\\_Identifying\\_Priority\\_Sectors.pdf](http://www.in.gov/icc/files/Resolution_Identifying_Priority_Sectors.pdf)

# Pathways Taskforce Initiatives Update

## 2. Develop and Disseminate Framework for Sector Strategies/Partnerships

- *EWIN, the Works Councils, and DWD will partner to offer \$20,000 in sector partnership planning grants within the coming weeks.*
- *The framework presented to the taskforce will serve as a basis for the creation of those partnerships.*

[http://www.in.gov/icc/files/Indiana\\_Plan\\_and\\_Launch\\_Sector\\_Partnership\\_Initiative.pdf](http://www.in.gov/icc/files/Indiana_Plan_and_Launch_Sector_Partnership_Initiative.pdf)

# Pathways Taskforce Initiatives Update

## 3. Career Counseling

- *Postsecondary Counseling Events – Regional events coordinated by local employers, Indiana Youth Institute, Chamber of Commerce, Regional Works Councils and other partners*
- *The Indiana Department of Education is currently hosting a series of career counseling workshops .CHE and DWD are also presenting at these workshops.*
- *The career counseling standards for k-12 are currently undergoing revisions*
- *Adult standards for career counseling are currently under development by DWD*
- *A number of other strategies are currently underway*
- *[http://www.in.gov/icc/files/College\\_and\\_Career\\_Counseling\\_-\\_Indiana\\_Outline\\_for\\_School\\_Counselors\\_ST....pdf](http://www.in.gov/icc/files/College_and_Career_Counseling_-_Indiana_Outline_for_School_Counselors_ST....pdf)*

# Pathways Taskforce Initiatives Update

## 4. Expansion of work-and-learn opportunities

- *With the help of Thomas P. Miller and Associates, the Pathways Taskforce worked to develop "A Guide to Talent Attraction and Development for Indiana Employers"*
- *DWD recently received a grant from USDOL, in which work-and-learn will be a focus*
- *The Demand Driven System taskforce of the SWIC will also investigate work-and-learn strategies and employer engagement*

[http://www.in.gov/icc/files/A\\_Guide\\_to\\_Talent\\_Attraction\\_and\\_Development\\_for\\_Hoosier\\_Employers.pdf](http://www.in.gov/icc/files/A_Guide_to_Talent_Attraction_and_Development_for_Hoosier_Employers.pdf)

# Pathways Taskforce Initiatives Update

## 5. Integrated Career Pathways System

- *To help better communicate strategies around career pathways, a definitions document has been created*
- *This Fall there will be a series of workshops aimed at creating more strategic alignment of pathway programs of study across the entire regional education spectrum through participation in IPIN (Indiana Pathways Innovation Network).*
- *DOE, CHE, and DWD have been working together in this effort*

[http://www.in.gov/icc/files/Indiana\\_Pathways\\_Definitions.pdf](http://www.in.gov/icc/files/Indiana_Pathways_Definitions.pdf)

# Pathways Taskforce Initiatives Update

## 6. Success of Completion Bonus and Return-to-Complete Higher Education Programs

- *CHE is championing Return & Complete Initiative for 700k+ individuals who have college credit but no credential/degree; initial guidance has been finalized*

[http://www.in.gov/icc/files/Return\\_and\\_Complete\\_Guidance\\_At\\_a\\_Glance\\_8\\_1\\_2015\\_\(2\).pdf](http://www.in.gov/icc/files/Return_and_Complete_Guidance_At_a_Glance_8_1_2015_(2).pdf)

# Next Steps

- Continue making progress on the initiatives underway
- Look toward moving the Strategic Plan forward in additional efforts
- Move the Pathways Taskforce to an Implementation Taskforce
- Use the Strategic Plan as a basis for strategic initiatives required by WIOA – Requires close partnership between DWD and FSSA, in particular