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Indiana Career Council
Strategic Plan Joint Taskforce Meeting

A National Perspective and Steps for Success



**Economic Development
Education
Workforce Development**



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Goals of Today's Presentation

1. **Articulate a Vision for Indiana's Workforce Development Efforts**
2. **Establish Guiding Principles for Future Efforts**
3. **Develop a "Roadmap for Success"**
4. **Identify "What's Next?"**
5. **Questions and Discussion**

VISION STATEMENTS

EVERY INDIANA CITIZEN WILL HAVE ACCESS TO THE INFORMATION, EDUCATION AND SKILLS REQUIRED TO GET AND KEEP A JOB.

EVERY INDIANA BUSINESS WILL BE ABLE TO FIND THE EDUCATED AND SKILLED WORKERS NECESSARY TO COMPETE SUCCESSFULLY IN THE GLOBAL ECONOMY AND TO KEEP AND GROW JOBS IN INDIANA.

THE CHALLENGE: CURRENT HEADLINES

“Industry Reports 4 Million Jobs Unfilled Due to Lack of Skilled Workers”

“More Americans Feel Graduates Are Unprepared After College”

“How Can America Narrow the Widening Skills Gap?”



THE CHALLENGE: FUTURE HEADLINES

“More Americans Than Ever Before in High-Skilled Jobs”

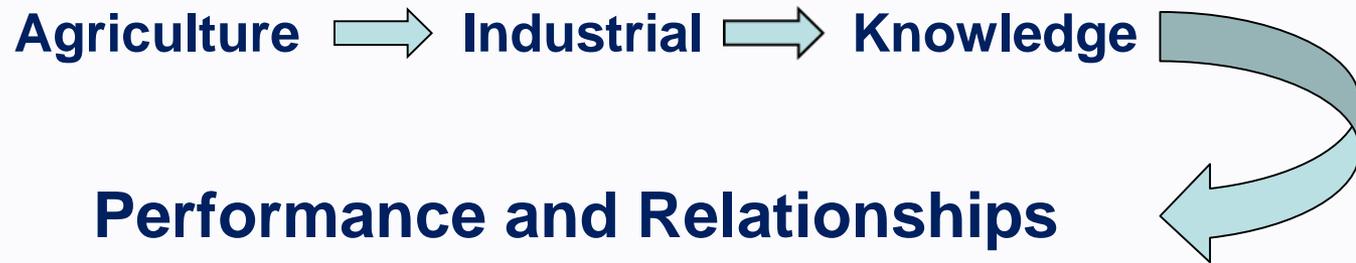
“New Portable Credentials Allow People to Move Between Industries With Ease”

“Employers Reduce Offshore Jobs Citing Increased Availability of Skilled Workers”

“Americans Realizing Upward Mobility and Increased Earnings”



ECONOMY HAS CHANGED... WORKERS HAVE CHANGED



Employers need workers with the knowledge and skills to perform at a high level on the job.

Relationships and networks are more important than ever for workers seeking new employment or upward mobility (e.g., internships and work-based learning).

There are 175 million Working Learners!

HOW TO ENSURE FUTURE HEADLINES?

- ✓ **Continuously adapt education and training programs and opportunities to changing employment conditions and industry demands.**
- ✓ **Understand that business is fundamentally reconstructing its relationship with the learning world.**
- ✓ **Build on ways the learning and working worlds are collaborating to achieve positive results for workers and businesses.**
- ✓ **Change the perception of working and learning from separate to concurrent processes.**

GUIDING PRINCIPLES

- ✓ **Talent Development and Innovation create and attract jobs and help ensure global competitiveness.**
- ✓ **Demand drives supply. The knowledge, skills, and abilities required by employers should be integral to education and job training curriculum.**
- ✓ **There are foundational personal skills, “people” skills, applied knowledge, and workplace skills common to, and required by, occupations in all economic sectors.**

GUIDING PRINCIPLES

- ✓ **Educational pathways from secondary through postsecondary education must provide “on” and “off” ramps that allow any young person or adult to enter and exit a program of study with a credential that represents mastery of skills and competencies tied directly to career pathways.**
- ✓ **Career and technical education pathways to jobs and careers requiring less than a four-year degree are fully supported.**

GUIDING PRINCIPLES

- ✓ **Information on careers and education is transparent so students and workers can make informed choices on educational and career pathways.**
- ✓ **Work and learn opportunities are fully integrated into educational pathways as early as high school and throughout postsecondary.**

TOOLS FOR IMPLEMENTING CHANGE

Three Broad Tools to Drive Change:

1. POLICIES

**2. SERVICE DELIVERY
INFRASTRUCTURE/GOVERNANCE**

3. FUNDING PRIORITIES

ROADMAP FOR SUCCESS

Issue: Economic development, workforce development and education lack a shared vision.

POLICY: Develop shared sets of performance measures across all systems.

GOVERNANCE: Develop a state level public-private authority responsible for coordinating all economic and workforce development activities.

- **Replace the state workforce investment board**
- **Consider reorganizing DWD to include multiple employment and training program consolidation**

FUNDING: State of Indiana serves as the “fiscal agent” for all workforce programs.

ROADMAP FOR SUCCESS

Issue: Multiple Systems—Multiple Infrastructures = Service Delivery Chaos

POLICY: Workforce development, economic development and education service delivery regions will create a common regional structure and integrated “one-stop” delivery.

GOVERNANCE: Create new “Regional Authorities” responsible for administration of the regional and local system of employment and training programs and competitively select one-stop providers for each integrated economic region.

FUNDING: State as the “Fiscal Agent” targets resources regionally through the new Authorities.

ROADMAP FOR SUCCESS

Issue: Workforce Development and Education Working at Cross-Purposes

POLICY: Indiana will implement competency-based education programs aligning skills-in-demand with curriculum.

GOVERNANCE: Program and curriculum development are driven by workforce and economic development.

FUNDING: Indiana maps CTE pathways from secondary to postsecondary and provides articulation guides linked to occupations for Indiana high school students and adults needing re-training.

FUNDING: Mandate that a certain percentage of workforce funding be used for “tuition-assistance” for training programs directly linked to sector strategies and jobs.

ROADMAP FOR SUCCESS

Issue: Employer “Fatigue”

POLICY: Indiana will engage in a systemic and strategic approach to employer engagement across programs.

GOVERNANCE: Under a common “Regional Collaborative” framework, economic development, workforce development and education outreach and engagement with employers will occur as a package, not independently.

FUNDING: Link business engagement with performance metrics and funding.

ROADMAP FOR SUCCESS

Issue: Accountability for Performance

POLICY: Employment will be the common metric for linked economic development, workforce development, and education.

GOVERNANCE: Economic development, workforce development and education systems and programs will have a common, integrated performance “dashboard.”

FUNDING: Indiana should fund a common employment and performance management system tailored to individual programs but providing common performance reporting and data warehousing.

ROADMAP FOR SUCCESS

Issue: Data Systems Not Integrated

POLICY: Indiana will implement integrated data system approach utilizing SLDS platform.

GOVERNANCE: Data system integration and data system governance will be overseen by statewide entity.

FUNDING: Indiana should fund a new “real-time” data system that incorporates standard labor market information, labor exchange services and linkages from occupations to the skills training needed.

CONCLUSION

QUESTIONS/DISCUSSION

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