Work-Based Learning

Co-Leads: Leslie Crist (DWD) and Jim Heck (Region 11)

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Responsibilities

- Explore how to expand work-based learning and Earn and Learn models of workforce development.
- Recommend policy that may need to be considered for implementation, including Transitional Jobs policy 134(d)(5)
- OJT guidance for reimbursement at 75% rate 134 (c)(3)(H)
- Strengthen relationships with apprenticeship programs.
- Non-federal share of incumbent worker training 134(d)(4)
- Other issues as determined by the workgroup

Updates:

January 22 meeting notes:
Leslie reviewed WIOA Youth changes (program elements) and eligibility criteria
Governor’s draft budget includes dropout prevention to maintain JAG program
2014 WIA funds can carry over to support IS JAG programs; new funding will be WIOA

Strengths

- WEX and OJT are more free-flowing in Region 9
- ECO 15 educational pathways, Works Council/public & private partnerships
- WorkINdiana program successes (employment after credential); short term training
- Change in focus related to youth and consumer centric, proactive decisions in VR
- Economic development collaboration, promote OOSY to employers
- Flexibility with services (VR)
- Comprehensive programming regarding internships/central resource; alignment with employers
- Apprenticeships are paid while in training; more direct connection with employment following training
- Work with employers to create training opportunities (Apprenticeships) specific to their business and positions
- Training and career pathways with Adult Education; referral process is seamless
- Diverse funding in the overall pot; creates more robust system; demand driven (employer focus); community based partnerships
- Embrace change (big and small)
- Committed to youth services

Weaknesses

- Lack of follow through by clients
- Lack of marketing
- Lack of interest by clients in new programming
- Staff turnover
- Customers don’t possess strong soft skills that benefit employers
- Don’t always meet business’ expectations of potential employees or intern
- Education for state regarding service availability and provision (VR)
- Saturation of internship market; how to work with these other groups
- Finding the “right” client with a matching career interest and available training program

Opportunities

- New staff bring in new blood in Region 8 (office management, youth, business services)
- Beginning to see decrease in unemployment
- Underutilized VR training programs
- Improve usage of WorkINdiana programs
- Going outside of industry cluster (healthcare, etc.); companies are expanding
- Improved partnerships and alignments with each other
- Renewed focus on apprenticeships by Federal gov.; double number of app. over next 5 years
- Red tape with programs and funding
- Better service for those with developmental disabilities

Threats
• Investment in JAG, maintaining programs
• WIOA changes in funding/program requirements
• High HS dropout rate in certain regions
• Misconceptions and presumptions about programming availability
• Funding/sustainability
• Need employers interested in the clients available
• Don’t know what we don’t know
• System changes, technology; legislation requirements
• Flood of clients for TANF and/or food stamps needing job search services

Ticket to Work
• VR still working on culture change; ticket is a complicated system, but willing to be a ticket taker/work with the employment network

Vocational Rehabilitation
• Provide information on reasonable accommodations and assistive technology or other assistance to help individuals retain employment

Adult Education
• Remove complex system requirements; staff have to be knowledgeable about all programs (acting as guidance counselor); next step relationship building

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<th>Best Practices</th>
<th>Resource Mapping</th>
<th>Incumbent Worker Training</th>
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<td><strong>Adult/Dislocated Worker</strong></td>
<td><strong>Marketing/Communication</strong></td>
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<td>Kim, Trish, Trudie, Kurt, Virginia, Sherry, <strong>Brianna</strong></td>
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Next meeting, February 13th 10 AM
WBL Workgroup  
March 5, 2015  

Attendees: Jeff Byrd, Chad Carter, Kim Tempel, Brianna Morse, Kurt Keggeris, Leslie Crist, Jim Heck, Mark Hollman, Doug Dillion, Jodi Heitel, Trudie Dillman

Best Practice:

- Review definitions of “best practice” provided by Trish
- Lt. Governor information regarding internships; goal of 10,000 statewide
- Job Corps at Summer Youth Program at State Fair
- Youth will be covered in survey; OJT; incumbent workers; transitional jobs (WEX)/Job Corps; WIA incentive grant; CTE for youth; apprenticeships (better connection with WorkOne); WorkINdiana; identify how do we all work together
- Concerns/ how to provide WEX for younger youth related to underage and working conditions/hours; insurance concerns vs. volunteers; review WorksCouncil information related to work hours, etc.; refer back to youth subcommittee

Resource Mapping

- Review of questions for release to partners
- WorkCouncils resource mapping (Chad to follow-up with Jennifer O’Shea)
- Other state agencies have done mapping; community service foundations; IEDC; out-of-state

Incumbent Worker Training

- Review of notes
- How loose/tight does information/policy need to be for training programs for incumbent workers
- Recommendation be if regulations don’t come in time; how do we define it?
- Chad to send Allison information from other subcommittee; Kurt or Gus to attend on 3/13 at 10 am in 301C

Youth

- Review notes
- Discussion regarding ECO15 and Works Council
- Add Jeff Byrd to call; weekly report card re: 8 core success
- Side: side comparisons re: JAG and WIA/WIOA; Greater Clark Work Ethic certification

Adult/Dislocated Worker

- Defer to next week
- Review OJT TAB and make recommendations

Marketing/Communications

- How does each agency communicate and market to each other
- Intra-net?
- Give recommendations to Marketing Workgroup
- Regional VR and DFR contacts to be shared to the group
Employer Communication

- Partnership focused; how does what we do affect other agencies and departments
- How to streamline all of the contacts with employers; identify one point of contact; even within the same agency
- Add high schools/CTE into messaging and connections for marketing; timely data for teachers, etc.; WorksCouncil
- Research CRM options
- Components of consistent messaging for regions
- Link to DWD Brand Portal to all
- Executive Pulse (Region 3 option)

Try to reconvene subcommittee before next meeting on April 6th at 2:30 pm in person; conference call line will be available as well