



CEMETS iLab Indiana

UPDATE TO THE GOVERNOR'S
WORKFORCE CABINET

JUNE 27, 2024

Objectives

- Provide an **overview of CEMETS iLab Indiana**
- Explain **what we have learned from Switzerland**
- Share **next steps for scaling youth apprenticeship** in Indiana



Agenda

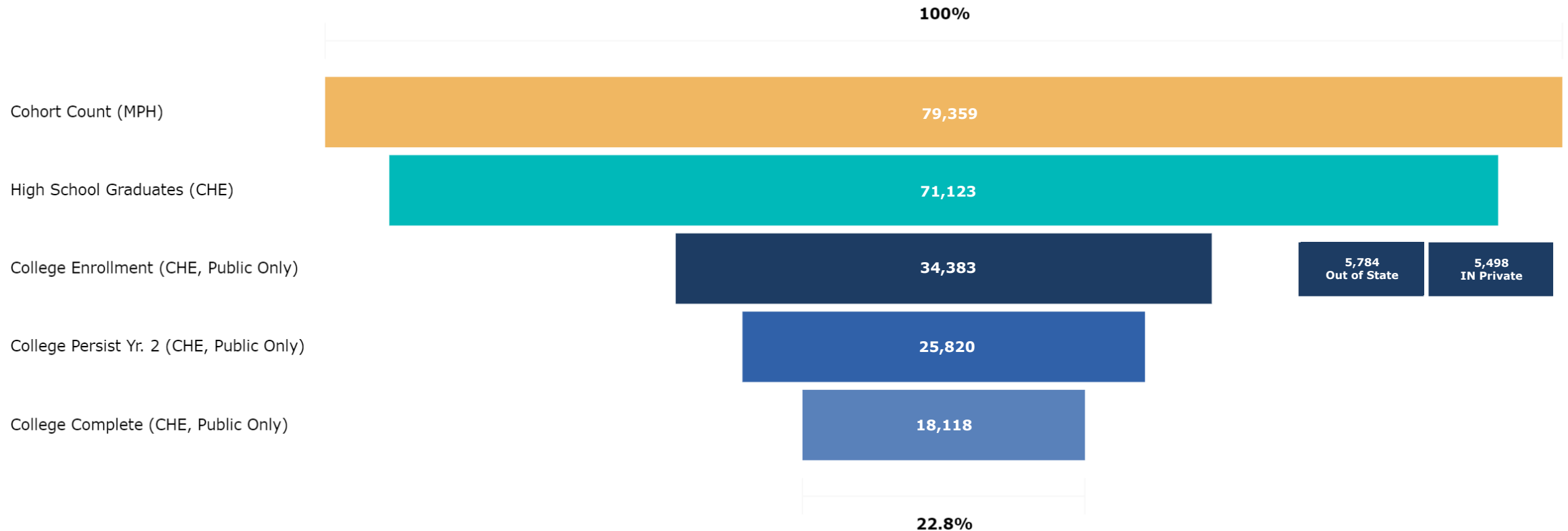
01 ILAB OVERVIEW

02 LESSONS LEARNED

03 NEXT STEPS

The college pathway serves only about one-third of students in the U.S., including in Indiana

High School Cohort Advancing to Graduation from High School & Indiana Public Postsecondary Education
(2012-13 All Indiana Students)



Talent shortages are growing, and the college pathway alone cannot close the gap

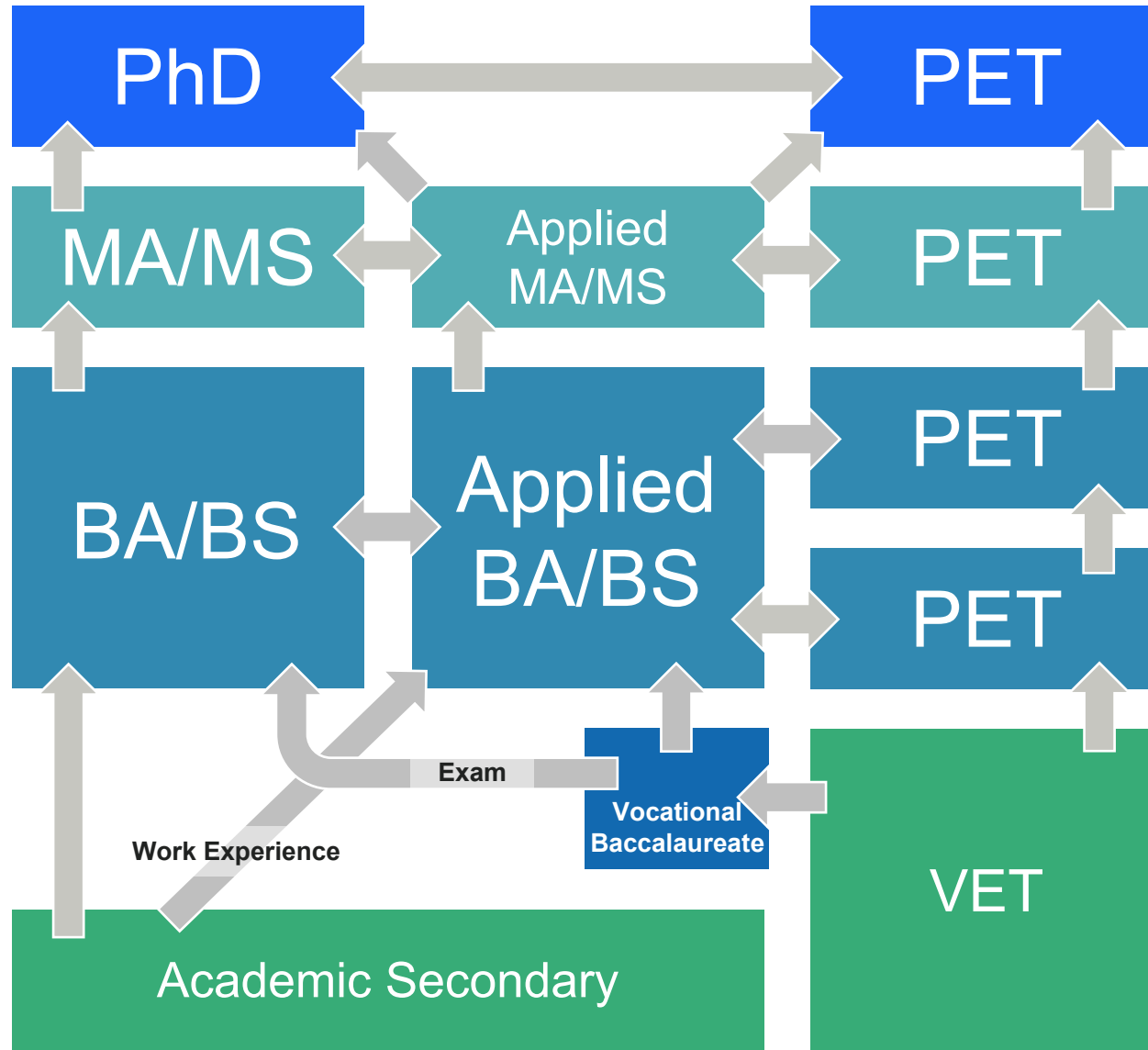
Indiana's **talent shortages worsened during the pandemic** and are projected to increase.

- By 2031, 72% of U.S. jobs will require some form of postsecondary education or training.
- However, only about one-third of each high school graduation cohort in Indiana earns a 2- or 4-year college degree, leaving the other two-thirds with few options.

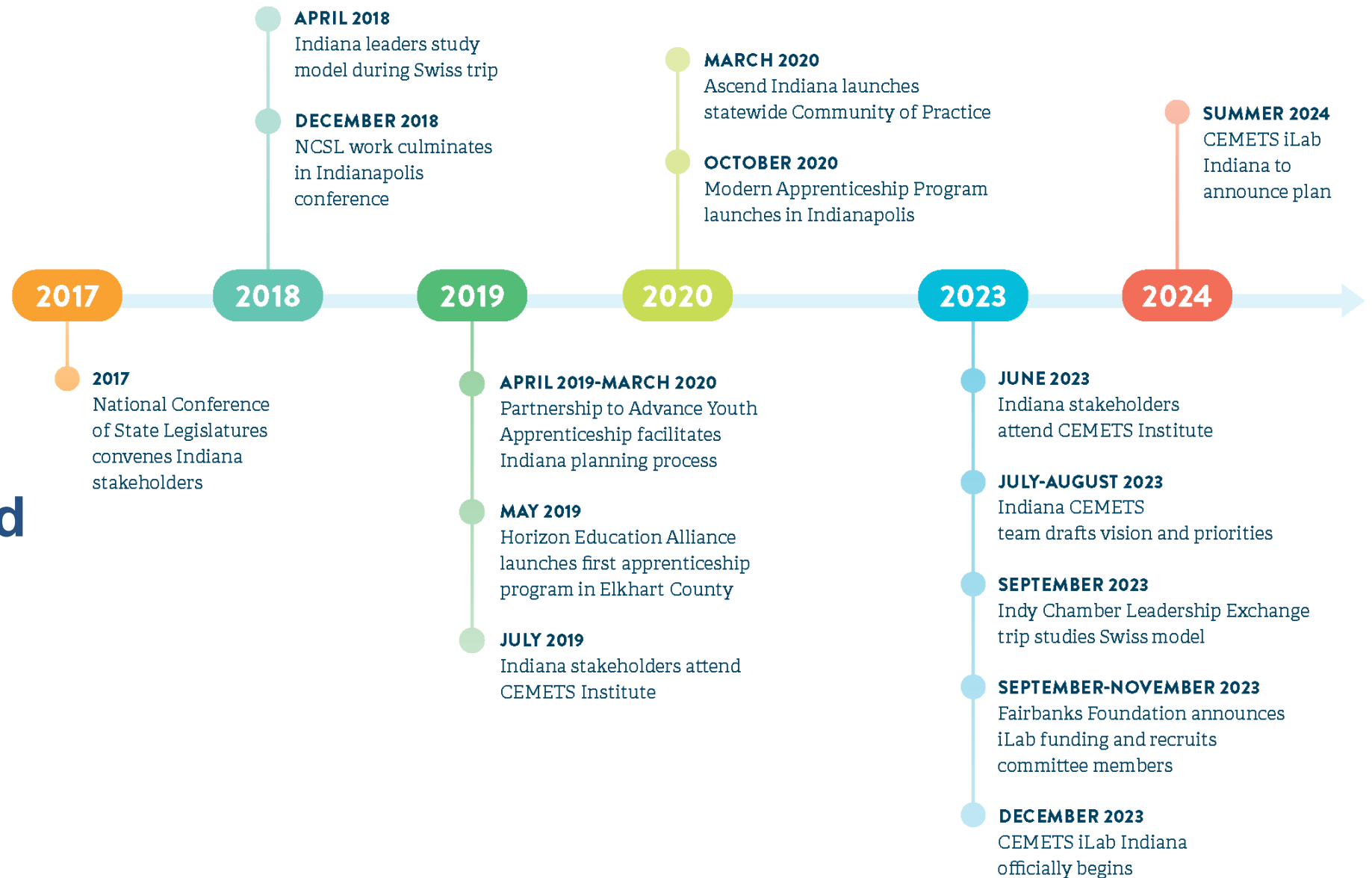
We need a new education and training pathway to help meet the needs of students who don't complete college, and better meet the needs of employers and the economy.

- Switzerland's dual vocational education and training system is the world's gold standard for preparing young people for careers and re-skilling the adult workforce.
- CEMETS at ETH Zurich is dedicated to explaining the functional capacity that enables the Swiss system to work and sharing the evidence of the system's impact. Their translational research enables other countries to apply key learnings in their own contexts.

Swiss System: Many Pathways and No Dead Ends



We've been working to build Indiana's youth apprenticeship system since 2017



Our pilot programs have run into four primary systems-level challenges

Four systems-level barriers have made it challenging to scale:

- Lack of industry-created occupations, standards, and curriculum
- Inflexible high school schedules
- Unreliable transportation
- Lack of robust, labor-market aligned career advising

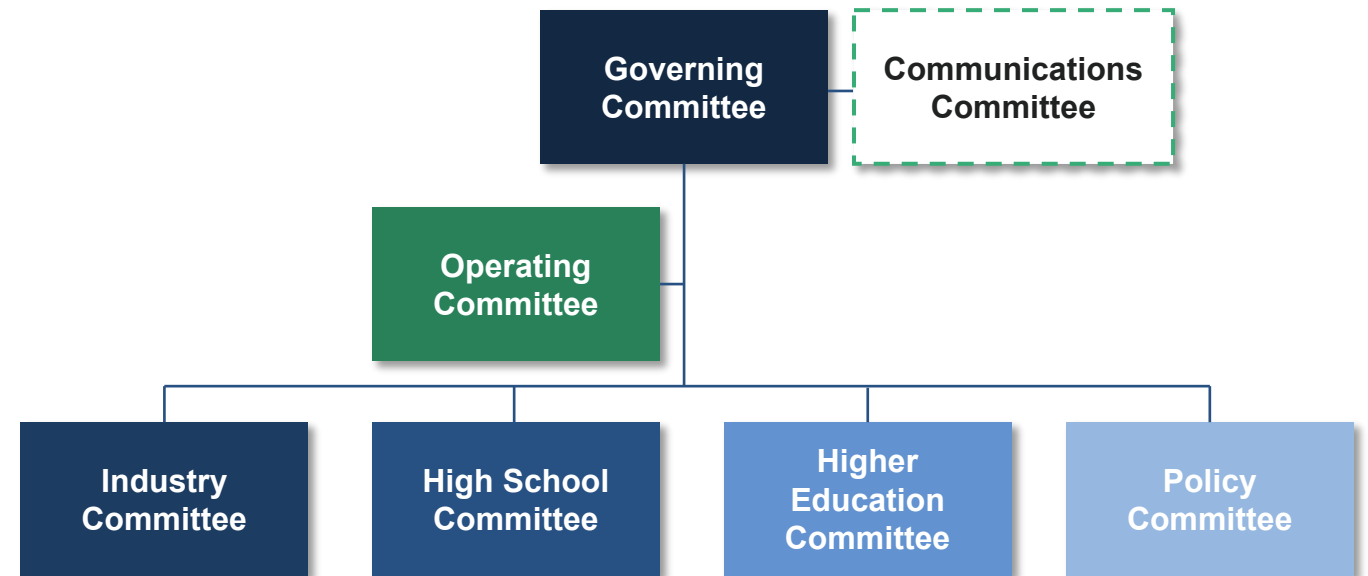
We launched CEMETS iLab Indiana in December 2023 to address these systems barriers

The Fairbanks Foundation awarded a grant to ETH Zurich to lead the Implementation Lab (iLab), and to Ascend Indiana and the Indy Chamber to support iLab efforts.

Goal: Develop a detailed plan for scaling youth apprenticeship in Indiana

Who: Statewide business, education, intermediary, and government leaders

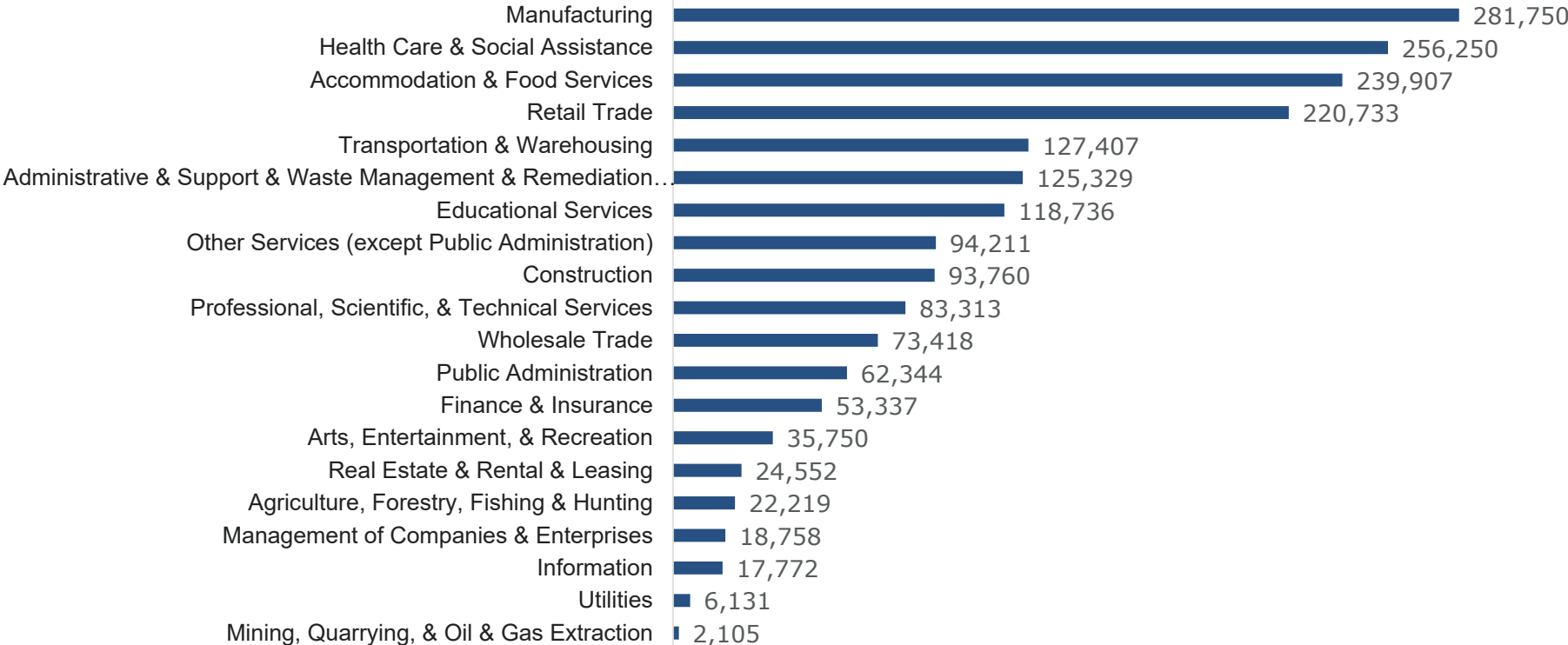
How: Engage across subject-specific committees focused on five industries (banking, insurance, healthcare, life sciences, and advanced manufacturing) to address barriers to scaling youth apprenticeship



Projected labor market demand affirms the initial industry focus of iLab Indiana

The Manufacturing and Health Care & Social Assistance industries combined represent more than 25% of Indiana’s total demand over the next five years.

Total Demand Forecast (2023 – 2028)



Source: [JobsEQ®](#), data as of Q2 2023.



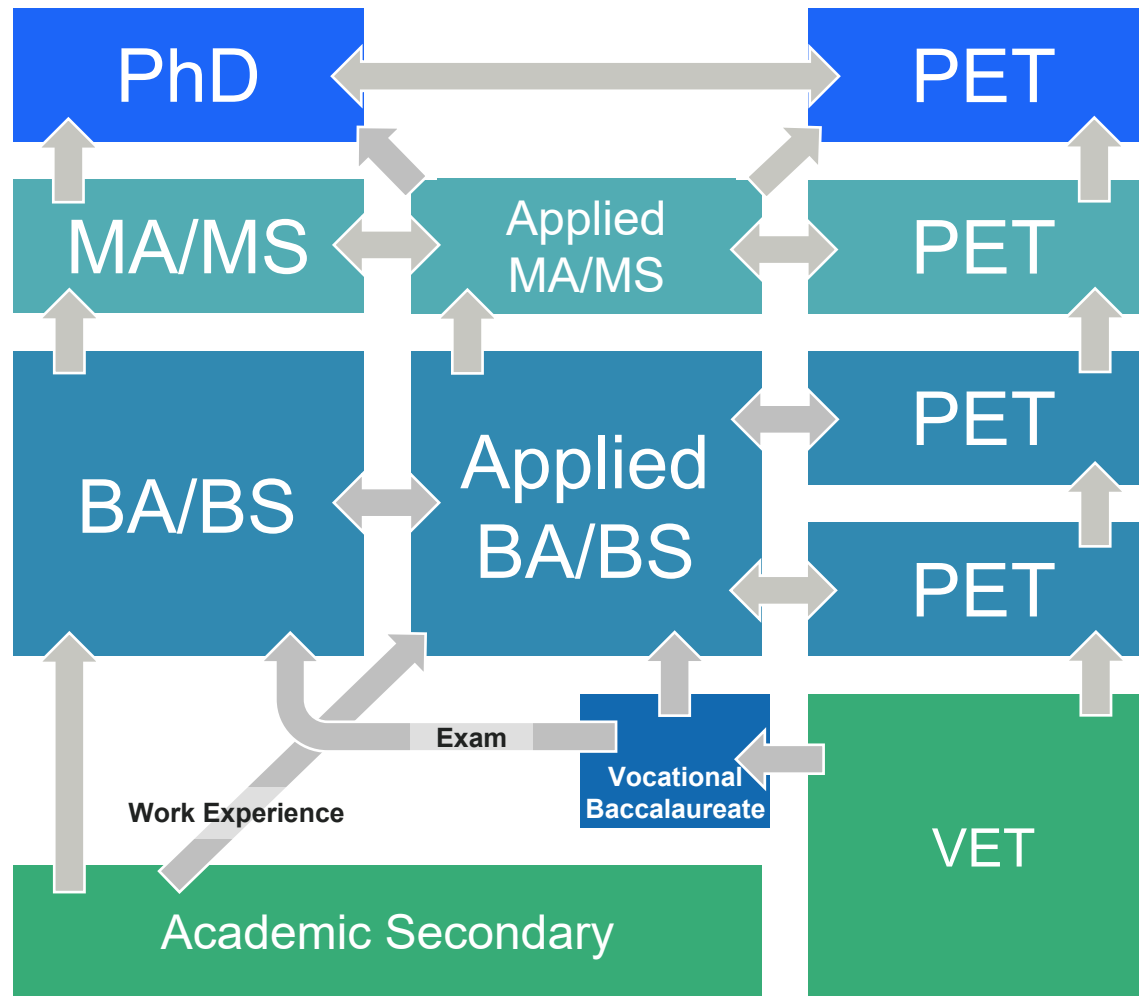
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Swiss System was developed through a series of reforms that enabled “permeability”



Sample job that can be achieved through both the academic and the vocational pathways: RN

Training programmes

Federal Certificate VET (2 years)

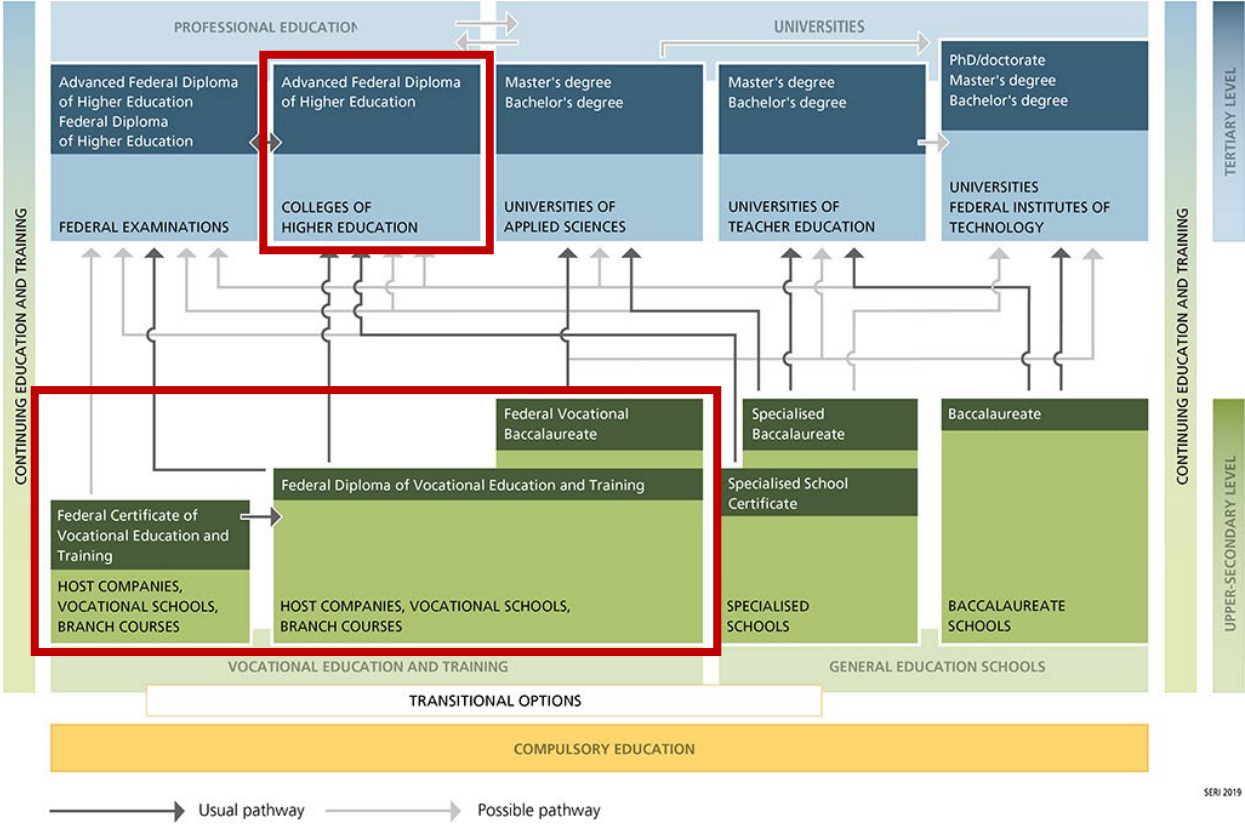
- ❖ Health and Social Care Worker

Federal Diploma VET (3 years)

- ❖ Healthcare Assistant
- ❖ Sterile Processing Technician

Advanced Federal Diploma Higher Education (3 years)

- ❖ Registered Nurse
- ❖ Registered Operation Room Technician
- ❖ Registered Radiographer
- ❖ Registered Biomedical Scientist
- ❖ Registered Dental Hygienist



We've completed three trips to Switzerland to see youth apprenticeship at scale in iLab industries

BANKING & INSURANCE

Tuesday, Feb. 27 – Thursday, Feb. 29

- Industry Association: **Swiss Banking Association**
- Training Center: **CYP**
- Employers: **UBS & Zurich Insurance**

HEALTHCARE & LIFE SCIENCES

Sunday, March 24 – Tuesday, March 26

- Training Centers/Associations: **Careum, OdA, Aprentas**
- Employers: **University Hospital Zurich, Novartis, Medartis**

ADVANCED MANUFACTURING

Tuesday, Jun. 18 – Friday, Jun. 21

- Industry Association: **SwissMEM**
- Training Center: **LIBS**
- Employers: **Buhler, Medartis, REGO-FIX, Stadler Rail**

What we learned about industry's role

INDIANA NEEDS A PATHWAY THAT...

- Is **labor-market driven**
- Is **responsive to industry needs**
- **Enables employer collaboration**
- Helps employers extend **their talent pipeline investments to include high school students and through retirement**

THIS WILL ONLY BE POSSIBLE AT SCALE IF...

- Employers **coordinate** to establish competencies and develop curriculum through industry associations
- **Training capacity for basic skills is provided offsite** if employers need it
- Employers **establish internal capacity for oversight & support**, especially of young people



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Thank you!



REALTOR

McCORMICK & SCH