



Building a 21st Century Workforce

ASA Indiana Staffing Symposium

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Trends and Concepts

Current Workforce Challenge

~85,000 job postings*

Need a system to:

- Connect workers with opportunity
- Close current workforce gaps
- Recruit talent

Future Talent Challenge

Up to 60% of jobs which kids in Kindergarten today will be filling don't yet exist

Need a talent (workforce and education) system:

- Nimble enough to shift to meet changing needs
- Attracts talent thru clearly communicated opportunity



Indiana Leaderboard

TOP BUSINESS CLIMATE:

- #1 in the Midwest, #5 in the nation (Chief Executive Magazine)
- #1 best business regulatory climate (Forbes 2017)
- #1 quality of gov't & gov't administration (US News 2017)
- A+ in small business friendliness (Thumbtack.com 2017)
- AAA Credit Rating Since 2008

MORE NEW JOBS FOR HOOSIERS:

2018 YTD:

- New jobs: **17,239**
- Investment: **+\$3.17 B**
- Avg. Wage: **\$26.59/hr.**
~24% higher than current state's avg. wage

2017:

- New jobs: **30,158**
- Investment: **\$7.04B**
- Avg. Wage: **27.20/hr.**

DECREASING UNEMPLOYMENT:

(May 2018)

INDIANA UNEMPLOYMENT

3.2%

- National Average: 3.8%
- At or below national avg. for over 4 yrs.
- Below all neighboring states

INDIANA LABOR FORCE PARTICIPATION

64.3%

- National rate: 62.7%
- Outpaced national rate for past 48 months



Indiana
A State that Works[®]



21st Century Work



The Future of Work



Earn & Learn and Work-Based Learning

Apprenticeship is good for business



Helps recruit and develop a highly skilled workforce



Improves productivity and the bottom line



Provides opportunities for tax credits and employee tuition benefits in some states



Reduces turnover costs & increases employee retention



Creates industry-driven and flexible training solutions to meet national and local needs

Source: U.S. Department of Labor. Available at: <https://www.dol.gov/apprenticeship/shareables-4.htm>.

- For every **\$1 spent**, employers get an average of **\$1.47 back** in increased productivity, reduced waste, and greater innovation
- Improves:
 - Production
 - Workforce
 - Soft skills
- Graduation Pathways

Resources:

- **Indiana Office of Work-Based Learning and Apprenticeship**
- **Jobs for America's Graduates (JAG)**

Work-and-Learn Model Continuum

LOW TOUCH Work-and-Learn

- Less structured
- Low engagement/resources needed from the employer
- General career knowledge for the working learner

Career Fair, Career Expo/Job Fair

Industry Tour

Job Shadowing

Externship

Pre-Apprenticeship

Mentorship

Clinical Training/Practicum

Returnship

On-the-Job Training

Internship

Cooperative Education/Co-Op

Apprenticeship

Registered Apprenticeship

HIGH TOUCH Work-and-Learn

- Very structured
- High engagement/resources needed from the employer
- Full immersion and career/industry knowledge for the working learner

Jessal, P. K. (Jan 26, 2015) Future of Working and Learning: The Work and Learn Continuum and Work and Learn Models. Presented at the Work and Learn Roundtable.



Talent Ecosystems: Collective Impact Model

Common Agenda

- Keeps all parties moving towards the same goal

Common Progress Measures

- Measures that get to the TRUE outcome

Mutually Reinforcing Activities

- Each expertise is leveraged as part of the overall

Communications

- This allows a culture of collaboration

Backbone Organization

- Takes on the role of managing collaboration

John Kania & Mark Kramer, *Stanford Social Innovation Review*, 2011

Resources:

- Education and Workforce Innovation Network (EWIN)
- Indiana Talent Networks
- Office of Career Connections and Talent

Indiana Talent Networks

The Indiana Educational Attainment Network is a stakeholder collaborative of Indiana regions organized to support Goal 2025. The group meets quarterly to discuss each region's work and how the group might work collectively in a few key areas including serving traditional age college students, adults with some college no degree, and adults with no college, while also impacting policy at the local and State level, and data sharing and dashboards.

The group includes representation from the following regions and partners who are serving in a backbone capacity: 

Ready Northwest Indiana (Region 1)

Ready for College, Ready for Careers. Ready NWI's commitment is to ensure that our high school students graduate academically, socially, and financially prepared to go directly to further education without the need for remediation and to obtain degrees and other certifications that directly meet the needs of Northwest Indiana employers.

Horizon Education Alliance/South Bend Regional Chamber (Region 2)

HEA works with the community to launch and examine the outcome of innovative, evidence-based education programming for local residents from birth to adulthood.

Northeast Indiana Regional Partnership (Region 3)

Developing a curricula around key manufacturing and skilled trades-related CTE programs to ensure their ability to produce graduates with the skills and experiences needed by employers in key manufacturing and skilled trades disciplines.

Community Education Coalition/EcO Network (Region 9)

A partnership of education, business, and community leaders focused on aligning and integrating the Columbus, Indiana and region's community learning system with economic growth and a high quality of life. EcO Network (Economic Opportunities through Education) focuses its work on regional "Networks" that are currently targeted at increasing educational attainment aligned with the key economic sectors of advanced manufacturing and healthcare.

Education Matters Southern Indiana (Region 10)

The EMSI initiative serves to strengthen the workforce and improve the economic advantages of our region by increasing the educational attainment of those adults with some form of post-secondary education but no degree or certification.

Regional Opportunity Initiatives (ROI) (Region 8)

ROI is a newly-formed nonprofit with a mission to support regional development opportunities in the 11 counties of Southwest Central Indiana.

EcoNET Coalition (Region 11)



IN Talent Tools



NextLevel Jobs

www.nextleveljobs.org

- Workforce Ready Grant
- Employer Training Grant



Department of Corrections

www.in.gov/idoc



NextLevel Recovery

www.in.gov/recovery



Further Discussion