



INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

WORK-BASED LEARNING

Employer-Led Solutions Addressing Workforce Development Needs

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Department of Workforce Development



What – So What – Now What?

What We Hear Most From Employers

One: "I need people today!"

Two: "I need to sustain long-term growth."

Meaning: The #1 obstacle to business growth is a supply of Human Capital.



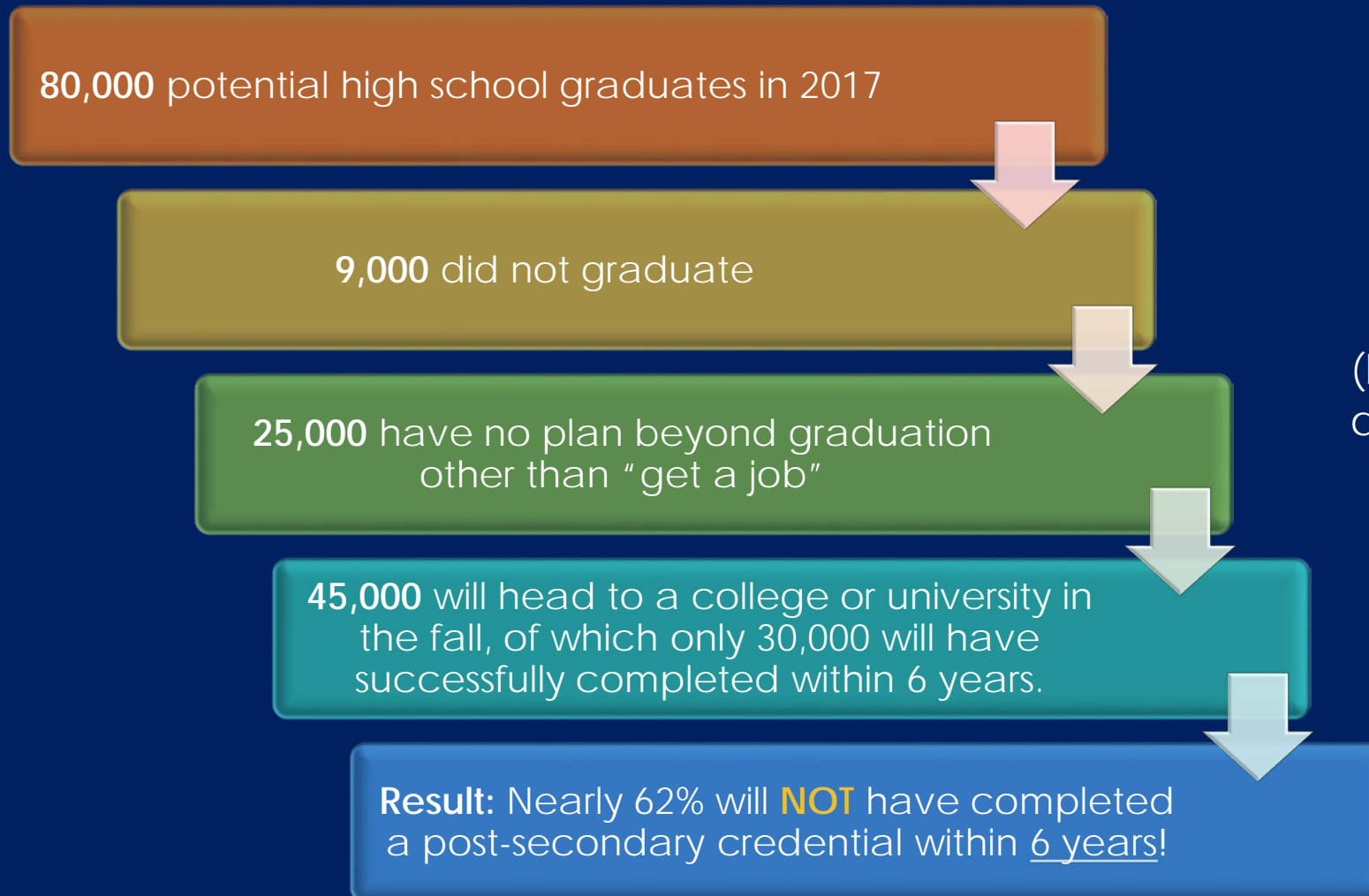
The Human Capital Issue

BLUF: Not enough qualified candidates for employment.

A stark imbalance exists between what employers need and what prospective employees are prepared to bring to the workforce.

Companies in major industries report that they are unable to grow and compete: **49% have unfilled job openings**, and **37% can't take on new business**.

Let's Break It Down for Indiana

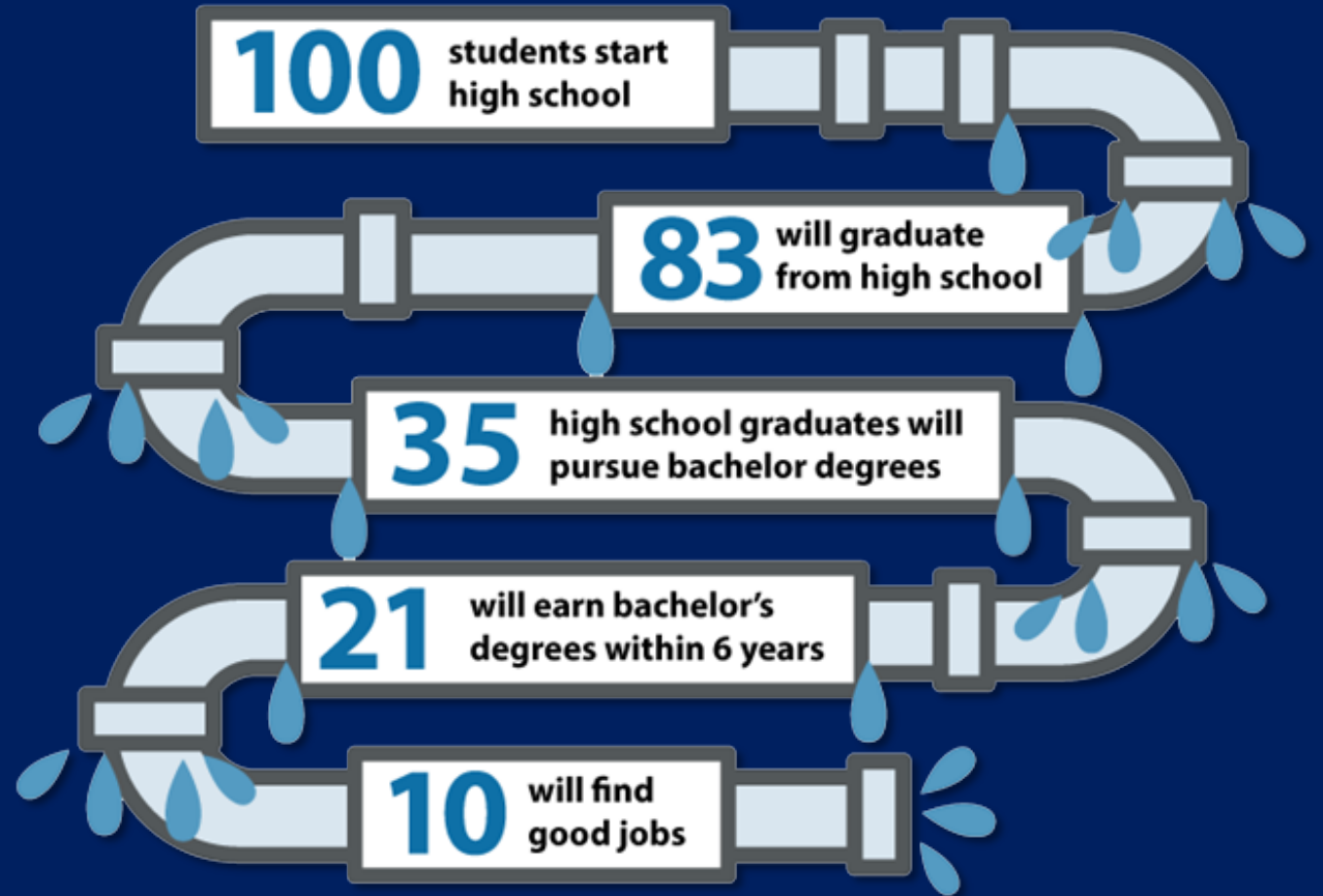


(Note: 30% of college freshmen will drop out by the end of the first year)

These Statistics Beg the Question:

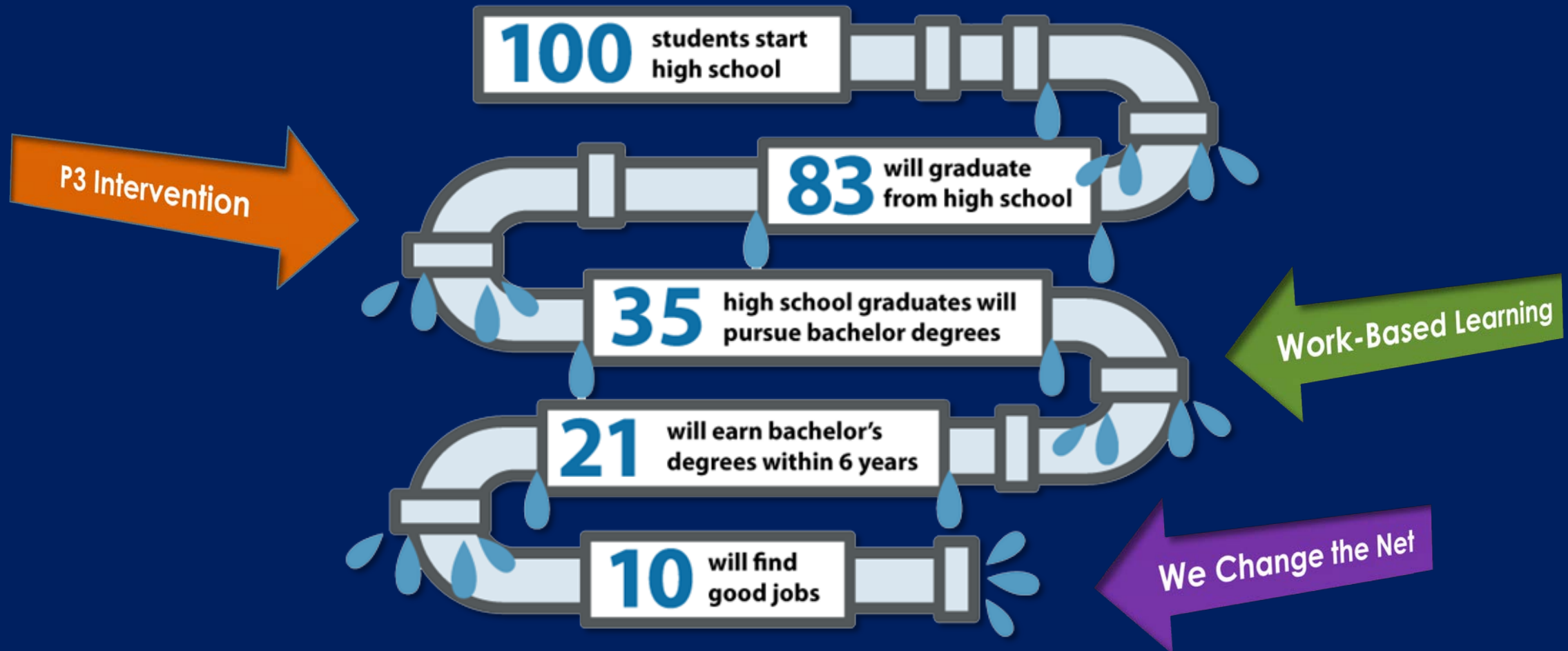
How do we set people up for
success so that they can
complete programs that lead
to promising careers?

Typical Journey of a High School Student



Source: Strada Education Network

Modified Journey of a High School Student



Strada Education Network – Gallup Poll

Responses from 22,087 U.S. adults aged 18 to 65

From what resources or people did you get advice about the major or field you were going to study?

Informal work-based sources of advice were rated as most valued but least used.

Compared to all other sources of advice, **work-based sources were rated as most helpful (83%)** in choosing a major, but **only 20%** of respondents mentioned receiving employment-based guidance.

More employer interaction is needed at the secondary school level.

Adult Education

- **460,000 Adult Hoosiers** without a high school diploma
- **30,000 Hoosiers** served annually at approximately 250 class locations
- ~50% enroll **below 6th grade level**
- **3000+ HSEs earned** annually (3rd Nationally)



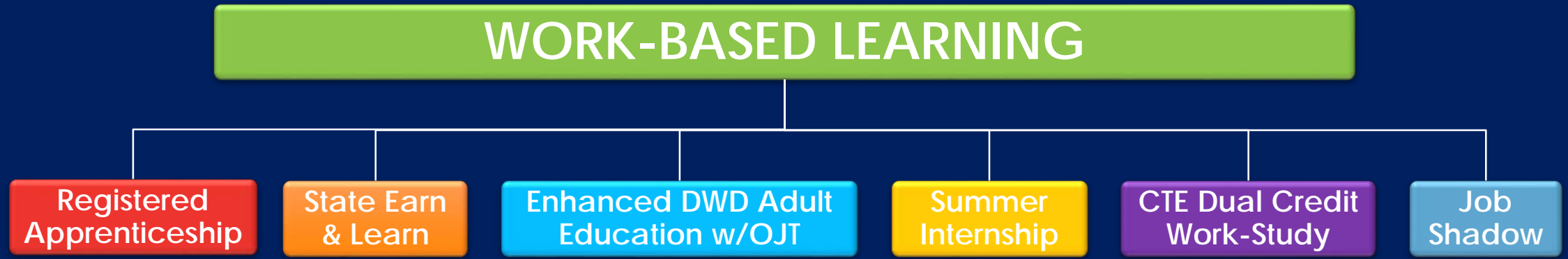


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Indiana Office of
WORK  **BASED**
Learning

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High Wage – High Demand Jobs in Indiana

About half will require more than a high school Diploma, but **less than** a 4-year degree

Credentials Required

- Certificates
- Technical Certificates
- Associates Degrees
- Industry Certifications



9 of the High Demand
Jobs in Manufacturing
Average: \$64K



Adult Ed Welding Video

State Earn and Learn

Stewarts's Healthcare LLC.



State Earn and Learn with Stewart's Healthcare LLC

Certified Nurses Assistant:

(Semester 1: 270 Hours)

Certifications:

Phlebotomy
LEAN -6 Sigma Yellow Belt

Work-Based Learning

(Semester 2: 270 Hours)

Total: 540 Hours RI/OJT

Grade 11

IVY Tech:

HLHS 107 (5 credits)

Qualified Medical Assistant:

(Semester 1: 270 Hours)

Certifications:

Patient Care Technician
EKG Technician
LEAN -6 Sigma Green Belt

Work-Based Learning

(Semester 2: 270 Hours)

Total: 540 Hours RI/OJT

Grade 12

IVY Tech:

HLHS 117 (5 credits)

Licensed Practical Nurse/ Registered Nurse:

(Semester)

Certifications:

Work-Based Learning

Total:

Post-High School

IVY Tech:

10 Standing credits transferrable
into the LPN/RN training program



Tony Stewart Video

COURSES AT SCHOOL

8th GRADE

- Science 8
- Exploring College & Careers

9th GRADE

- Planning for College & Careers (CTE\$)
- Biology

10th GRADE

- Integrated Chemistry/Physics or Chemistry
- WBL/Job Shadow/ Industry Tour

11th GRADE

- Anatomy & Physiology (CTE\$)
- Health Science I:
- WBL/Internship (CTE\$)

12th GRADE

- Biology 2
- Health Science II: Nursing
- WBL/Internship (CTE\$)

Final Three Words

The Backbone of Success

P3

PUBLIC

PRIVATE

PARTNERSHIPS



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Thank You!