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**DANNY LOPEZ**

*Indiana Governor's Workforce Cabinet*

**“We have one of the lowest unemployment rates in the country and tens of thousands of unfilled jobs across the state.”**

**— Governor Eric Holcomb**

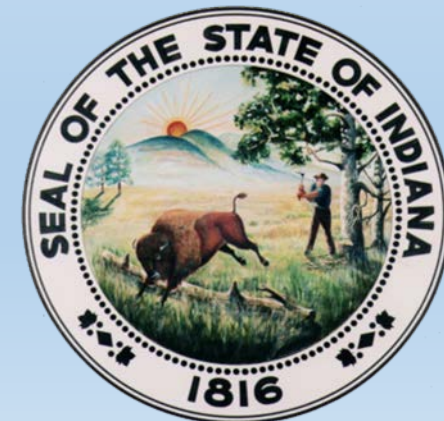
***Indiana Workforce Cabinet Announcement, 3/18/18***





# Pathways, Pipelines, and Partnership:

## How Indiana is Changing the "First You Learn, Then You Earn" Model





# Governor's Workforce Cabinet

- ✓ Created in 2018
- ✓ Structure Matters
- ✓ Redefining “Workforce Development”
- ✓ Stop asking, “What are educators doing?”  
Start asking, “What are we *collaboratively* doing?”



# We've Seen It All Before, Right?

“The nation and its workers will need more than just a sufficient rate of job creation to offset the likelihood of job destruction. Even in the best of times, many, if not most, workers will strain to manage the coming necessary adjustments as automation and AI change or eliminate many jobs.”  
– Brookings Report, 2019

“It is entirely possible.... We will have a permanent segment of our society unemployed, but which have to be provided for.” – John Snyder, Chairman and CEO of US Industries, Inc., 1963

“When new machines are coming in more rapidly than ever, that period of adjustment becomes a more serious matter. Twenty years ago we thought we had reached the peak in mass production. Now we know that we had hardly begun.” – U.S. Secretary of Labor James Davis, 1927

“I regard it as the major domestic challenge to maintain full employment at the time when automation is replacing workers.” – President John F. Kennedy, 1962

# Why This Is Different

- ✓ The Silver Tsunami: 80,000 Hoosiers reach retirement age every year
- ✓ Technology and Innovation: The Age of Acceleration and Disruption in Every Industry
- ✓ How we define “workforce preparation” has changed
- ✓ The need has changed: 1M high-skilled workers over 10 years

# Indiana is Competing on a Global Level

- ✓ More than 950 foreign-owned businesses in Indiana, billions of dollars in investment
- ✓ These employers support more than 200,000 Hoosier jobs
- ✓ 82 of 92 Indiana counties house at least one international business
- ✓ 85% of Indiana exporters have fewer than 500 employees
- ✓ Exports represent \$38B worth of goods being traded, or 13% of our overall GDP
- ✓ Indiana is 11<sup>th</sup> in the country in terms of overall exports



**✓ Our workforce must be globally competitive!**





# Next Level Jobs Initiative

- ✓ Smart investments in a system that meets Hoosiers wherever they are along the pipeline
  - ✓ Every child off to a strong start
  - ✓ Every student on a path to adult success
  - ✓ Every adult with training aligned with the skills needed for today and tomorrow
  - ✓ Every employer with tools to recruit, train, and retain the talent they need
- ✓ More streamlined investments and common goals
- ✓ Easier access, better customer service, and more responsiveness
- ✓ Build it brick by brick

# Employer Training Grant Program

- ✓ Application is as easy as 1...2...3...
- ✓ Up to \$50,000 per employer, up to \$5,000 per employee trained & retained
  1. Manufacturing
  2. Technology business services
  3. Logistics & Transportation
  4. Health Sciences
  5. Building & Construction
  6. Agriculture



VIDEO LINK: <https://youtu.be/VyYt8doU5Bo>

# ***Earn & Learn: Office of Work-Based Learning & Apprenticeships***

- ✓ Established by Governor Holcomb in March 2018
- ✓ Work alongside DOL for federally-registered apprenticeships, but also work with non-traditional industry sectors to establish earn & learn models

“We need to skill-up working adults as quickly as possible. That’s why expanding opportunities for working adults, in particular, is so critical — because they need the ability to work and earn money while they learn the skills they need to enter a new career in a high-wage, high-demand field. This office makes this possible.”

- Governor Holcomb



# Workforce Ready Grant Program



VIDEO LINK: [https://youtu.be/\\_Om1xXX6m7c](https://youtu.be/_Om1xXX6m7c)

- ✓ High-wage, high-demand fields
- ✓ Funds cover the last dollar toward credit-bearing and non credit-bearing certificates through Ivy Tech, Vincennes University, or an eligible training provider
- ✓ 2018 Legislative Session – expanded eligibility to 18 years old
- ✓ Easy application – better tracking and data

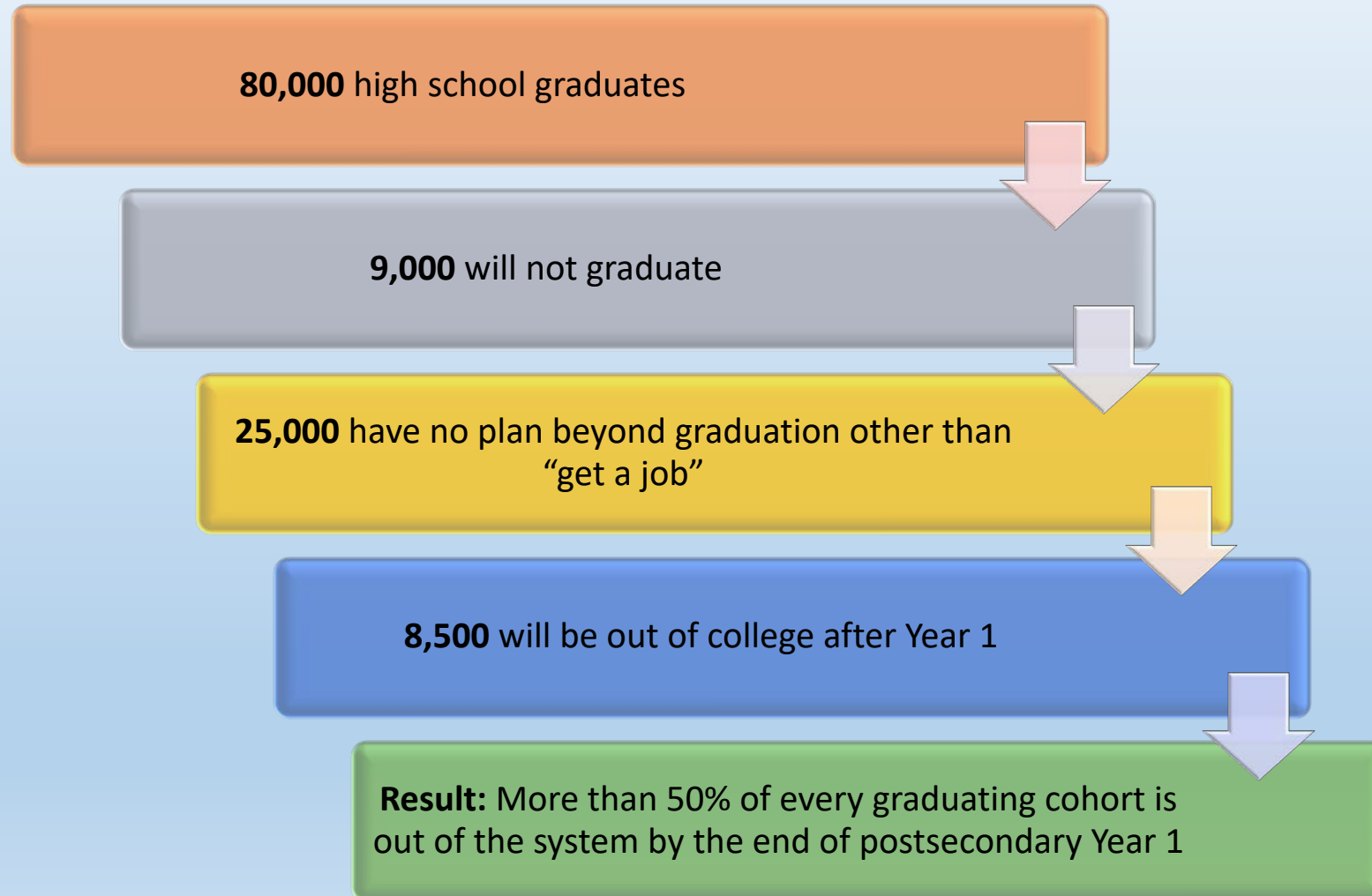
# Prison to Work Programs



- ✓ New emphasis on job training in our prisons
- ✓ High-value certifications before they ever leave campus
- ✓ The Last Mile
- ✓ The HIRE Program
- ✓ Ivy Tech partnership – Madison Women's Correctional Facility



# The Leaky Pipeline



# Cabinet/CICP Research Results

- **Students want practical skills.** More than half of students believe that formal education doesn't relate to real life. Some employers agree.
- **Awareness is lacking.** Parents and students are not aware of high school and post-secondary paths beyond traditional classroom instruction and subjects. No, little, or mixed perceptions of CTE.
- **Anxiety is high.** Students *and parents* feel pressure to make the right decision, and feel paralyzed by the amount of information to know and its complexity.
- **College is default.** Students suspect that a 4-year degree isn't needed to get a good job, but most expect to attend college anyway; they see few options.
- **Cost is hindrance.** The expected cost of a 4-year degree keeps students from enrolling.

# Cabinet/CICP Research Results

- **Few perceived opportunities.** Students don't believe Indiana has an abundance of jobs.
- **Expectations differ.** Parents, teachers, and employers differ about who they believe bears the responsibility to teach and communicate the value of education to students.
- **Education is a personal value.** Most people believe they value education. Most do not believe the "state" values education.
- **Teachers feel underutilized.** Teachers want to teach critical thinking and problem solving skills but feel hamstrung by lack of control and distrust of the system.
- **Teachers are skeptical.** Teachers do not believe they are providing children what they need.

# Changing the Model



- ✓ “First You Learn, Then You Earn” simply has to change
    - ✓ We are closer to 2050 than we are to 1950
  - ✓ All hands on deck – we can’t expect schools to do it all
  - ✓ We have to break the CTE stigma & make learning relevant
  - ✓ Work-Based and Project-Based Learning must be at the center of every student’s educational experience
- ✓ Professional development must be seen as a chance to better understand career opportunities

# What's Next?

- ✓ Career Navigation and Coaching – local control, local solutions, employer-aligned
- ✓ CTE – flexibility of funds, transparency, and validation to plug the 34,000 student leak
- ✓ Pell Flexibility for shorter term, employer-validated credentials
- ✓ Expand and strengthen Employer Training Grant and Workforce Ready Grant programs
- ✓ Tie educator professional development to a better understanding of real labor needs
- ✓ Expand CTE teacher licensure
- ✓ Streamline HIRE to better prepare prisoners for work BEFORE they are released





# Making Gains The Indiana Way

- ✓ More than 14,000 new enrollees in Workforce Ready Grant-eligible programs, with more than 5,000 completions since the program began
- ✓ More than 450 employers participating in the Employer Training Grant Program, with more than 6,500 trainees being trained and employed
- ✓ More than 1,100 State prisoners trained with high-value, high-demand certificates
- ✓ More than 17,000 adult students returned to complete their degrees during the 2017-2018 school year
- ✓ 50,000 more Hoosiers (25-64) with a credential of some kind
- ✓ Educational attainment up 2.6%, outpacing the national average
- ✓ Labor force participation at 65.1%, above national average for 57 consecutive months and up nearly 84,000 in 2018

# Contact Us!

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