2019
Business & Economic Outlook Conference

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DWD’s Purpose

Connecting people and employers through engagement with continued accountability and transparency.

Oversee & Administer Indiana’s:

1. Workforce Operations
2. Unemployment Insurance Program
3. Work-Based Learning & Apprenticeship System
**Workforce Ready Grant**

**What Does the Grant Cover?**
- Certificate programs less than two years.
- Programs must be in one of five sectors: Advanced Manufacturing, Building & Construction, Business & IT, Health & Life Sciences, Transportation & Logistics

**Eligibility**
- High school diploma or equivalent.
- No college degree.
- No certificate covered by Next Level Grant.

**Employer Training Grant**

**What Does the Grant Cover?**
- Reimbursed training cost of up to $5,000 for each newly trained employee, hired and retained for six months. $50,000 cap.
- Training must cover skills for in-demand jobs within six business sectors greater than 40 hours. HR training and job shadowing do not qualify.
- Middle skill, high-demand and high-wage jobs.

**Eligibility**
- Any business from one of the six high demand sectors (5 from WRG plus Agriculture).
700K+ Jobs to be replaced

+ 

300K+ Jobs to be filled

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Over 1,000,000+ Indiana Jobs
Background Data...
About 50% of those who enroll in Adult Education do so below a 6th grade level
Let's Break it Down for Indiana H.S.

- **80,000** potential high school graduates
- **9,000** do not graduate
- **25,000** have no plan beyond graduation other than “get a job”
- **45,000** will head to a college or university in the fall, of which only **30,000** will have successfully completed within 6 years.

**Result:** Nearly 62% will **NOT** have completed a post-secondary credential within 6 years!

**Note:** ~30% of college freshmen will drop out by the end of the first year.
Of 17 Million Undergraduates

The New Traditional College Student?

• 1 in 5 is at least 30 years old
• About half are financially independent from their parents
• 1 in 4 is caring for a child
• 47% go to school part time at some point
• A quarter take a year off before starting school
• 2 out of 5 attend a two-year community college
• 44% have parents who never completed a bachelor's degree

National Center for Education Statistics
• Indiana will add 660,000 residents between 2015 and 2050—a 10 percent increase

• Population will climb from 6.61 million to 7.27 million

• Indiana will grow older, with the share of the Hoosier population age 65+ jumping from 14.6 percent to 20.9 percent

• A handful of metro areas will drive Indiana’s growth

• Indy metro will add 520,000 residents (26 percent increase)

• 59 of our 92 counties projected to lose population over next 35 years
Population and Labor Force Trends

Why Slower Growth?

- **Short Term** - Triggered by the Great Recession
  - Sharp decline in fertility rates
  - Average annual net migration dropped from 9,200 per year last decade to 3,200 per year between 2010 and 2018
- **Longer Term** - Aging population will lead to decline in natural increase

Indiana’s Population Growth by Decade, 1900 to 2050
This Begs the Question:

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

&

Why do we keep selling the “one-size-fits-all” solution?
We Hear 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.

Not enough qualified candidates for employment.
Governor Holcomb’s Vision:

With Executive Order 18-04, the Office of Work-Based Learning and Apprenticeship (OWBLA) was created March 1, 2018.

The office serves Hoosier businesses and industry, and education providers statewide.
The Office of Work-Based Learning Has:

**Expertise With:**
- Business/Workforce Development
- U.S. DOL Rules/Restrictions
- New H.S. Graduation Pathways
- Partnership (P3) Development
- Grant Processes
- High School CTE Programs/Funding
- Secondary Education Requirements
- Post-Secondary Education Options
- Graduation Requirements
- Industry Certifications
- Industry Human Resources Support

**Current Partnerships With:**
- U.S. Department of Labor
- Multiple Universities / Colleges
- Indiana DOE
- Indiana DOC
- State Board of Education
- Indiana CHE
- Multiple Chambers of Commerce
- Skillful Indiana
- Regional WDBs
- Office of Career Connections & Talent
- Multiple Sector Associations / Partnerships
Three Main Objectives of the Office

1. Coordinate efforts to expand the U.S. DOL registered programs

2. Develop and implement a framework of WBL pathways

3. Build P3 statewide based on local economic needs
Understanding WBL

- Registered Apprenticeship
- State Earn and Learn (SEAL)
- Adult Education with OJT
- Internship and Capstone Courses
- Career and Technical Education
- Job Shadow
Of Those 1 Million + Jobs

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

Work-Based Learning is for Everyone
- It’s NOT the Alternative
- It’s NOT Just for CTE - - - - - - > Think STEM

Community College Work-Based Learning Manufacturing Careers Registered Apprenticeships
Work-Based Learning Continuum

Career Awareness: "Learning about Work"

Career Exploration: "Learning for Work"

Career Preparation: "Learning through Work"

Career Education & Training: "Learning at Work"

Work-Based Learning Continuum
WBL In Secondary Ed.

8th
Industry Awareness
Learning About Work
- Indiana Career Explorer
- Career Fairs
- Interest Inventories
- Lunch and learns
- Classroom visits

9th
Career Awareness
Learning About Work
- Job Shadow
- Industry Tours
- Career Presentations
- Guest Speakers
- Career Fairs

10th
Career Exploration
Learning For Work
- Career Research
- Job Shadow
- Career Counseling
- Industry/College Visits
- Project-Based Learning

11th
Career Preparation
Learning Through Work
- State Earn & Learn
- Clinical Experiences
- Internship
- Job Shadow
- Interviewing

12th
Career Training
Learning At Work
- Internship
- State Earn & Learn
- Capstone Projects
- OJT
- Registered Apprenticeship
New HS Grad Pathways

Indiana’s 2023 High School Graduation Requirements

1) High School Diploma
Meet the statutorily defined diploma credit and curricular requirements.

2) Learn and Demonstrate Employability Skills
(Students must complete at least one of the following.)
Learn employability skills standards through locally developed programs. Employability skills are demonstrated by one of the following:
- Project-Based Learning Experience; OR
- Service-Based Learning Experience; OR
- Work-Based Learning Experience.

3) Postsecondary-Ready Competencies
(Students must complete at least one of the following.)
- Honors Diploma: Fulfill all requirements of either the Academic or Technical Honors diploma; OR
- ACT: College-ready benchmarks; OR
- SAT: College-ready benchmarks; OR
- ASVAB: Earn at least a minimum AFQT score to qualify for placement into one of the branches of the US military; OR
- State- and Industry-recognized Credential or Certification; OR
- Federally-recognized Apprenticeship; OR
- Career-Technical Education Concentrator: Must earn a C average in at least two non-duplicative advanced courses (courses beyond an introductory course) within a particular program or program of study; OR
- AP/IB/Dual Credit/Cambridge International courses or CLEP Exams: Must earn a C average or higher in at least three courses; OR
- Locally created pathway that meets the framework from and earns the approval of the State Board of Education.

*State Earn and Learn (SEAL) programs directly satisfy the requirements in red.
DOL Registered Apprenticeship

Over 1000 occupations available

- Business Involvement
- Structured On-The-Job Training
- Related Instruction
- Rewards for Skill Gain
- National Occupational Credential
Certified State Earn and Learn

- Business and Educational Partnership
- Supported On-the-Job Training
- Related Instruction
- Rewards for Skill Gain
- Industry Recognized Certifications

- Structured
- Scalable
- Flexible
- Sustainable Partnerships
- Satisfy Indiana H.S. Graduation Requirements (Buckets 2 & 3)
- Satisfy Licensing Requirements
- Meets Employer Needs
- Adult and Youth Programs
- Short-Term & Long-Term
- Industry Skills & Credentials
- Certificate/Degree Completion
SEAL Certification Process

1) Needs Assessment
2) Verification of Key Economic Sector
3) Legal Compliance with the State
4) Solution Development
5) Education and Training Resources
6) Conformance Requirements
7) Partnership Plan
8) Measured Outcomes
9) Funding Availability
State Earn AND Learn

**IMT YEAR 1**
- **Certifications:**
  - OSHA 10
  - MSSC - Safety
  - MSSC - Production (144 Hours)
- **Work-Based Learning**
  - Commodore Manufacturing (288 Hours)
- **Total:** 432 Hours RI/OJT

**IMT YEAR 2**
- **Certifications:**
  - MSSC - Quality
  - MSSC - Maintenance (144 Hours)
- **Work-Based Learning**
  - Commodore Manufacturing Internship (288 Hours)
- **Total:** 342 Hours RI/OJT

**INDUSTRIAL MAINTENANCE TECHNICIAN**
- Graduating High School With:
  - **Certifications:**
    - 5 Industry-Recognized Certifications
  - **Work-Based Learning**
    - 865+ Hours of On-the-Job Experience

**GRADE 11**
- IVY TECH
  - IVYT 113
  - IND 113
  - ADMF 101

**GRADE 12**
- IVY TECH
  - MATH 123
  - ENG 101
  - ADMF 102
  - COM 101

**POST-HIGH SCHOOL**
- IVY TECH
  - 22 transferable credits into additional post-secondary training

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**COURSES AT SCHOOL**

**8th Grade**
- Pre-Algebra
- Preparing for College and Careers (CTE$)

**9th Grade**
- AgPower
- Algebra I
- WBL = Industry Tour

**10th Grade**
- Intro to Manufacturing (CTE$)
- Geometry
- WBL = Job Shadow

**11th Grade**
- Adv. Manufacturing
- Algebra II
- Basic Electricity
- Welding I - IMT
  - WBL/Internship (CTE$)

**12th Grade**
- Adv. Manufacturing II (CTE$)
- WBL/Internship (CTE$)
- Quantitative Reasoning
- Speech
- Honors English 12

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Want to learn more? Visit inwbl.com
Some Numbers to Share

- Results Highlight -

CNA
Certified SEAL for HS Students
&
Registered Apprenticeship

Result: 40% Trilogy Turnover
vs. ~150% Industry Turnover

- In Our First Year -

We have seen a 106% increase in Hoosiers in WBL programs.

Indiana was second, behind only California for the number of new apprentices for 2018.

Indiana was third best for completions behind only California and New York.
A Few Final Thoughts...
What We Are:

- Business & Industry Professionals
- Education Professionals
- Workforce Professionals

What We Are NOT:

- Program Micro-Managers
- Bureaucratic Barriers

We build, connect and engage – NOT run
And...every once in a while, we give you money!
Adult solutions are typically REACTIVE.

Youth solutions are more PROACTIVE.

It takes more than a single discussion!

We must be: Passionate, Persistent and we must LEAD.

The Backbone of Success: P3... at the local level.