The background of the slide features a large, faint, circular seal of the State of Indiana. The seal contains the text "THE STATE OF INDIANA" at the top and "1816" at the bottom. In the center of the seal is a landscape with a rising sun, a sheaf of wheat, and a plow. The seal is rendered in a dark gray color, blending into the dark background of the slide.

Employer Engagement

Northwest Indiana – Business Round Table

Anthony Harl – Associate Commissioner for K-12 Strategy

Indiana Commission for Higher Education

November 1, 2024



WHAT IS CTE?

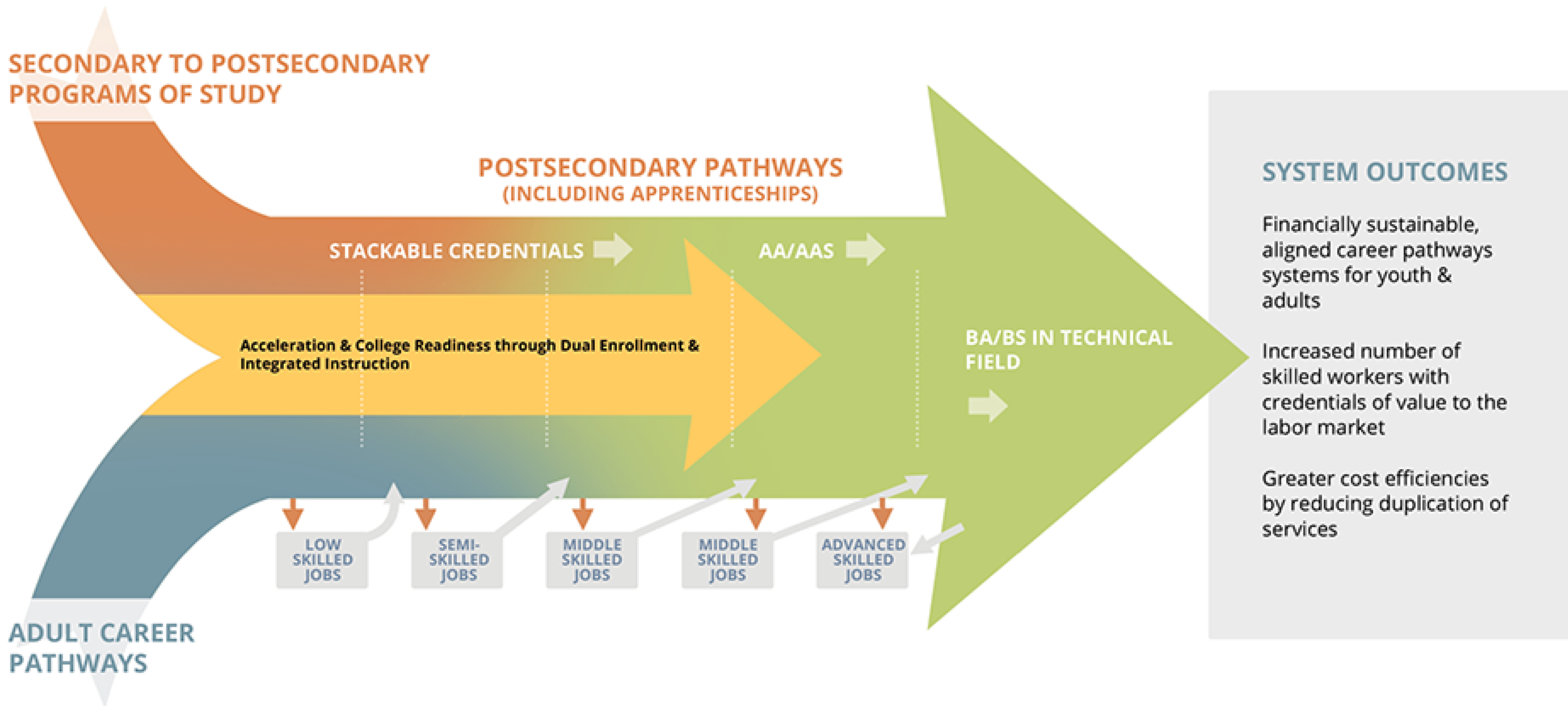
- ▶ *CTE refers to programs of study offered mainly by secondary schools, regional technical centers, and community and technical colleges.*
- ▶ *Focused on high wage, high skills, and in-demand occupations that require education and training beyond high school.*
- ▶ *Provides a wide variety of career exploration, skills development, and credentialing opportunities that reach a large share of secondary and postsecondary learners.*
- ▶ *CTE, in one form or another, is estimated to reach more than 90% of high school graduates.*



VISION FOR CTE

- ▶ *Through integrated career pathways focused on providing opportunities for:*
 - ▶ *career coaching and navigation*
 - ▶ *college credit and credential attainment*
 - ▶ *participation in WBL*

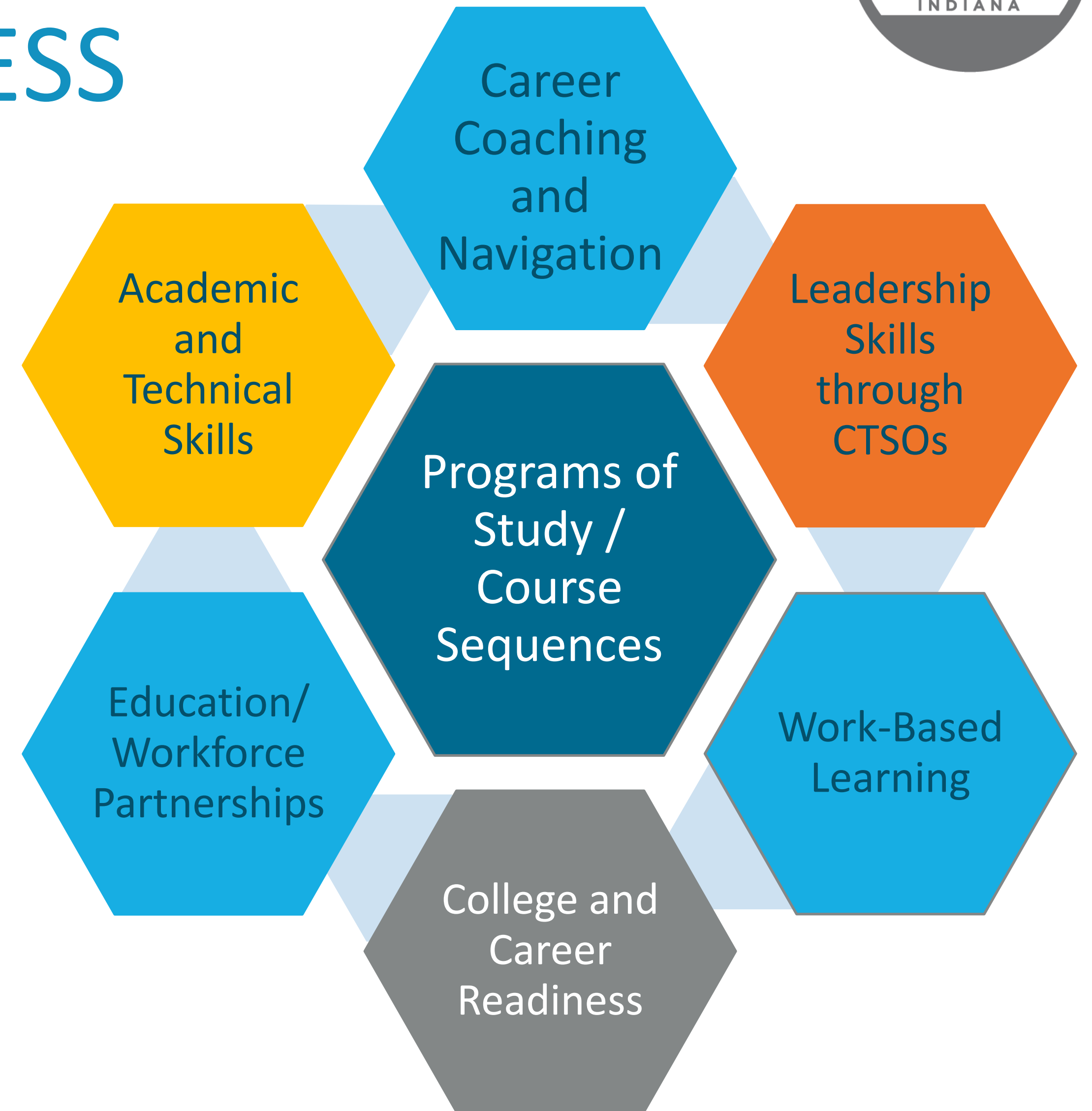
- ▶ *CTE will have a measurable impact on:*
 - ▶ *an individual's economic and social mobility and prosperity outcomes*
 - ▶ *an employer's access to a well-qualified talent pipeline*



Advancing Career and Technical Education (CTE) in State and Local Career Pathways - December 2015

UNLOCKING CAREER SUCCESS

- ▶ Clear Outcomes
- ▶ Quality Coaching
- ▶ Affordability
- ▶ Work-Based Learning
- ▶ Employer Alignment



Strada Education Foundation – Priorities

<https://stradaeducation.org/our-priorities/>

CHE'S STRATEGIC PLAN FOR CTE

Priority Areas

**Employer /
Industry
Engagement**

**Career
Coaching &
Navigation**

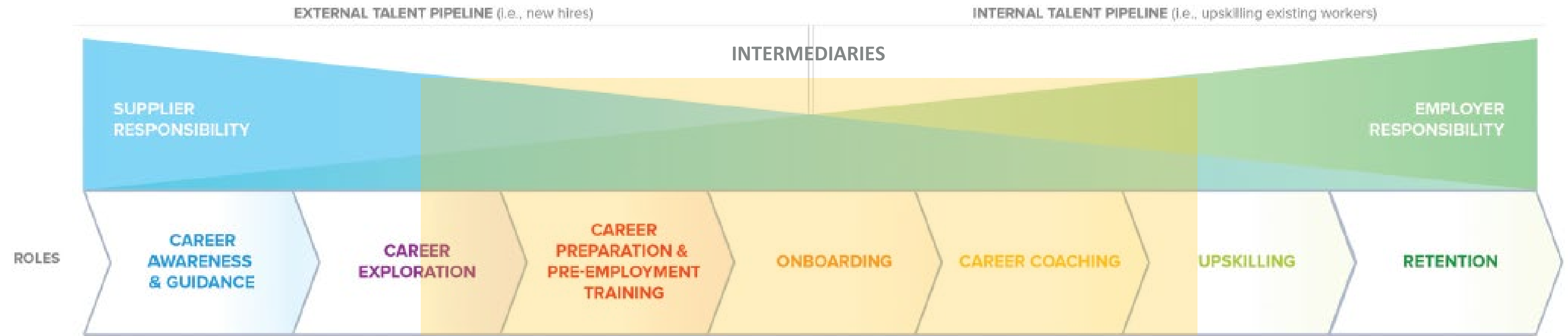
**CTE
Accessibility**

- ▶ Employer Engagement
 - ▶ Co-Development of Talent
- ▶ Career Coaching and Navigation
 - ▶ Increasing Awareness and Success in Career Pathways
- ▶ CTE Accessibility
 - ▶ Access to Quality CTE Programs



CO-DEVELOPMENT OF TALENT

Figure 1: Basic Value Stream Map



©U.S. Chamber Foundation TPM Academy Curriculum® 2019, TheTalentSupplyChain.org



TALENT PIPELINE STRATEGIES

- ▶ Compare critical job needs with existing CTE programs of study.
- ▶ Identify and prioritize opportunities for partnerships.
- ▶ Collaborate with other employers on how best to engage CTE in your Talent pipeline solution.

US Chamber Foundation, TPM Resource Guide: A Compendium for High-Quality CTE, 2020

EMPLOYER CONNECTOR TOOL

- ▶ Find Existing CTE programs by region
- ▶ Planned Improvements
 - ▶ Increased contact information for CTE Participants
 - ▶ Two-way connections
 - ▶ Other functionality

<https://www.in.gov/che/cte/employer-connector/>

Select CTE Concentrator Type

Senior CTE Concentrators
 Total CTE Concentrator
 Total CTE Students

Search by Zip Code

Enter a Zip Code

Set Maximum Distance

Search by Geographic Location

Select an Economic Growth Region

(All)

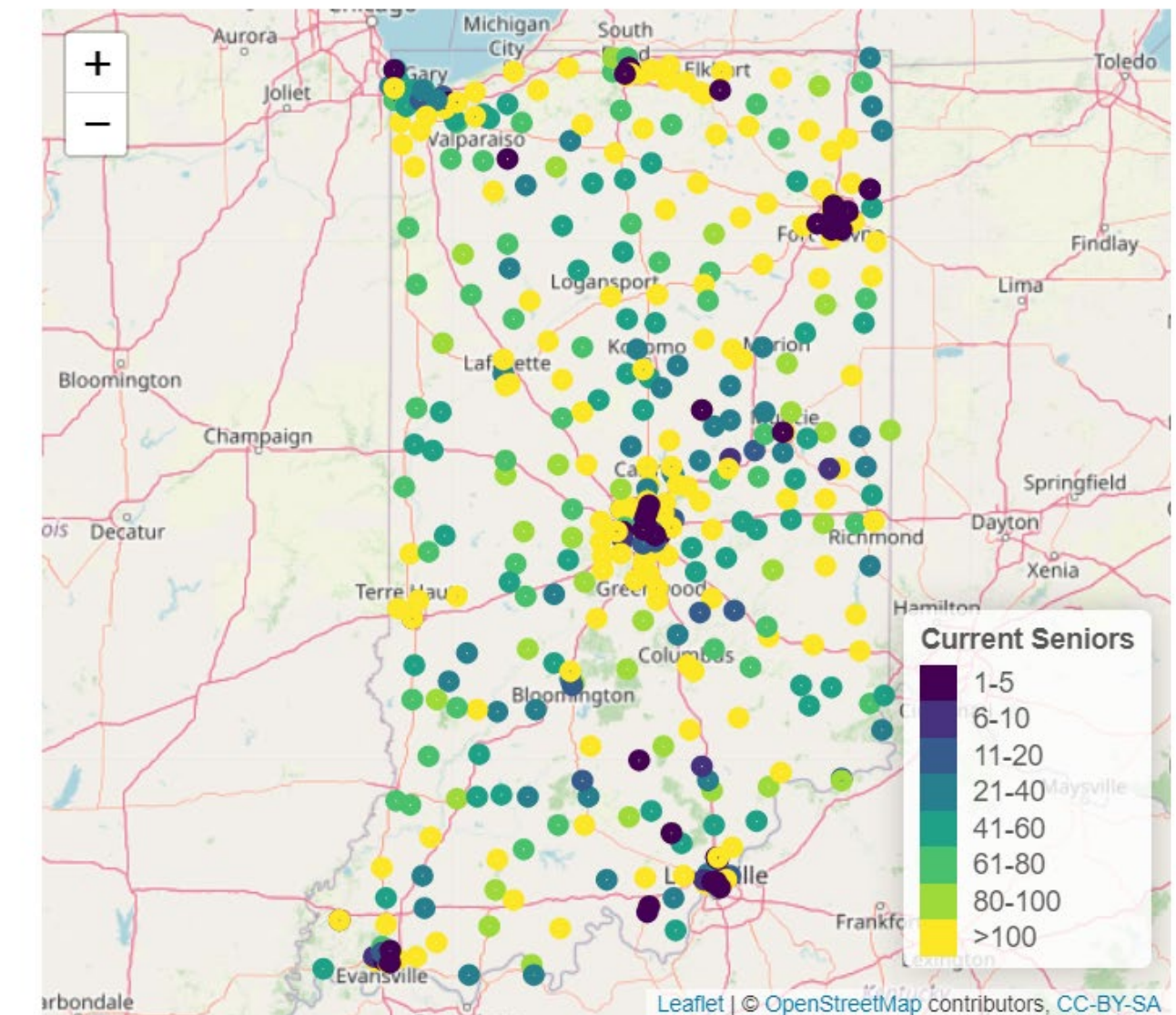
Select a County

(All)

Search by Program

Select a Career Pathway

(All)



	School	Address	Phone	Current Senior Concentrator Enrollment
1	Penn High School	56100 Bittersweet Rd, Mishawaka, IN 46545	(574) 259-7961	640
2	Walker Career Center	9651 E 21st St, Indianapolis, IN 46229	(317) 532-6150	585

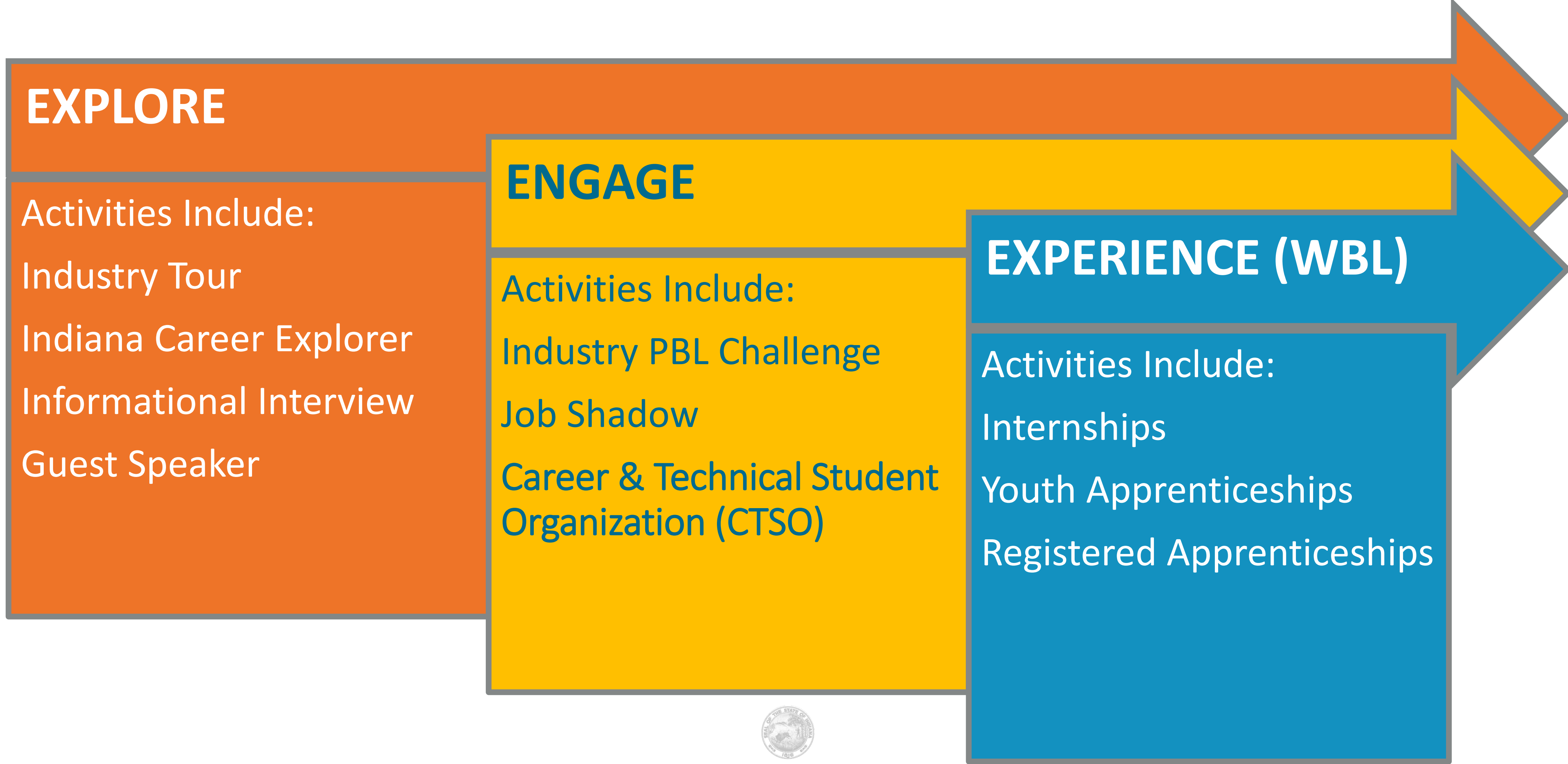


ENGAGING WITH CTE

- ▶ *Career Advising and Exploration*
- ▶ *Advisory Groups*
- ▶ *Curriculum Development*
- ▶ *Student Organizations and Competitions*
- ▶ *Profession Development / Externships*
- ▶ *Classroom Instruction / Training Provider*
- ▶ ***Work-based learning***
- ▶ *Student Recruitment and Hiring*



CAREER RELEVANT & WORK-BASED LEARNING



EXPLORE

Activities Include:

Industry Tour

Indiana Career Explorer

Informational Interview

Guest Speaker

ENGAGE

Activities Include:

Industry PBL Challenge

Job Shadow

Career & Technical Student Organization (CTSO)

EXPERIENCE (WBL)

Activities Include:

Internships

Youth Apprenticeships

Registered Apprenticeships



NON-TRADITIONAL DELIVERY OPTIONS

Postsecondary Dual Enrollment



- ▶ Students attend classes at the postsecondary institution
- ▶ Use CTE Funding to cover tuition costs

Employer Led Joint Programs of CTE



- ▶ Students learn on the job or through training provider
- ▶ Use CTE Funding or CSA Funding

Youth Apprenticeships



- ▶ Students learn on the job or through training provider
- ▶ Ideal for CSA Funding

The background features a large, faint, circular seal of the State of Indiana. The seal contains the text "SEAL OF THE STATE OF INDIANA" around the top and "1816" at the bottom. In the center of the seal is a landscape with a rising sun, a plow, and a sheaf of wheat, symbolizing agriculture and industry.

ANTHONY HARL

Associate Commissioner for K-12 Strategy

Email:

aharl@che.in.gov

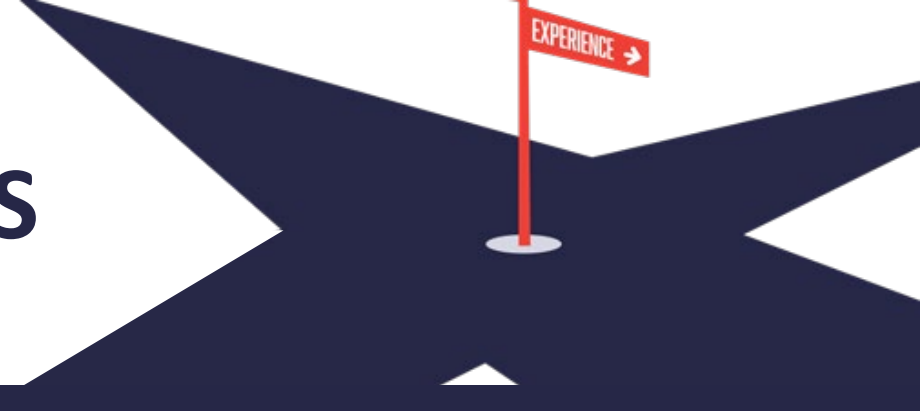
CTE@che.in.gov

Phone: (463) 261-7315



INDIANA COMMISSION *for*
HIGHER EDUCATION

CHAMPIONING CAREERS FOR NWI'S STUDENTS



The Career Champion framework helps students achieve key milestones by offering a menu of career and college readiness activities. The activities are targeted toward 11th and 12th grade students organized within three buckets: Explore, Engage, Experience. These are designed to generate excitement, complement elements of the Scholar Success Program and Employability Skills Standards, while allowing for flexibility and customization to support informed career pathways.

EXPLORE

- Career Discovery
- Career Fairs
- Guest Speakers
- Skills & Interest Assessments
- Business & Industry Tours

EXPERIENCE

- Aligning Skills to the Workplace
- Work Based Learning (i.e. internships, apprenticeships)
- Mock Interviews
- Resume Building
- Financial Literacy

ENGAGE

- Career Coaching Sessions
- Projects with Industry
- Workforce Ready Workshops
- Job Shadowing
- Career Sector Exposure

RESOURCES & SUPPORT

- Parent Ecosystem of Support
- College & Career Prep
- Supportive Services



CENTER OF WORKFORCE INNOVATIONS

Share Your Career Champion Needs



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READY NWI Director
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