



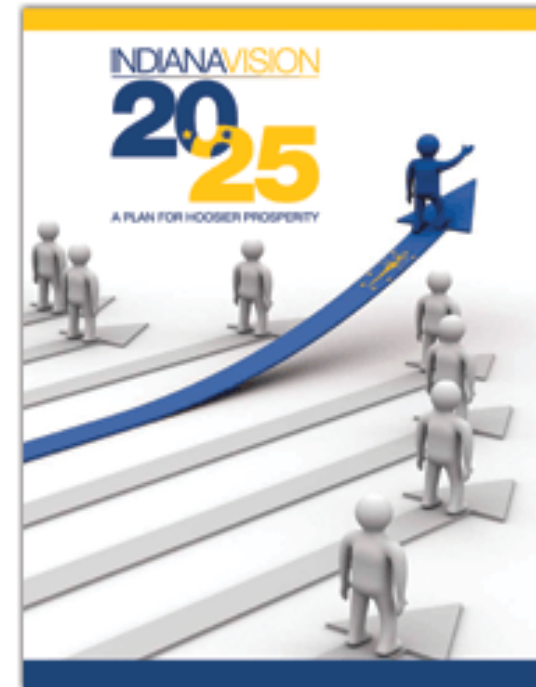
CAREER RELEVANCE CONVENING

November 2, 2021

Indiana Chamber: Mission + Vision

Cultivate a world-class environment which provides economic opportunity and prosperity for the people of Indiana and their enterprises.

- 1) Outstanding Talent
- 2) Attractive Business Climate
- 3) Superior Infrastructure
- 4) Dynamic + Creative Culture



EDUCATION ATTAINMENT = ECONOMIC OPPORTUNITY

- Less than half—**48.5%**—of working-age Hoosiers have completed education/training beyond high school. (**IN ranks 35th nationally**)

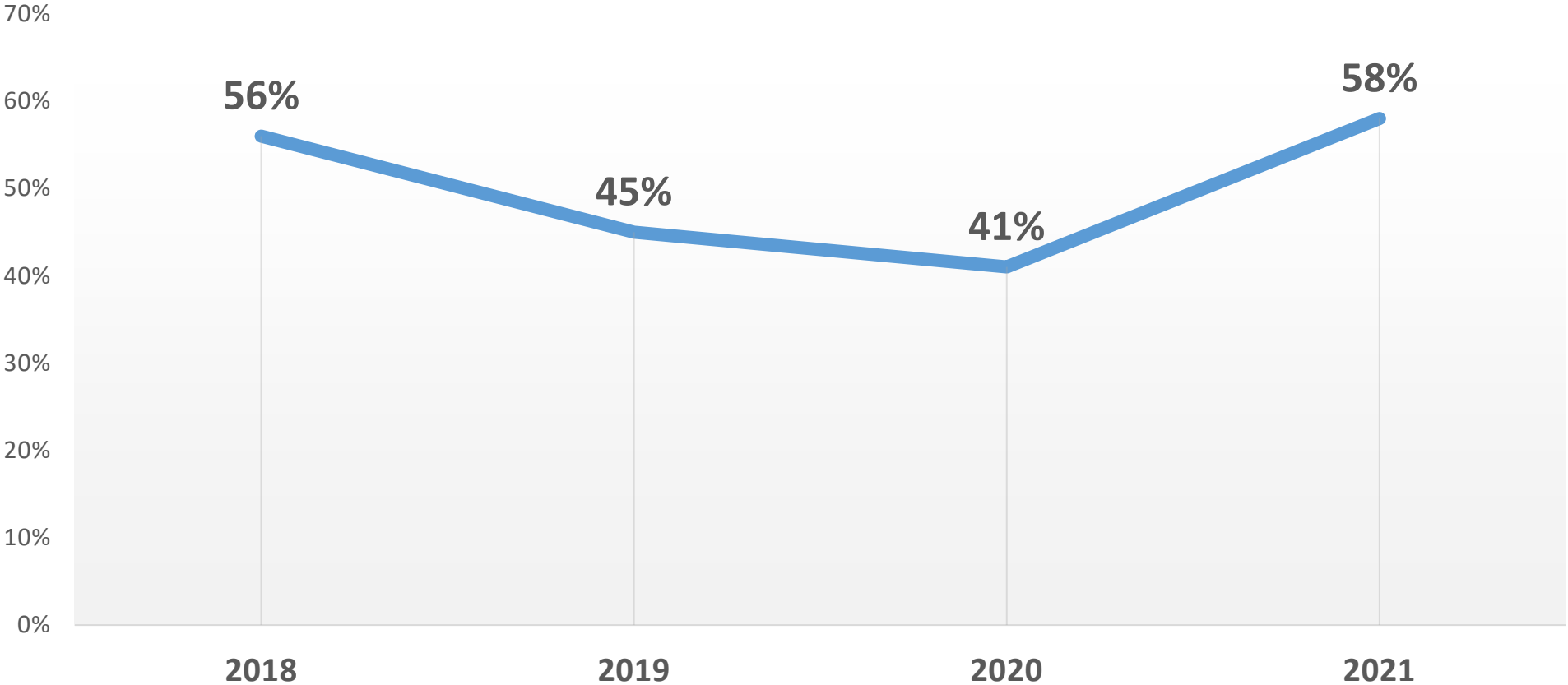
SOURCE: Lumina Foundation for Education

- Overwhelmingly, individuals say they look to their employers for guidance as to the appropriate education/training to pursue.

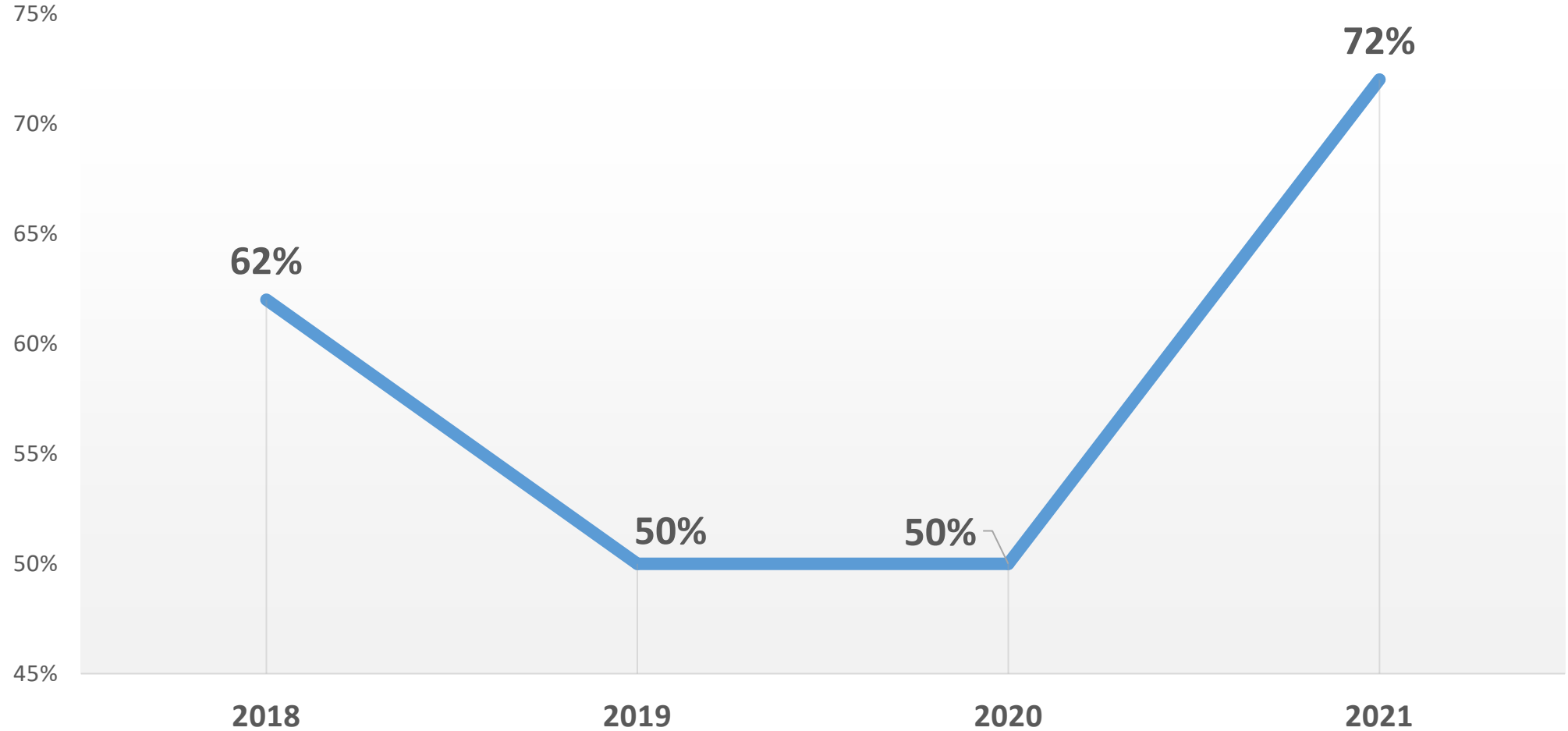
SOURCE: Strada-Gallup Consumer Insights Survey

Pandemic Impact + Workforce Trends

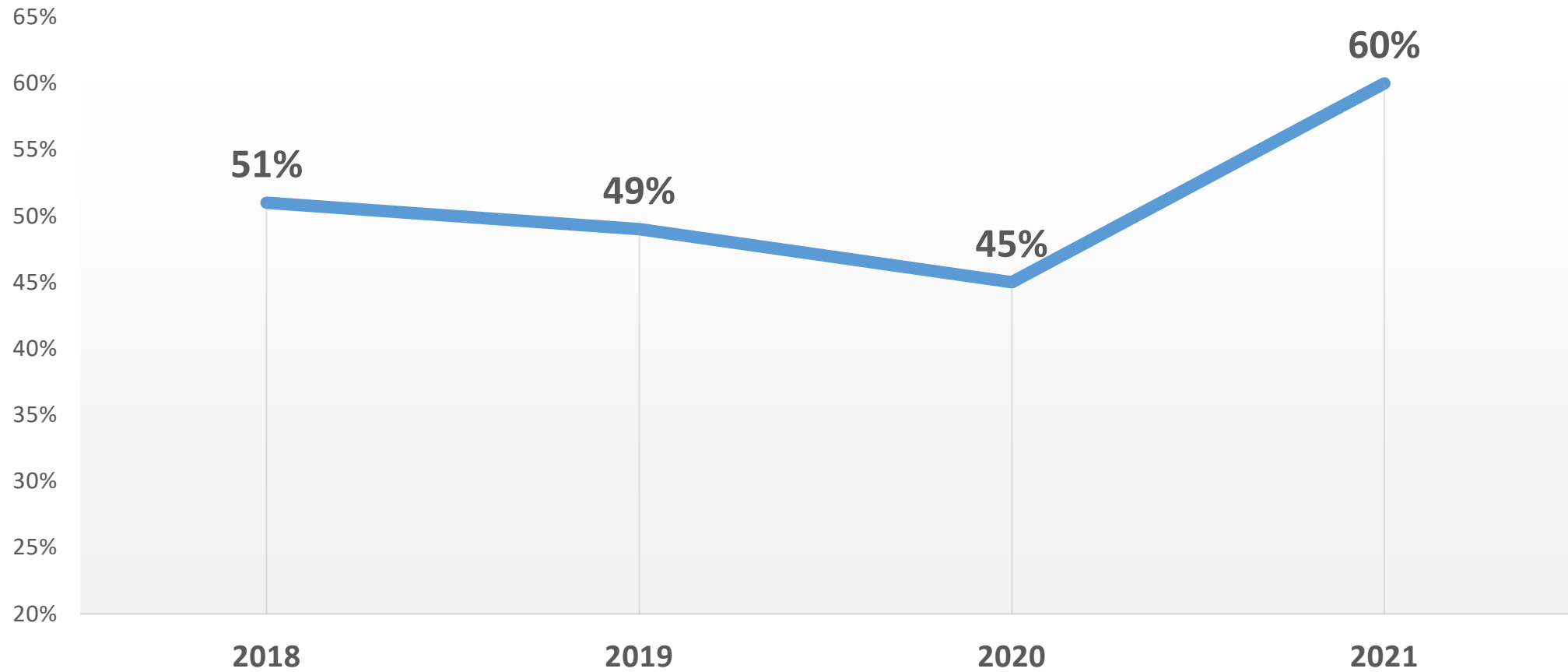
Increase Size of Workforce Next 1-2 Years



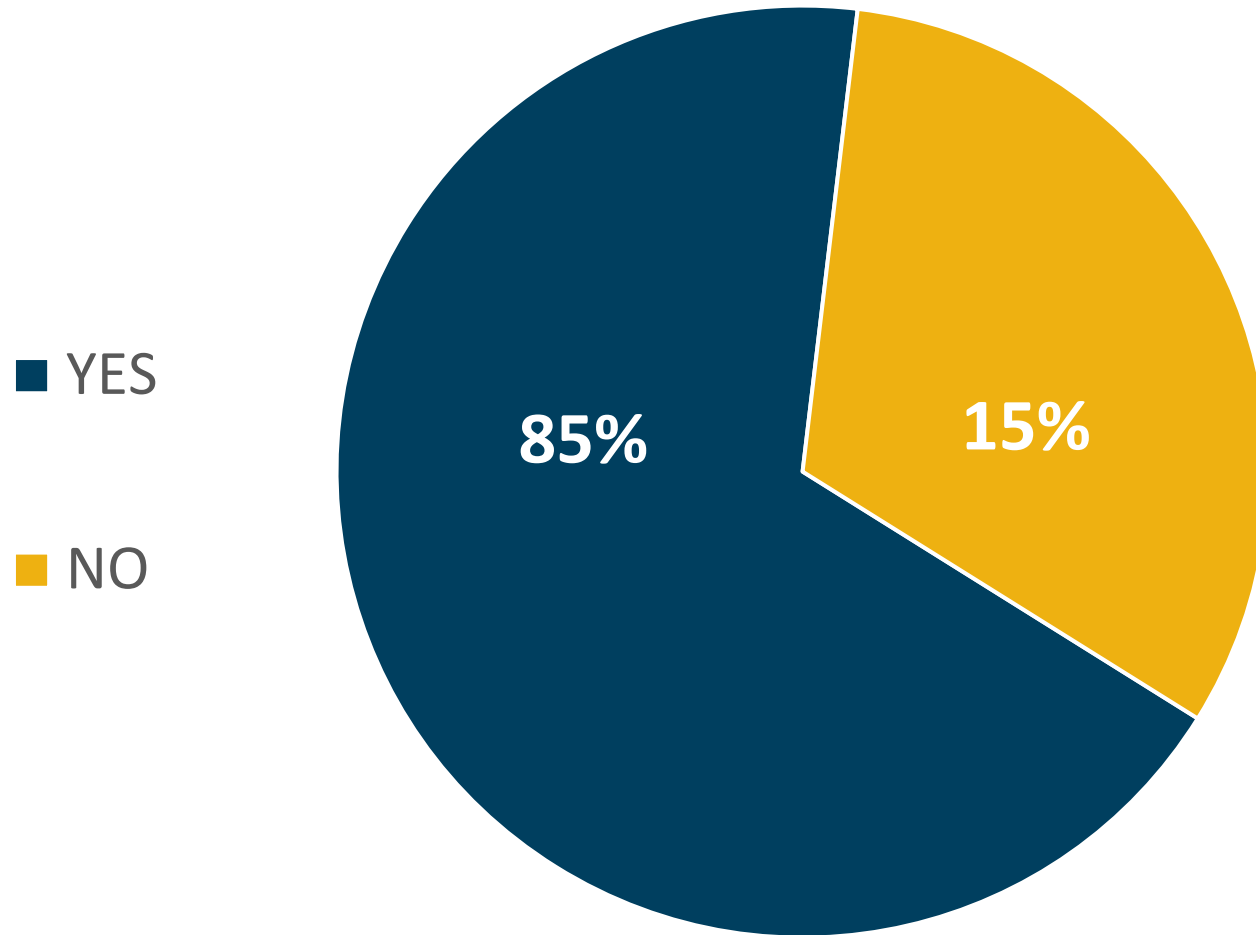
Supply of Applicants Does Not Meet Needs



Left Jobs Open in Past Year Due to Underqualified Applicants



Is meeting your talent needs a challenge?



Employer Response

Changing Training Strategy (2021 vs. 2020)

Increased on-the-job training:	33%	+17
Increased investment in training:	31%	+14
Increased time allowed for training:	27%	+7

Current Employees: Skill-Up Support

	2021	3-Yr Trend
Flexible Work Hours	49%	+7
Tuition Support/Reimbursement	46%	+4
Onsite/Online Instruction	28%	+9
Assistance with Career Plan	24%	+3

Future Talent: Work-Based Learning

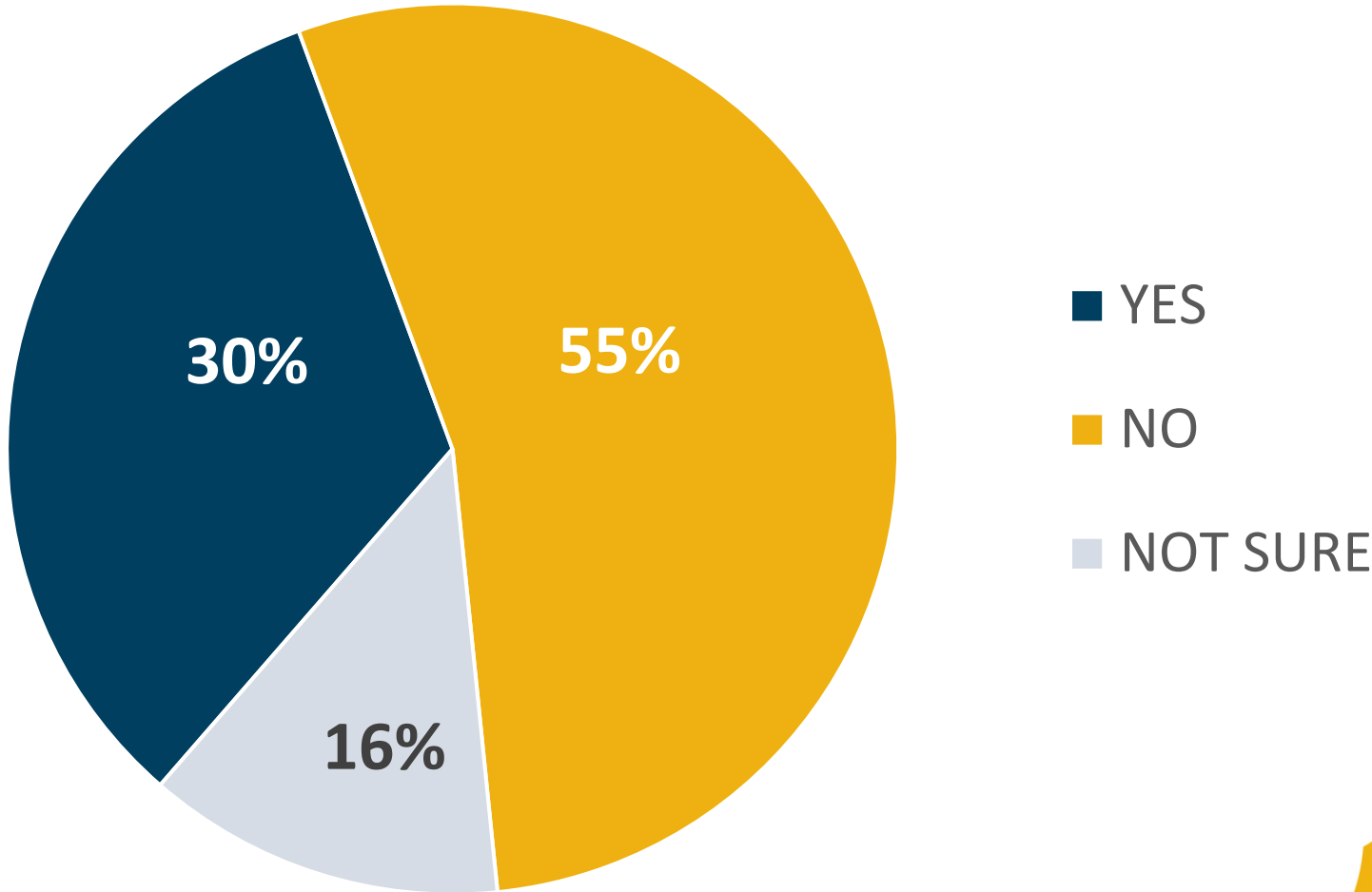
	2021	3-Yr Trend
College Internships	51%	+13
Job Shadowing	27%	+3
Student Site Visits	25%	+3
High School Internships	23%	+3
Apprenticeships	18%	+6
None of the Above	30%	-10

Related Workforce Changes

Employees perform additional job functions:	56%
Expanding remote work:	27%
Retraining employees/new technology:	20%
Automating/replacing job functions:	20%

Challenges & Opportunities

Human Resources Staff Offers Career Coaching to Employees



Provide Career Awareness/Exploration Opportunities to Local K-12 Students

2021: **31%**

2019-21: **-3**

OUR PREMISE:

Strengthening + Scaling High-Impact Talent Practices =

More Equitable Opportunities for HOOSIERS

+

A Higher-Skilled Workforce for EMPLOYERS

+

A Stronger Economy for INDIANA



MISSION: The Institute for Workforce Excellence is dedicated to helping Indiana **attract, develop and retain** the **Hoosier talent** needed to drive a **highly skilled and equitable workforce**.

STRUCTURE: The Institute is a **nonprofit** (501c3) subsidiary of the Indiana Chamber of Commerce led in collaboration with stakeholders representing **business, community, education and government**.

INSTITUTE GOALS:

- 1) **PARTNERSHIPS:** Strengthen talent pipeline partnerships across Indiana's business, community, education + government sectors.
- 2) **PROGRAMS:** Help Hoosiers better navigate the ever-expanding wealth of talent programs + providers available across Indiana.
- 3) **POLICY + PRACTICE:** Inform workforce policy and practice through relevant research and consumer surveys that strengthen the feedback loop between Indiana's public + private sectors.

ALIGNING EFFORTS ACROSS SECTORS



POLICY Focused

Aligning state policy and programming to ensure a talent-driven education and workforce system.



PRACTICE Focused

Connecting cross-sector **partners, programs** and **promising practices** to drive a more highly skilled and equitable workforce.



CURRENT INSTITUTE INITIATIVES:

- **Enhanced Employer Engagement:** Statewide communications campaign, convenings + competency/skill alignment
- **Extended Workforce Insights:** Ongoing surveys + research to gauge labor market perspectives, trends + opportunities
- **Expanded Programs + Services:** Increased programmatic impact through *Work + Learn Indiana* and *Talent Resource Navigator*

WorkandLearnIndiana.com

The screenshot shows the homepage of WorkandLearnIndiana.com. At the top, there is a browser address bar with the URL https://www.workandlearnindiana.com. The website header features the logo 'WORK+ LEARN INDIANA' on the left, a navigation menu with 'SEARCH', 'ABOUT US', 'FAQS', 'EVENTS', and 'NEWS' in the center, and a 'CONTACT US' button on the right. A 'Login / Register' link with a user icon is also present in the top right. The main content area has a large heading: 'Indiana Focused. Ready Where You Are.' Below this, a paragraph reads: 'Work and Learn Indiana: Where work-based learning connections are made. It's free, it's easy, it's a win-win for Indiana learners and employers.' A vertical 'Feedback' button is on the left side of this text. At the bottom, there is a search bar with a dropdown menu for 'OPPORTUNITIES' and a 'SEARCH' button. The background of the main content area features a photograph of three people (two women and one man) smiling and looking at a tablet device.



Population:
College Students

Program:
Internships

WORK 
LEARN
INDIANA

Populations:
High School Students +
College Students +
Career Changers, etc.

Programs:
Internships +
Apprenticeships +
Virtual/Hybrid, etc.





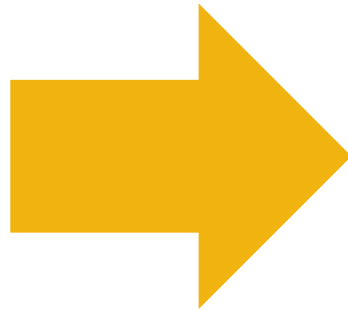
TALENT RESOURCE NAVIGATOR



TALENT RESOURCE NAVIGATOR

WHAT IT IS

A web-based tool—supported by personalized staff support—that collects + curates the ever-expanding universe of talent-related resources in Indiana to a manageable set of **programs**, **partners** and **promising practices**.



WHAT IT DOES

Connects-the-dots between identified talent “pain points” + available resources/services.

Brokers “warm” introductions between those in need of talent development support + vetted partners/providers that are equipped to meet their needs.

WorkOne
americanjobcenter
INDIANA

INDIANA
A State that Works
Indiana Economic Development Corporation

INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

Indiana Office of
WORK **BASED**
Learning
and Apprenticeship

NextLevel Jobs
INDIANA

SKILLFUL
A MARKLE INITIATIVE

SKILLUP



Governor's
WORKFORCE
CABINET

Eleven Fifty Academy

Ascend



Where can I go for help in addressing **MY WORKFORCE CHALLENGES?**



Talent Programs
TECHPOINT

My Cook
PATHWAY





I'm interested in long-term talent strategies and PARTNERSHIPS with education institutions.



Where can I go for help in addressing MY WORKFORCE CHALLENGES?



I'm looking for programs that are specific to MY INDUSTRY of information technology.

I'm interested in long-term talent strategies and PARTNERSHIPS with education institutions.

Where can I go for help in addressing MY WORKFORCE CHALLENGES?



I'm looking for programs that are specific to MY INDUSTRY of information technology.

I would like to find a partner in MY COMMUNITY of southwest Indiana.

I'm interested in long-term talent strategies and PARTNERSHIPS with education institutions.

Where can I go for help in addressing MY WORKFORCE CHALLENGES?



From nearly two dozen programs, we've narrowed the workforce development resources down to five best-fit options with:

- 1) Detailed information about these PROGRAMS,
- 2) The PROMISING PRACTICES aligned with these programs, and
- 3) Area PARTNERS/PROVIDERS who are prepared to offer implementation support.



NAVIGATOR INPUTS



Promising Practices: Repeatable + scalable with evidence of positive talent/workforce development impact for individuals, employers and the community



Programs: A talent engagement/workforce development program offered by a training partner, educational institution, state/federal government, or an intermediary organization



Partners: An organization or individual who can assist employers or an individual in talent development

Coming soon... in 2022

- EARN Indiana high school expansion
- Talent Resource Navigator launch
- Employer communications + engagement campaign rollout

