



INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

WHAT'S THE VALUE OF SECTOR PARTNERSHIPS FOR INDIANA EMPLOYERS?

October 19, 2017 Indiana Sector Partnerships Webinar

Indiana Department of Workforce
Development and Jobs for the Future



TECHNICAL WELCOME

- Webinar is being recorded and will be posted to the IN Department of Workforce Development website:
<http://www.in.gov/dwd/iss16.htm>
- All lines are muted except the Presenters to ensure audio quality
- Please use the chat box to ask questions through out the webinar
- If you haven't already, introduce yourselves in the chat: name, organization, and the industry sectors you work in



WEBINAR MODERATOR



RYAN WITHEM

Director of Business Alignment

*Indiana Department of
Workforce Development*



WEBINAR OVERVIEW

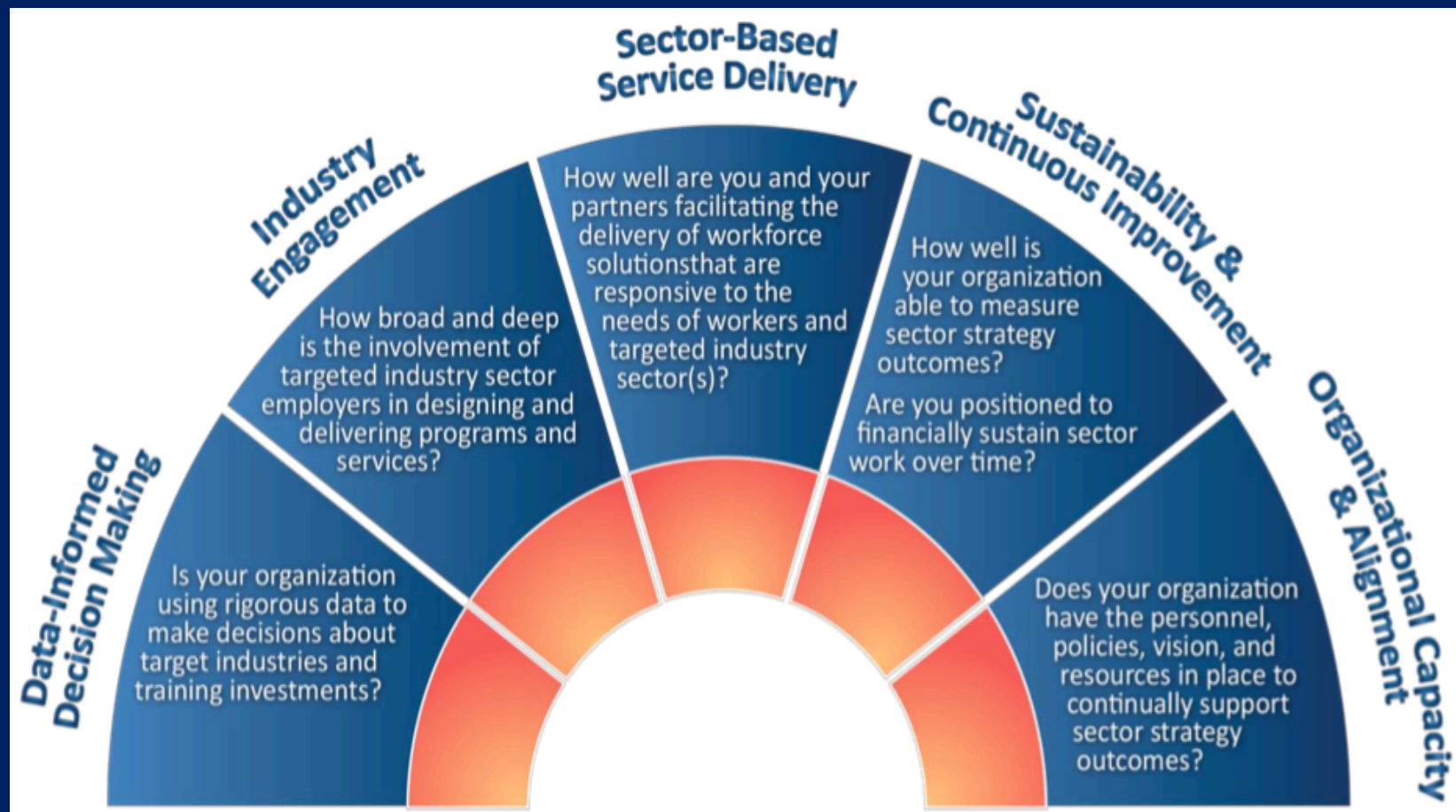
Indiana employers are facing key workforce challenges such as a shortage of skilled workers to fill open positions due to the low unemployment rate, graduates moving out of the state, and a reduction in the number of people moving in to Indiana. This webinar will explore ways that involvement in a sector partnership could help Indiana employers meet their workforce needs.

- **Webinar Welcome and Framing: Ryan Withem**
 - **National Perspective: Eric Seleznow**
- **Indiana Perspective: Paul Perkins and Bradley Rhorer**
 - **Q&A/Discussion**
 - **Wrap up and Next Steps**



ETA SECTOR STRATEGIES FRAMEWORK & DEFINITION

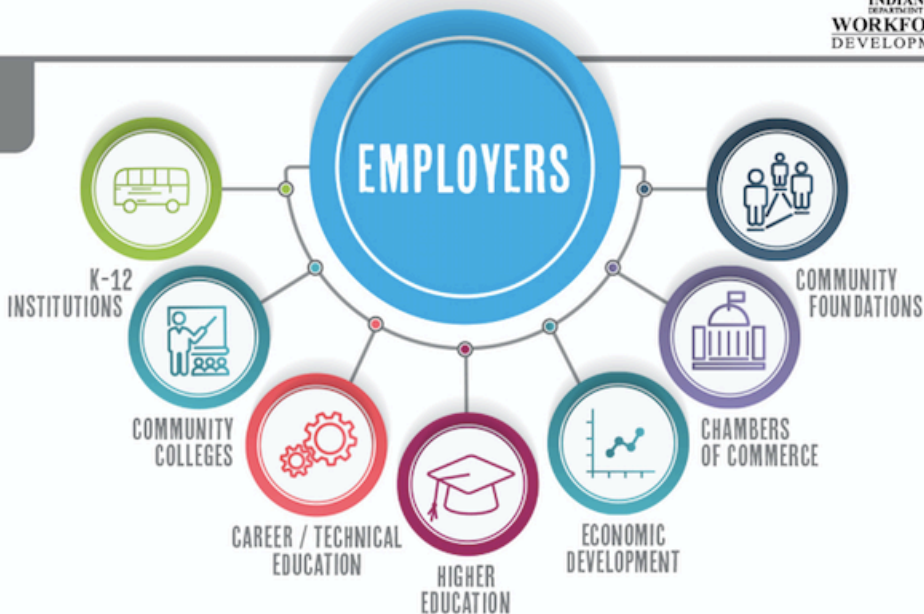
A sector strategy is a partnership of **multiple employers** within a **critical industry** that brings together education, economic development, workforce systems, and community organizations to identify and collaboratively meet the **workforce needs** of that industry within a **regional labor market**.



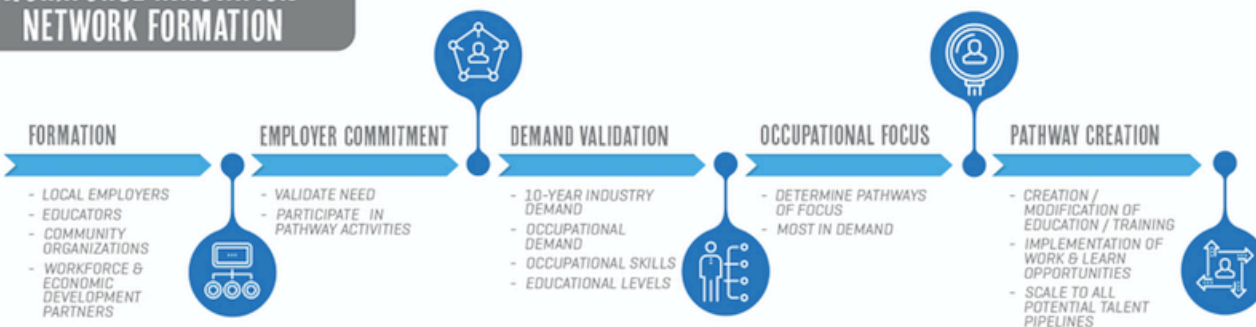


WORKFORCE INNOVATION NETWORK RELATIONSHIP

SKILLUP
INDIANA!



WORKFORCE INNOVATION NETWORK FORMATION





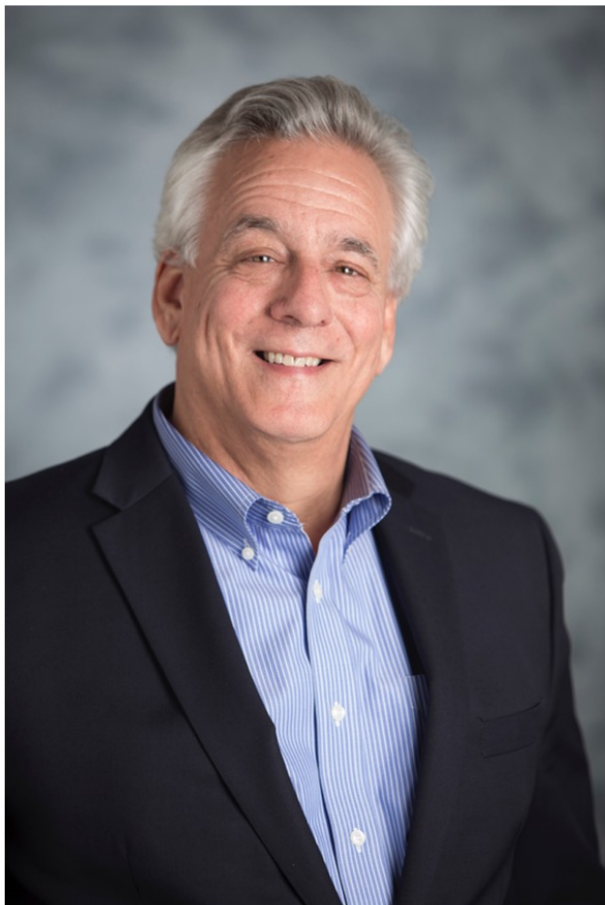
NATIONAL PERSPECTIVE

ERIC SELEZNOW

Senior Advisor

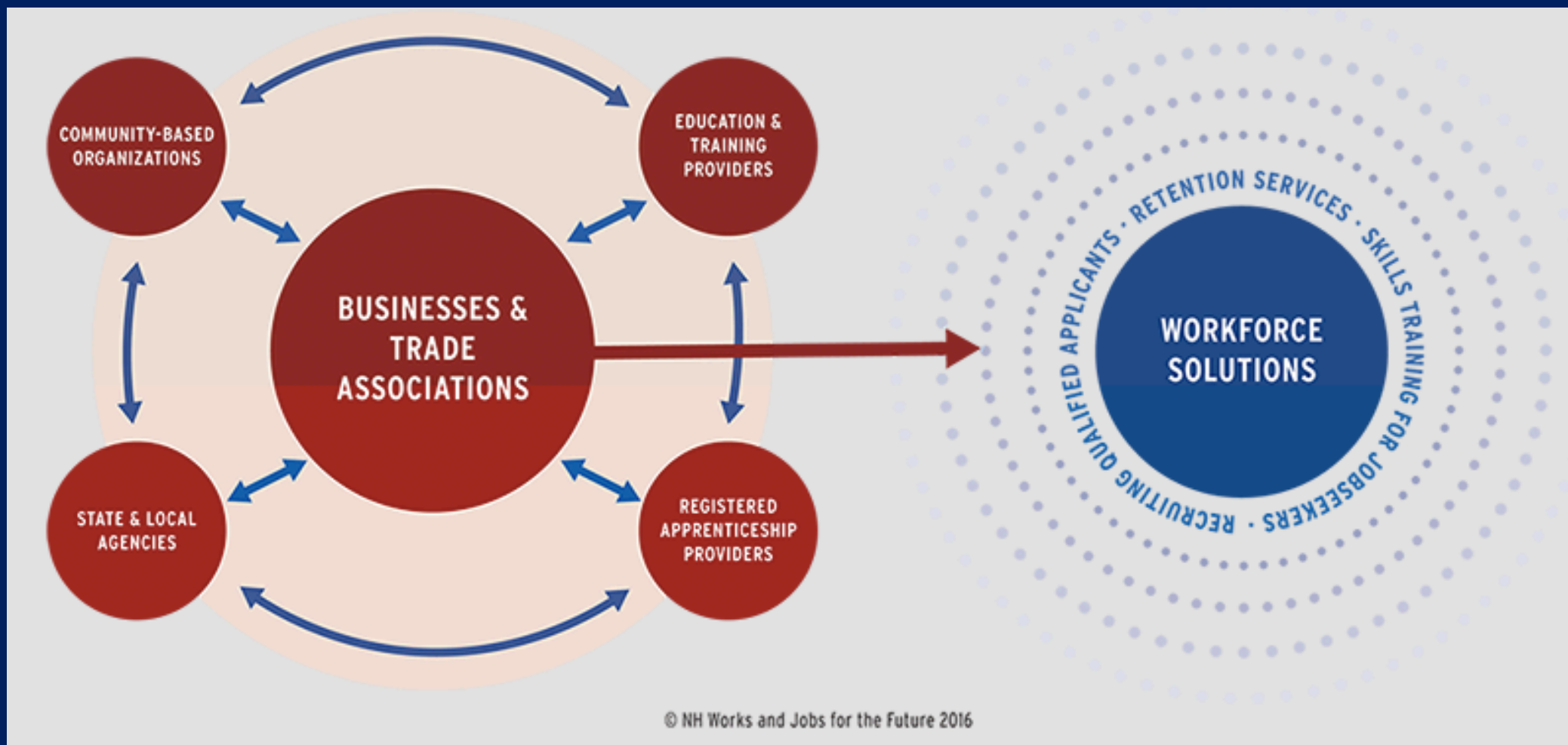
Jobs for the Future

*Formerly deputy assistant
secretary for the U.S.
Department of Labor,
Employment and Training
Administration*





SECTORS AS A PHILOSOPHY



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STATE SECTOR STRATEGY EXAMPLES

- Arizona Sector Strategy
- Colorado Sector Strategies
- EARN Maryland
- New Jersey's Talent Networks
- Real Jobs Rhode Island



STATE SECTOR STRATEGY EXAMPLES



EARN
MARYLAND

Industry-Led Partnerships
Bridging Maryland's Skills Gap, Driving Growth



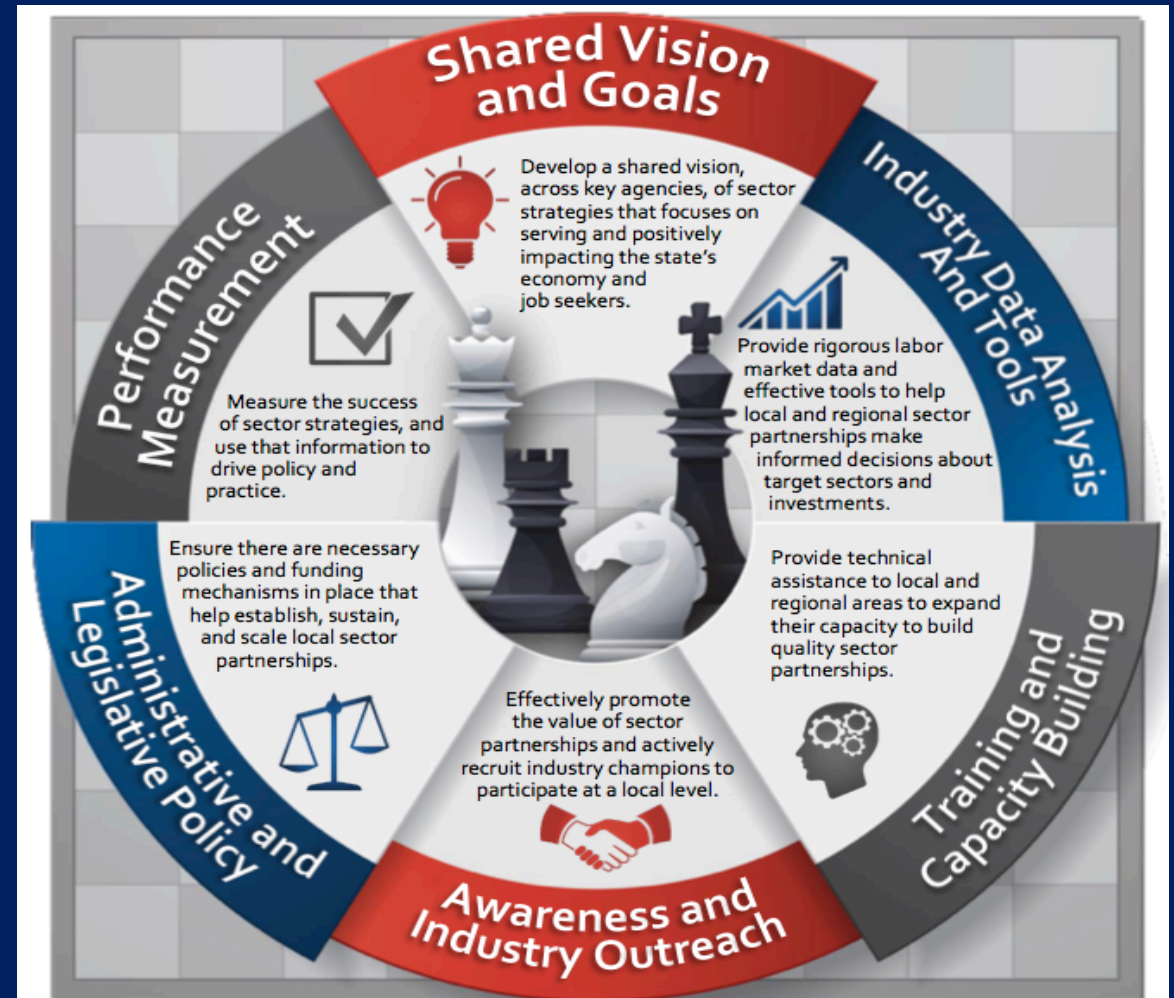
REAL
JOBS
Rhode Island

A new approach to meeting the REAL workforce needs of employers and creating REAL job opportunities for workers



ETA GUIDE: STATE SUPPORT FOR SECTOR PARTNERSHIPS

Core
Capabilities of
a High-
Performing
State Sector
Partnership





INDIANA PERSPECTIVE



BRADLEY RHORER

*Assistant Senior Manager of
Human Resources*

*Subaru of Indiana
Automotive, Inc.*

*Co-Chair, Indiana Sector
Strategies Taskforce*

*State Workforce Innovation
Council*



INDIANA PERSPECTIVE



PAUL PERKINS

President

Amatrol, Inc.

*Co-Chair, Indiana Sector
Strategies Taskforce*

*Chair, State Workforce
Innovation Council*



SILO CHALLENGES



Community

- Unemployment is historically low and labor force participation rate has not rebounded since 2000.
- Education pipeline shows we will be approximately 30,000 short workers short to meet projected annual talent needs.
- Those workers needing to reengage in the workforce have significant barriers to employment: child care, housing, mental health and substance abuse.



Education

- Students lack information about industry occupation demands.
- School counselors do not have the capacity to provide occupational information, as they only have time to focus on students with highest needs and provide wraparound services vs. career counseling.
- Indiana has a student to counselor ratio of 620:1
- Students and parents' knowledge of and interest in occupations do not match occupations in demand.



Industry

- Need for skilled ready-to-work applicants.
- Available workers lack right skills - Soft skills and specific skills lacking.
- Depleted pool of applicants.
- Education pipeline not sufficient to fill workforce needs.
- Struggle to find adequate workforce to meet industry needs.
- Education and training programs not aligned with employer demand.



STRATEGIC PARTNERSHIPS





Align

- Strategic partnerships connect industry in order to develop workforce development strategies within the specified industry:
 - Industry Members
 - K-12
 - Adult Basic Education
 - Community Colleges: Ivy Tech Community College
 - Universities: Purdue University, Purdue Polytechnic and Vincennes University
 - Community-Based Organizations
 - Human Services Organizations
 - Workforce Boards
 - Economic Development Organizations



Importance of Regional and State Partnerships

- Address the needs of employers by focusing intensively on the workforce needs of a specific industry sector over a sustained period, often concentrating on a specific occupation or set of occupations within that industry;
- Address the needs of workers by creating formal career paths to good jobs, reducing barriers to employment, and sustaining or increasing jobs;
- Bolster regional economic competitiveness by engaging economic development experts in workforce issues and aligning education, economic, and workforce development planning;
- Engage a broader array of key stakeholders through partnerships organized by workforce intermediaries; and
- Promote systemic change that achieves ongoing benefits for the industry, education, community, and workforce.



SECTOR PARTNERSHIP EXAMPLE

- **Sector:** Manufacturing
- **Location:** Region 10, 5 counties Southern Indiana-New Albany/Jeffersonville
- **Goal:** Create a sustainable pipeline of entry-level production workers to meet needs of a variety of manufacturing companies
- **Partners:**
 - One Southern Indiana (Convener)
 - Metro Manufacturing Alliance 80+ small/med cos.
 - Ivy Tech CC
 - 10 Area High Schools
 - Area Vocational Center
 - Work One (local WIB)



SECTOR PARTNERSHIP EXAMPLE

- **Solution:**

- Industrial Manufacturing Technician
 - DOL Registered Apprenticeship Program
 - 2700 hour program of OJT/ 264 hours Classroom Learning
 - MSSC Certification
- Chamber-based Workforce Director
- Multi-Stream Pipeline
 - Adults through WIB
 - Adults from companies-new or existing hires
 - High Schools
 - Area Vocational Center
- 10 Area High Schools and Area Center
 - High School Manufacturing Programs, 2-year
 - MSSC Certification
 - Summer employment



SECTOR PARTNERSHIP EXAMPLE

- **Employer Benefits:**
 - Structured Program that requires no overhead
 - Customizable to each company
 - Accelerated hiring
 - Motivational to existing workforce
 - Improved retention
 - Created more flexible workforce
 - No Cost



QUESTION & ANSWER/ DISCUSSION

Please submit
your questions
via the chat box





WRAP UP AND NEXT STEPS

- **Statewide Sectors Summit:** Tuesday, November 14, 2017 in Carmel, IN <http://www.in.gov/dwd/3199.htm>
- **Skill UP 3 Grant Proposals:** due December 15, 2017 <http://in.gov/dwd/skillup.htm>
- **Contact IDWD Sectors Team,** Nwenzler@dwd.in.gov, and they can connect you to workforce solutions/sector partnerships. <http://www.in.gov/dwd/iss16.htm>
- **Indiana Career Ready website:** <https://www.indianacareerready.com/>



SHORT WEBINAR SURVEY

- Please click on the below link and complete a short 3 question survey on your webinar experience.
- The URL is also in the chat box
- <https://www.surveymonkey.com/r/R62YKPL>