

## Elevating Work-and-Learn in Indiana

**Challenge:** There are more than 1.2 million youth and young adults age 16-29 who live in Indiana. This accounts for roughly 1/3 of the working population and 19% of the total population. Since the great recession, unemployment among this age group has been higher than the average population. In February 2016, the overall rate of unemployment was 4.9% nationally. However, for youth ages 16-19, it was 15.6%. For youth ages 20-24, it was 8.6%. Additionally, only 47% of youth earning a Bachelor's degree in Indiana remain in Indiana 5 years later.

Simultaneously, there are more than 1 million jobs that will be available in the next 10 years, and there is a misalignment of educational training programs to the skills demanded by employers.

**Vision:** Connecting youth and young adults to high-wage, high-demand employment opportunities through work-and-learn strategies is essential to filling the 1 million jobs that will be available in Indiana between now and 2025. This vision can only be accomplished through the alignment of business, government, education, and community resources toward priority industry needs.

It is **the** talent development and retention strategy for employers and Indiana to leverage to stop the brain drain.

It is **the way** to help all youth and young adults acquire and demonstrate the employability skills that employers demand.

The Indiana Department of Workforce Development, Indiana Chamber, Department of Education, Commission for Higher Education, Economic Development Corporation, Family and Social Services Administration, and Ivy Tech Community College are partnering with other key stakeholders to develop strategies to realize the vision.

### Strategies:

#### ***Define high-quality work-and-learn opportunities in Indiana***

- Identify through projections data the top 40 careers with little to no supply.
- Develop and vet a framework for quality work-and-learn experiences for 16-29 year-olds.
- Map existing work-and-learn programming and educational constructs to maintain relationships with employers.
- Define a continuum of work-and-learn experiences across age bands

#### ***Elevate work-and-learn in Indiana***

- Plan Governor's Summit for October 19
- Share resources at existing conferences and meetings hosted by partner agencies and organizations

#### ***Enhance the quality of work-and-learn across the talent pipeline in Indiana***

- Design pre-apprenticeship model and mitigate liability issues for 16-18-year olds
- Incorporate the demand perspective and other enhancements into Indiana Career Explorer
- Grow IndianaIntern.net's capacity
- Reimagine work-and-learn beyond traditional CTE programming to include high-ability students, STEM pathways, 21<sup>st</sup> century scholars, and liberal arts and sciences postsecondary programs.
- Expand work-and-learn within more traditional programming like CTE, JAG, adult education, and more.
- Develop liberal arts teacher externships model that complements CTE teacher externships model.
- Create opportunities for rural communities like the Direct Employ model or virtual internships.
- ***Scale work-and-learn opportunities across Indiana***
  - Develop comprehensive outreach campaign to engage students and employers
  - Design strategies to leverage existing funding resources to expand work-and-learn models
- ***Measure work-and-learn more effectively in Indiana***
  - How do we measure high-quality work-and-learn experiences effectively?