



INDIANA  
**WORKFORCE**  
DEVELOPMENT  
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**WIOA Implementation Taskforce  
of the  
State Workforce Innovation Council**

**Indiana Government Center South, Conference Room 2  
302 West Washington Street, Indianapolis, IN, 46204**

**October 22, 2015 Meeting Minutes**

**Call to Order/Roll Call**

**Present:** Krystal Levi (for Greg Vollmer), Jeff Russel, Kim Opsahl, Kylee Hope, Todd Deley (for Laura Pastore), Anne Valentine, Kent Kramer, Robyn Minton. Quorum was reached.

**Also present from Department of Workforce Development:** Amy Marsh, Marie Mackintosh, Holly Brauneller, Gina Ashley, Alisha Hawkins, Jackie Dowd, Eryn Craven.

**Absent:** Greg Vollmer, Lara Pastore, Jessica Fraser, Kate Lee, Bradley Rhorer, Patrick Wooten, Caryl Auslander.

**Welcome and Introductions.**

**Public Comment Period:** none.

**Approval of Minutes, September 21, 2015.** Approved.

**Career Readiness and Employability Standards 2:10pm**

Amy Marsh, DWD Director of Career Readiness, facilitated a conversation regarding the draft standards. These were an outgrowth of K-12 to fulfill need in adult space. They will be used to gauge and train the employability/job readiness of adults. Amy posed several questions for feedback:

- How can we get these to all of our partners state-wide and how do we get everyone to adopt them?
- Are these the right competencies for each of the 3 groups?
- Are the skills placed appropriately?

Comments: Intention is good—this is what employers want and everyone is asking for it. Need to be leveled for different places in career pathway. There needs to be a preamble/introduction. There is a danger for the consequences of this—employers will stop sending people to jobs if it's too rigorous. It could lead to behaviors of people getting pigeon-holed and therefore not served. Measurement is the challenge. It might be good to change the wording to make it industry specific for something to give it a range. They shouldn't make the WorkOne offices into assessment centers or to incorporate bias. Generally, staff doesn't want/can't handle gray. It matters how it is posed for the field. Best to be through more comprehensive training to ensure



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they have those skills. It could be an additional barrier for populations with existing barriers. Not all competencies are necessary for a job. It should be used to help people prepare for a specific job. This would be ideal if it's used as a core values type document rather than "how to teach/measure." Wording could be softer with this in mind—some imply measurement. We would need PD. The categories are good, but skills are problematic. It would be better to be worded as "these may include." Honesty should be added to integrity.

DWD will incorporate comments and electronically ask for further feedback.

### **State Plan**

Regina Ashley, DWD Associate COO of Policy and Executive Director of the SWIC, and other members of the DWD team facilitated a conversation regarding Indiana's State Plan and its strategic vision for its workforce development system. Every state must develop and submit a four-year strategy, in the form of a single unified strategic plan for core programs, for preparing an educated and skilled workforce and meeting the workforce needs of employers. The federal requirements for the State Plan can be accessed at:

<http://www.regulations.gov/#!documentDetail;D=ETA-2015-0006-0002>.

The conversation focused on the Strategic Planning Elements section of the State Plan, which requires:

- analysis of the State's current economic environment;
- identification of the State's overall vision for its workforce development system;
- development of goals for preparing an educated and skilled workforce; and
- identification of successful strategies for aligning workforce development programs to support economic growth.

Presentation focused on the vision/goals portion of the state plan. Regina Ashley led the group through the three identified goals and strategies within each goal.

### **Adjourn**