

Indiana Action Plan for Scaling Work-Based Learning

1) ELEVATE the profile and importance of work-based learning as a critical component of the talent pipeline and a strategy for connecting youth to good paying jobs.		
Proposed Strategies/Activities to Achieve This Objective	Timeline & Deliverables	Measures of Progress and Success
Elevate WBL through an annual state summit that features best in class programs. Integrate	Fall, 2016	Participation Participation by business/industry New experiences in spotlight
Weldon Conference (ICHE and partners): New Higher Education Strategic Plan to be adopted in March, 2016.	April, 2016	Need for innovation in HE; specific career strategies as part of conference. Attendee surveys; closing poll. likelihood of using information to impact programming. Capture through ICHE Strategic Plan blueprint to collect transcript data.
Using best practice showcase at a number of state and regional agency board/outreach opportunities. Resolution to retool/reconsider curriculum and programming from all partner agencies. (Use of State Board Meetings to highlight best business practices; SWIB; INWIBA)	Periodically throughout 2016	Track through comprehensive marketing campaign. Career Ready – leverage Learn More resources. How to drive all user groups to a single webpage. Merged campaigns and resources.
Education of teachers, faculty, counselors/advisors: use messaging, existing newsletters etc. to message directly to those who interact with students.	Ongoing	Number of externship experiences for educators.

2) DEFINE and identify high-quality, demand-driven, work-based learning programs with the potential to connect youth with employers seeking to fill STEM middle-skills jobs and further education or training.

Proposed Strategies/Activities to Achieve This Objective	Timeline & Deliverables	Measures of Progress and Success
Define work-based learning by grade and age band across a career pathway (by industry sector) to integrate experiences with academic progress an education outcomes.		
Create an Indiana-specific framework for quality work and learn opportunities and educate stakeholders on the framework. This will include synchronizing the Career Council’s Employer Guide for launching work and learn opportunities with DOE’s work based learning manual.		
Identify benchmarks for employers and educators to meet to be considered a high quality, demand driven, work-based learning programs and develop a recognition program. Coordination with EARN Indiana.		
Develop replicable models of quality work based learning programs.		
Connect WBL opportunities with graduation requirements and mapping.		

3) ENHANCE existing youth focused work-based learning programs through employer investment and alignment with the attainment of relevant skills and credentials.

Proposed Strategies/Activities to Achieve This Objective	Timeline & Deliverables	Measures of Progress and Success
<p>Examine apprenticeship models (from Germany and Switzerland) for targeted STEM-intensive industries, focusing on healthcare and IT. Build off of the NGA Health Workforce Policy Academy.</p>		
<p>Incorporate WBL into adult education programming, with a focus on serving those who qualify as out of school youth, by building on lessons learned from WIA Incentive Grant and WIA work experiences.</p>		
<p>Advance a strategy to expand teacher externships relevant to targeted industry sectors. Flip of externship model: Adjunct model in higher ed to open up WBL opportunities.</p>		
<p>Direct Employ Foundation: construction trades. Leverage emerging sector partnerships to get employer feedback. Incorporate DWD’s demand perspective into Indiana Career Explorer</p>		
<p>Build on JAG employer engagement strategies to develop more work and learn experiences for out of school youth.</p>		

4) SCALE youth and employer participation in work-based learning statewide by embedding it as a core feature of state education and training programs.

Proposed Strategies/Activities to Achieve This Objective	Timeline & Deliverables	Measures of Progress and Success
Develop a cohesive employer outreach strategy/campaign across the talent pipeline to advance shared career readiness goals;	<ul style="list-style-type: none"> -Highlight current employers-Fall 16 Summit, database information -Encourage use of Common Language employability competencies- Summer 16 -One clear marketing message for all involved- Spring 16 	<ul style="list-style-type: none"> -Increased numbers in database, increased attendance at summit -Collect information about use of common language -Number of employers participating and additional students
Develop a staffing by third party option to help coordinate experiences and cover liability insurance.	<ul style="list-style-type: none"> -Identify states that have models and explore the option- Summer 16 -Outreach to staffing firms in Indiana- By end of 2016 -Explore the “Work Experience and Career Exploration Program- Fall 2016 	<ul style="list-style-type: none"> -Site visit or case study -List of firms -Review Program

5) MEASURE the results of high-quality, demand-driven, work-based learning in connecting youth with career pathways to meet employers' STEM middle-skills needs and gain valuable skills.

Proposed Strategies/Activities to Achieve This Objective	Timeline & Deliverables	Measures of Progress and Success
Work with Indiana Network of Knowledge (INK) to improve data on WBL participation (students and employers).	-Identify quality experiences- Fall 2016 -Improve or add data collection fields related to WBL experiences- Fall 2016	-Baseline data on number of experiences, look for growth as progress -Baseline data on number of experience, communicate fields that need collection, look for growth

6) OTHER

Proposed Strategies/Activities to Achieve This Objective	Timeline & Deliverables	Measures of Progress and Success
Advance a strategy to expand teacher externships relevant to targeted industry sectors.		