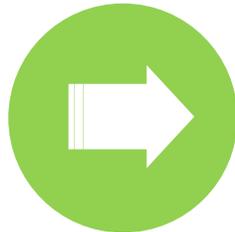


# ALIGN, ENGAGE, ADVANCE:

## A Strategic Plan to Transform Indiana's Workforce

### PILLARS OF TRANSFORMATION



#### **PILLAR 1: SYSTEM ALIGNMENT**

To fundamentally transform the ways in which workers and students engage with the talent development system, greater focus must be given to a true systems approach. The Indiana Career Council's strategic plan *Align, Engage, Advance: A Strategic Plan to Transform Indiana's Workforce* identifies ways for state agencies and partners to share information, align missions, and integrate strategies along the entire career development continuum. Within such an approach, agencies and organizations work together, integrating resources and services, sharing goals, strategies, and successes, and ensuring that students and workers are provided with opportunities to improve their education, knowledge, and skill levels.



#### **PILLAR 2: WORKER- AND STUDENT- CENTRIC SERVICES**

The Indiana Career Council aims to provide a client-centric approach to services delivered throughout Indiana in which system partners and programs coordinate in a way that each individual student or client has a pathway to improving his or her education, knowledge, and skills and entering into a fulfilling and rewarding career, with partner and program resources designed to complement the individual's pathway. Leadership at all levels within the education, job skills training, and career development system must ensure the talent development system focuses on the individual student's or worker's aspirations and needs and provides all students and workers with access to pathways for improving employment prospects.



#### **PILLAR 3: DEMAND-DRIVEN PROGRAMS AND INVESTMENTS**

The Council believes that investments and resources made available through public funding should be closely aligned with the primary sectors in Indiana's economy that provide the greatest number of career opportunities and provide the opportunity for high earnings potential. Partners within Indiana's education, job skills training, and career development system must enhance their ability to engage meaningfully with these sectors and ensure programming addresses the emerging and existing education, knowledge, and skill needs. Concurrently, the State and its partners must ensure that there are effective and meaningful forums for employers to collaborate and work with the system's partners.