



Indiana
Department of Education

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TO: State Board of Education
FROM: Jenny Berry, Director of College and Career Readiness
Peggy Wild, State Director for Career and Technical Education
DATE: April 7, 2016
SUBJECT: Career & Technical Education Update

Secondary and postsecondary Career & Technical Education in Indiana is guided by the Unified Secondary and Postsecondary State Plan, which was developed in fulfillment of the Carl D. Perkins Career & Technical Education Act. Implementation is administered by the Indiana Department of Education for secondary Career & Technical Education and by the Indiana Department of Workforce Development for postsecondary Career & Technical Education.

The Carl D. Perkins Career & Technical Education Act, referred to as Perkins IV, provides federal funding that supports secondary and postsecondary Career & Technical Education in Indiana. Allocation of Perkins IV funds is guided by the federal act (20 U.S.C. 2301 et seq.), with required minimum funding levels for specified expenditure categories, distribution plans, and formulas. Indiana's biennial budget allocates federal funds available through Perkins IV, with the requirement as specified by Indiana's IC-20-20-38-12 that at least sixty percent (60%) of the federal funds must be allocated to secondary Career and Technical Education to implement the State Plan.

The Biennial Budget for 2015-2016 and 2016-2017 estimated secondary, postsecondary and state program leadership allocations of Perkins IV funds based on funding the state expected to receive for the two years of the biennial budget based on the 2014-2015 funding level.

The Perkins State Plan budget is updated annually. The budget worksheet on page 2 provides detail of Indiana's Perkins IV actual amounts received in 2015-2016 and the estimate for 2016-2017. The worksheet reports the distribution of Indiana's Perkins IV funds for 2015-2016 and presents the proposed distribution of the estimated 2016-2017 allocation, for approval by the State Board of Education.

A summary of the 2016-2017 estimated allocations to secondary CTE districts and postsecondary institutions are presented on pages 3, 4, and 5. Perkins federal requirements for fiscal year 2015-2016 required each state to discuss their plans for implementation of education for Employability Skills. Indiana's discussion of our approach to Employability Skills education, which was submitted as a part of the 2015-2016 annual state plan update, is presented on pages 6-9.

The New Skills for Youth (NSFY) planning grant recently award to Indiana is described on page 10.



PERKINS STATE PLAN BUDGET WORKSHEET

Presented to State Board of Education April 15, 2016

Budget Line	TITLE I: CAREER AND TECHNICAL ASSISTANCE TO STATES	Final FY 2015-2016	Projected FY 2016-2017	
1	Total Allocation to the State			
2	Total Title I Allocation to the State	\$ 24,878,242.00	\$ 25,175,425.00	
3	Amount of Title II Tech Prep Funds to be Consolidated with Title I Funds	\$ -	\$ -	
	Total Amount of Combined Title I and Title II Funds to be distributed under Section 112 (line 2 + 3)			
5	Local Distribution			
6	Local Distribution (not less than 85% of line 1)	\$ 22,389,250.00	\$ 23,297,183.00	92.54%
7	RESERVE			
8	Funds for Secondary Programs	\$ 1,400,000.00	\$ 1,800,000.00	
9	Funds for Postsecondary Programs	\$ 400,000.00	\$ 500,000.00	
10	Total Reserve (not more than 10% of line 6)	\$ 1,800,000.00	\$ 2,300,000.00	9.87%
11	FORMULA ALLOCATIONS			
12	Funds for Secondary Programs*	\$ 13,588,905.00	\$ 13,996,838.00	66.67%
13	Funds for Postsecondary Programs	\$ 7,000,345.00	\$ 7,000,345.00	33.33%
14	Total Available for Formula Allocations (line 12 + 13)	\$ 20,589,250.00	\$ 20,997,183.00	90.13%
15	State Leadership			
16	Non-Traditional Training and Employment**	\$ 60,000.00	\$ 60,000.00	
17	Corrections or Institutions**	\$ 150,000.00	\$ 150,000.00	
18	Other State Leadership	\$ 1,784,992.00	\$ 1,174,242.00	
19	Total State Leadership (not more than 10%)	\$ 1,960,000.00	\$ 1,384,242.00	5.50%
20	State Administration			
21	State Administration (not more than 5%)	\$ 494,000.00	\$ 494,000.00	1.96%
22	State Administration Match			
23	State Administration Match (from non-federal funds)***	\$ 494,000.00	\$ 494,000.00	

*Not less than 60% of local formula distribution, as required by IC-20-38-12

**Specified in Perkins IV requirements

*** State funds required for administrative match



FY 2016-2017 Perkins Postsecondary Programs Allocations

Distributed by Indiana Department of Workforce Development

POSTSECONDARY INSTITUTION RECIPIENT	2016-2017 Allocation
Indiana University - Northwest/Gary	\$14,040
Ivy Tech Community College-Bloomington	\$263,952
Ivy Tech Community College-Central Indiana	\$1,423,656
Ivy Tech Community College-Columbus	\$245,981
Ivy Tech Community College-East Central	\$640,224
Ivy Tech Community College-Kokomo	\$311,126
Ivy Tech Community College-Lafayette	\$353,246
Ivy Tech Community College-Northcentral	\$561,039
Ivy Tech Community College-Northeast/Ft. Wayne	\$691,330
Ivy Tech Community College-Northwest	\$635,170
Ivy Tech Community College-Richmond	\$256,090
Ivy Tech Community College-South Central/Sellersburg	\$217,339
Ivy Tech Community College-Southeast/Madison	\$189,259
Ivy Tech Community College-Southwest/Evansville	\$335,837
Ivy Tech Community College-Wabash Valley/Terre Haute	\$338,083
Purdue University - Fort Wayne	\$93,226
Vincennes University	\$430,747
TOTAL POSTSECONDARY FORMULA DISTRIBUTION	\$7,000,345

FY2014-2015 Perkins Secondary CTE District Allocations

Distributed by Indiana Department of Education

SECONDARY CTE DISTRICT RECIPIENT		2016-2017 Allocation
1	School City of East Chicago	\$139,725
2	School City of Hammond	\$514,560
3	Gary Community School Corporation	\$252,096
3/a	Edison Learning	\$96,036
3/b	Merrillville Community school Corp	\$128,719
4	Hanover Community School Corp	\$107,315
5	Porter County Education Interlocal	\$291,778
6	Michigan City Area Schools	\$279,387
7	South Bend Community School Corporation	\$459,310
8	Elkhart Community Schools	\$672,300
9	Dekalb County Eastern Community School District	\$304,094
10	Twin Lakes School Corporation	\$171,741
11	Culver Community Schools Corporation	\$186,811
12	Warsaw Community Schools	\$124,641
13	Wawasee Community School Corporation	\$88,057
14	Fort Wayne Community Schools	\$867,185
16	Logansport Community School Corporation	\$104,429
17	Heartland Career Center	\$105,473
18	MSD Bluffton-Harrison	\$328,639
19	Tippecanoe School Corporation	\$399,256
20	Kokomo-Center Township Consolidated School Corporation	\$209,013
21	Marion Community Schools	\$162,182
22	Muncie Community Schools	\$268,020
23	Crawfordsville Community Schools	\$89,425
24	MSD Washington Township	\$631,808
24/a	MSD Pike	\$190,449
25	Elwood Community School Corporation	\$81,221



SECONDARY CTE DISTRICT RECIPIENT		2016-2017 Allocation
26	Anderson Community School Corporation	\$256,467
27	New Castle Community School Corporation	\$121,344
28	Richmond Community School Corporation	\$118,259
29	South Vermillion Community School Corporation	\$112,369
30	Area 30 Interlocal	\$72,497
31	MSD Wayne Township	\$646,078
32	Indianapolis Public Schools	\$958,097
32/a	Charter Schools USA	\$182,401
33	MSD Lawrence Township	\$228,687
34	Fayette County School Corporation	\$163,130
35	Vigo County School Corporation	\$313,149
36	Monroe County Community School Corporation	\$297,846
37	Central Nine Career Center	\$592,020
38	Blue River Career Programs	\$77,707
40	North Lawrence Community Schools	\$135,155
41	Bartholomew Consolidated School Corporation	\$313,725
42	Southeastern Career Center	\$315,120
43	Twin Rivers Vocational Area	\$271,207
44	Lost River Career Cooperative	\$54,908
45	New Albany-Floyd County Consolidated School Corporation	\$536,426
46	Evansville-Vanderburgh School Corporation	\$577,318
47	Greater Jasper Consolidated Schools	\$140,836
49	MSD Warren Township	\$258,418
TOTAL SECONDARY FORMULA DISTRIBUTION		\$13,996,838



FY2015-2016 Perkins Secondary and Postsecondary CTE Grant Recipients

The following CTE Districts were awarded a total of over \$1.7 million in Career and Technical Education grants provided through federal Perkins funding. The competitive grant awards support special projects focused on the development, improvement and/or expansion of CTE programs in rural areas to address local, regional or statewide **workforce development needs in high skill, high wage, or high demand occupations in critical or emerging industries.**

Secondary CTE District Recipient	2015-2016 Grant Award
10 Indian Trails Career Cooperative	\$100,000
11 North Central Area Vocational Cooperative	\$100,000
12 Warsaw Area Career Center	\$95,308
16 Century Career Center	\$100,000
17 Heartland Career Center	\$100,000
23 West Central Indiana Career & Technical Education	\$99,513
25 Hinds Career Center	\$74,580
27 New Castle Career Center	\$108,115
28 Richmond Area Career Center	\$100,000
29 Wabash River Career and Technical Education District	\$100,000
30 Area 30 Career Center	\$63,049
34 Whitewater Technical Career Center	\$96,799
38 Blue River Career Programs	\$100,000
40 North Lawrence Tech Center	\$99,164
42 Southeastern Career Center	\$100,000
43 Twin Rivers CTE Area	\$100,000
44 Lost River Career Cooperative	\$99,686
47 Patoka Valley CTE Cooperative	\$77,547
TOTAL GRANT AWARDS - SECONDARY	\$1,713,761.00

Additionally, post-secondary institutions were awarded funding as follows:

Postsecondary CTE District Recipient	2015-2016 Grant Award
Ivy Tech Community College of Indiana	\$99,750
Ivy Tech Community College of Kokomo	\$94,500
Ivy Tech Community College of Indiana Northeast Region	\$98,425
Ivy Tech Community College –Southwest	\$98,601
TOTAL GRANT AWARDS - POSTSECONDARY	\$391,276.00



Employability Skills

2015-2016 Perkins State Plan Addendum

“The more students can connect their everyday learning to meaningful, real world applications, the more likely they are to value higher levels of learning and persist toward their goals.”

- Glenda Ritz, Superintendent of Public Instruction

Career Awareness, Information, and Exploration

Indiana law requires elementary students to participate in activities that help them become aware of careers at an early age. Activities at this level expose students to broad categories of careers called career clusters.

In middle school and the first few years of high school, Indiana students are expected to conduct research about careers of interest and participate in exploration activities, and there is good evidence this is happening.

Increasing opportunities for students in the middle grades to explore college and careers has been a priority goal of Superintendent Ritz, where enrollments have grown steadily in the middle school course Exploring College and Careers created several years ago by the Indiana Department of Education. A similar career information and exploration course for high school students, Preparing for College and Careers, has seen a 36% jump in enrollments in the last three years. Course frameworks, consisting of course descriptions and student learning standards, are available online at www.doe.in.gov/standards.

The intent of both exploratory courses is to extend students' awareness of the 16 national career clusters and to help students discover possible interests and connect those interests to future plans. The high school course, Preparing for College and Careers, goes further by connecting students' broad career interests to Indiana's College and Career Pathways, reviewing students' graduation plans, and helping students develop career and postsecondary portfolios.

These courses also offer students opportunities to complete at least one career interest inventory, encouraging students to identify their strengths and interests and correlate these to possible career areas for further exploring. Although each course has a separate section of standards labeled Employability Skills, Indiana also considers self-awareness, career awareness, and career planning as significant to a student's ultimately employability.

Indiana Career Explorer - a comprehensive web-based college and career planning system for grades 6 through 16 - is one of several career exploration tools used widely by Indiana schools. The Kuder Navigator® system, used in many states, is the foundational platform of Indiana Career Explorer, which was brought to Indiana schools in 2011 by the Indiana Department of Workforce Development in partnership with the Indiana Department of Education and the Indiana Commission for Higher Education. Indiana Career Explorer is provided free of charge to all Hoosiers.

Since its launch, the Indiana Career Explorer site has received more than 1,900,000 visits with more than 235,000 Indiana students creating accounts to complete online career interest assessments and begin career planning portfolios. Of the students in grades 6, 7, and 8 who were logged on to Indiana Career Explorer last year, more than 26,000 completed an interest inventory, 16,000 took a work values test and close to 2,000, completed a skills assessment.



The Indiana Youth Institute's online career exploration tool, Drive of Your Life, has also very popular in schools around the state with more than 840,000 users since its rollout in 2005. In the last school year, Drive of Your Life was used by 65,695 student enrollees in 1,361 schools and 83 youth-serving organizations.

Student career and college planning is formally required to start in Indiana in grade 6 with the creation of an initial graduation plan for every student. Schools use many different documents and methods to meet the graduation plan requirement, including a growing number that have students complete their graduation plans via online programs such as Drive of Your Life or Indiana Career Explorer. Last year, over 9,000 students created or updated their graduation plan through Indiana Career Explorer, more than half of them in grade 9.

Beginning in the early grades, the value of work based learning is emphasized. Work based learning includes bringing industry into the classroom as well as getting students out of the classroom and into real work settings with hands-on career exploration and job shadowing experiences that allow students to learn firsthand what they like and dislike. The middle school years are frequently mentioned as an ideal time for student discovery and engagement prior to the fast-paced, more structured environment of high school and postsecondary education.

Work based learning experiences are most robust during high school. Enrollments in Work Based Internship and Interdisciplinary Cooperative Education increased in the last year but exact data is hard to pinpoint because of the integration of work based learning experiences within more and more CTE courses, shifts in funding, and changes in course titles. As an example, seven new "Work Based Learning Capstone" state approved course titles were added last year. Many schools and career centers now incorporate student work-site experiences directly into their CTE courses in addition to using a separate cooperative education or work based learning course title. Data collection will be implemented beginning in spring 2016 to better identify work based learning experiences occurring across all CTE courses, whether as a separate Work Based Learning Capstone or incorporated into pathway specific course sequences.

Career Preparation and Planning

By grades 11 and 12, according to the state's career education law, students should be making more specific career preparations and plans. The graduation plans that are required to begin in the middle grades become more specific and are required to be reviewed every year by students with their counselor and parents.

The intentional selection of high school courses into a related, logical sequence, called a career pathway plan, is gaining wider respect for helping students develop 4-year graduation plans as well as planning next steps after graduating from high school. Indiana has identified a multitude of sample pathway plans showing possible course sequences that typically begin with the career exploration course, Preparing for College and Careers, followed by a next-step introductory course, such as Introduction to Advanced Manufacturing, and conclude with more intensive grade 11 and grade 12 course sequences.

Connecting high school students to mentors and internship opportunities is being "rediscovered" as a new education trend, but has long been standard practice in Career and Technical Education. Sector specific business and industry representatives serve on CTE advisory committees, review the content of CTE courses, update teachers on new industry standards, and provide a wide variety of work based learning experiences to students. Stronger bonds between workforce partners, postsecondary institutions and high school CTE programs are being formed around the state according to the data.

Industry credentials offer real world indicators of a student's technical skills abilities. Certifications valued by employers may better reflect current standards of the industry, which may be why many job postings now frequently list industry credentials as a prerequisite for applying. The health science and information technology sectors have led the industry in creating and valuing certifications, providing a distinct advantage to students who earn those credentials.

While the National Career Readiness Certificate (NCRC) is not an industry certification, it is another measure of students' readiness to succeed in the workplace. Last year, approximately 3,000 Indiana high school students completed the three ACT WorkKeys assessments that comprise the certificate (Reading for Information, Applied Mathematics and Locating Information). The percentage of employers who value the NCRC is difficult to ascertain, though there are reported pockets of support among employers around the state.

Indiana's plans include intensifying the focus on career exploration in middle school. While the availability of the middle level course Exploring College and Careers is positive and there is growing use of programs such as Indiana Career Explorer and Drive of Your Life, an intentional focus needs to be placed on helping more students in grades 6, 7, and 8 explore careers both in and out of school. Selecting high school courses that align with a student's career goals beginning in the 8th grade is much more effective when students have engaged in real world career exploration and investigation experiences. Strategies might include enhanced collaboration with workforce partners around this goal and targeted funding for more middle school exploration opportunities through school and afterschool programs.

Indiana has a goal to clarify what students should know and experience to be college and career ready in elementary, middle and high school and share these knowledge and skills standards with local youth serving groups and community organizations. By focusing on the same college and career readiness targets for youth around the state, schools and afterschool programs can maximize resources, collaboratively assess and address gaps, and ultimately better prepare young people for their futures.

Indiana's business and industry leaders are seeking future employees who understand the value of showing up on time, working hard, communicating professionally, and other employability skills. A purposeful, statewide approach to teaching and gauging the employability skills of students can enhance Indiana's college and career readiness efforts and strengthen existing bonds between education and workforce partners.

Spring 2016

Indiana Department of Education's College and Career Readiness and Career and Technical Education teams are participating in two initiatives that will enhance these goals.

- NGA Policy Academy on Work Based Learning: Indiana was named one of six states by the National Governor's Association to participate in their Policy Academy on Work Based Learning. Indiana's WBL team is working with peers in five other states about the development of quality Work Based Learning programming across the educational spectrum.
- Integrating Employability Skills: Indiana and neighboring states are participating with the College and Career Readiness Success Center, Midwest Comprehensive Center, and Great Lakes Comprehensive Center to elevate integration of employability skills into existing education initiatives and utilize OCTAE's Employability Skills Framework and supporting resources.

New Skills for Youth Planning Grant

The Indiana Department of Education recently received a \$100,000 grant to develop a detailed career readiness action plan to support Hoosier students. Indiana is among 24 states and the District of Columbia that received New Skills for Youth grants. An independent advisory committee recommended grant recipients after a rigorous review process that considered states' proposed plans, cross-sector partnerships, and demonstrated commitment and capacity to transform their systems of career preparation according to the grant guidelines. The grants are one piece of a five-year initiative developed by JPMorgan Chase, in partnership with the Council of Chief State School Officers and Advance CTE, aimed at increasing economic opportunity for young people by strengthening career-focused education, beginning in high school and ending with postsecondary degrees or credentials. As part of the work of the grant, the Department will continue to work with state education and career stakeholders to advance Indiana's career readiness plan.

"Indiana is uniquely positioned to take full advantage of the New Skills for Youth (NSFY) grant award. I look forward to further developing a comprehensive and detailed career readiness action plan with the support of the New Skills for Youth grant," said Glenda Ritz, Indiana's Superintendent of Public Instruction. "As Superintendent, I am dedicated to ensuring that all students graduate from high school with the skills they need to be successful. These funds will help us move towards that goal."

We embrace the opportunity to utilize this grant to coordinate existing efforts; identify and analyze gaps in service, programs and policies; and create new strategies to increase the pipeline of students engaged in Career and Technical Education (CTE) programs, complete career pathways, and earn credentials and degrees of value that position them for success in high demand career fields. Indiana will continue to coordinate and align efforts across multiple agencies and institutions and identify gaps to increase services to and remove barriers for students and regions that are underserved. Indiana strives to overcome any stigma associated with CTE coursework and pursuing careers in the state's high priority industry sectors such as Advanced Manufacturing.

Indiana will continue to build upon the state's robust career pathways structure and focus on improving the talent pipeline in the four highest demand sectors in the state: Advanced Manufacturing (Manufacturing and Logistics), Information Technology, Healthcare, and Education. Our career readiness action plan will include a roadmap to transform career education in the early grades by expanding early career awareness and engaging students early-on through expanded, employer-driven career exploration to build interest, motivation, and persistence to meet Indiana's priority career sector needs. Because of the opportunities presented by the NSFY grant, Indiana will multiply work based and project based learning opportunities delivered by career professionals in partnership with employers, increase the number of priority sector aligned pathways, and grow the number of students accessing and completing priority career pathways and earning dual college credits and industry credentials.

In addition to the \$100,000 grant, Indiana will receive expert technical assistance and peer support from other grantees to perform a diagnostic assessment of the state's career preparation system. Selected states are also eligible to apply for a phase two New Skills for Youth grant to implement their career readiness action plan. Additional information about the New Skills for Youth grant opportunity is located on the Council of Chief State School Officers' website:

http://www.ccsso.org/resources/programs/career_readiness_initiative.html

