

Connecting Education and Industry

2022 H. Kent Weldon Conference for Higher Education

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REACHING HIGHER IN A STATE OF CHANGE



Completion

Completion has remained a foundational goal for the Indiana Commission for Higher Education for the past decade.



Equity

Educational equity means that life circumstances or obstacles should not dictate opportunity to succeed.



Talent

Learners need the skills and competencies to be successful on the job today and tomorrow.

KEY METRICS

The Commission will track success for *Reaching Higher in a State of Change* key metrics:

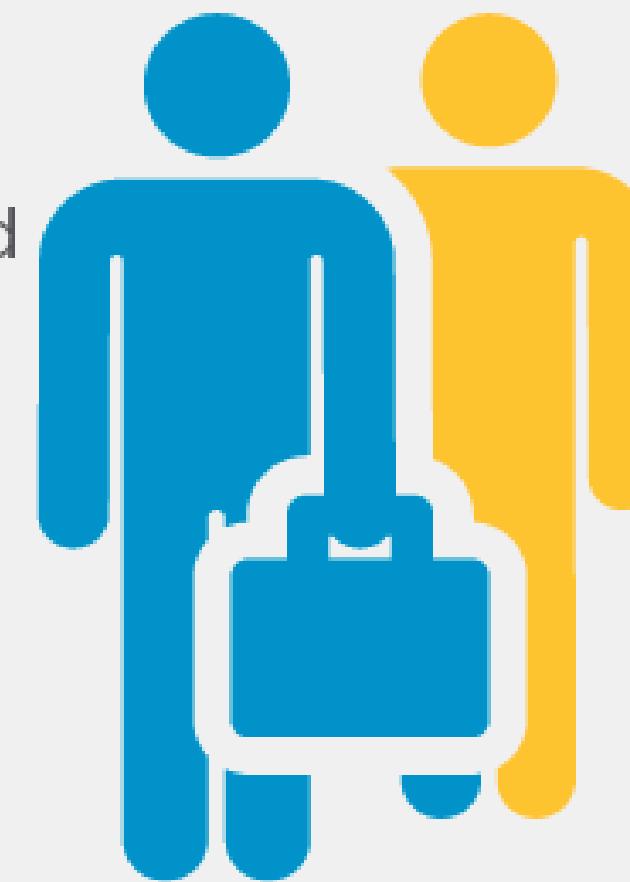
- ▶ **Educational Attainment** – Progress toward at least 60% of Hoosiers having a quality credential beyond a high school diploma
- ▶ **Career Relevance & Preparation** – Progress toward 100% of postsecondary programs requiring an internship, work-based learning, research project or other student engagement experience that has career relevance ★
- ▶ **Economic Impact** – Progress toward Indiana becoming a leading Midwest state for median household income



CAREER RELEVANCE METRIC

CAREER RELEVANCE IN COLLEGE

61% of alumni reported having an internship or work-based learning experience as part of their program of study (2020 Gallup-Indiana Survey)



REQUIRED EXPERIENCE

78
PERCENT

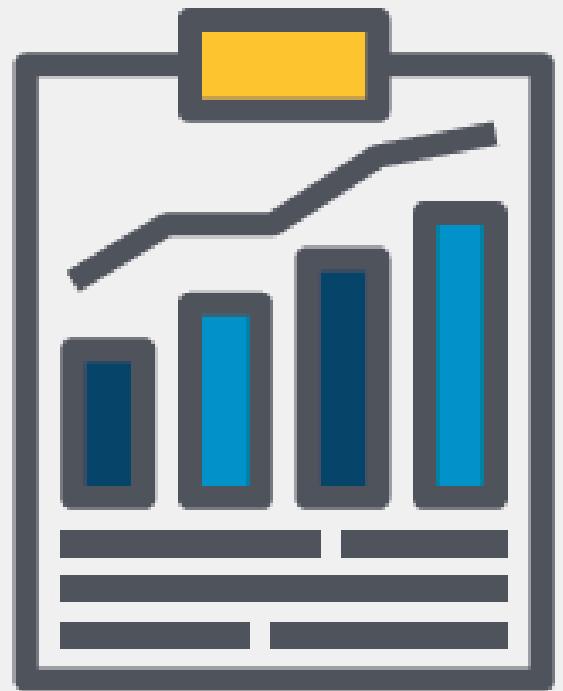
of Indiana's public associate and baccalaureate degrees require a career relevant experience

CAREER EXPERIENCES

Career relevant experiences give graduates what they need:

- Critical thinking
- Problem solving
- Professionalism
- Work ethic

(NACE)



A student engagement experience with career relevance is one that:

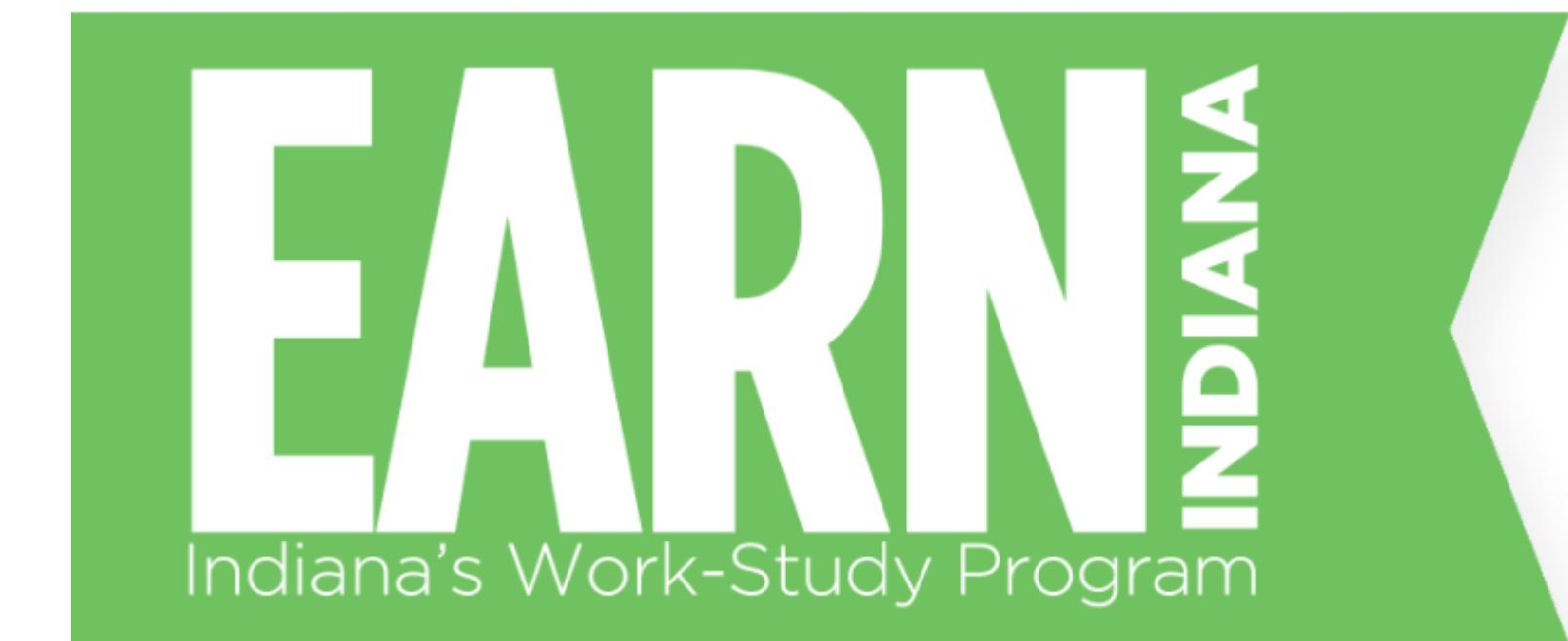
- ▶ Is rooted in an authentic real-world context and involves students in intentional reflection on that experience.
- ▶ Occurs within traditional classroom environments, in beyond-the classroom settings either on or off campus, or in virtual/online modalities.

▶ Places an emphasis on the development of multiple career readiness competencies defined by NACE:

- ▶ Critical thinking/Problem Solving
- ▶ Oral/Written Communication
- ▶ Teamwork/Collaboration
- ▶ Digital Technology
- ▶ Leadership
- ▶ Professionalism/Work Ethic
- ▶ Career Management
- ▶ Global/Intercultural Fluency

EARN INDIANA

- ▶ The Employment Aid Readiness Network (EARN) Indiana program was created in 2013 to expand Indiana's college **work-study program** to include private-sector companies and increase the availability of internships for eligible Indiana college students
- ▶ EARN Indiana offers **students resume-building, experiential, paid internships**
- ▶ Provides employers with **state matching funds** in exchange for hiring EARN Indiana-eligible students
- ▶ EARN Indiana is a partnership between the Commission and **Work and Learn Indiana**





Connecting
Education & Industry

Who is in the room?



Why is a systems approach to education and workforce alignment important?



Indiana
Commission for
Higher
Education

Department of
Education

Department of
Workforce
Development

Indiana
Chamber of
Commerce

Colleges and
Universities

Public, Private,
Charter (K-12)

Adult
Education/Traini
ng Facilities

Regional
Chambers

Workforce
Boards

Employers

Students

Parents

Current
Workforce



WORK +
LEARN
INDIANA

The logo for the Institute for Workforce Excellence. It features a graphic of six blue and black circles of varying sizes arranged in a grid-like pattern. To the right of the graphic, the word "INSTITUTE" is written in a large, bold, blue sans-serif font, with "FOR" in a smaller blue font above it. Below "INSTITUTE", the words "WORKFORCE" and "EXCELLENCE" are written in a larger, blue sans-serif font, with "EXCELLENCE" in a slightly smaller blue font below "WORKFORCE".

Institute for Workforce Excellence

Mission

Dedicated to helping Indiana attract, develop and retain the Hoosier talent needed to drive a highly skilled and equitable workforce.

Structure

A nonprofit (501c3) subsidiary of the Indiana Chamber of Commerce led in collaboration with stakeholders representing business, community, education and government.



Overwhelmingly, individuals say they
look to their employers for guidance as
to the appropriate education/training to
pursue.

SOURCE: **Strada-Gallup Consumer Insights Survey**





- **Enhanced Employer Engagement:** Statewide communications campaign, convenings + competency/skill alignment
- **Extended Workforce Insights:** Ongoing surveys + research to gauge labor market perspectives, trends + opportunities
- **Expanded Programs + Services:** Increased programmatic impact through **Work + Learn Indiana** and **Talent Resource Navigator**



Work-Based Learning Supply and Demand Study



A strategic research initiative designed to provide the State of Indiana and key business and community stakeholders with practical information and insights to support the statewide scaling of high-quality work-based learning opportunities that promote talent diversity, workforce development and economic mobility.

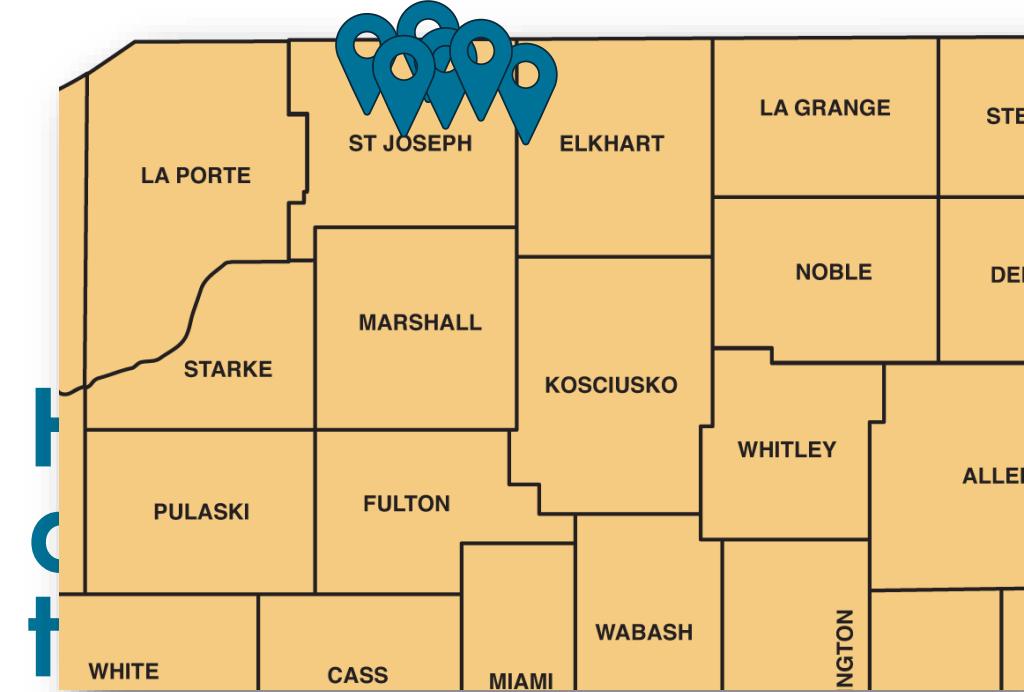


Regional Promising Practices & Strategies





**WORK +
LEARN
INDIANA**



St. Mary's College

Indiana University
South Bend

Holy Cross College Bethel College

INSTITUTE
FOR
WORKFORCE
EXCELLENCE

Kara Webb,
Workforce Development
Director,
Greater Lafayette Chamber of
Commerce



Allyson Gutwein,
Executive Director, Zionsville
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Reflection & Discussion



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INDIANA COMMISSION *for*
HIGHER EDUCATION