

The background of the slide features a large, faint, circular seal of the State of Indiana. The seal contains the text "THE STATE OF INDIANA" around the top and "1816" at the bottom. In the center of the seal is a landscape with a rising sun, a river, and a Native American figure holding a bow and arrow.

# 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:

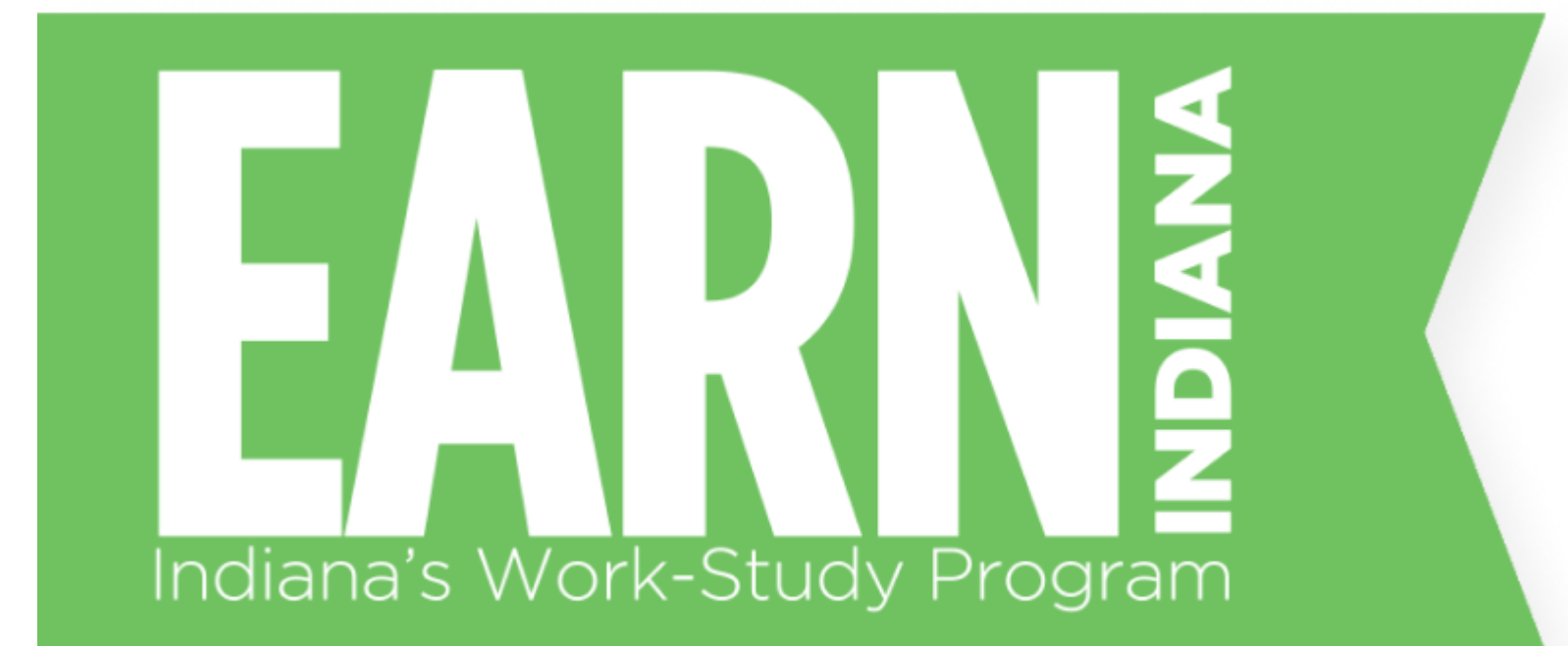
- ▶ Is rooted in an authentic real-world context and involves students in intentional reflection on that experience.
- ▶ Occurs within traditional classroom environments, in beyond-the classroom settings either on or off campus, or in virtual/online modalities.

- ▶ 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



# 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**





Partnershi  
ps



Programs



Policy &  
Practice



- **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



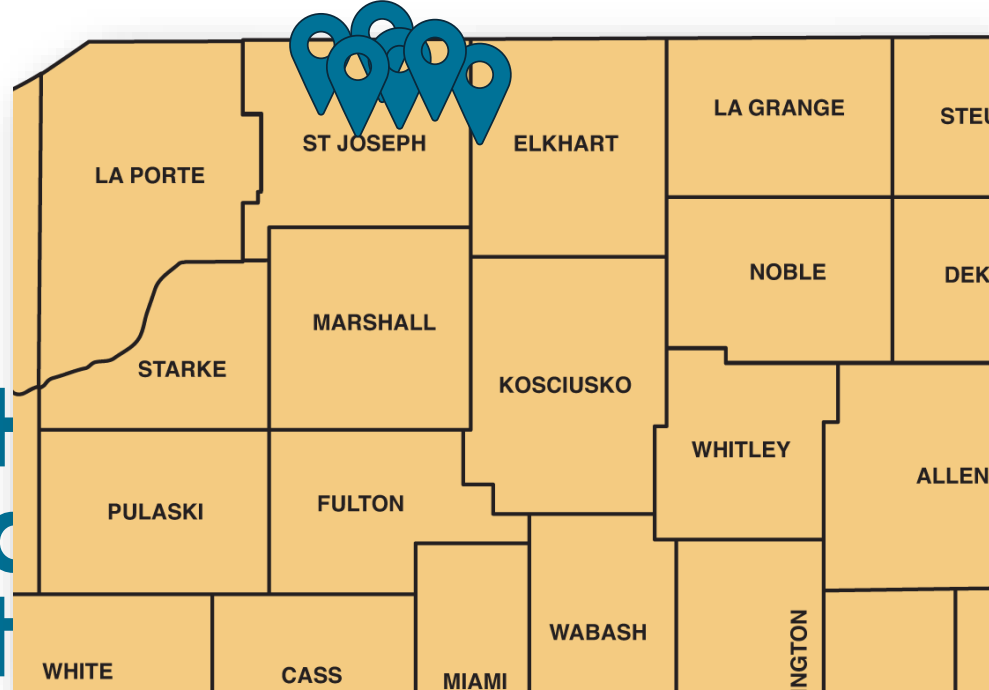
A strategic research initiative designed to provide the State of Indiana and key business and community stakeholders with practical information and insights to support the statewide scaling of high-quality work-based learning opportunities that promote talent diversity, workforce development and economic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





# Regional Promising Practices & Strategies





St. Mary's College

Ivy Tech South Bend/Elkhart

Indiana University  
South Bend

University of Notre Dame

Holy Cross College

Bethel College



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



# Allyson Gutwein, Executive Director, Zionsville Chamber of Commerce



# Reflection & Discussion



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# Indiana Commission for Higher Education

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INDIANA COMMISSION *for*  
HIGHER EDUCATION