

Indiana Region 9 Works Council

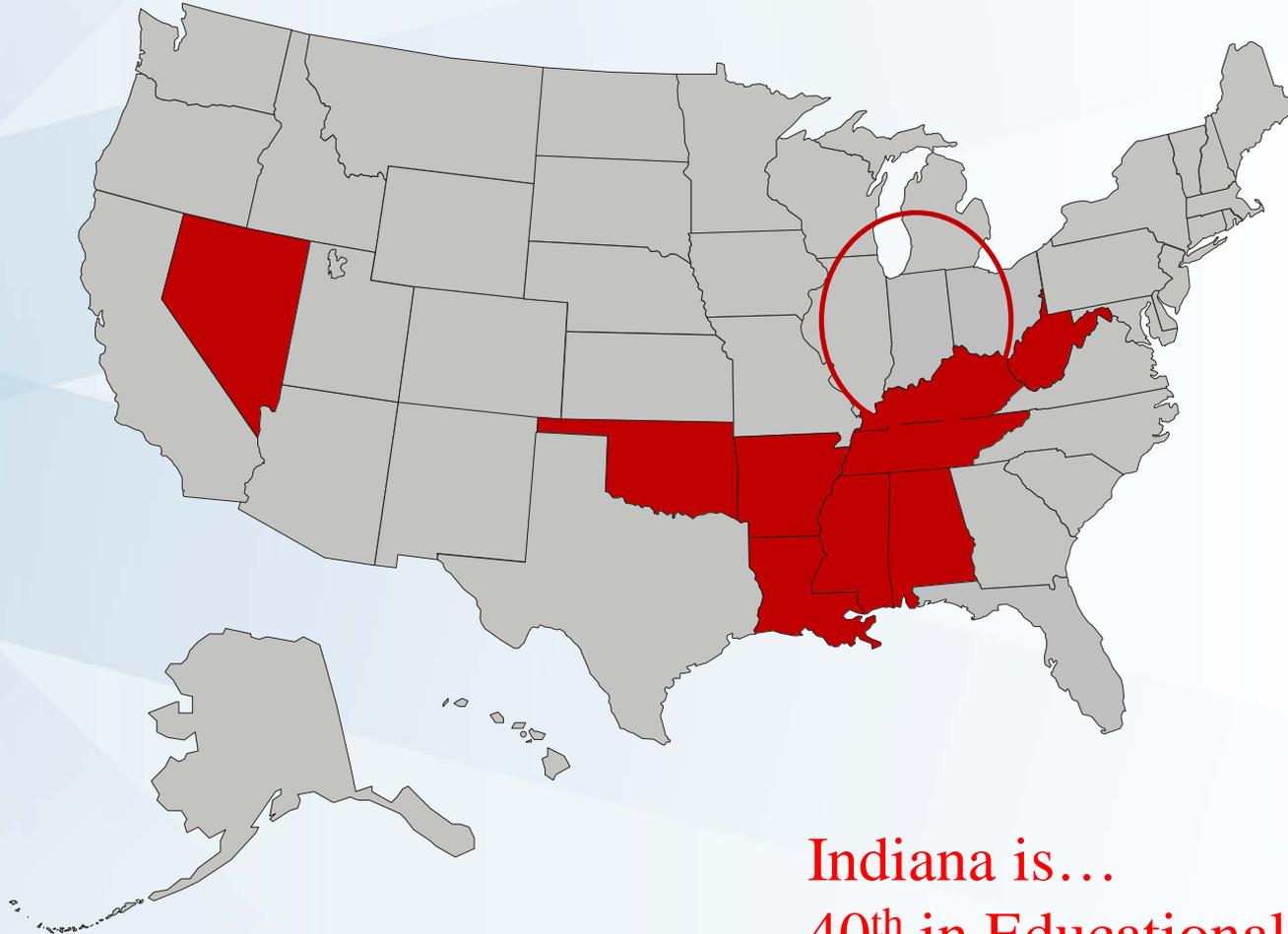
Strategic Plan

for

Workforce Development

Region 9 Works Council

Our Reality



Indiana is...
40th in Educational Attainment
40th in Per Capita Income

Region 9 Works Council Our Reality

**IF OUR REGION WAS THE 51st STATE,
WE WOULD BE #51**

Region 9 Works Council Our Reality

Our state must . . . **move from 34% to 60% attainment by 2015** . . . the keys are to:

Align

Engage

Advance

Region 9 Works Council

Our Reality

Priorities for our region, based upon attainment goals, GDP of the economy, and future growth are:

Educational Attainment

Manufacturing

Health Care

Region 9 Works Council Strategic Plan for Workforce Development Overview

1. Strategy
2. Alignment Model
3. Alignment Process
4. Keys to Our Success

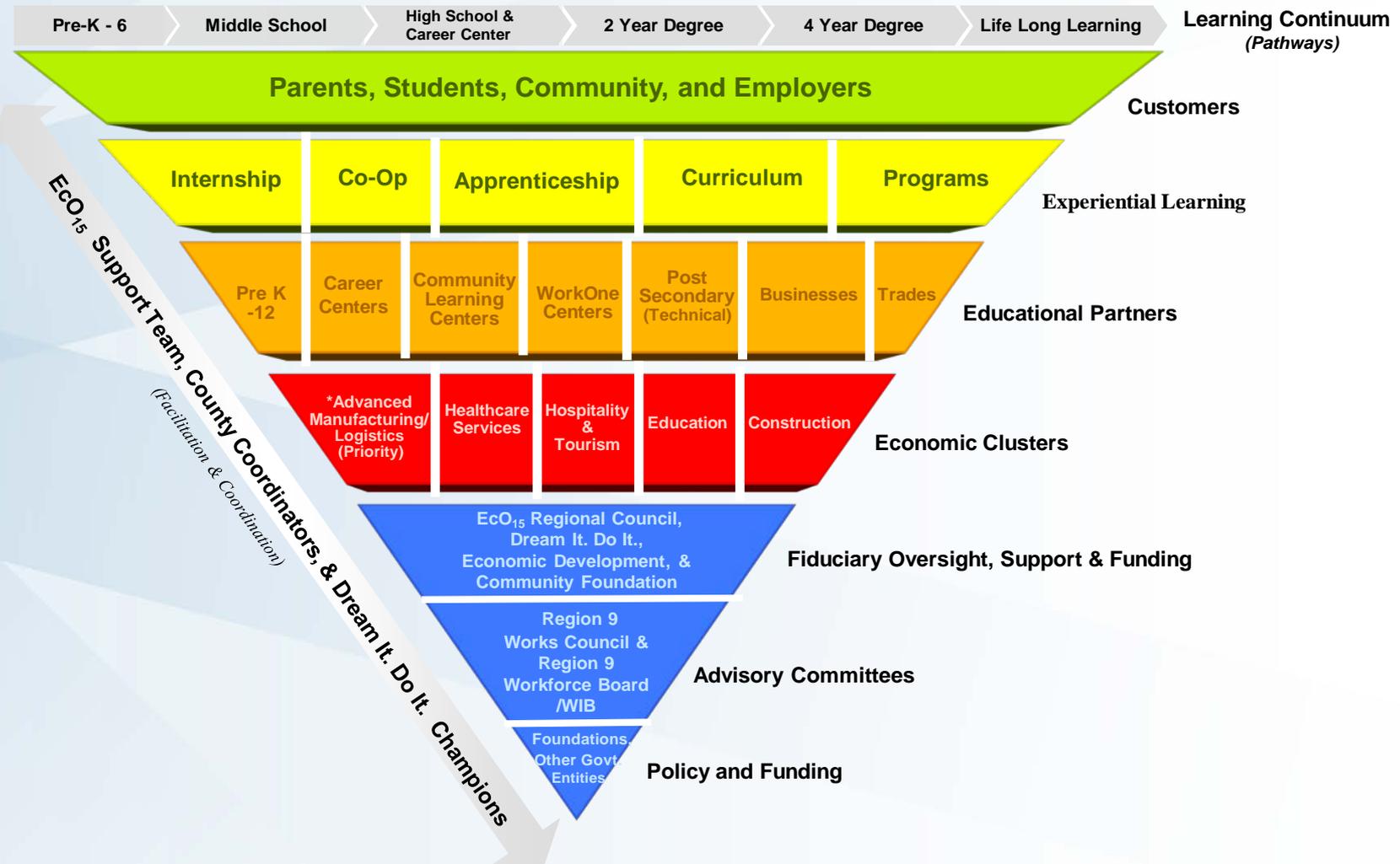
Region 9 Works Council – Strategy on a Stick

Purpose: Every student deserves the same opportunity for success, whether they go into college or start a career right out of high school.

Mission: To bring educators together to evaluate, develop and align education to meets the demands of employers in the Indiana Economic Region 9.

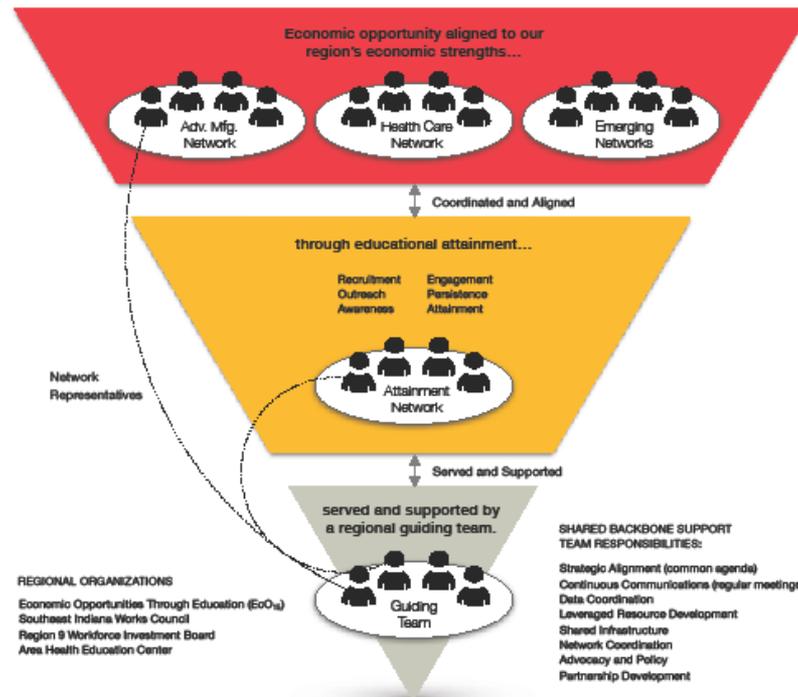
Strategic Objectives	Initiatives - each Objective	Plan's Desired Outcomes	Metrics - each Outcome
Align pathways, certifications, curriculum, programs, and funding to meet student/community/employer needs.	<ul style="list-style-type: none"> Identify, organize, and coordinate resources, stakeholders, and partners at community and regional levels (refer to Appendix). Implement curriculum alignment process (refer to Appendix). 	To assess available career, technical, and vocational opportunities for high school students to be based on employer requirements and needs.	<ul style="list-style-type: none"> Number of students w/ job offers. Number of community engagement teams.
Establish demand-driven pathways, certifications, curriculum, skills, competencies, programs, and related services for key clusters and sectors with focus on innovation (content and delivery).	<ul style="list-style-type: none"> Build offerings based on employer demands. Establish and promote data base to connect stakeholders (parents, students, educators, employers) for the offerings. Deliver professional development for educational partners to support the new offerings. 	To develop alternative career, technical, and vocational educational curriculum for consideration (approved by the State Board of Education).	<ul style="list-style-type: none"> Number of new curricula pathways developed with industry input. Number of certifications adopted as standard. Innovation demonstrated in programs and delivery.
Grow enrollment, retention, and placement in identified pathways.	<ul style="list-style-type: none"> Conduct research and focus groups to determine root cause of disconnect among stakeholders. Implement aggressive marketing and promotional effort around CTE opportunities. Reward schools for CTE career outcomes. Establish and leverage student awards and recognition programs for performance in CTE offerings. Optimize school and student schedules and resources to deliver CTE information and offerings. Create pathway cost compared to earnings / lifestyle evaluation. Leverage programs like I-Grad to complement CTE retention. Align CTE pathways with student interests utilizing free resources currently available. 	Increase student opportunity to: <ul style="list-style-type: none"> Pursue internships, co-ops, and apprenticeships Learn from qualified instructors Earn industry certifications Earn credits toward Associate's Degree Establish a career pathway toward a high wage, high demand job that is available in the region 	<ul style="list-style-type: none"> Number of touch points with industry engagement, increase awareness – presentations to students, parents, recruit etc. Number of students in CTE and high employer demand pathways. Number of students retained in CTE and high employer demand pathways. Number of annual placements – various exit points. Increase dual credit activity.
Strengthen partnerships between employers, trades, education, and community partners.	<ul style="list-style-type: none"> Identify and recruit partners. Establish hands-on programs for learning, including internships, apprenticeships, co-ops, and similar efforts. Seek financial supporters for promotional efforts and offerings. Incentivize stakeholders to participate and lead. Recruit experienced CTE instructors for adjunct roles. 	Promote engagement between employers, educators, and communities	<ul style="list-style-type: none"> Number of Internships/work and learn, co-ops and apprenticeships. Number of grants, donations, or support to fund and expand programs. Number of bus. and community organizations participating
Region 9 Works Council		Positively affect quality of life by filling well paying jobs where skills gaps exist and by fostering new economic development	7

Region 9 Works Council Strategic Plan ALIGNMENT MODEL



Region 9 Works Council Strategic Plan ALIGNMENT PROCESS

A REGIONALLY COORDINATED AND ALIGNED LEARNING SYSTEM



Region 9 Works Council Actions in Progress

Educational Attainment

- **K14 concept, the TGEC and TCs**

Manufacturing

- **Roundtable groups, internships, and other opportunities**

Health Care

- **7 hospitals and regional workforce view**

Region 9 Works Council

Strategic Plan

Keys to Our Success

- This is a ground game...and, sometimes it is messy
- Candid assessment and understanding is critical
- In pursuit of our goals will require us to be relentless and urgent in our engagement
- The ability to be student- and worker-centric is tied inextricably to the demand-driven curves of our economy
- We should be frequently pleased and rarely satisfied