

(Governor's Workforce Cabinet) Local Career Coaching Model Taskforce

302 W Washington St
Indianapolis, IN 46204
Conference Room 4 + 5

March 8, 2019, 11:00 a.m.

MEETING MINUTES

Taskforce Attendance:

In Person - Michael Woods, Chloe Cloutier, Mellisa Leaming, Barbara Quandt, Al Logsdon, Malika Butler, Mary Ellen Hamer, Todd Bess, Anne Valentine, Stephanie Sample, PJ McGrew, Danny Lopez, Rebecca McCuaig, Josh Richardson, Chris Lowery, Derek Marshall, Allen Hill, Jason Bearce, James McHeany

On Phone - Matt Presley, Dr. Andrew Melin

Call to Order

1. Danny Lopez lists questions for the group to answer:
 - How will students receive career coaching outside of the walls of their school?
 - i. How will the school systems connect with outside systems?
 - Should grants target schools, districts, or regions with lower attainment or graduation rates?
 - Would a menu of options for the grant parameters be provided?
 - i. Do we require schools to decide what options they will decide to utilize?
 - Should the duration of the grants be one year or multiple years?

Discussion Topics:

- This needs to be the bridge to bring employers to the table, the role of the employer is critical.
- Issues: WorkOne has high turnover, counselors have a high ratio of students to counselors.
- One approach would be to create and promote regional advisory groups comprised of individuals representing all different stakeholders to drive this – important to bring them all together in the same room.
- This group should consider a requirement around training.
- Important to consider skepticism of employers.
- Students currently have access to a great flow of information, need to utilize that.
- Career and Tech Ed Centers already have the system and organization in place that could be utilized, maybe not the capacity.

- From a student perspective, getting information from employers outside of the school is essential. Students may have a lack of support at home, reinforcement outside of school is necessary. It should be a one stop shop for students with all types of future plans: employment, credentials, post-secondary attainment, but should be a one stop shop for guidance, which could exist in a digital space, doesn't necessarily have to be a physical space.
- What sort of tool can make these connections? Career coaching requires some sort of human touch, but there is great availability of data around programs and jobs. We should use that data to fill the gap with technology and see how far that can take us without building out a physical space.
- Utilizing Skillful as a resource.
- Aptitude and interest tools being used: all schools utilize different tools for assessment. Ivy Tech and WorkOnes are using Indiana Career Explorer.
- Counselors have the ability and training to offer guidance if they are given the time and resources.
- From an employer survey, most employers are not engaging.
- Employers going to schools are not having success, but could we reframe it as awareness instead of training to get them to the table.
- Finding job shadowing experiences are a challenge, age liability continues to be a road block. However, there are some work arounds available now, accident liability coverage may apply, and employers need to dig in with their insurance companies.
- Deliver the information to students so that is accessible inside and outside of schools.
- Importance of adding something for adults.
- Add to the grant application that we are looking to create a model out of this grant.

2. The next Taskforce meeting will be Friday, March 29. Dial-In will be provided.