INDIANA EMPLOYERS: Is meeting your talent needs a challenge?

68% YES
32% NO

SOURCE: 2020 Employer/Workforce Survey, Indiana Chamber Foundation
Nearly half (46%) of Americans with no postsecondary degree or credential say they need more education to advance their careers and are interested in pursuing a degree/credential to earn a living wage and to better provide for their families.

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

SOURCE: Gallup-Strada Survey Data
Strengthening + Scaling High-Impact Talent Practices =

More Equitable Opportunities for **HOOSIERS**

+ 

A Higher-Skilled Workforce for **EMPLOYERS**

+ 

A Stronger Economy for **INDIANA**
MISSION: The Institute for Workforce Excellence is dedicated to helping Indiana attract, develop and retain the Hoosier talent needed to drive a highly skilled and equitable workforce.

STRUCTURE: The Institute is a nonprofit (501c3) subsidiary of the Indiana Chamber of Commerce led in collaboration with key stakeholders representing business, community, education and government.
INSTITUTE GOVERNANCE MODEL

• **STRUCTURE:** Two-tiered governance structure featuring:
  1) **Governing Board:** Responsible for the organizational, operational and fiduciary oversight of the Institute and its assets.
  2) **Advisory Council:** Represents the voice of key stakeholder groups to guide strategic direction and programmatic activities.

• **COMPOSITION:** Balanced representation of key stakeholders from business, community, education and government.
ALIGNING EFFORTS ACROSS SECTORS

POLICY Focused
Aligning state policy, programs and resources to ensure a talent-driven education and workforce system.

PRACTICE Focused
Connecting cross-sector, talent-focused efforts and resources to drive a more highly skilled and equitable workforce.
INSTITUTE GOALS

• Increase statewide capacity for building robust talent pipelines across regions, industries and organizations in Indiana

• Collect, organize and disseminate proven and vetted information related to talent development strategies and practices

• Grow the numbers of organizations and individuals that are actively and productively engaged in talent development

• Improve career-related education and training in Indiana through strengthened business/education/community partnerships
INSTITUTE APPROACH: A Three-Pronged Strategy

1) **DIAGNOSIS:** Online Talent Pipeline Assessment tool helps identify strengths/weaknesses in current talent development practices (supported by enhanced Employer Surveys to gauge trends).

2) **PRESCRIPTION:** Online Talent Development Clearinghouse curates an evolving collection of workforce resources/services available from Indiana’s public, private and nonprofit sectors.

3) **TREATMENT:** A Talent Technical Assistance Team provides concierge-level support to connect-the-dots between identified talent development “pain points” + relevant resources/services.
SO... HOW IS THIS DIFFERENT?

Common Characteristics of Other Clearinghouses
• Supply-Driven (by Providers/Sponsors)
• Accumulations of Citations, Resources and Entries
• Time-Consuming, Difficult to Navigate, Little to No Guidance

VS.

Talent Development Clearinghouse
• Demand-Driven (by Consumers/Employers)
• Heavily Vetted and Highly Curated by User Community
• Supported by Technical Assistance and Self-Assessment Insights
MARKET #1: Employers

Indiana Employer Market by Firm Size: 37,700 Employers with 20+ Employees

SOURCE: EMSI
EMPLOYER MARKET: By Need

• **Large Employers**: Actively engaged in talent development strategies at a corporate strategy level but want to **learn from their peers** about applying these strategies and determining what is working.

• **Medium-Sized Employers**: Interested in talent development strategies but want to learn/need help from others to **develop and implement** successfully.

• **Smaller Employers**: May not have the resources to invest in a fully developed talent development strategy, but want to **adopt effective practices** in specific areas (e.g., skills-based hiring, work-based learning, etc.)
RELATED MARKETS + STAKEHOLDERS

#2: Education/Community Organizations

• Build closer engagement with employers around education and training needs
• Obtain information on state-of-the-art talent recruitment/development practices
• Maintain a productive dialogue with employers around their talent needs

#3: Individuals

• Understand the talents/attributes employers’ value/seek in their employees
• Identify specific education or training programs to build their talent skillset
• Find opportunities for employment among Indiana employers
2021-2022 WORK PLAN

PHASE 1: Planning, Consultation + Requirements Gathering (Months 1-4)
• User Experience Profiles
• Content Collection Strategy

PHASE 2: Build + Deploy Online Platform (Months 5-12)
• Proof of Concept Version (Core Stakeholders)
• Initial Release (Broader Audience)

PHASE 3: Ongoing Enhancements + Technical Assistance (Months 12-24)
• Iterative Platform Enhancements + Gradual Rollout of TA Services
• Launch Peer Learning Network