

**State of Indiana  
Governor's Workforce Cabinet**

**Thursday, April 27, 2023**

**Meeting Minutes (Region 7/Terre Haute)**

**I. Call to Order**

The Governor's Workforce Cabinet met in regular session starting at 10:00 a.m. ET at Rose-Hulman Institute of Technology, 5500 Wabash Avenue, Mussallem Union, Lake Room, Terre Haute, IN 47803, with Chairman Ryan Kitchell presiding.

**Member Introductions & Roll Call**

*Members Present:* David Adams, Robert Coons, Tony Denhart, Dr. Sue Ellspermann, Jody French (virtual), Megan Glover (virtual), Dr. Katie Jenner, Dr. Chuck Johnson, Sherm Johnson, Mark Kara, Loren King, Ryan Kitchell, Theresa Koleszar (virtual), Chris LaMothe (virtual), Chris Lowery, Becca McCuaig (virtual), Paul Perkins (virtual), Dan Peterson, Marilyn Pitzulo, Todd Richardson (virtual), Dr. Steve Rogers, Rebecca Schroeder (virtual), Dave Shane, Steve Thalheimer (virtual), Tony Vespa

*Regrets:* Rep. Bob Behning, Maurice Coates Jr., Joyce Irwin, Kim Opsahl, Fred Payne, Sen. Jeff Raatz, Steve Schreckengast

*Guest Introductions:* Richard Paulk/DWD, Katie Rounds/DWD

*GWC Executive Staff:* Whitney Ertel, Fran Valentine

**II. Consideration of the Minutes**

Chairman Kitchell asked for a motion to approve the GWC meeting minutes from February 17, 2023, in Region 5/Noblesville. With the notation of Mark Kara's virtual attendance, the minutes were unanimously approved by the Cabinet.

**III. Opening Comments**

Chairman Kitchell provided welcoming remarks. GWC Executive Director Whitney Ertel shared a change in the order of the agenda.

An Economic Growth Region 7 Data Snapshot was included in the pre-read packet. There were no questions regarding the material. Select highlights included:

The current population in Region 7 is 222,176 with a covered payroll employment count of 77,967 employees. 78.1% is the labor force participation rate (age 20-64). Clay County has the region's highest median household income of \$64,245 which is higher than the State's median household income of \$60,794. Barriers to employment in Region 7 include housing costs, disability, lack of internet, food insecurity, and lack of HS diploma, or GED. 14,771 people (ages 18-64) do not have a high school degree and the region's largest job postings by industry are in health care and social assistance, followed by manufacturing.

#### **IV. Education Dashboard – Indiana Graduates Prepared to Succeed (GPS)**

Secretary Katie Jenner, Indiana Department of Education

Dr. Jenner provided an overview of a first of its kind dashboard, Indiana Graduates Prepared to Succeed, and the Indiana K-12 vision for Indiana. Focus areas include K-12 pillar one, student learning and opportunity; pillar two, educator, talent quality and value; and pillar three, system alignment capacity. All pillars have key strategies, and tactics deployed using state and federal strategies are connected to each strategy. Development included collaboration and stakeholder engagement at the state and local levels. The first iteration, delivered a year and a half ahead of the General Assembly deadline, launched in December 2022. High level indicators include 3<sup>rd</sup> grade literacy, 6<sup>th</sup> grade math growth, grad pathway completion, college and career credentials, and employment and enrollment. Approved school personnel can access student level detail. Five more iterations are scheduled this year to address needed improvements. Future iterations will include kindergarten readiness, work-based learning, credentials of value detail, and predictive modeling to provide early triage to at risk areas of the state. The Indiana Management Performance Hub is the aggregator of state agency data being included in the dashboard. The dashboard does not include non-accredited or home school data.

<https://indianagps.doe.in.gov/>

Cabinet members shared accolades and asked for a future update.

#### **V. Welcome to Rose-Hulman**

President Rob Coons

President Coons introduced the Mayor of Terre Haute, Duke Bennett; President of the Terre Haute EDC, Steve Witt; a member of a Rose Hulman board of trustees and local businessman, Greg Gibson; Kristen Kragg, Chamber Executive Director; Rachel Leslie with RJL Solutions, and Diann McKee from Indiana State University. The Rose-Hulman leadership team was also in attendance.

Rose-Hulman is celebrating its sesquicentennial next year. Campus enrollment is capped at 2,400 to ensure a 13 or 14-1 student to teacher ratio. Students receive individual attention and support, and this is a core part of the Rose-Hulman mission. They have had record enrollment in the past two years. 28% of undergraduates are from Indiana. 25% are female. 99% of students are undergraduate. 8% of students are international students. Domestic diversification efforts have been underway for the past 3 decades to expand beyond the Midwest region.

Regarding the student body, median high school GPA is 4.06. 18% are first generation or Pell Grant recipients. Mechanical engineering is the largest enrolled major, computer science and software engineering are also popular majors experiencing growth. Climate change, sustainability, digital infrastructure, and entrepreneurship are emerging as employment interests among students.

Generally speaking, students are interested in mission-driven education with a majority of students interested in how they can make an impact on society. Students are also focused on combining an engineering education with business and legal studies. Student expectations are changing, while parents continue to remain focused on return on investment.

99% of graduates are employed post graduations. Rose-Hulman is in the top 1% on return on investment, number one in internships in the state of Indiana and overall and have ranked #1 for the past 24 years in their category for U.S. News and World Report ranking.

99% of faculty are full time PhDs. Scholarships are available for passion projects, and dual bachelor plus master's degree programs. Summer camps, such as Catapult, develop a pipeline for future

students at the K-12 level. An ongoing focus is increasing under-represented population groups and diversifying the student body.

President Coons reflected on recent legislature incentivizing \$7,000 for graduates in engineering to promote in state retention. He offered feedback on the need for earlier timing of award in terms of student planning and internships to increase effectiveness. With a starting salary of \$80,000 being common for first year Rose-Hulman graduates, the incentive may not be enough to keep them in state if not approached earlier with a connection to an Indiana employer. Many students have developed their post-graduation intentions by sophomore year.

Rose-Hulman hopes to expand its footprint within the next year after receiving \$1.5M from the READI grant along with local funding to include a new facility for Rose-Hulman Ventures to create a community where students can have opportunities to be involved in innovation with companies and with other students and faculty during their undergraduate studies. This will also give companies more of an opportunity to interact with students. Areas of innovation and collaboration with industry, students, and faculty include academic programs and research in computer science, software engineering, Industry 4.0, Internet of Things, inner technology and robotics, nanotechnology, and semiconductor construction. With Rose-Hulman's small size, the challenge becomes deciding which of the many opportunities are best to focus on. Dr. Coons concluded his presentation with an offer for interested parties to tour the campus.

#### **VI. Workforce and Innovation Opportunity Act (WIOA) Federal Planning Update**

Whitney Ertel, GWC Executive Director, presented a high-level overview of the Cabinet's function and responsibilities regarding the Workforce Innovation and Opportunity Act (WIOA) federal-state plan, the timeline and intent to contract for assistance. A brief overview of a unified vs. combined state plan options were shared. Katie Rounds/DWD provided information on the plan's strategic and programmatic elements. More information will follow related to the specific tasks and functions required of Cabinet members at the GWC June meeting.

#### **VII. Group Discussion**

Chair Kitchell remarked that the recommendations developed and championed by the Cabinet in November were overwhelmingly supported by the Indiana General Assembly. He is encouraged that many items will see legislative change, and those that do not require legislation would likely see administrative change. Session is expected to conclude this weekend at the latest and a full update on outcomes will follow in June.

Dan Peterson/Cook asked for details about the WIOA reauthorization and whether Indiana's delegation had involvement or input. Marilyn Pitzulo responded that there is a plethora of conversations taking place around reauthorization, but there is not a clear outcome predicted as yet.

Whitney Ertel, Executive Director, reminded Cabinet members of the next meeting date: Thursday, June 22, 2023, in Columbus (R9) hosted by Cummins.

#### **VIII. Adjournment**

Chair Kitchell adjourned the meeting at 11:58 p.m. ET.