

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

**Thursday, December 14, 2023**

**Meeting Minutes – Sellersburg/Region 10**

**I. Call to Order**

The Governor's Workforce Cabinet met in regular session starting at 10:00 a.m. ET at Ivy Tech Sellersburg, 8204 Highway 311, Sellersburg, IN 47172 with Chairman Ryan Kitchell presiding.

**Member Introduction & Roll Call**

*Members Present:* David Adams (virtual), Jacqueline Barton, Robert Coons (virtual), Tony Denhart (virtual), Dr. Sue Ellspermann, Jody French, Megan Glover (virtual), Joyce Irwin (virtual), Dr. Katie Jenner, Dr. Chuck Johnson, Sherm Johnson, Mark Kara (virtual), Paul Ketcham, Loren King (virtual), Ryan Kitchell, Theresa Koleszar, Chris LaMothe (virtual), Chris Lowery, Rebecca McCuaig (virtual), Richard Paulk, Fred Payne, (virtual), Courtney Penn (virtual), Paul Perkins, Dan Peterson, Marilyn Pitzulo, Sen. Jeff Raatz, Todd Richardson (virtual), Dr. Steve Rogers, Steve Schreckengast (virtual), Rebecca Schroeder (virtual), Amish Shah, Dave Shane (virtual), Tony Vespa

*Regrets:* Rep. Bob Behning

**II. Opening Comments**

Chairman Kitchell provided welcoming remarks and introduced new Governor's Workforce Cabinet Members: Jacqueline Barton, Paul Ketcham and Amish Shah. Each new member provided a brief overview of their background and what they hope to bring to the GWC.

**III. Welcome**

GWC Executive Director Whitney Ertel introduced Tony Waterson, Chairman of Southern Indiana Works. Tony announced local elected officials and Southern Indiana Works board members present at the meeting.

**IV. Consideration of the Minutes**

Chairman Kitchell asked for a motion to approve the GWC meeting minutes from October 26, 2023, in Region 2/Warsaw. The minutes were unanimously approved by the Cabinet.

**V. Future of Work**

Erin Harding, Associate Partner at McKinsey & Company and co-presenter Lauren Yayboke, Associate Partner at McKinsey & Company, shared background on what McKinsey is known for and the type of projects they lead. They shared data and findings from a recent Future of Work and AI study and then went into more detail about Indiana specifically. The presentation was structured as follows:

**1. What's changed since 2019**

Indiana labor market lags national rebound with 1.2% growth since 2019, compared to 1.8% nationally (~40k labor gap)

## 2. What's next until 2030

- a. Looking ahead, shifts in labor supply, demand, and employee preferences are driving major disruptions.
  - i. Shifts in size and demographics of available workforce (supply)
  - ii. Changing skills and composition of workers (demand)
  - iii. Changes in worker preferences
- b. By 2030, 30% of hours worked today could be automated in the U.S.
- c. Twelve million occupational transitions will be required nationally by 2030 (>240k Hoosiers will be affected)

## 3. Preparing the workforce for the future of work

- a. A "quality" workforce and training ecosystem delivers four sources of value for employers and individuals.
- b. Based on McKinsey's research and experience, 13 levers help address workforce system challenges
  - Training providers and jobseekers
    1. Training capacity expansion
    2. Outcomes-driven training
    3. Access and affordability
  - Employers and jobseekers
    4. Awareness
    5. Career search/matching
    6. Experiential learning
    7. Skills-based hiring
    8. Coaching and support
  - Employers and training providers
    9. Employer-informed curricula
    10. Integration
  - Cross-cutting priorities
    11. Accountable commitment to marginalized groups
    12. User-centricity
    13. Technology and data
- c. Potential approach to improve workforce outcomes:
  - i. Set aspiration for workforce outcomes
  - ii. Develop comprehensive, data-driven understanding of current and projected labor market, including perspective on regional and demographic differences
  - iii. Conduct workforce ecosystem assessment to identify strengths and pain points
  - iv. Develop targeted initiatives to address pain points, including scaling what is working where possible
  - v. Continue on-going stakeholder engagement to ensure transparency and buy-in.

## VI. Rethinking the Workforce Transition

Chairman Kitchell invited Dr. Sue Ellspermann, President of Ivy Tech Community College, to speak. Dr. Ellspermann provided brief comments on the Ivy Tech Sellersburg campus and the essential gap that it is filling for Southern Indiana residents seeking higher education in the region. Dr. Ellspermann introduced Chancellor Travis Haire, Ivy Tech Sellersburg. Chancellor Haire shared some updates about the Ivy Tech

Sellersburg campus including the construction underway after receiving a federal grant to renovate their Health Sciences and Life Sciences labs as well as a common space for students now named Ogle Library. Chancellor Haire thanked his local stakeholders for attending. Dr. Ellspermann introduced the next speaker: Molly Dodge, Ivy Tech, Senior Vice President of Workforce and Careers.

Molly Dodge and Mailyn Pitzulo/DWD shared a joint presentation on “Rethinking the Workforce Transition.” They addressed the need for a more collaborative approach to being proactive when employment needs shift and how their concept could be a solution to help fill that gap and to develop a strategy to support employees “Pre-WARN Notices.” Marilyn explained that Pre-WARN Notices are notices that go out when there are large layoffs impending for companies with more than 100 employees. Molly noted that key partnerships with organizations such as the Department of Workforce Development, EmployIndy, Ivy+ Career Link, and Ascend Indiana have been vital in developing this concept.

Marilyn addressed “Roles & Service Offerings” and how this concept has been in the works for many years. She noted how essential it is to leverage existing partnerships and the tools and resources at their disposal to make this concept successful for Ivy Tech to launch. Some of these partnerships and resources include:

- Department of Workforce Development:
  - WARN Notices
  - Rapid Response Team (Business Services)
  - WorkOne WIOA Partners
  - Assessments
- EmployIndy & Ascend Indiana:
  - Career Development for Professional Roles
  - Referrals to community-based organizations for wrap around support
- Ivy+ Career Link:
  - Career Coaching
  - Engagement with Affected Workers
  - Professional Coaching
  - Profile Matching
  - Facilitating Connections
  - Leverage Workforce Ready Grant, private scholarships/grants, and other funding
  - Alignment with Industry Demands

Next, they addressed how these resources could be utilized to be proactive before a WARN notice is issued. How can they connect with an employer who is interested in this service? They have built out a strategy and a completed a case study which showed that the concept would benefit affected workers by providing early support, tailored guidance, and employment connections. It would also benefit employers by providing informed workforce transition, access to skilled talent, and pathway awareness.

## **VII. Legislative Review and House Enrolled Act 1002**

David Buyze, Indiana Department of Education, Director of Policy and Special Programs and Josh Garrison, Indiana Commission for Higher Education, Associate Commissioner for Public Policy provided an overview of sections from HEA 1002 that were relevant for Cabinet Members including the following: Perkins Funding, Career Scholarship Accounts, Career Discovery Meetings, Capacity Building Grants, Career Coaching, Career Awareness Curriculum, and Industry Collaboration Grant.

### **VIII. Perry Central's Work-Based Learning**

Principal Jody French, Instructor Josh Craney, and students Lucas Harth (SR), Elizabeth Harpenau (SR), Haley Gehlhausen (SR), Hunter Kellems (JR), Noah Benjamin (SR), and Gavin Wallace (JR).

Principal Jody French opened the presentation by providing an overview of the demographics of Perry Central Community Schools (1,250 total students ranging from Pre-K through 12) and the variety of work-based learning opportunities they provide students (12 career pathways, internships, evening courses, apprenticeships, etc.). Their goal is to keep students in Southern Indiana, to help them find their purpose, and to provide a bridge to a high quality of life. Principal French and her team have developed Commodore Manufacturing, Commodore Engineering, and Commodore Construction.

Commodore Manufacturing is a student led manufacturing facility serving as a vendor for local companies (Waupaca Foundry, Boston International, Perry County Hospital, Webb Wheel, University of Evansville, etc.). The students outlined the products that they have developed for some of their larger clients including Waupaca Foundry and Boston International and the successes they have had. Students who complete this program will walk away with multiple certificates and credits which will transfer to several secondary education institutions.

Commodore Engineering is an additive manufacturing lab which houses several different industry-grade 3D printers with various capabilities. The printers allow for students to create high-quality products with a wide variety of materials and the capability to create almost anything they envision. They have partnered with local companies to create solutions for products that are discontinued (like an oil cap) or entirely new concepts (like a spray paint can belt holder) using CAD programs and their printers.

Commodore Construction is aligned with a carpenter's apprenticeship. The students from the construction team have completed projects such as designing a floor plan for a Habitat for Humanity and constructing 95% of the manufactured home in their workshop.

Four of the "Senior Completers" who will have successfully completed one of the above work-based learning programs at the end of this school year had an opportunity to provide an overview of what they plan to do with their experiences after graduating.

### **IX. Group Discussion & Closing Comments**

Chairman Kitchell shared that the next meeting will take place in Fort Wayne/Region 3 at Electric Works and encouraged attendees to network and connect with presenters with any questions if interested after the meeting.

### **X. Adjournment – 12:00 p.m.**