



IV. COORDINATION WITH COMBINED STATE PLAN PROGRAMS

Describe the methods used for joint planning and coordination among the core programs, and with the required one-stop partner programs and other programs and activities included in the Unified or Combined State Plan.

Throughout the development of the Unified State Plan, the State has used a variety of methods to ensure coordination across agencies that administer programs and activities in our Unified Plan. State agencies, non-profit & private organization partners, and the general public have provided input throughout the Plan development process, all committed to a shared goal of creating a more integrated and effective workforce system that works for all Hoosiers. By having the Governor's Workforce Cabinet (GWC) spearhead efforts on the plan, the GWC has been able to bring together the seven State agencies represented on the Cabinet to ensure greater collaboration on the State Workforce Plan. In the summer of 2023, GWC convened a steering committee with State agency partners to generate support for the development of the Plan and to chart a plan of action towards submission of the Plan in the Spring of 2024.

Engagement among core program partners and business partners was achieved through online surveys. The GWC developed surveys to better understand the strengths and challenges of the state's workforce development system. Surveys were distributed through the networks established by the local workforce development areas (LWDAs) and local workforce development board (LWDB) leaders were tasked with disseminating the surveys to their local core program partners and business partners. An additional request for input was made through the support of the Indiana Workforce Board Alliance (INWBA) to LWDB directors and members. Identified survey participants included required one-stop partner programs and other programs, such as not-for-profit organizations, LWDB members, adult education providers, community-based organizations, local & State government agencies, career & technical education, K-12 education, apprenticeship and work-based learning organizations & intermediaries, institutions of higher education, eligible training providers, healthcare and social services provider, labor organizations, chief elected officials, and corrections and rehabilitation providers.

Anonymous customer satisfaction surveys were collected by DWD of individuals who visited and or received services at any of the WorkOne Centers (i.e., American Job Centers) during PY22 and PY23. Personal and/or identifiable information was not provided and kept confidential.

Some of the common themes unearthed through this engagement included removing barriers to employment from Hoosiers in a post-COVID environment, including access to affordable childcare and transportation, increased connectivity (i.e., broadband and internet), increased access and awareness to workforce development services and programs, including virtual service delivery, and access to relevant training and education programs in the local area that aligns with in-demand jobs that pay self-sustaining wages. Specifically, core program partners expressed the need for greater coordination across programs to avoid duplication of services and ensure positive outcomes for displaced workers and jobseekers.

Survey findings, paired with new quantitative data from the economic and workforce analysis of the Plan, were presented to the steering committee and partners at the Strategic Planning Retreat in October 2023. This group consisted of core partners, employers, education & training providers, advocacy organizations, and other stakeholders. A framework was established around the WIOA State Planning ICR Goals:



1. Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment and other populations.
2. Goals for meeting the skilled workforce needs of employers.

The GWC worked with planning retreat attendees to determine how these goals aligned with the GWC's November 2022 recommendations to the Governor and State Legislature, and, more importantly, how they responded to the current and future workforce development needs of the state:

1. Help employers find workers and develop a skilled talent pipeline.
2. Remove barriers keeping people out of the labor force.
3. Prepare Indiana's future workforce.

The breadth of individuals that were represented at the planning retreat allowed for the State to draw from specific areas of expertise when drafting the various sections of the Plan. Steering committee members, particularly State agency staff, also had the opportunity to share sections of the Plan with relevant individuals outside of the committees and report back to their committee with feedback. These and other efforts ensured that each section of the Plan incorporated substantial feedback from multiple sources before reaching a completed state.

[The GWC will add details of the public comment period, including how comments were received and addressed in response to the Unified State Plan]