

Sector Partnerships for Indiana

Jessica Fraser

jfraser@incap.org

Presented to



Indiana Career Council

The Indiana Institute for Working Families

The Indiana Institute for Working Families conducts research and promotes public policies to help Hoosier families achieve and maintain economic self-sufficiency.



A Sample of our Work





Indiana Skills2Compete Coalition



- The Skills2Compete Coalition, which includes a bipartisan group of state legislators and education policymakers as well as business, labor, and community leaders.
- The 23 coalition members represent 19 organizations such as the Indiana Chamber of Commerce, the Department of Workforce Development, and IvyTech. The aim of the Coalition is to close Indiana's skills gap and to be an available resource to policymakers working toward that end.

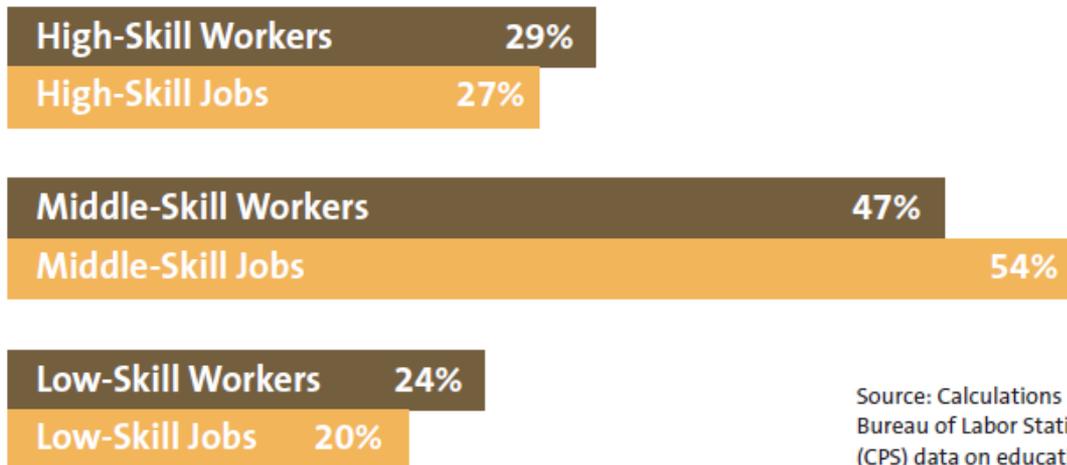
What are Sector Partnerships?



Sector partnerships **organize stakeholders** connected with a specific local or regional industry to **develop workforce development strategies** within the industry.

The need for sector partnerships

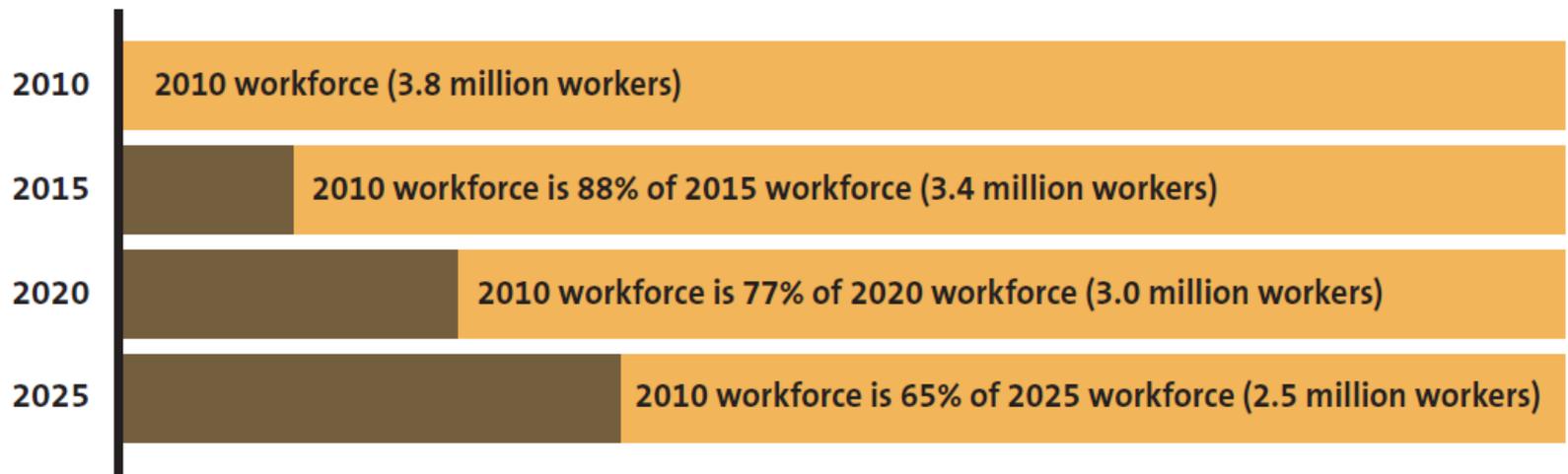
In 2012 54% of jobs were middle skill but only 47% of workers had the necessary skills.



Source: Calculations based on occupational estimates for 2012 by the Bureau of Labor Statistics, and June 2012 Current Population Survey (CPS) data on educational attainment by state.

Sector Strategies are a great fit for adult workers with skill needs

47 percent of Hoosier adults aged 25 and over **have NO post-secondary education at all.**



Source: Calculated by National Skills Coalition using population projections from the Indiana Business Research Center.

Sector partnership members

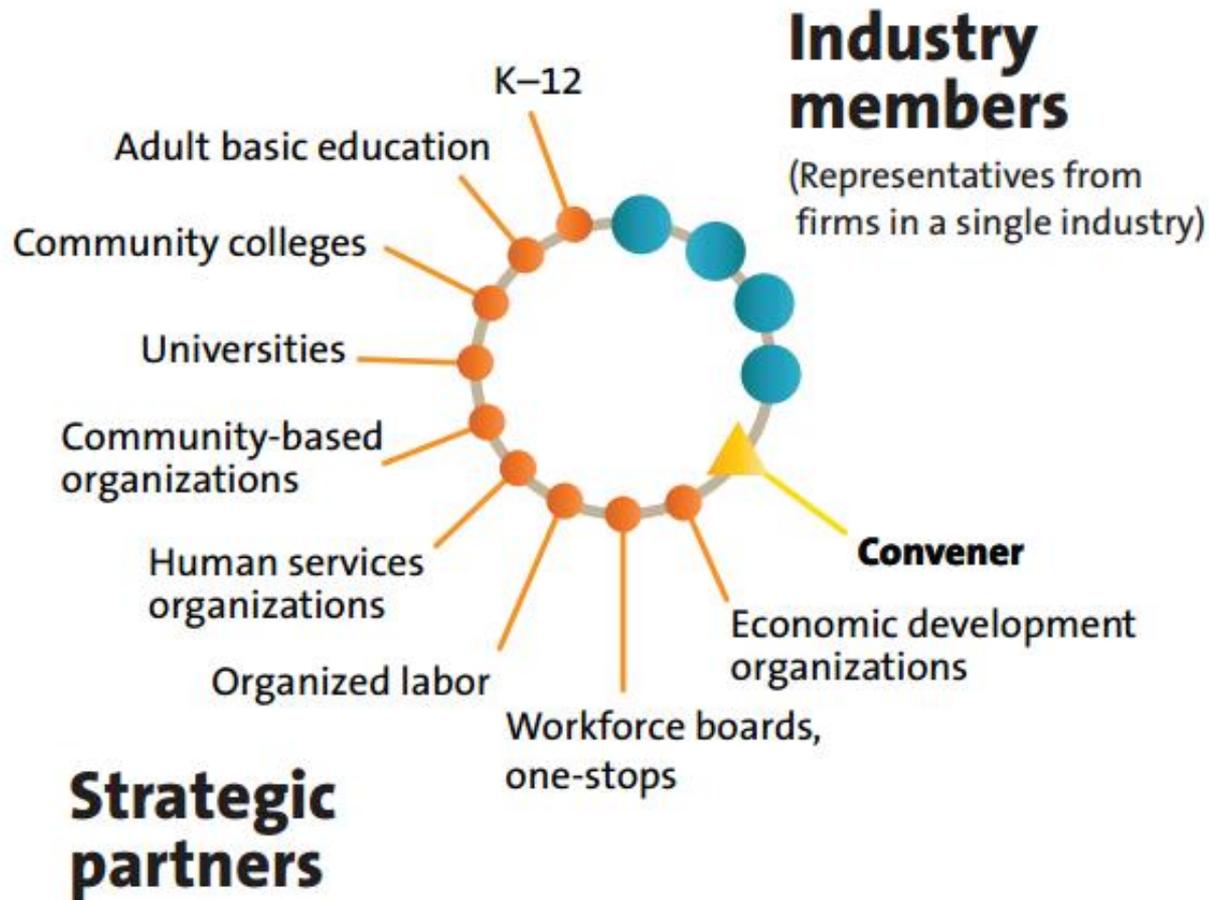


Illustration courtesy of National Governors Association

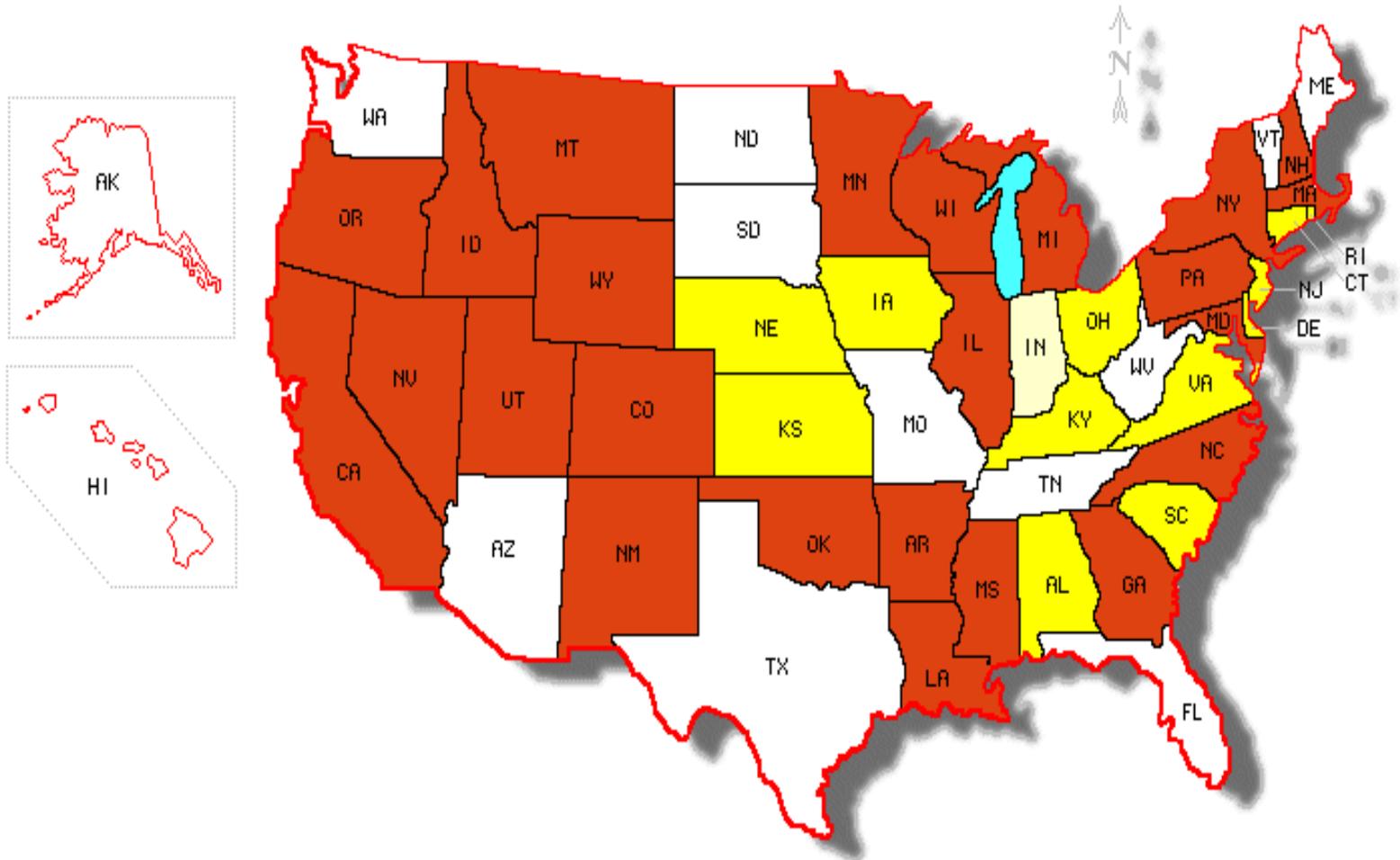
The benefits of sector partnerships

- Address current and emerging skill gaps.
- Provide a means to engage directly with industry across traditional boundaries.
- Better align state programs and resources serving employers and workers



Taking Stock

Determining where Industry Partnerships exist and how they are structured



Regional Information Gathering

In Indiana right now there are at least 21 sector partnerships either organized or “under construction.” We found partnerships at work in 7 of Indiana’s economic growth regions. Partnerships are largely converging around advanced manufacturing, health care and business services.

Industries	% of partnerships
Healthcare	9.5%
Manufacturing	66.7%
Business Services	9.5%
Other	14.3%

Promising Practices

- Approaches to Sustainability
- Approaches to Local Input
- Focus on Economic Drivers

Opportunities for Improvement

- Coordination of efforts and resources
- Formalization is important
- ONE industry per partnership
- County vs. Regions

Sector partnerships can help align and 'braid' funding streams

- Workforce Investment Act (WIA) Title I training funds
- WIA Title II adult education funds
- Governors' WIA discretionary funding;
- State general revenue
- Incumbent worker training funds
- Temporary Assistance to Needy Families (TANF) funds
- Vocational rehabilitation funds
- State education funds
- Philanthropic contributions
- Direct employer contributions
- Fee-for-service funds
- Funds from community organizations, such as Goodwill or United Way

Critical Success Factors

For State-level sector strategies:

Critical Success Factors: What the States Had to Say

The following were cited by at least two states as a critical success factor:

- ◆ Collaboration with other agencies
- ◆ Alignment with other strategies such as Career Pathways, work credentialing
- ◆ Leveraging non-state funding, such as philanthropic, employer and local funding, among others
- ◆ Providing incentive and planning money
- ◆ Strong industry and employer involvement
- ◆ Gubernatorial and legislative leadership
- ◆ Operating within an “economic competitiveness” framework
- ◆ Providing technical assistance to local areas

What should the State do?

- Create a taskforce of the Indiana Career Council to design Indiana's Sector Strategies implementation plan.
- Provide Information and Information Sharing.
- Works Council, A possible launching point for Sector Partnerships: They have many of the same players at the table and could potentially function as a "convener" of a region's partnership.
- Explore possible revenue sources.

General Strategic Plan Recommendations

- **Allow part-time students greater access to state financial aid** to help more Indiana adult workers, many of whom are currently working and are faced with the need to upgrade skills or want the opportunity to advance in their chosen fields. Leveraging existing public investments would help more Hoosier workers pursue a degree or certificate at a college, university, or other approved training program in a high-demand, middle-skills occupation on a less than full-time basis or enroll in a non-credit middle-skill training program.
- **Establish a policy that institutionalizes the practices of assessing prior-learning portfolios** produced by adults with significant work experience, awarding academic credit for meritorious portfolios, accepting transfer academic-credit awarded through rigorous review by other institutions, and encouraging viable candidates to undertake the assessment process.

General Strategic Plan Recommendations

- **Continue to explore financing mechanisms** to expand existing state financial aid dollars to serve the tuition and non-tuition needs of adult students, especially those pursuing a skills certificate and attending on a part-time basis.
- **Continue the differentiation of services at our state's higher education institutions.** Just as remedial coursework and associate's degrees have been appropriately shifted from four-year institutions to our community colleges, certain basic skills training and language acquisition ought better be pursued through adult education and community-based agencies.