

# Align, Engage, Advance: A Strategic Plan to Transform Indiana's Workforce

## Objective 4: Elevate the importance of work-and-learn models

Connecting students to work-and-learn opportunities will provide new perspectives on careers, help to develop their workplace skills, and link them directly with Indiana employers that may provide future job opportunities. Work-and-learn opportunities are broadly defined as experiences that allow students and workers to acquire, refine, and/or strengthen knowledge and skills through hands-on, "real life" experiences in a work place. Work-and-learn opportunities include experiences such as internships, externships, work experience, cooperative education, and apprenticeships.

The Career Council recognizes there are many current initiatives within Indiana aimed at increasing work-and-learn opportunities, some publicly funded and others supported through private resources. The aim within the strategies outlined below is to leverage the Council's statewide position to elevate the importance of work-and-learn opportunities so students, adults, parents, counselors, and, perhaps most importantly, employers understand their respective roles in making connections through work-based learning.

### Strategy 4.1

Incentivize the business community to provide more work-and-learn opportunities to Hoosier students and adults

### Strategy 4.2

Task the Indiana Network of Knowledge with identifying a method of tracking work-and-learn experiences that are completed throughout the state

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#### Indicators of Success:

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Work-and-learn incentive program offered throughout Indiana by Fall 2015

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Number of employers participating in work-and-learn incentive program

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Number of Indiana students completing work-and-learn experiences

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Percentage of individuals with at least one work-based learning experience who enter into careers within three months of completing a credential/degree program

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# 2X

According to the recent Gallup-Purdue University Index Report, an individual's odds of being engaged in work are two times greater if he or she had an internship or job during education or training which allowed him or her to apply what was being taught in the classroom.