



Indiana's Workforce Development System

Fred Payne, Commissioner

"Connecting people and employers through engagement with continued accountability and transparency."

OVERVIEW



- **Indiana's Labor Market**
- **Workforce Development Overview**
- **Vision/Direction**

Indiana's Labor Market

“Connecting people and employers through engagement with continued accountability and transparency.”

INDIANA'S HISTORIC LABOR MARKET

Unemployment Rate: 3.5% (11%, Jan. 2010) v. National Rate of 3.7% (9.8%, Jan. 2010)

- **Below national average for more than 5 years**
- **9th lowest in the country**

Labor Force: +79,677 Hoosiers YTD

- **Approx. 3.2M Hoosiers in the labor market, most ever.**

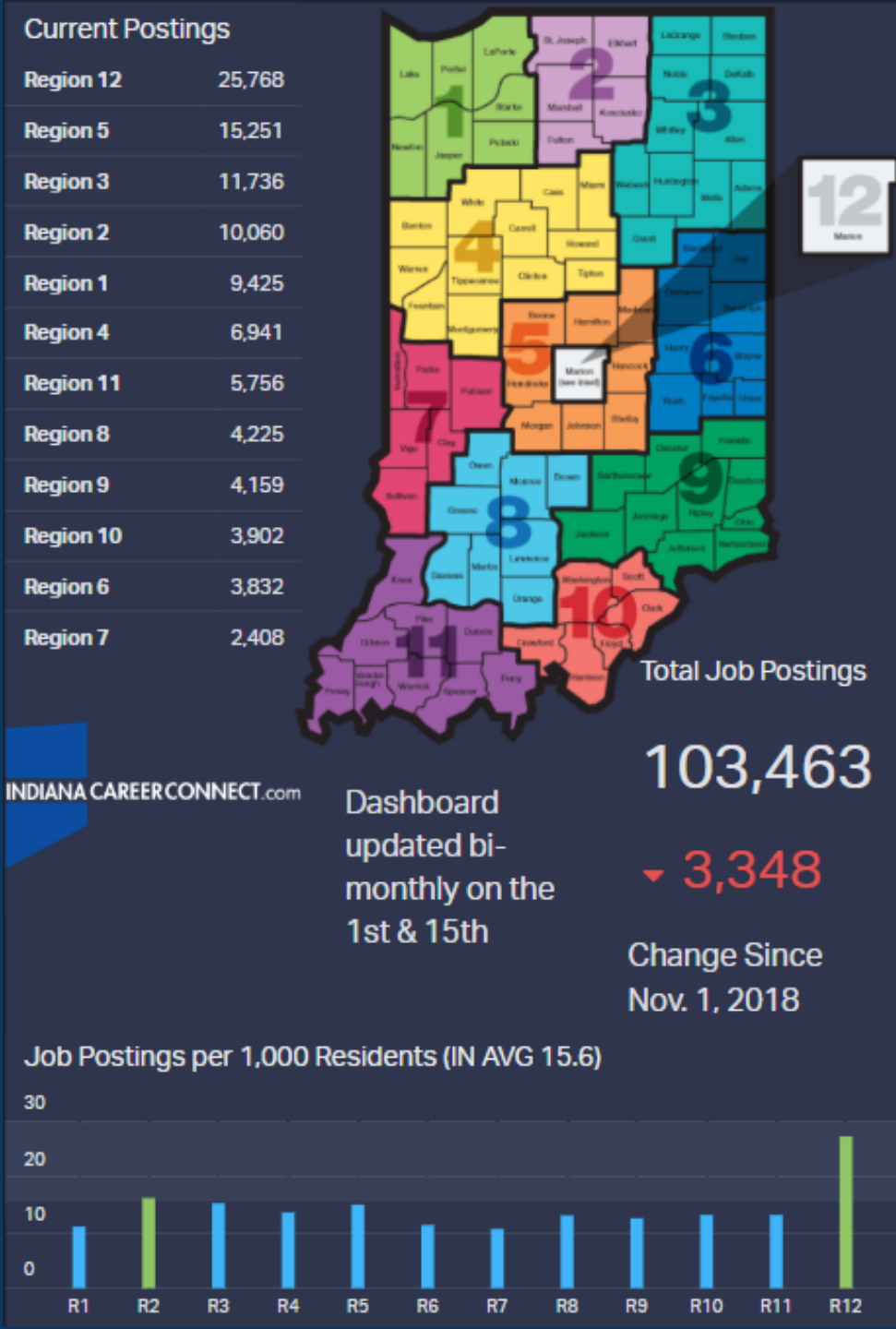
Labor Force Participation Rate: 65.1% v. National Rate of 62.9%

Largest Industries:

- **Trade, Transportation, & Utilities – 612k**
- **Manufacturing – 531.5k**

INDIANA'S HISTORIC LABOR MARKET

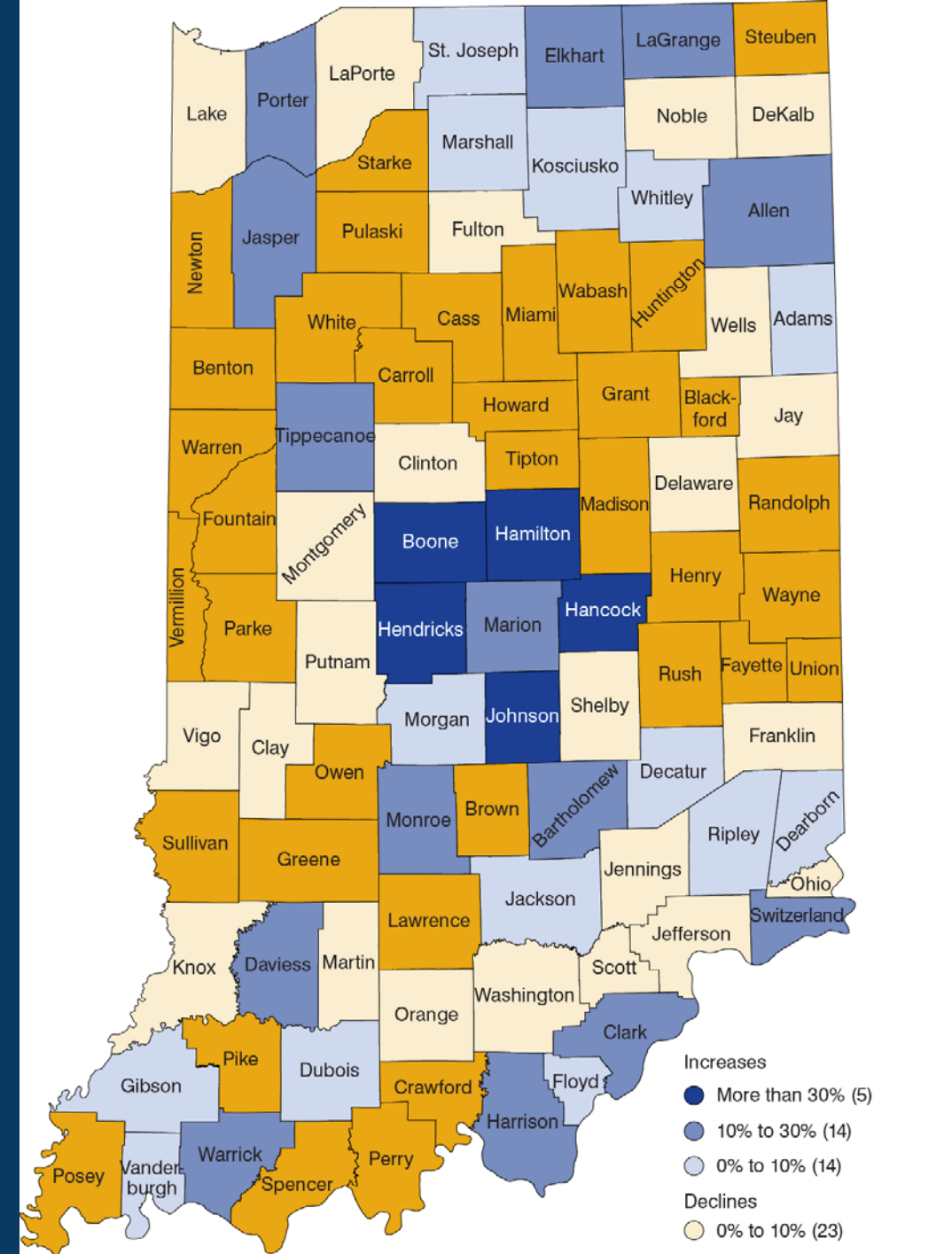
- 1M+ Jobs to be Filled over the Next 10 Years
 - New Jobs; 250k
 - Replacement Jobs
- Currently More than 100k Open Job Postings



INDIANA'S POPULATION SHIFT

WHERE ARE THE WORKERS TO FILL JOBS?

- **2016-2017 Population Growth Greater than 400 people limited to:**
 - **Central Indiana, Lafayette, Fort Wayne, Bloomington, Jeffersonville, and St. John.**
- **Population Change between 2010 to 2017**
 - **40 counties gained residents**
 - **52 counties lost residents**
- **Population Projection 2015-2050**
 - **Urbanization Trends Continue**
 - **Population Grows by 660k, 10%**





Workforce Development Overview

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STRUCTURE OF DWD

3 PILLARS



1. Unemployment Insurance Program - Federal

2. Workforce Development Programs

- Federal:

Workforce Innovation and Opportunity Act

Wagner-Peyser Act

- State:

Adult Basic Education

Next Level Jobs Employer Training Grant

Jobs for America's Graduates

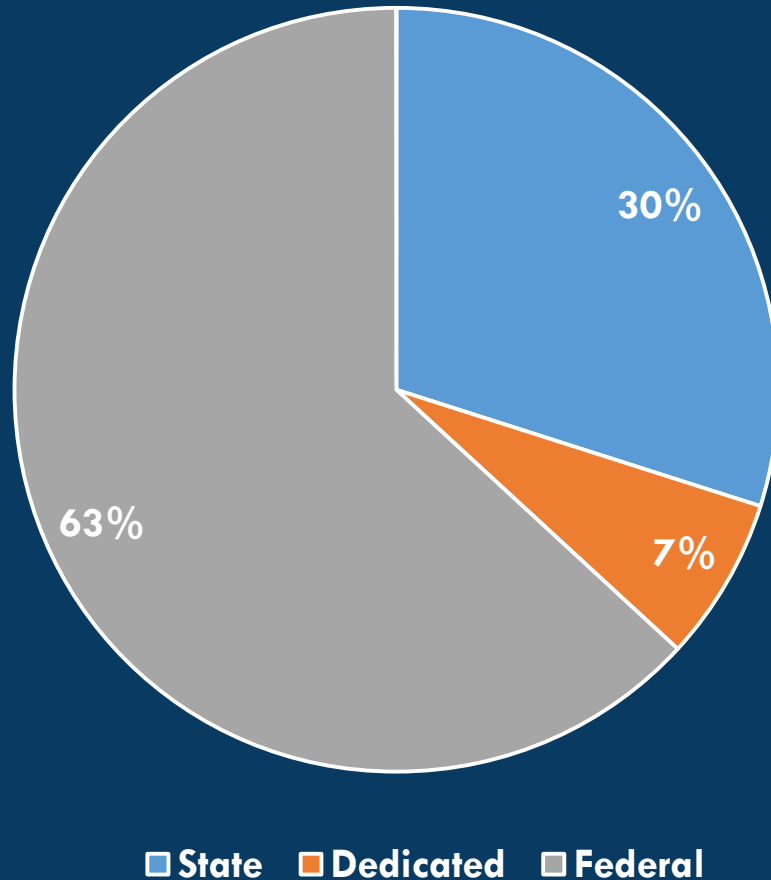
WorkINdiana

3. Office of Work-Based Learning and Apprenticeship

DWD FUNDING



FY2018 Expenditures by Source



DWD Expenditures

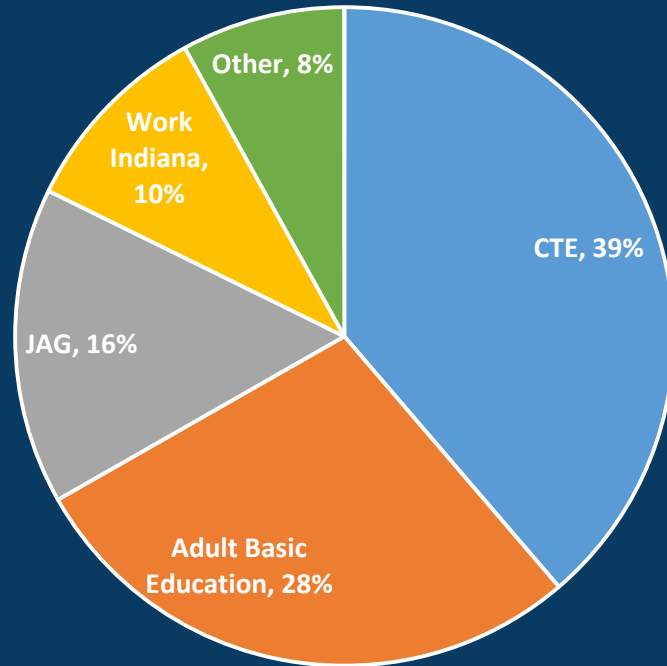
State Funds	\$50,908,590
Dedicated Funds	\$11,766,869
Federal Funds*	\$107,429,081
Total	\$170,104,540

*Federal Funds amount excludes UI Trust Fund

DWD FUNDING



FY2018 General Fund Expenditures



CTE	\$19,964,998
ABE	\$14,452,990
JAG	\$8,000,000
WorkIN	\$5,000,000
Other	\$4,139,352

➡ *72% of General Fund appropriations are granted to regional/local providers & Indiana employers*

➡ *State funds leveraged \$16.6M in Federal funding in FY2018 for ABE, JAG, WorkIN, and Serve Indiana*

DATA- AND OUTCOME-DRIVEN SOLUTIONS



Federal Metrics

- Employment Q2 & Q4 After Exit
- Median Earnings
- Credentials
- Measurable Skills Gains

New, Complementary State Metrics

- Engagement Rate
- Job Connectedness Rate
- Wage Change



GOVERNOR'S WORKFORCE STATE OF THE STATE GOALS

Progress through Q3 2018



- **Connect 30,000 individuals** without a high school diploma into employment and earning a high school equivalency/industry-recognized certification. *(ABE; Adult HIGH Schools)*
 - **Progress:** 22,601
- **Double** the number of WBL participants. *(DOE; WDBs; Office of WBL and App; JAG & more)*
 - **Progress:** +4539
- **Graduate 1,000 inmates** from HDHW, industry-recognized, certificate programs – while in prison – and connect them with employment prior to release. *(DOC Training Programs; HIRE)*
 - **Progress:** +750 graduates + Established new CNC and Welding Programs with ITCC to support DOC
- Facilitate more than **250 employer partnerships** through NLJ and fully obligate training funds.
 - **Progress:** More than 450 active agreements in place & funding fully obligated
- **Establish 250 new JAG programs** over the next 5 years.
 - **Progress:** 19 new programs established for SY 18-19

DWD 2018 ACCOMPLISHMENTS



- **More than 10,000 Hoosiers enrolled in HDHW Workforce Ready Grant Programs**
- **More than 450 employers plan to train 7000 workers through the NLJ Employer Training Grant Program**
- **Continued Expansion of Jobs for America's Graduates; Largest in the Country at 130 programs**
 - **95% graduation rate for at-risk youth**
- **4800+ HSE/HSDs earned by ABE students; Ranking 3rd Nationally**
 - **300+ employer partnerships, resulting in 88% of participants getting employed**
- **Hoosier Initiative for Re-Entry earned the NASWA State Excellence Award;**
 - **1200 biz partnerships; 2500 ex-offenders placed into employment; 3-yr recidivism rate of 15%**
- **Office of WBL and Apprenticeship Launch + Creation of State Earn and Learn Models**
- **Modernization of the Claimant Self-Service Portal for Unemployment Insurance**

Vision/Direction

“Connecting people and employers through engagement with continued accountability and transparency.”

Vision/Direction



Single focus of having DWD connect people and employers (training, talent & jobs)

HOW

Continued process improvement of workforce development system

- Workforce Development Boards/WorkOne Centers
- Service Delivery Model
- Federal/State Program Alignment & information sharing

Empower local/regional decision-making with accountability

- Targeted metrics & support (\$1.5M Grant)
- Support Core Partners:
 - Employers
 - Education Training Providers
 - IEDC, DOC, DOE, CHE, & FSSA
 - Align Training to Regional, Industry Demand/Data

Questions?

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