INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

WORK-BASED LEARNING

Employer-Led Solutions Addressing Workforce Development Needs

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Department of Workforce Development

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DWD'S PURPOSE

Oversee & Administer Indiana's:

1. Workforce development research, training & program system (includes administration of both federal & state resources)
2. Unemployment insurance program
3. Work-based learning & apprenticeship system

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What – So What – Now What?

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What?

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What We Hear Most From Employers

One: "I need people <u>today</u>!"

Two: "I need to sustain long-term growth."

Meaning: The #1 obstacle to business growth is a supply of Human Capital.

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Indiana's Workforce Challenge

Over the Next 10 Years

700K+ Jobs to be replaced

+

300K+ Jobs to be filled

→

Over 1,000,000+ Indiana Jobs

→

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A Quick Reminder:

80,000 potential high school graduates in **2017**

9,000 did not graduate

25,000 have no plan beyond graduation other than "get a job"

45,000 will head to a college or university in the fall, of which only 30,000 will have successfully completed within 6 years.

Result: Nearly 62% will **NOT** have completed a post secondary credential within 6 years!

(**Note:** ~30% of college freshmen will drop out by the end of the first year)

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Adults in Indiana

About 50% of those who enroll in Adult Education do so below a 6th grade level

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So What?

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The Human Capital Issue

BLUF: Not enough qualified candidates for employment.

A stark imbalance exists between what employers need and what prospective employees are prepared to bring to the workforce.

Companies in major industries report that they are unable to grow and compete: **49% have unfilled job openings**, and **37% can't take on new business.**

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Strada Education Network – Gallup Poll

Responses from 22,087 U.S. adults aged 18 to 65

Q: From what resources or people did you get advice about the major or field you were going to study?

A: Work-based sources were rated as most helpful (83%) in choosing a major, but **only 20%** of respondents mentioned receiving employment-based guidance.

MORE EMPLOYER INTERACTION AND PARTNERSHIP

IS NEEDED AT THE SECONDARY SCHOOL LEVEL

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These Statistics Beg the Question:

How do we set people up for success so that they can complete programs that lead to promising careers?

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Now What?

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Three Main Objectives

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One: Coordinate efforts to expand the DOL registered programs

Two: Develop and implement a framework of WBL pathways

Three: Build P3 statewide based on local economic needs

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Understanding Work-Based Learning

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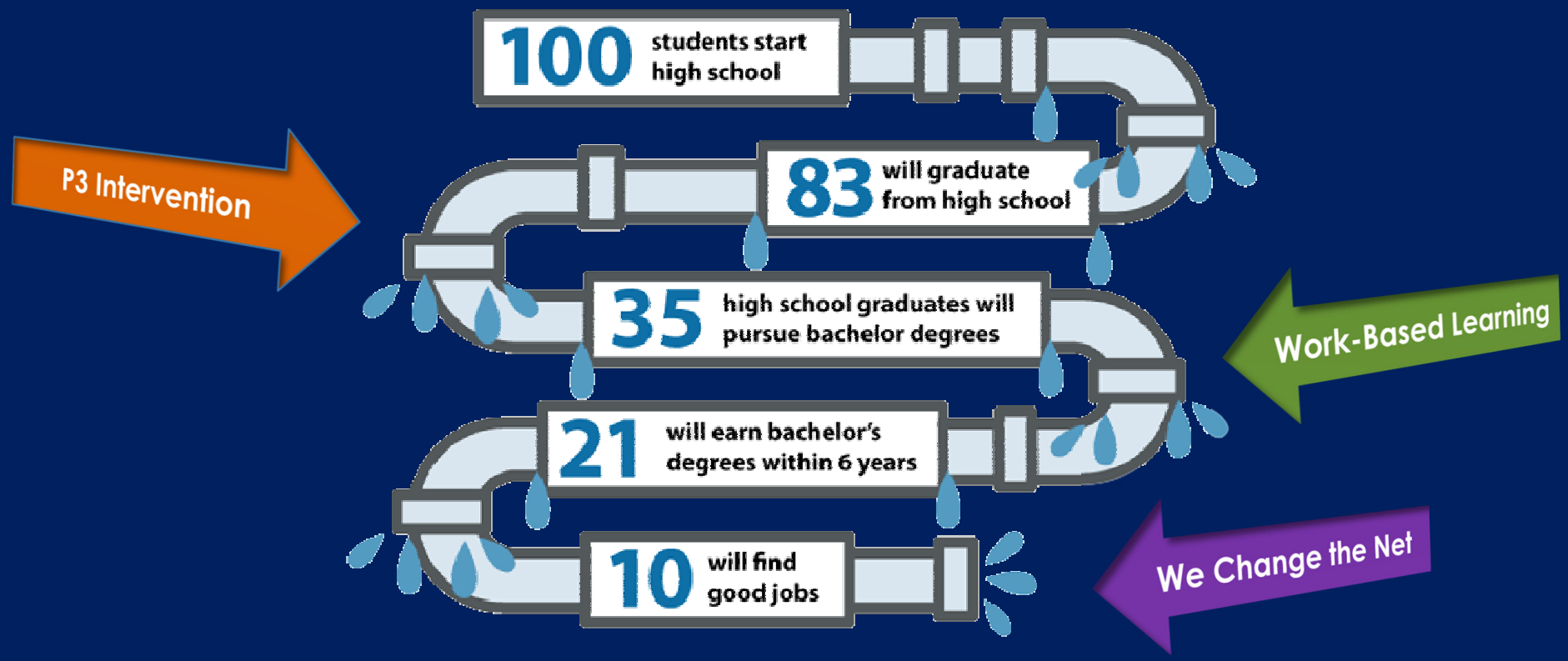
Modified Journey of a High School Student



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THE CHALLENGE

Skill up approximately half million people without a high school credential.

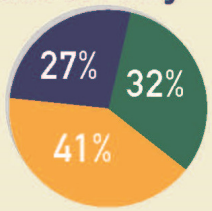
THE STATISTICS

Avg HS Dropout Cost Taxpayers More Than **$500,000**

Source: Alliance for Excellent Education Issue Brief

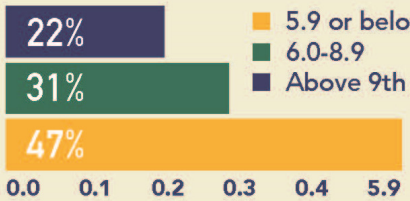
Public Cost Per Participant **$1,050**

Status at Entry



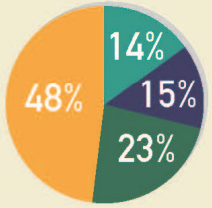
- Employed
- Not Employed
- Not in Labor Force/ majority incarcertation

Assessed Education Grade Level



- 5.9 or below
- 6.0-8.9
- Above 9th grade

Age



- 16-18
- 19-24
- 25-44
- 45-60

THE SOLUTION

ADULT EDUCATION PATH

WorkINdiana — 14 weeks or less

1. **ENROLLMENT ASSESSMENT GOAL SETTING:** Tests of Adult Basic Education (TABE)
2. **ENTRANCE TEST** Test of Adult Basic Education
3. **ADULT BASIC ED** Education, Training, and Employment Goals
4. **ADULT SECONDARY ED** Classroom and Employer Instruction + Career Awareness
5. **HSE DIPLOMA** Pass High School Equivalence Test, if needed.
6. **INDUSTRY CERTIFICATIONS**

Integrated Education and Training

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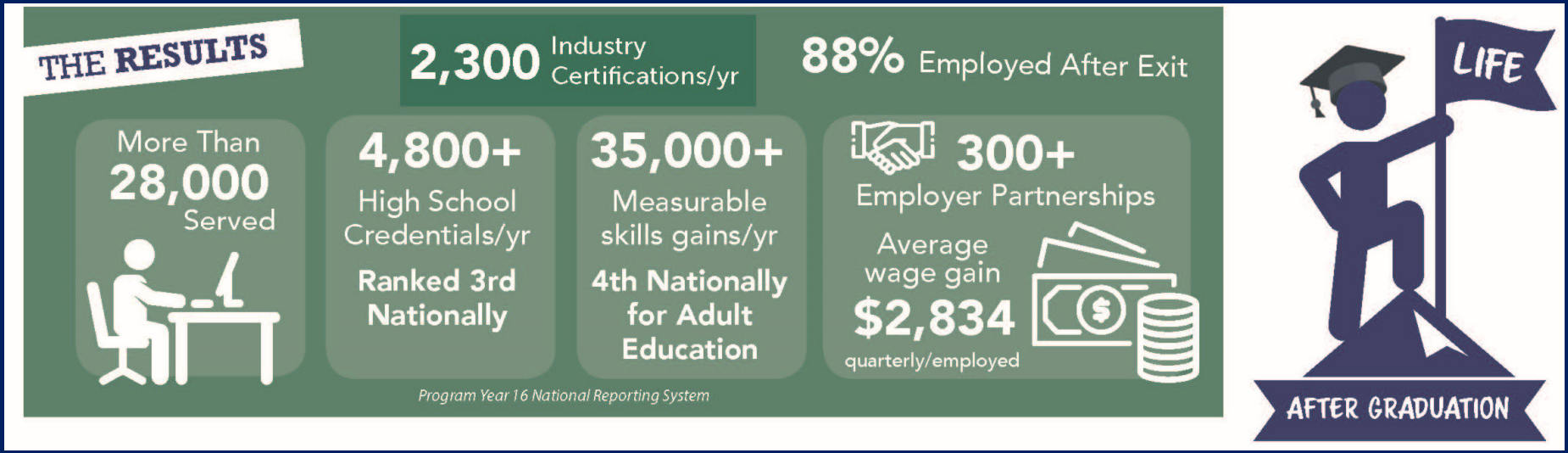
INDIANA ADULT EDUCATION



Some Quick Math: 9,000 – 4,800 = 4,200

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High Wage – High Demand Jobs in Indiana

About half will require more than a high school diploma, but **less than** a 4-year degree

Credentials Required

- Certificates
- Technical Certificates
- Associates Degrees
- Industry Certification

Is this really "less than"?

9 of the High Demand Jobs in Manufacturing Average: $64K

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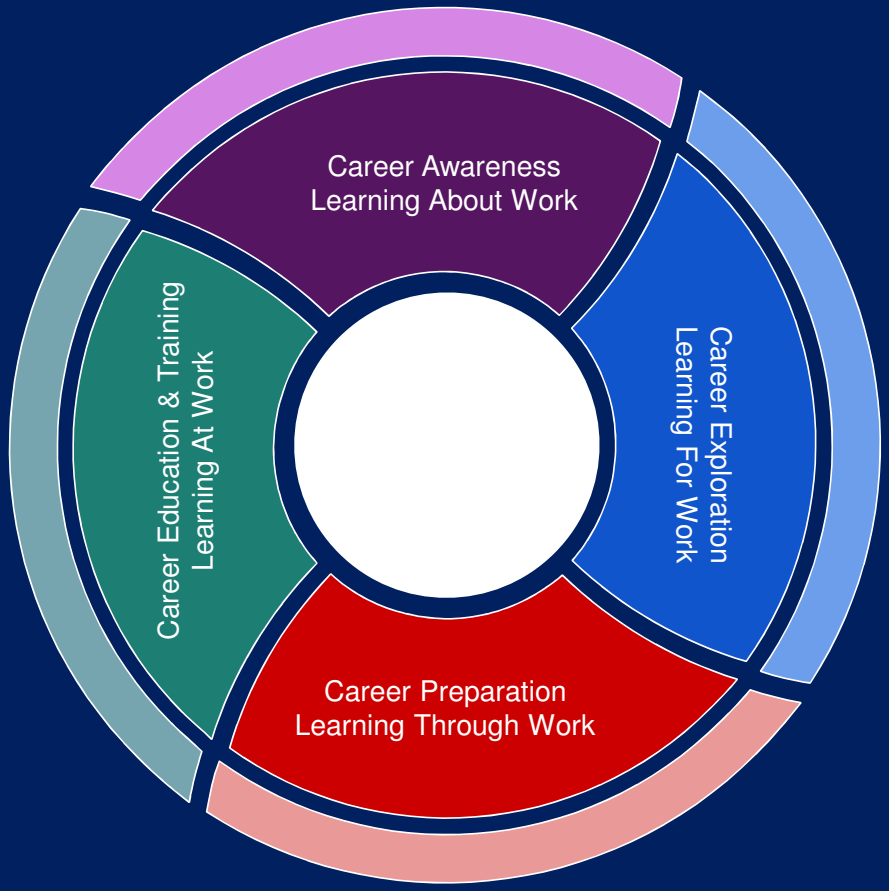
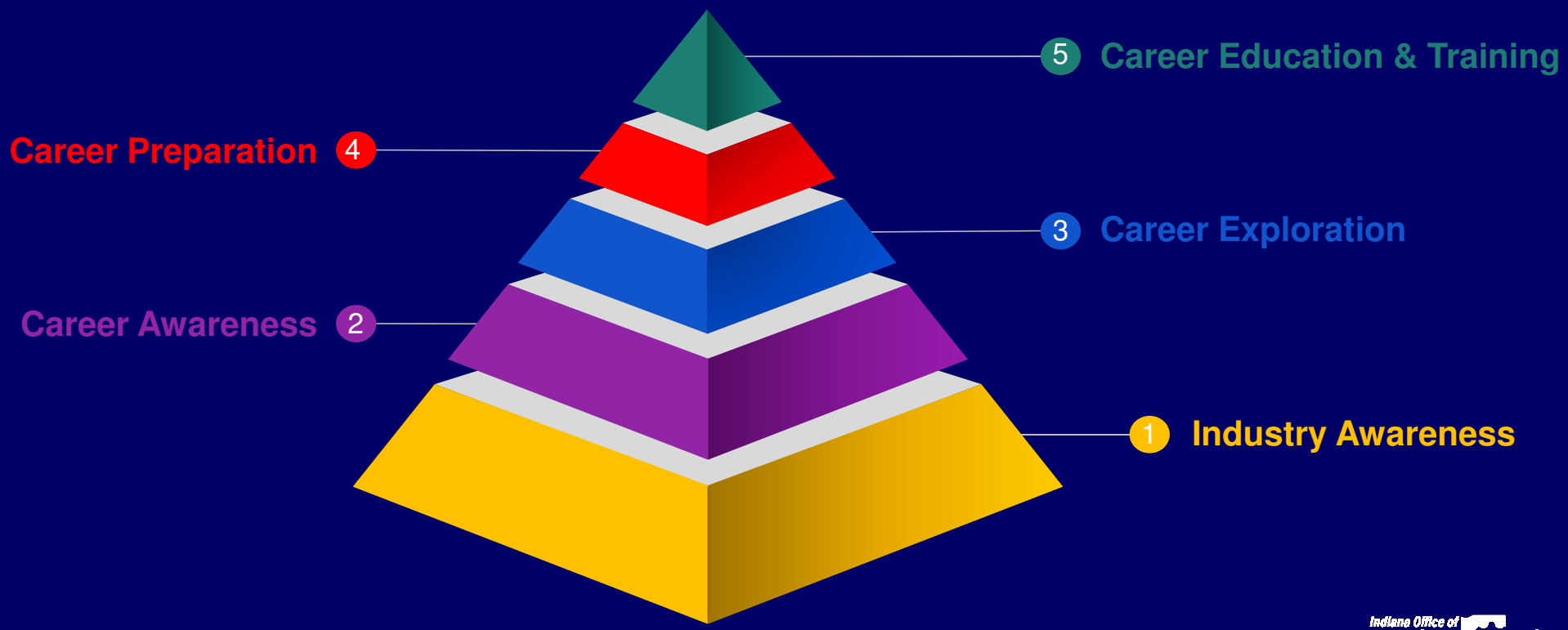
Work-Based Learning Continuum



FROM **EXPLORATION** TO **EXPERIENCE**



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Work Based Learning with Secondary Ed.

8th

Industry Awareness

Learning About Work

- Indiana Career Explorer
- Career Fairs
- Interest inventories
- Lunch and learns
- Classroom visits

9th

Career Awareness with Exploration

Learning About Work

- Job Shadow
- Industry Tours
- Career Presentations
- Guest Speakers
- Career Fairs

10th

Career Exploration

Learning For Work

- Career Research
- Job Shadow
- Career Counseling
- Industry/College Visits
- Project Based Learning

11th

Career Preparation

Learning Through Work

- Clinical Experiences
- Internship
- Job Shadow
- Resume Writing
- Interviewing

12th

Career Training Learning at Work

Learning At Work

- Internship
- Pre Apprenticeship
- Capstone Projects
- OJT
- Registered Apprenticeship

CAREER AWARENESS: LEARNING ABOUT WORK

Students **increase their awareness** of career options and build a strong foundation for understanding their strengths and interests and which career paths align.

Examples:

- Career Presentations
- Guest Speakers
- Career Fairs

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CAREER EXPLORATION: LEARNING FOR WORK

Career Exploration provides individuals with **short term**, direct interaction with partners, and the opportunity to **explore career options** in a way that contributes to motivation for learning and informs students' decisions about further experiences and educational options.

Examples:

- Job Shadow
- Career Mentorship
- Career Counseling
- Work-Based Problem Solving
- Industry Tours

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HIGH SCHOOL INDUSTRY TOURS

1. Students Interested Career Clusters are Identified
2. Students are Assigned to a Tour from one of their top 3 cluster choices
3. Students tour facilities and learn about occupations

Construction Tour:

Associated Builders & Contractors (ABC)

Gaylor Electric

Ryan Fire Protection

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CAREER PREPARATION: LEARNING THROUGH WORK

Career Preparation experiences **support** college and career readiness and include extended direct interaction with professionals from industry and the community. These experiences are designed to give individuals **supervised practical application of skills and knowledge** and often occur in CTE courses.

Examples:

- Clinical Experiences
- Extended Learning
- Instructional Worksite Learning
- Internships

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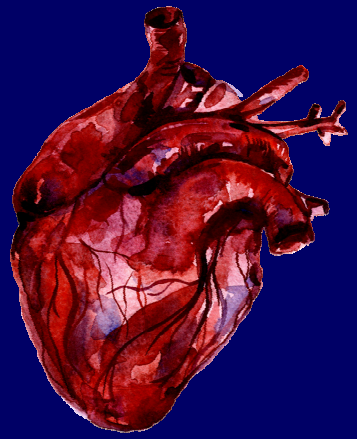
INDUSTRY TEACHING CURRICULUM

Project Lead The Way Coursework

IU Saxony Health

- Dr. Lambert (cardiologist) provides lectures on the Golden Hour
- Students review EKGs and tour Cath Lab
- Demonstration of heart catheters, stents and balloons
- Students get hands-on experience



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MICRO INTERNSHIPS

- Class divided into two groups
- First group remains in the classroom participating with regularly scheduled instruction
- Second group is placed at Internship worksite
- After 2 weeks, groups switch activities
- Schedule allows 5 business partners to support a program of 20 students

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CAREER EDUCATION & TRAINING: LEARNING AT WORK

Career Training experiences prepare individuals for employment in a specific range of occupations.

Examples:

- On-the-Job Training
- State Earn and Learn
- Pre-Apprenticeship
- Registered Apprenticeship

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DOL Registered Apprenticeship

- Business Involvement
- Structured On-The-Job Training
- Related Instruction
- Rewards for Skill Gain
- National Occupational Credential

CERTIFIED STATE EARN & LEARN

- Structured
- Scalable
- Flexible
- Sustainable Partnerships

- Industry Certifications
- Adult and Youth Programs
- Short-Term & Long-Term
- Certificate/Degree Completion

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STATE EARN & LEARN CERTIFICATION PROCESS

1) Needs Assessment

1. Business Consultant or Regional Director report
2. OWBLA staff review
3. Follow up meeting(s) as needed

2) Verification of Key Economic Sector Alignment

1. Demand data
2. Regional/local needs

3) Legal Compliance/Standing with State of Indiana

- Indiana Secretary of State
- Indiana Department of Labor
- Indiana Department of Revenue
- Indiana DWD UI tax review

4) Solution Development

- Identify appropriate pathway/program
- On the job training component (OJT)
- Related instruction (RI)
- Required industry certifications
- Required licenses

SEAL CERTIFICATION PROCESS CONTINUED…

5) Education and Training Resources

- Approved college or related instruction provider (OCTS & ETPL)
- OJT provider
- Verify that RI and OJT meet position requirements from company
- Verify that RI and OJT meet regulatory requirements
- Verify that RI and OJT meet industry certification requirements

6) Conformance Requirements

- Knowledge/competency examination
- Skills examination

7) Partnership Plan

- In place for sustainment of candidates
- Adult source(s)
- Youth source(s)

8) Measured Outcomes

- Metrics and process identified
- Employer requirement to report

9) Funding Availability

- Business Services
- Other departments/sources

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Solution Examples

STATE EARN AND LEARN IN HEALTHCARE

Certified Nurses Assistant:
(Semester 1: 270 Hours)

Certifications:
Phlebotomy
LEAN 6 Sigma Yellow Belt

Work-Based Learning
(Semester 2: 270 Hours)

Total: 540 Hours RI/OJT

Grade 11

IVY Tech:
HLHS 107
PHLB 212
PHLB 257

Qualified Medical Assistant:
(Semester 1: 270 Hours)

Certifications:
Patient Care Technician
EKG Technician
LEAN 6 Sigma Green Belt

Work-Based Learning
(Semester 2: 270 Hours)

Total: 540 Hours RI/OJT

Grade 12

IVY Tech:
HLHS 117
HLHS 222
CARD 206
HLHS 221
CARD 205
CARD 208

Continuation of Healthcare Pathway:

Graduating High School With:
Certifications:
7 Industry Recognized Certifications

Work-Based Learning
1080+ Hours On the Job Experience

Post High School

IVY Tech:
Up to 27 transferrable credits into post secondary programs

COURSES AT SCHOOL

8th GRADE

- Science 8
- Exploring College & Careers

9th GRADE

- Planning for College & Careers (CTE$)
- Biology

10th GRADE

- Integrated Chemistry/Physics or Chemistry
- **WBL/Job Shadow/ Industry Tour**

11th GRADE

- Anatomy & Physiology (CTE$)
- Health Science I:
- **WBL/Internship (CTE$)**

12th GRADE

- Biology 2
- Health Science II: Nursing
- **WBL/Internship (CTE$)**

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Small Company – Big Results

STARK INDUSTRIES

Pathways In Place

- Classroom Visits (No $)
- Open Houses (Low $)
- Job Shadowing (No $)
- Internships (Low $)
- Work-Study (No $)
- Adult Ed with OJT (No/Low $)
- State Earn and Learn

Adult DWD Program: 12 week work and learn CNC Machining Course; 20 hours of weekly OJT added to the regular Ivy Tech class/lab. Result: 100% full-time employment and retention for the students who participated in the OJT component.

Youth, High School Summer Internship: 6 week paid internship for high school juniors and seniors. Result: 86% hire and retention of eligible interns for the last three years.

Company Culture First: Result: Voluntary turnover last two years of 3-5%

Last 5 Years: Workforce Doubled, Sales Tripled

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Final Three Words

The Backbone of Success

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Thank You!

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"Creating meaningful work-based learning solutions through engagement and partnerships with employers, education providers and agencies"