

INDIANA'S DEMAND-DRIVEN WORKFORCE SYSTEM

Indiana University Division of Continuing Studies
2006 Richey Symposium

Governor's core strategy

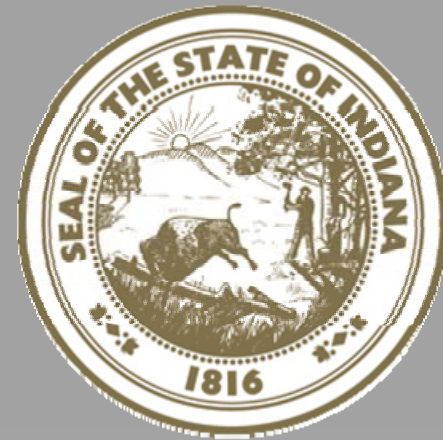
“...improve our ability to bring about a more growth friendly Indiana of rising incomes, sales and wealth.”

2005 State of the State address



Indiana Workforce Development strategies

- Grow Hoosier jobs and employment
- Grow Hoosier personal income
- Deliver premier customer service



INDIANA
WORKFORCE
DEVELOPMENT

A change in approach to workforce development



Social Service Provider

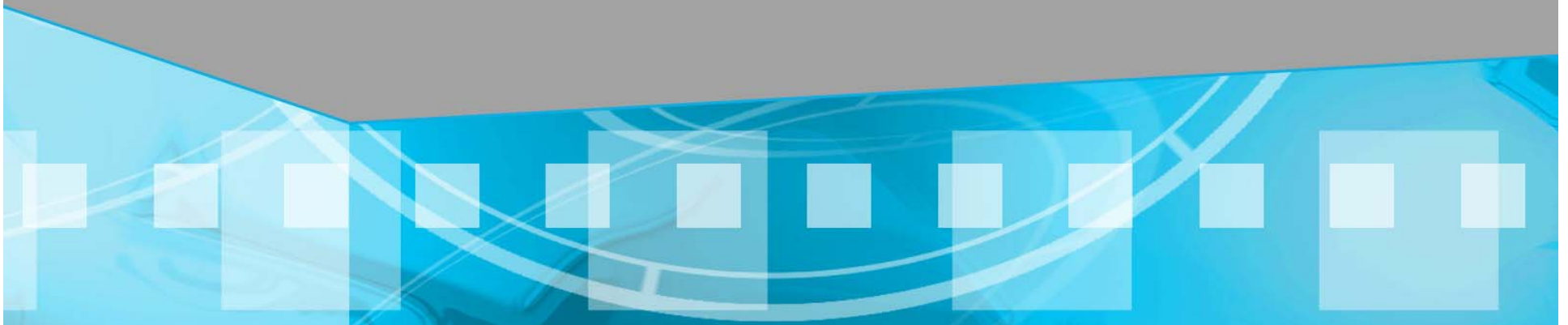
- Customer determines how to utilize workforce “safety net”
- Customer chooses career/training path

Economic Development Tool

- Workforce system steers customer toward high-wage, high-demand occupations

Elements of a demand-driven approach to workforce

- Realign WorkOne Centers from “unemployment offices” to “job placement centers”
- Align emerging workforce to demand inputs
- Streamline employment placement
- Leverage funding tools to promote economic growth
- INNOVATE INNOVATE INNOVATE



Rethinking the WorkOne

WorkOne

- Fulfill mandated role
- Emphasize swift job placement
- Steer training options toward high-demand fields that pay sustainable wages
- Enhance customer service

Emerging workforce: Career Majors Academies

- High school program
- Increase relevance of education
- Emphasize experiential learning
- Encourage out-of-school internships
- 2006 funding cycle
 - Entrepreneurship models
 - STEM disciplines

Emerging workforce: WorkEthic Certification

- Voluntary program
 - Students sign up
 - Employers “sign on” and endorse program
- Document that high schoolers have “soft skills” demanded in the workplace
- Combination of objective and subjective measurements from high school
- College and employment applications?

WorkEthic Certificate

WorkEthic[★]

CERTIFICATE

HONORING HIGH SCHOOL JUNIORS AND SENIORS

Recipient

ON THE _____ DAY OF _____ IN THE YEAR TWO THOUSAND AND FIVE

Whereby you have demonstrated a desire to improve your work readiness and employability skills, we recognize your accomplishments with a WorkEthic Certification. Mastering the work ready traits of punctuality, discipline, respectfulness, teamwork, commitment, organization and showing compassion to your community via participation in service project, earns you the important distinction. Our state is honored to have your skills as a part of the Hoosier workforce.

Mitchell E. Daniels, Jr.
Governor of Indiana

Ronald L. Stiver
Commissioner of IDWD



WorkEthic Certificate

WorkEthic[★]

Completed Criteria



ATTENDANCE

Student attends school and class on a consistent basis and notifies the school in advance of planned absences



DISCIPLINE

Student displays self-discipline and self-responsibility



COMMUNITY SERVICE

Through community service learning, students are able to apply WorkEthic standards demonstrated in academia to the real world



OVERALL GRADE POINT AVERAGE



ORGANIZATION

Displays strong personal and time management skills and flexibility skills. Requires signatures from three teachers.



PUNCTUALITY

Student is punctual in the completion of classroom assignments. Requires signatures from three teachers.



RESPECTFULNESS

Respects the rights of others and demonstrates it to fellow students, teachers and administrators. Requires signatures from three teachers.



TEAMWORK

Displays team/group cooperation with fellow students, teachers and administrators. Requires signatures from three teachers.

PRESENTED BY: 

Streamline job placement: WorkKeys

- Standardized work readiness program
 - Developed by ACT, Inc.
 - Up to 10 modules used (flexible)
- Assessment tests given to every displaced person to go through WorkOne placement process
- Available to high schoolers who sign up for WorkEthic

Streamline Employment Placement: Online Listings

- Current method: CS3
 - Used at both WorkOne Centers and online
 - Difficult to navigate for both employers and job-seekers
- IWD approach: New online tool
 - Initial announcement – Monster.com
 - Negotiations with Monster broke down
 - Still investigating alternative approaches

Leverage Funding Tools: Strategic Skills Initiative

- Dispersed \$23 million of formerly centralized workforce funding into 11 regions
 - Federal Workforce Investment Act
 - Indiana Skills 2016/Training Acceleration Grants
 - Indiana Workforce Development Funds
- Competitive process between regions
- Rewarded innovative, demand-driven concepts

Leverage Funding Tools: Strategic Skills Initiative

- 3 – 2 month phases to develop “Line of Sight”

Shortages

Root Causes

Solutions

LINE OF SIGHT



Leverage Funding Tools: Strategic Skills Initiative

- Sample SSI awards from IPFW:
 - Advanced Business Technology Solutions course development (\$214,234)
 - Addresses needs to develop information technology capacity in NE Indiana
 - Advanced Manufacturing and Logistics Boot Camps for K-12 students, teachers and WIA Service Providers (\$61,200)
 - Addresses emerging workforce aversion to these industries

Indiana University's role in a demand-driven system

- Recognize and build upon existing demand-driven capacity, esp. in School of Continuing Studies
- Develop meaningful relationships with Regional Workforce leadership and IEDC/SBDC management
 - Position yourself as **preferred** training provider
- Embrace organizational flexibility and agility in responding to customer demand

Thank you

Enjoy the conference!