

INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

State Workforce Innovation
Council Meeting
3.31.16

Demand-Driven Workforce System: The right skills at the right time in the right way

ENGAGE

Are employer needs being met?

Establish Job and Skill Demand

- 800 job categories forecast
- Identify associated skills

Validate Inputs

- Gather information from employers
- Confirm utilizing updated technological resources including INK, improved case management system, etc.

Analyze

- Identify gaps between employer required skills and competencies and what is being taught.

ALIGN

Are we teaching those skills and building talent pipelines?

Inform all Hoosiers of Current and Future Job Demand

Counseling/Advising Systems

- Incorporate Employer demand model

K-12

- CTE, JAG, Youth Assistance Programs, Skill Up, etc.
- Work and Learn

Postsecondary

- Certifications/Credentials
- Work and Learn

Workforce Training

- Adult Basic Education
- WorkINdiana
- Vocational Rehab
- Skill Up
- Work and Learn

Align all workforce training against employer-driven demand

Share employer demand data with educators to inform curriculum development

ADVANCE

Are we raising personal income in Indiana?

Identify with IEDC and economic development partners desirable high-wage sectors and related jobs

- Includes growing existing and attracting new high-wage sectors and related jobs

Coordinate with Educators

- To teach skills relevant to growing existing and high-wage business

Proactively Market a Skilled Workforce

- To grow existing businesses and attract new business to Indiana

PROVIDE FEEDBACK, MEASURE AND IMPROVE



INDIANA
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Skill UP Indiana!

Marie Mackintosh

Associate Chief Operating Officer,

Education and Training

SKILLUP
INDIANA!

Skill UP Indiana!

Industry-led partnerships focused on developing training and education programs that align to employer needs.

- Sector-focused training and education programs for in-demand occupations;
- Curriculum based on necessary skills and competencies as identified by local employers;
- Employability skills (soft skills) instruction that can be utilized across all careers;
- Work-and-learn opportunities for youth and adult learners.



Skill UP Round 1

- There were 31 submissions with an ask of more than \$31 million
- The Indiana Department of Workforce Development awarded more than \$11 million to 13 community partnerships
- Awarded programs will equip Hoosiers with the skills necessary to fill the **1 million jobs** projected to be available over the next 10 years



Skill UP Round 2

Availability of \$9 million - \$11 million for partnerships that meet the following criteria:

- Encompasses a contiguous geographic area consisting of a minimum of 200,000 in population *or* must encompass an existing economic growth region(s) as defined by IDWD.
- Industry-led and establishes itself as the applicant and choose an appropriate fiscal agent.
- Submits a letter of intent, preliminary application and final proposal by assigned deadlines.
- Ensure stakeholders, including elected officials, representing this geographic area participate in the application process and endorse the application with their signatures.
- Provides a private match of at least 25% for the activities that are outlined.
- Provide evidence for how it meets the guiding principles of Skill UP.



Skill UP Round 2 Timeline

- **April 15th** - Release grant guidelines and one-page summary
- **May 2nd** – Informational webinar
- **May 16th** - Letters of Interest due
- **June 30th** – Preliminary proposals due
- **August 31st** – Final proposals due
- **October 20th** – Announcement of awards



Questions?



Contact Jennifer O'Shea
Director of Business Services
Jo'shea@dwd.IN.gov



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PROVIDE FEEDBACK, MEASURE AND IMPROVE

ALIGN

Are we teaching those skills and building talent pipelines?

O*NET Texas
Library

Common
Employability
Skills

Emerging
Indiana Skills

Improved
Identification
of Indiana
Skills in
Demand

PROVIDE FEEDBACK, MEASURE AND IMPROVE

MINDSETS

Intellectual Risk Taking - Develops a healthy balance of mental, social/emotional and physical well-being; understands that life-long learning are necessary for long-term career success; willingness to work and learn and continually apply new knowledge

Appreciation of Diversity - Embraces diverse views and varying perspectives; demonstrates empathy and respect for others

Self-confidence - Possesses belief in own ability to succeed

Sense of belonging - Demonstrates a sense of belonging in the job environment; demonstrates commitment to an organization

Career Path - Relates interest, aptitude and abilities to appropriate in-demand occupations in order to select career path

SELF-MANAGEMENT SKILLS

Pride in Work - Assumes responsibility, takes personal ownership of performance quality; understands short-comings and sets goals to improve

Self-Discipline - Demonstrates self-discipline and self-control

Independence - Works independently; creates relationships with mentors and supervisors that support success

Perseverance - Delays immediate gratification for long-term rewards; demonstrates endurance, follow-through and capacity to complete tasks

Stress Management - Overcomes barriers to workplace learning; demonstrates effective coping skills when faced with problems; performs under pressure and achieves deadlines

Time Management - Prioritizes and balances school, home, work & community activities

Adaptability - Manages transitions and adapts to changing situations and responsibilities

Integrity - Trustworthy, honest and comprehends ethical courses of action

Professionalism - Uses appropriate judgement; demonstrates empathy and respect for others, demonstrates social maturity and behaviors appropriate to the situation and environment; dresses appropriately, speaks politely

Work Ethic - Punctual with good attendance; does not abuse drugs; maintains appropriate hygiene and attire; demonstrates ethical decision-making and social responsibility

LEARNING STRATEGIES

Written Communication - Applies reading, writing, math and scientific principals

Decision Making - Utilizes critical thinking skills to make informed decisions based on options, rewards, risks, limits and goals

Initiative - Applies self-motivation and self-direction to learning

Technology Savvy - Applies existing and emerging media and computer application skills

Attention to Detail - Demonstrates high-quality work by reviewing the detailed aspects of work process and end products or service

Organization - Plans and organizes long and short term academic, career and social/emotional goals; balances all types of workplace and personal situations

Information Gathering - Observes and gathers evidence; considers multiple perspectives to make informed decisions; locates, organizes, analyzes and communicates information

Problem Solving - Applies critical thinking skills to complex problems; evaluates causes, problems or patterns; explores workable and innovative solutions to improve situations

SOCIAL SKILLS

Oral Communication - Clearly and effectively expresses ideas and messages to others

Teamwork - Creates positive and responsive relationships with peers, colleagues and customers; uses effective collaboration and cooperation skills

Leadership - Guides, supports and encourages groups of diverse teams; sharing knowledge and skills when possible

Conflict Management - Negotiates to resolve or mediate conflict; avoids potential conflict

Self-Advocacy - Asserts self when necessary

WORKPLACE SKILLS

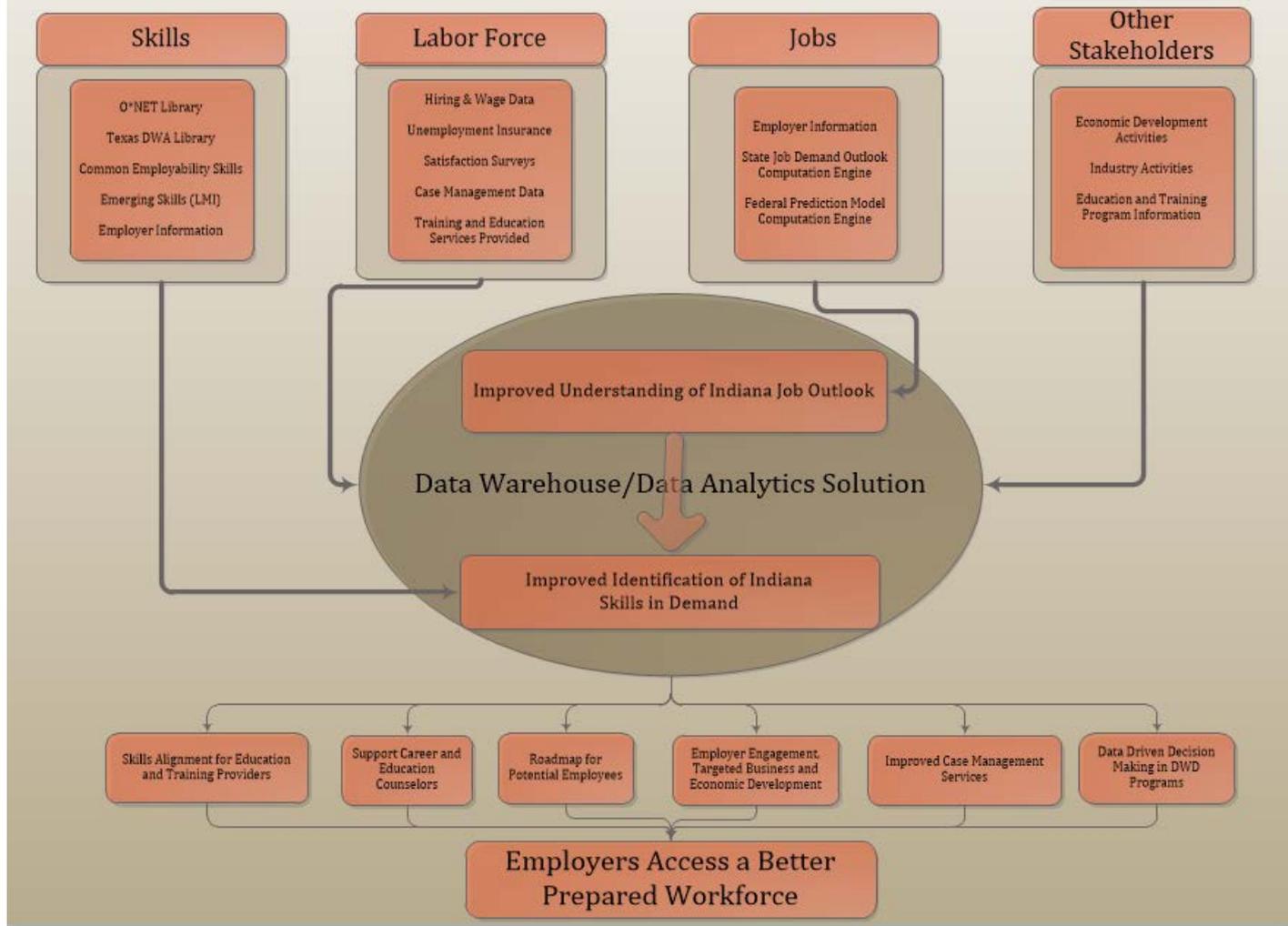
Personal Safety - Demonstrates personal safety skills

Follows Directions - Follows employer established policies and business practices

Resource Allocation - Identifies, leverages and distributes money and materials effectively and efficiently

Customer Service - Responds quickly to the needs of customers and achieves customer satisfaction

Demand Driven Workforce System



IMPROVED INFORMATION — BETTER PREPARED WORKFORCE

The right skills, at the right time, in the right way.

Employer Engagement : Strategy Roadmap

Gather information
from employers

Develop skill level
understanding of employer
needs

Sector Strategy Implementation:

- Exclusively focused on High Wage / In Demand sectors with Industry leaders
- Develop deep skill level /occupational demand picture
- Provide Business Analysis of Industry / Economic trends

Regional Strategy Implementation:

- Focused on regional relationships with Employers to establish and maintain skills library and occupational demand data
- Establish and maintain relationships with regional partners
- Develop deep skill level /occupational demand picture
- Collect relevant employer level data

Counseling Activities and Considerations

Counseling and Advising Systems:

- ✓ IDOE Moodle (webinar) on Demand
- ✓ State of the Workforce Newsletter to counselors
- Partner with Higher Ed and K-12 to add demand content
 - Degree/credentialing programs for counselors and advisors
 - Connections to advisors
 - Employability Skills embedded in student requirements
 - Rubric to measure Employability Skills
 - Classroom connections to demand
 - Develop curriculum support materials
- Include demand content in Indiana Career Explorer and other high-use systems in the **counseling** space
- Incentivize **work and learn** opportunities in high-demand occupations

Engage Align Advance

Phase 1

- Skills alignment for workforce and education

Phase 2

- Support career and education counselors
- Roadmap for potential employees
- Employer engagement, targeted business expansion and economic development

Phase 3

- Data driven decision making in DWD programs and P-16 programs
- Improved case management services; including P-16 advising
- Growing existing and new high-wage jobs

IMPROVED INFORMATION = BETTER PREPARED WORKFORCE

MARCH 31, 2016

INDIANA
WORKFORCE
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2016 Legislative Update

Indiana General Assembly Session Summary

SB301

Engage

Occupational Demand report before July 1, 2016. (DWD)

- Outline **expected workforce needs of employers** over a 10 year projection;
- Outline the **training and education required** to meet those expectations.

CTE/Certification Course Inventory (DWD)

- Identify Regional Gap Analysis (Current Offerings v. Actual Workforce Need)
- Input from CHE, Ivy Tech, DOE & Local Workforce Boards

Labor Market Demand/Average Wage Level Reports

- Categorize CTE programs into different demand levels for DOE
- Inform DOE on CTE grant amounts with data on average wages per region/county/municipality

CTE Utilization Report (DWD & DOE) Nov. 1, 2016

- CTE Courses Available per High School and School District
- Number of Enrollees in each program for preceding school year.

SB301

Align

Ivy Tech Administrative Structure

- VP focused on Programs & Pathways to meet Workforce Demand
- VP focused on Academics and Transferability of Program Credits

Regional CTE Course Recommendations (DWD)

- Annual Recommendations for CTE/Certification Courses at High Schools
- To Budget Committee by Jan. 1 (Assist by CHE, Ivy Tech & Local Workforce Boards)

Measuring CTE Outcomes (DWD)

- Develop Procedure for Measuring Outcomes (CHE & Ivy Tech)
- DWD to provide necessary data

State Board of Education (SBOE) involvement

- Must consider Workforce needs, training and education requirements when revising it Long Range State Plan for Secondary CTE

SB301

Align

Ivy Tech Advisory Committee Structure

- Adds DWD Commissioner membership to Ivy Tech Advisory Committees
- Advisory Committee to consider Occupational Demand data

Alignment Progress Reports

- Ivy Tech to report on progress in alignment efforts within each works council region.

Career Council Support

- Career Council will consider the workforce needs, training and education requirements reported by DWD in carrying out its duties

- **HEA 1344 – Unemployment Insurance**
 - Eliminates the unemployment insurance board and transfers duties to DWD.
 - Requires DWD to report to the general assembly and the governor annually and to make periodic presentations to the budget committee.
 - Codifies “Jobs for Hoosiers” in statute and allows DWD flexibility to make exemptions from the orientation requirement.
 - Limits the amount of money from the “P & I” fund that can be used by DWD to \$5M per year & removes approval by DWD for available funding for apprenticeship and pre-apprenticeship training programs.
- **HEA 1382 –Proprietary Educational Institutions**
 - Transfers administrative responsibilities of the Office for Career and Technical Schools (OCTS) from the SWIC to DWD.
- **SEA 20 –Workforce Policies**
 - Specifies the persons that may represent either party during an unemployment insurance appeal hearing.
 - Urges the legislative council to assign topics related to employee misclassification to an interim study committee during the 2016 legislative interim.

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When you change the way you see things,
the things you see will change

Indiana
APSE

Association of People Supporting EmploymentFirst
3/31/2016

EMPLOYMENT FIRST - EMPLOYMENT NOW

#EmploymentFirstIN

WHAT IS IN-APSE?

- ❑ IN-APSE Mission Statement: IN-APSE is a membership organization that promotes and expands quality, community employment outcomes of choice for all people with disabilities.
- ❑ IN-APSE has been representing Hoosiers with disabilities, their families, providers of employment services, and Indiana businesses since 1988.

WHAT IS *EMPLOYMENT FIRST*?

From the U.S. Department of Labor:

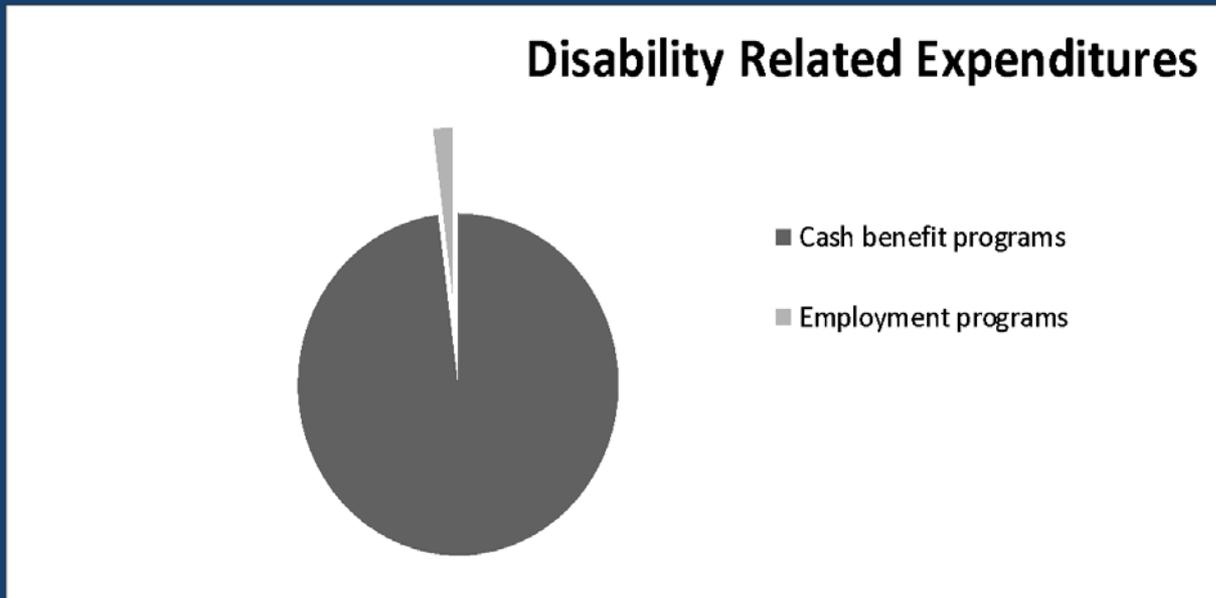
“A critical priority for the U.S. Department of Labor, Office of Disability Employment Policy (ODEP), is to invest in systems change efforts that result in increased community-based, integrated employment opportunities for individuals with significant disabilities. This priority reflects growing support for a national movement called *Employment First*, a framework for systems change that is centered on the premise that **all** citizens, including individuals with significant disabilities, are capable of full participation in integrated employment and community life.”

WHAT IS *EMPLOYMENT FIRST*?

- ... that employment in the general workforce should be the first and preferred option for individuals with disabilities receiving assistance from publicly funded systems. Simply put, *Employment First* means real jobs and real wages.

Why is Employment First Important to Indiana!

From a State Budget Perspective



The Business Case

Talent to Drive Your Business' Success

Hear what businesses have to say about the value of employees with disabilities.



Why is Employment First Important to Indiana Businesses



Brian Pier Manager Walgreens
Kokomo, IN
and IN-APSE Board member

Working with persons with disabilities has helped me better understand all team members abilities. Business runs better because we work with their strengths and don't look at what they can't do. Whether they have a disability or not I am a better leader because of hiring a wide diverse team.

Why is Employment First Important to Indiana Businesses



Scott Beauchamp
President & CEO,
Indianapolis Yellow Cab, Inc.
Indianapolis, IN

People with disabilities face an unemployment rate that is more than twice that of people without a disability, sometimes as much as 70% in the case of blind individuals. This constitutes an incredible untapped talent pool for prospective employers. People with disabilities are a very diverse group, made up of individuals with many different talents, skills, and levels of ability, and the biggest benefit of all, they want to work!

As a company owner, I recognize the benefits of hiring from the disability community. Almost 20% of our population has some type of disability, to dismiss these candidates when looking to fill positions would mean ignoring 1 out of 5 applicants and missing out on many potentially great employees. Some businesses are worried about hiring an employee with a

Scott Beauchamp (Continued)

President & CEO,
Indianapolis Yellow Cab, Inc.

disability due fears of the cost of accommodations, when in reality the cost of accommodating someone's disability is far less than the benefits you will gain from broadening your hiring horizons. There are numerous providers who can help with any necessary accommodations, and many times it might just mean rearranging your office slightly or adding an accessible program to your computer system.

Indianapolis has many well respected disability service providers who can help place individuals, and our State agencies do an excellent job preparing job candidates through Vocational Rehabilitation and other State funded services. The City of Indianapolis was named the Most Accessible City in the USA in 2009, and also has implemented a Disability Owned Business Initiative which targets 1% of annual government spending for businesses owned by people with disabilities. The next step in making our City and State a world class business environment is to broaden the hiring of people with disabilities within our work force. Indianapolis Yellow Cab has hired individuals with disabilities on a consistent basis over the years and our experience has been nothing but positive, I wholeheartedly encourage other businesses to do the same!

Why is Employment First Important to Indiana Businesses

Here at Marshalls, we strive to be an Employer of Choice as well as a Neighbor of Choice in our communities. There is no better example than our partnerships with agencies that assist individuals in finding employment.

We have the pleasure of having 6 such individuals currently on our staff. Many have been here a year or longer and one has celebrated nearly 15 years with us and is still going strong. They each perform important roles and tasks that help our store succeed. Even more amazing than the jobs they do is watching them blossom in their social skills. They quickly become an important part of our family. They make friends and laugh and joke with coworkers. I truly believe that we get far more from our associates and these partnerships than we could ever give back. Thank you for your hard work in helping these individuals find employment and thank you for sharing some of them with us at Marshalls.



Store Manager: Russ Cummings
Organization: Marshalls
Location: Avon, Indiana

Why is Employment First Important to Indiana Businesses



Shannon Castetter
Director, Red Oak Industries
Columbus, IN

As the director for Red Oak Industries I feel blessed to be a part of an organization that provides an integrated work environment where individuals who have a disability are welcomed and supported. Red Oak currently has 62% of the workforce that has a disability of some type; and they are each capable of doing the work at each assigned location. Watching someone who might have come into the workforce with no experience, no confidence and inability to communicate effectively change has they learn they have the ability to succeed, earn a paycheck and do the same work as everyone else that is a blessing.

My favorite quote:

"Educating the mind without educating the heart is no education at all."

Aristotle

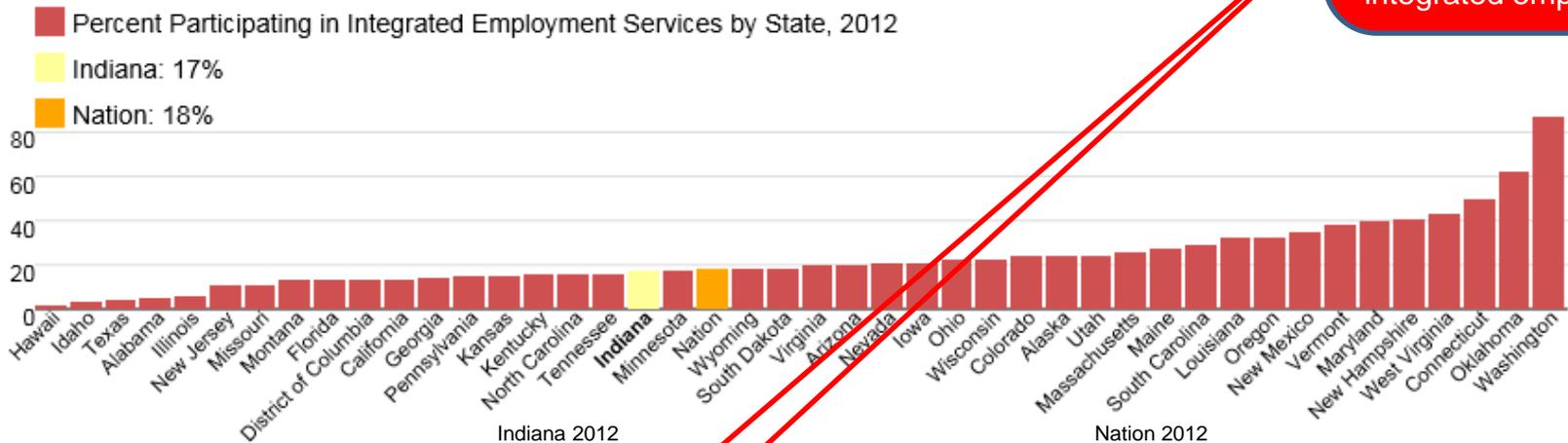
Why is Employment First Important to Indiana!

For Indiana residents with disabilities



Individuals with intellectual developmental disabilities

13,259
 - 2,210
11,049
 Individuals in non-integrated employment



	Indiana 2012		Nation 2012	
	Number	Percent	Number	Percent
Total in day and employment services	13,259		605,680	
Total in integrated employment services	2,210	17%	111,670	18%
Total funding for day and employment services	\$78,110,090.00		\$5,078,903,586	
Total funding for integrated employment services	\$4,874,410.00	6%	\$695,323,621	14%

Community Mental Health and Employment

53,493
 - 12,531
40,962
 Individuals who are not employment

State	Total Number of Individuals Served in CMHPs*	Individuals Served in CMHPs Who are Employed	Percentage of Individuals Served Who are Employed
CA	196,058	15,729	8%
PA	55,315	4,416	8%
WA	55,009	7,028	11%
LA	38,029	4,415	12%
ME	12,857	1,624	13%
MA	19,518	2,689	14%
MD	38,171	5,524	14%
AL	73,341	12,110	17%
OR	34,556	5,876	17%
SC	52,921	9,119	17%
TX	134,560	22,651	17%
FL	162,206	28,586	18%
MS	51,811	9,160	18%
WV	34,321	6,222	18%
GA	85,681	16,241	19%
KY	85,871	16,479	19%
MI	124,490	23,054	19%
OK	34,122	6,438	19%
TN	7,911	1,518	19%
NY	345,677	77,116	22%
HI	4,937	1,154	23%
IL	117,184	27,240	23%
IN	53,493	12,531	23%
NC	163,184	37,322	23%
NV	14,735	3,432	23%
OH	34,859	22,227	23%
RI	17,071	3,937	23%
VA	72,733	17,065	23%
CT	33,617	8,167	24%
DE	3,962	965	24%
ID	10,550	2,494	24%
NM	23,235	5,859	25%
UT	25,428	6,724	26%
WI	14,069	3,949	28%
AR	39,666	11,516	29%
IA	1,387	401	29%
CO	39,753	11,925	30%
MN	42,722	13,592	32%
NJ	257,548	82,571	32%
KS	36,399	12,090	33%
NE	21,123	6,900	33%
VT	11,194	3,701	33%
ND	11,644	4,362	37%
AZ	83,759	31,569	38%
NH	11,631	4,942	42%
AK	1,325	585	44%
WY	11,481	5,457	48%
DC	-	-	-
MO	-1	-	-
MT	-1	-	-
SD	-1	-	-
US Total	2,871,110	618,668	22%

3/31/2016

Source- <http://www.statedata.info/statepages/Indiana>

REMEMBER THERE ARE OTHER DISABILITY GROUPS!

Blind/ visually impaired

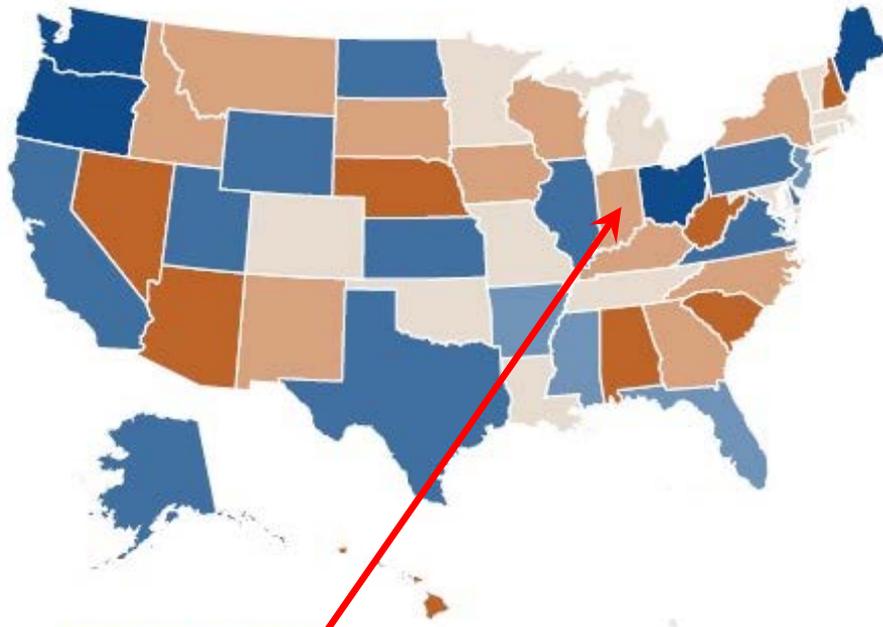
Traumatic brain injury

Physical disabilities

Deaf and hard of hearing

Etc...

EMPLOYMENT FIRST ACROSS THE NATION



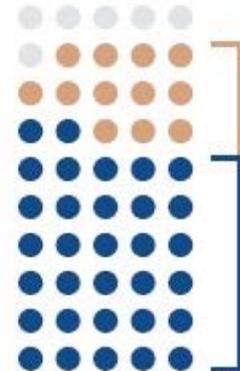
TYPE OF ACTION

- No Known Activity
- Directive
- Legislation
- Activity, No Policy
- Executive Order
- Legislation + Directive or Executive Order



FOR STATE-SPECIFIC INFORMATION, VISIT WWW.APSE.ORG

Defining *Employment First* Employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability. A number of Employment First policy strategies have been implemented throughout the country in response to the critically low labor force participation and employment rates for people with disabilities.



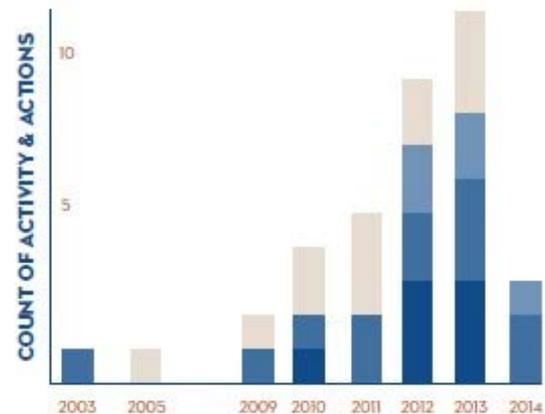
44 STATES

have known Employment First activity over the past decade.

32 STATES

have formal policy action in the form of a Policy Directive, Executive Order or Legislation.

FORMAL POLICY ACTIONS OVER TIME



WHAT EMPLOYMENT FIRST WOULD LOOK LIKE:

All citizens of Indiana with disabilities are offered employment within the general workforce, as a FIRST choice.

- Positive philosophy, policies, & funding
- Capacity building & advocacy efforts
- Strong, consistent leadership
- Data based decisions
- Systems change initiatives
- Transition focus

** Based on states with strong Employment First initiatives*

Action Needed!

- ❑ #EmploymentFirstIN
- ❑ Talk to legislative partners, stakeholders, friends and family
- ❑ Learn
 - ❑ US Department of Labor has a Disability Policy, Employment Practice, Full Inclusion at:
 - ❑ [U.S. Department of Labor -- ODEP - Office of Disability Employment Policy - Employment First](#)
 - ❑ APSE (National Chapter)
 - ❑ <http://www.apse.org/wp-content/uploads/docs/APSE%20Employment%20First%20Statement%20-%20FINAL-1.pdf>

FOR MORE INFORMATION:

Websites

- State Website- www.inapse.org
- National Website- www.apse.org



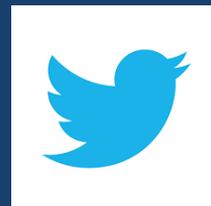
Facebook

- <https://www.facebook.com/INAPSE>



Twitter

- @inapse
- #EmploymentFirstIN



QUESTIONS/ COMMENTS

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Carla Orr, Indiana Chapter Past President and Public Policy member

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