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**Meeting of the State Workforce Innovation Council
Employer Engagement Taskforce**

April 14, 2016

1:30 p.m. – 3:00 p.m.

**Indiana Government Center South, Conference Room 7
302 West Washington Street, Indianapolis, IN, 46204**

Agenda

- I. Call to Order/Roll Call/Welcome and Introductions
Members Present: Sascha Harrell, Melissa Miller, Stephanie Wells, Billie Dragoo, Kristina Blankenship, Tami Hatfield, Jeff Duell and Brad Rhorer
- II. Goals of the Taskforce, Mike Barnes
Mike Barnes shared with the group that the purpose of the first meeting was to provide feedback on the skills library and focus group plan.
- III. Overview of the Demand Driven Workforce System, Mike Barnes
Mr. Barnes gave an overview of the Demand Driven Workforce System. The goal of the system involves improved alignment of employer demand and workforce supply.

In order to accomplish this, IDWD will ENGAGE with employers to ensure that their needs are being met. This will involve gathering data from employers in order to forecast occupational demand today, 1, 3, 5, and even 10 years in the future. In order to better ALIGN our education and training programs with employer needs, IDWD will use this data to determine skills and competencies associated with those in-demand occupations and focus specifically on where gaps currently exist. This process will be critical in helping IDWD and other partners to ADVANCE Indiana as a great place to live and work, and to start or grown a business by helping Hoosiers make informed career decisions and by providing employers with a skilled workforce.

- IV. Skills Library and Focus Groups, Lucy Houchin
Lucy Houchin discussed the Skills Library, which was constructed to be transferable across multiple stakeholder groups to understand and respond to labor market dynamics. It was originally developed by the Texas Workforce Commission, Texas State Technical College and SkillsNet Foundation and is built upon an existing structure with wide acceptance (NAICS, SOC, and O*NET)

The Skills Library was developed to address our same challenge: Provide a medium to communicate and align worker capabilities with employer skill requirements. Through sector focused focus groups, we are looking to refine it and make it our own. These focus groups will be conducted around the state in the month of May.



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Through the focus groups we will share DWA statements for sample occupations and gather feedback on usability as common language, their level of accuracy and ideas for maintaining up-to-date information.

The taskforce liked the approach of both adopting a skills library and using focus groups to vet the DWA's. The group agreed that creating a common language around competencies, skills and job titles would be extremely useful for all constituents as they often "speak different languages". Companies often have very different titles for similar positions and it can be confusing.

The taskforce also provided valuable feedback the survey that will be presented to focus group participants including the addition of more "company size options" and gauging if employers use WorkOne instead of just assuming that they do.

Lastly, members of the taskforce encouraged DWD to better share information. Information should be shared with students so that they understand what opportunities look like. Information should be shared with employers. Employers are often asked for feedback but are never given the outcomes and data that are generated from their feedback.

V. Adjourn 3:00 p.m.

Next meeting date and location TBD