



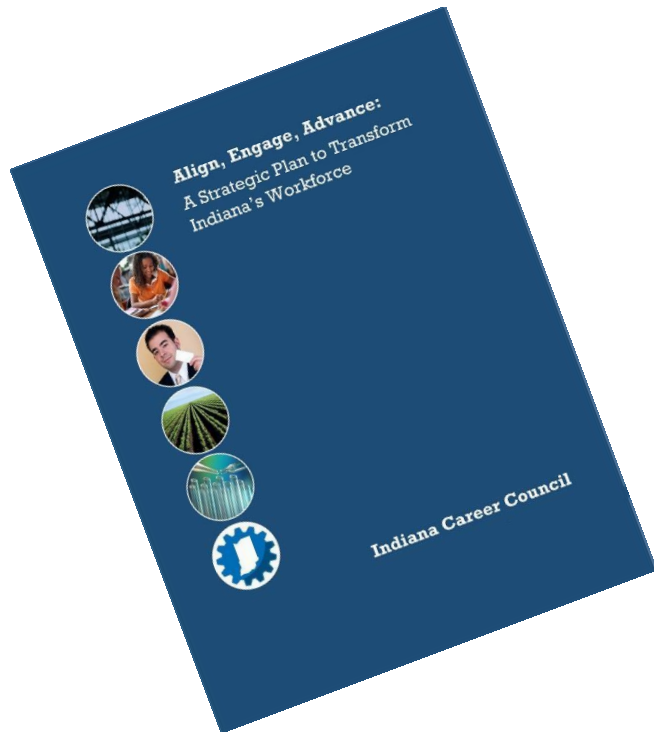
Indiana Sectors Summit 2016

Dr. Sue Ellspermann

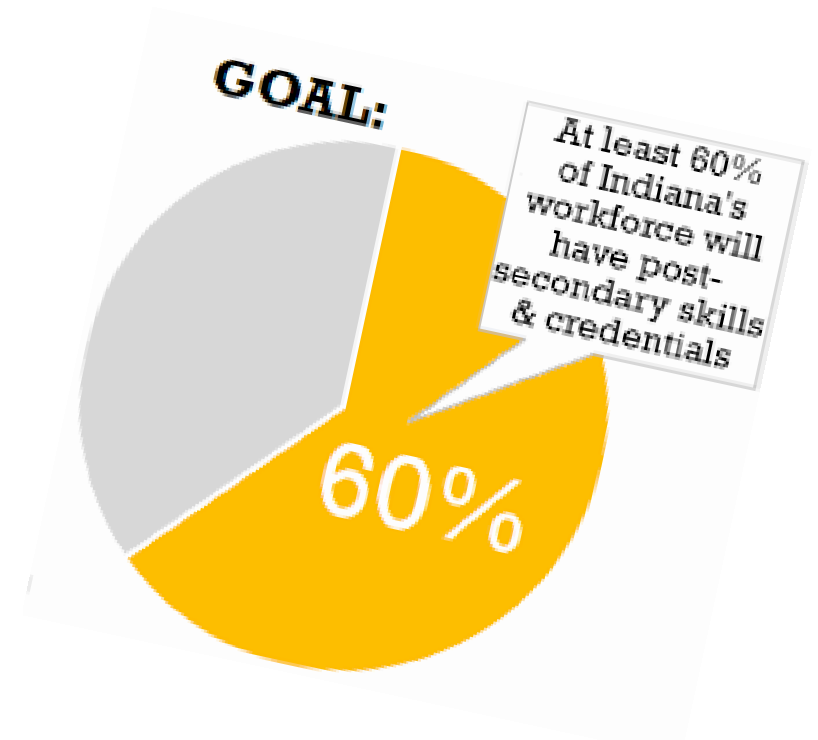
October 20, 2016



The Indiana Career Council Big Goal



All Hoosiers will have the opportunity to access career pathways aligned to their interests, skills and personal employment goals. **At least 60 percent** of Indiana's workforce will have the postsecondary knowledge, skills, and credentials demanded within Indiana's economy by 2025.

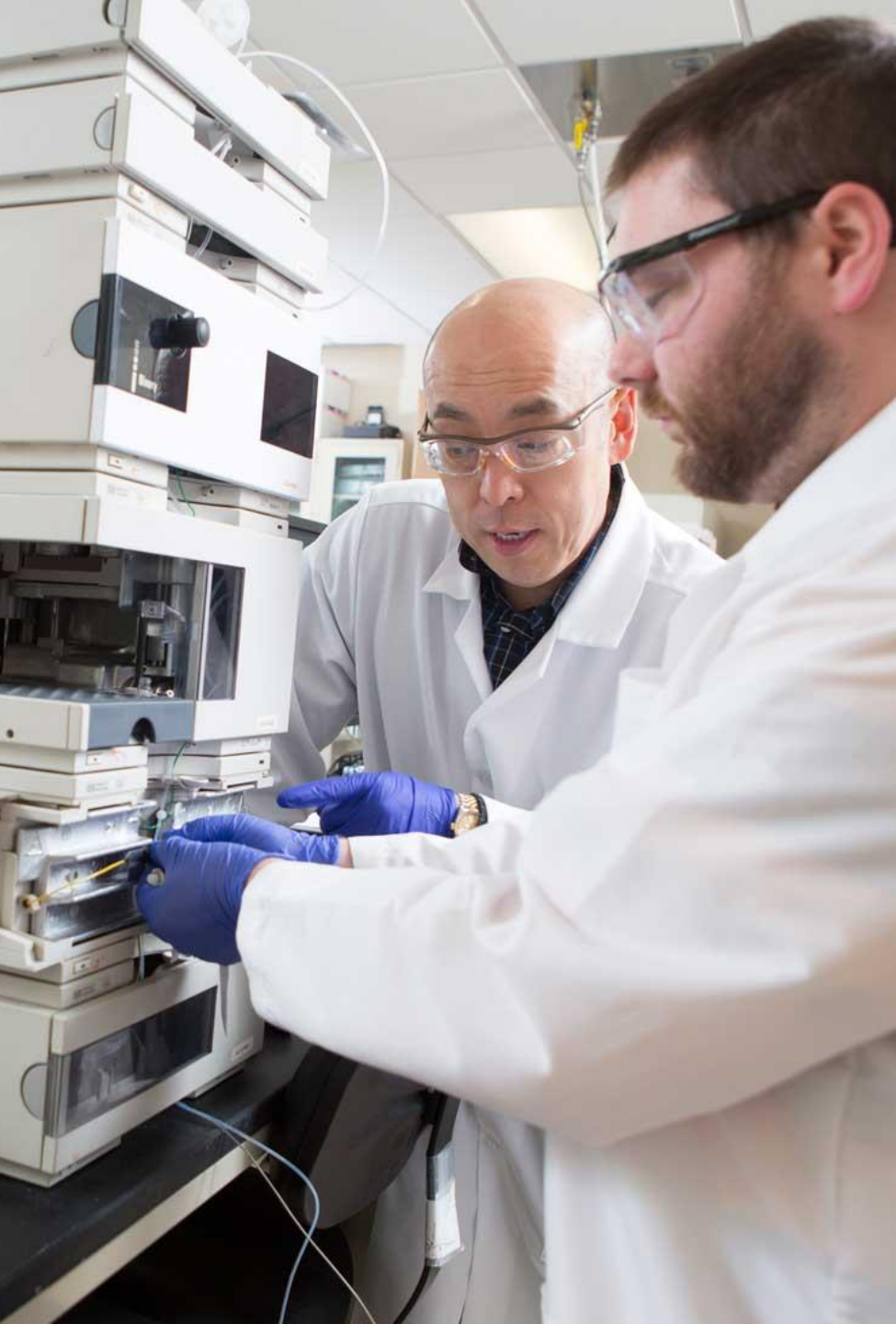


Indiana Career Council Strategic Plan

Launch/Expand regional sector partnerships that complement the State's priority industry sectors to provide a mechanism for Indiana's education, job skills training, and career development system to collect information and respond to sector needs.

Ivy Tech Community College has 32 campus and offers courses in 50+ locations around the state. The Community College has the ability to offer regional specific training to respond to sector needs.





Ivy Tech's Mission

Student Success

Do everything we can to help students complete on their expected timeline

- Today we have 20,000 completions a year; we need 50,000 a year

Aligning with Workforce

Meet the needs of the workforce based on demand-driven data

- This is our chance to move Hoosiers into good jobs
- Over half a million of the jobs of the future will require a sub-baccalaureate degree

Ivy Tech's Role in the Statewide Workforce Development Ecosystem

- We must dramatically increase post-secondary educational attainment and workforce readiness (The Indiana Career Council, Lumina Foundation, CHE, DWD, etc.)
- To reach the goal of 60% post-secondary attainment, we must double the number of adults with sub-baccalaureate credentials (more than high school and less than 4-year degree)
- Ivy Tech is the link between K12, adult education, higher education, and employers in educating, training, preparing, transferring, and providing for career pathways

2 WAYS WE FUEL INDIANA'S WORKFORCE

1



2

WE PRODUCE GRADUATES
WHO ARE TRAINED FOR
THE MIDDLE SKILL JOBS

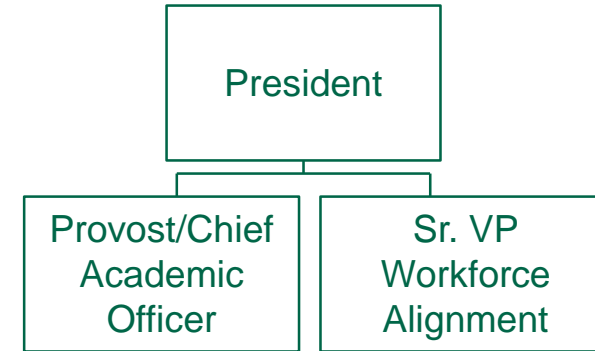
WE PROVIDE WORKFORCE
TRAINING TO IMPROVE
YOUR CURRENT WORKFORCE

Senate Enrolled Act 301-2016



The President shall select and employ two vice presidents

- One whose focus is on programs and pathways designed to meet workforce and employer demand
- One whose focus is on academics and transferability of program and pathway credits



The commissioner of the department of workforce development or the commissioner's designee shall be a member of each program advisory committee established by Ivy Tech

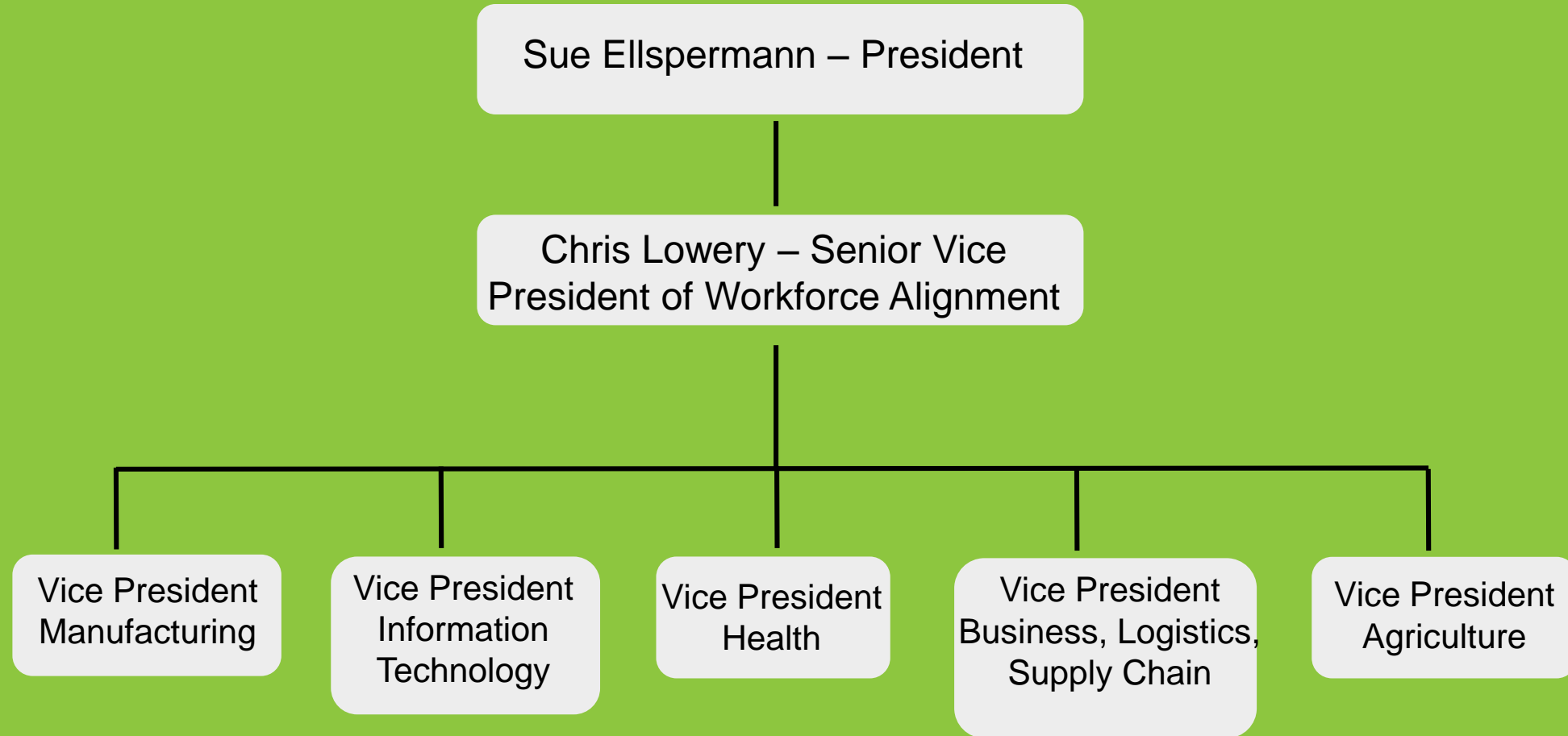


Ivy Tech Community College, shall use information concerning workforce needs and training and education requirements of the region identified in the occupational demand report

- Strategically, it is of critical importance that Ivy Tech leverage demand-driven data to inform and support our workforce alignment strategy; this data will help frame the future direction of the Community College in Indiana

	2018 Base Employment	2024 Projected Employment	Change	Growth Percentage	Annual Openings	Annual Displacements	Net Change	Net Change Value
SOC700								
Combined Food Preparation and Serving Workers, Including Lead Food	83,250	95,377	12,127	14.45%	12,000	1,200	20,800	20,800
Registered Nurses	36,850	78,700	41,850	113.43%	11,540	1,000	13,540	13,540
Retail Salespersons	91,010	103,898	12,888	14.16%	16,770	1,000	15,770	15,770
Team Assemblers, and Paint, Ink, and Material Handling Equipment Operators	89,710	91,297	1,587	1.77%	18,070	1,800	17,270	17,270

Workforce Alignment Organizational Structure



Supporting the Workforce Needs

- Ivy Tech offers a wide variety of high-quality, demand-driven, voice-of-the-customer oriented educational and training programs, degrees, certifications, and credentials employers need today and will need in the future
- Ivy Tech's offerings can be developed and co-developed to the needs of employers and offered when and where most applicable to the need
- Ivy Tech offers the ability to help construct internships, co-ops, externships, and other pathways for placement into jobs



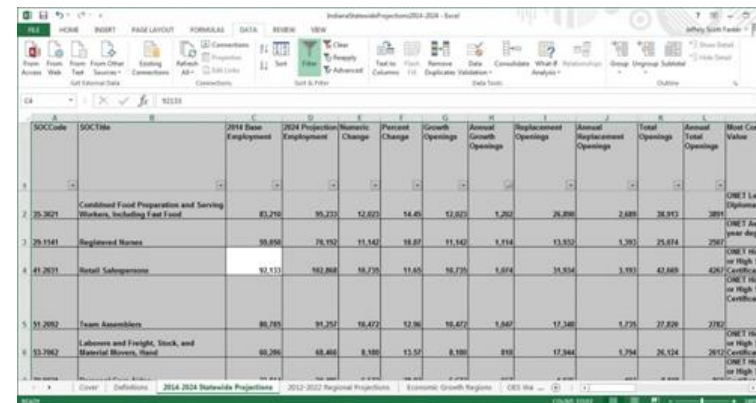
Occupational Demand Report Details

- Workforce needs of Indiana employers for a 10-year projection
- Training and education that will be required to meet the expected needs
- Categorization of workforce needs, training and education requirements by classification or generally recognized labor designations statewide and by region
- Employment Projections:
 - Standard Occupational Classification (SOC)
 - Statewide projections for 2014 – 2024; Regional projections for 2012 – 2022
 - Statewide and regional projections by total openings for the 10-year timeframe consisting of job openings due to growth, and job openings due to replacement of current workforce (actual numbers and percentage change)
- Training and Education:
 - Requirements for employment across over 700 job classifications
 - Information gathered from two national sources – O*NET and BLS

Occupational Demand Database

Workforce Report:

www.ivytech.edu/workforce-engine



SOC Code	SOC Title	2014 Base Employment	2014 Projection	Percent Change	Annual Growth	Annual Replacement	Total Openings	Annual Replacement	Total Openings	Most Valuable	
25-2021	Combined Food Preparation and Serving Workers, including Fast Food	83,216	95,222	14.4%	12,007	1,200	26,800	2,681	38,913	389	
29-1341	Registered Nurses	39,606	75,152	11.54%	19.87	11,540	1,114	13,532	1,293	25,624	256
41-2031	Retail Salespersons	91,113	90,868	-0.27%	-0.27%	10,720	5,674	16,394	3,193	42,668	426
51-2092	Team Assemblers	89,785	39,252	-55.72%	-12.36	10,477	1,667	17,340	1,735	27,826	278
53-7042	Labourers and Freight, Stock, and Material Movers, Hand	60,286	48,466	-19.61%	-13.57	8,188	818	17,344	1,734	26,124	261



Aligning the Demand-Driven Data

- Detailed analysis of available data from multiple agencies (such as Ivy Tech, DWD, CHE, DOR)
- Including the new DWD Occupational Demand Report
- Development of initial strategies to align Ivy Tech workforce programs with:
 - Occupational demand of the state
 - Needs of our students and their communities
 - Needs of Indiana employees and employers
- Recommendation of those strategies and ongoing assessment of the impact of such strategies through data

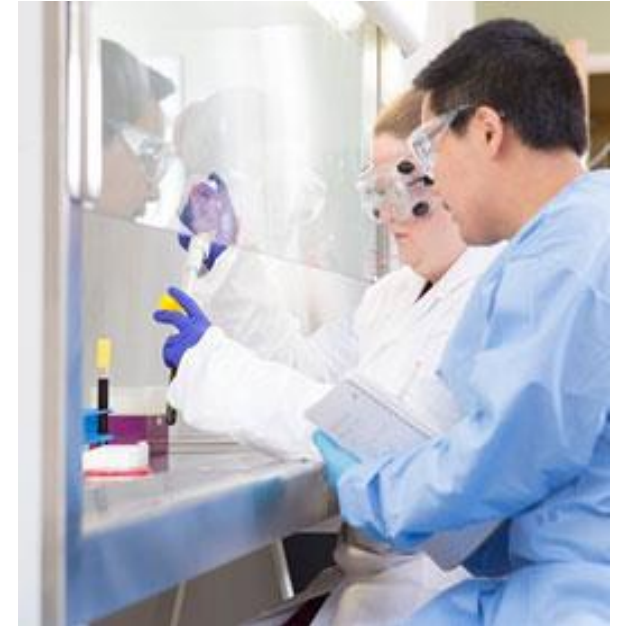


Creation of a Comprehensive, Geographical Map

- Occupational Demand Report data
- Capabilities and resources of Ivy Tech and other relevant training and education providers
- All at multiple levels, including statewide, regional, county, and campus

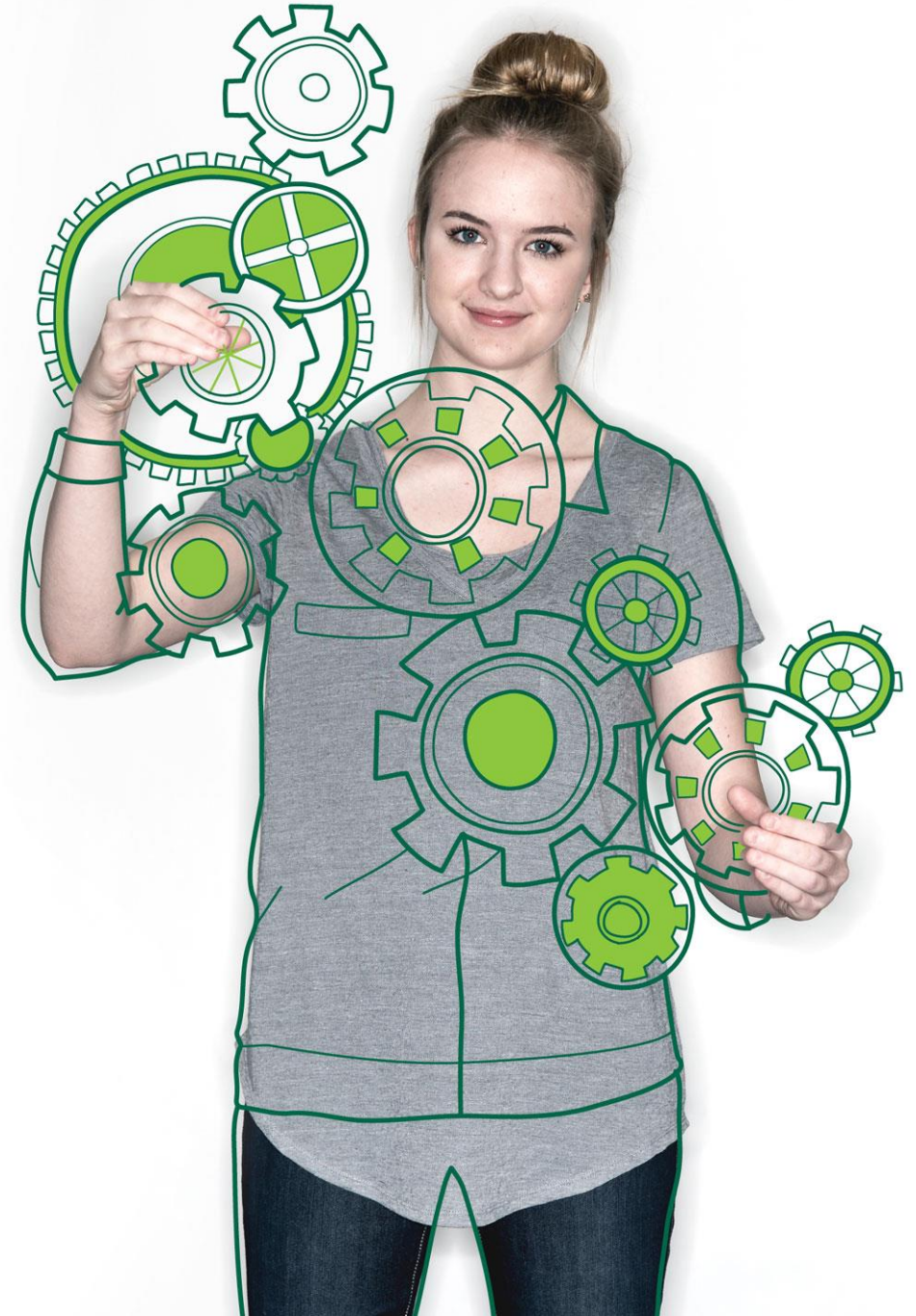
Work and Learn

- Connecting young adults to high-wage, high-demand employment opportunities through work-and-learn is essential to filling the million job openings projected to be available in Indiana between now and 2025
- This vision can only be accomplished through the alignment of business, government, education, and community resources toward priority industry needs
- Work-and-Learn is the talent retention strategy for employers and Indiana to leverage to stop the brain drain
- Work-and-learn is the way to help all youth and young adults acquire and demonstrate the employability skills that employers demand



Partnering in Southeast Indiana

- Attend high school part of the day
- Attend Ivy Tech part of the day
- Work at four manufacturers (rotating through them) over the course of two years
 - Batesville Tool & Die
 - Batesville Casket Company
 - Hill-Rom Company
 - Heartwood Manufacturing
- Employers fund equipment and other needs



Advanced Automation and Robotics (AART)

- Filling the growing need for industrial maintenance
- Developed in conjunction with Indiana Automotive Council
- Offers the opportunity for a paid internship at local companies where students will work two days per week and attend class three days
- Certifications including Manufacturing Skills Standard Council, Certified Production Technician credential, OSHA Certification, Siemens Level 1 certification
- Developed a short term certification with NIMS to address incumbent maintenance workers skills gaps
- Enrollment increased 30 percent this Fall to nearly 300 students



Achieve Your Degree

A partnership with area employees that gives their employees the opportunity to earn a community college education at minimal cost, meet employer professional development goals and business outcomes.

- Concierge model of service
- Degree programs and pathways are approved by the employer with stackable credentials.
- No/low cost to students; deferred payment to employers
- Utilize company mentors
- High student retention
- Full roll-out Spring 2017



THANK YOU

QUESTIONS?

