WORK-BASED LEARNING

Employer-Led Solutions Addressing Workforce Development Needs
For Today:

Background

Statistics

What is WBL?

Solutions

Panel Discussion

Working Session

Next Step
DWD’s Purpose

Oversee & Administer Indiana’s:

1. Workforce Operations
2. Unemployment Insurance Program
3. Work-Based Learning & Apprenticeship System
DWD develops and implements strategies designed to assist individuals and employers through programs such as:

- Jobs for America’s Graduates
- Adult Education and WorkINdiana
- Skill UP! and Innovation Network
- Hoosier Initiative for Re-entry
- Veterans Program
- **NextLevel Jobs**
**Workforce Ready Grant**

**What Does the Grant Cover?**
- Certificate programs less than two years.
- Programs must be in one of five sectors: Advanced Manufacturing, Building & Construction, Business & IT, Health & Life Sciences, Transportation & Logistics.

**Eligibility**
- High school diploma or equivalent.
- No college degree.
- No certificate covered by Next Level Grant.

**Employer Training Grant**

**What Does the Grant Cover?**
- Reimbursed training cost of up to $5,000 for each newly trained employee, hired and retained for six months. $50,000 cap.
- Training must cover skills for in-demand jobs within six business sectors greater than 40 hours. HR training and job shadowing do not qualify.
- Middle skill, high-demand and high-wage jobs.

**Eligibility**
- Any business from one of the six high demand sectors (5 from WRG plus Agriculture).
DWD’s Unemployment Insurance unit engages with employers, and handles weekly claims from unemployed Hoosiers. Programs and resources include:

- State Reemployment Program – Jobs for Hoosiers
- Reemployment Services and Eligibility Assessments program
- Indiana Career Connect and Indiana Career Ready
- Virtual learning through NextJob
- WorkOne (One Stop)/America’s Job Center initiatives
Familiar Resources

WorkOne Career Centers

- Partners w/12 Workforce Development Boards (WDB)
- WDBs operate WorkOne Career Centers
Graduation Requirements | Graduation Pathway Options
--- | ---
1) High School Diploma | Meet the statutorily defined diploma credit and curricular requirements.
2) Learn and Demonstrate Employability Skills\(^1\) (Students must complete at least one of the following.) | Learn employability skills standards through locally developed programs. Employability skills are demonstrated by one the following:
- Project-Based Learning Experience; OR
- Service-Based Learning Experience; OR
- Work-Based Learning Experience.\(^2\)
3) Postsecondary-Ready Competencies\(^3\) (Students must complete at least one of the following.) | Honors Diploma: Fulfill all requirements of either the Academic or Technical Honors diploma; OR
- ACT: College-ready benchmarks; OR
- SAT: College-ready benchmarks; OR
- ASVAB: Earn at least a minimum AFQT score to qualify for placement into one of the branches of the US military; OR
- State- and Industry-recognized Credential or Certification; OR
- Federally-recognized Apprenticeship; OR
- Career-Technical Education Concentrator\(^4\): Must earn a C average in at least two non-duplicative advanced courses (courses beyond an introductory course) within a particular program or program of study; OR
- AP/IB/Dual Credit/Cambridge International courses\(^5\) or CLEP Exams: Must earn a C average or higher in at least three courses; OR
- Locally created pathway that meets the framework from and earns the approval of the State Board of Education.

Indiana’s 2023 High School Graduation Requirements
What We Hear Most From Employers

One:  “I need people today!”

Two:  “I need to sustain long-term growth.”

Meaning: The #1 obstacle to business growth is a supply of Human Capital.
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
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, with both **unfilled job openings** and **the inability to take on new business**.
It Begins with the Typical Journey of a High School Student

100 students start high school
83 will graduate from high school
35 high school graduates will pursue bachelor degrees
21 will earn bachelor’s degrees within 6 years
10 will find good jobs
Let’s Break It Down for Indiana

80,000 potential high school graduates

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.
About 50% of those who enroll in Adult Education do so below a 6th grade level.
These Statistics Beg the Question:

How do we set people up for success so that they can complete programs that lead to promising careers?
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: Informal work-based sources of advice were rated as most valued but least used.

- Compared to all other sources of advice, **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 is needed at the secondary school level.**
THREE MAIN OBJECTIVES

1. Coordinate efforts to expand the DOL registered programs

2. Develop and implement a framework of WBL pathways

3. Build P3 statewide based on local economic needs
Understanding Work-Based Learning

- Registered Apprenticeship
- State Earn & Learn (SEAL)
- Adult Education with OJT
- Internship & Capstone Courses
- Career & Technical Education
- Job Shadow
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 Certifications

Work-Based Learning is for Everyone
• It’s NOT the Alternative
• It’s NOT Just for CTE

Community College Work-Based Learning
Manufacturing Careers
Registered Apprenticeships
Modified Journey of a High School Student

100 students start high school

P3 Intervention

83 will graduate from high school

Work-Based Learning

35 high school graduates will pursue bachelor degrees

21 will earn bachelor’s degrees within 6 years

10 will find good jobs

We Change the Net
THE CHALLENGE
Skill up approximately half million people without a high school credential.

THE STATISTICS
Avg HS Dropout Cost Taxpayers More Than $500,000
Public Cost Per Participant $1,050

Source: Alliance for Excellent Education issue Brief

Status at Entry
- Employed 27%
- Not Employed 32%
- Not in Labor Force/majority incarceration 41%

Assessed Education Grade Level
- 5.9 or below 22%
- 6.0-8.9 31%
- Above 9th grade 47%

Age
- 16-18 14%
- 19-24 15%
- 25-44 23%
- 45-60 48%

THE SOLUTION
ADULT EDUCATION PATH

1. ENROLLMENT ASSESSMENT GOAL SETTING: Tests of Adult Basic Education
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

WorkINdiana — 14 weeks or less

Integrated Education and Training
Some Quick Math: 9,000 – 4,800 = 4,200
FROM EXPLORATION TO EXPERIENCE

1. Industry Awareness
2. Career Awareness
3. Career Exploration
4. Career Preparation
5. Career Education & Training
WORK-BASED LEARNING CONTINUUM

Career Education & Training
“Learning at Work”

Career Awareness:
“Learning about Work”

Career Preparation
“Learning through Work”

Career Exploration:
“Learning for Work”
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
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
- Internship
- State Earn & Learn
- Capstone Projects
- OJT
- Registered Apprenticeship
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
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
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
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
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
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
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
DOL Registered Apprenticeship

- Business Involvement
- Structured On-The-Job Training
- Related Instruction
- Rewards for Skill Gain
- National Occupational Credential
CERTIFIED STATE EARN & LEARN

- Business and Educational Partnership
- Supported On-the-Job Training
- Related Instruction
- Rewards for Skill Gain
- Industry Recognized Certifications

- Structured
- Scalable
- Flexible
- Sustainable Partnerships

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

9) Funding Availability
   - Business Services
   - Other departments/sources
SEAL DOCUMENTATION PACKAGE

- Application
- Program Overview and Handbook
- OJT Schedule with Related Instruction
- Training Agreement between Student-Employee, Employer and Instruction Provider
SOLUTION EXAMPLES
**Certified Nursing 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 Medication Aide:**
(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 221
  - HLHS 222
  - CARD 205
  - CARD 206
  - 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**

<table>
<thead>
<tr>
<th>8th Grade</th>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science 8</td>
<td>Planning for College &amp; Careers (CTE$)</td>
<td>Integrated Chemistry/Physics or Chemistry</td>
<td>Anatomy &amp; Physiology (CTE$)</td>
<td>Biology 2</td>
</tr>
<tr>
<td>Exploring College &amp; Careers</td>
<td>Biology</td>
<td>WBL/Job Shadow/Industry Tour</td>
<td>WBL/Internship (CTE$)</td>
<td>Health Science I: Nursing</td>
</tr>
</tbody>
</table>

---

**Qualified Medication Aide:**
(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 221
  - HLHS 222
  - CARD 205
  - CARD 206
  - CARD 208
Welding - Year 1:
(Full Year: 450 Hours)

Certifications:
AWS Level 3 “Stick”
AWS Level 3 “MIG”

Work-Based Learning
(2 days/week: 200 Hours)

Total: 650 Hours RI/OJT

Grade 11

IVY Tech:
IVYT 113
WELD 108
WELD 207

Welding - Year 2
(Full Year: 450 Hours)

Certifications:
AWS Level 3 “TIG”
Structural Welding
Technical Welding

Work-Based Learning
(Full Year: 270 Hours)

Total: 720 Hours RI/OJT

Grade 12

IVY Tech:
MATH 121
WELD 203
WELD 210

Certified Welder
Graduating High School With:

Certifications:
5 Industry-Recognized Certifications

Work-Based Learning
1370+ Hours of On-the-Job Experience

Post-High School

IVY Tech:
COMM 104
WELD 208
WELD 273

COURSES AT SCHOOL

8th GRADE
- Pre-Algebra
- Preparing for College & Careers (CTE$)

9th GRADE
- Intro to Manuf. (CTE$)
- Comp. in Design (CTE$)
- Tech & Const. Systems
- Algebra 1
- WBL= Industry Tour

10th GRADE
- Cub Manufacturing (CTE$)
- Intro to Transportation (CTE$)
- Geometry
- Employability Skills
- WBL=Job Shadow

11th GRADE
- Cub Manufacturing (CTE$)
- WBL/Internship (CTE$)

12th GRADE
- Cub Manufacturing (CTE$)
- WBL/Internship (CTE$)
CERTIFIED STATE EARN AND LEARN IN MANUFACTURING

**IMT-Year 1:**
(Full Year: 450 Hours)

**Certifications:**
- OSHA 10
- MSSC-Product Technician

**Work-Based Learning**
(1 day/week: 100 Hours)

**Total:** 550 Hours RI/OJT

**Grade 11**
- IVY Tech:
  - IVYT 113
  - INDT 113
  - INDT 114
  - ADMF 222
  - ADMF 102

---

**IMT-Year 2**
(Full Year: 450 Hours)

**Certifications:**
- Industrial Technology Concentrator Ind. Mech.
- NIMS-Measurement/Materials
- NIMS-Safety/Job Planning
- NIMS-Bench work/Layout

**Work-Based Learning**
(Full Year: 270 Hours)

**Total:** 720 Hours RI/OJT

**Grade 12**
- IVY Tech:
  - MATH 122
  - ADMF 112
  - INDT 203
  - MTTC 101
  - ADMF 106

---

**Post-High School**
- Industrial Maintenance Technician
  - Graduating High School With:
    - **Certifications:**
      - 6 Industry-Recognized Certifications
    - **Work-Based Learning**
      - 1270+ Hours of On-the Job Experience

- **IVY Tech:**
  - 39 Transferrable credits into additional post-secondary training

---

**COURSES AT SCHOOL**

8th GRADE
- Pre-Algebra
- Preparing for College & Careers (CTE$)

9th GRADE
- Tech & Const. Systems
- Algebra 1
- Employability Skills
- WBL= Industry Tour

10th GRADE
- Intro to Manufacturing (CTE$)
- Geometry
- Employability Skills
- WBL= Job Shadow

11th GRADE
- Cub Manufacturing (CTE$)
- WBL/Internship (CTE$)

12th GRADE
- Cub Manufacturing (CTE$)
- WBL/Internship (CTE$)
Results Matter

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

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

State Earn and Learn
Final Three Words

The Backbone of Success

P3

PUBLIC

PRIVATE

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