

*IAACE 2018*

# YOUNG ADULT SERVICES

what DWD can do for your Students

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# DWD WORK & LEARN INITIATIVES

- Jobs for America's Graduates
- WIOA Out-of-School Youth Program/Young Adult Services
- Employability Skills Programming
- WorkINdiana
- Office of Work-Based Learning and Apprenticeship
- Community Partnerships

# JOBS FOR AMERICA'S GRADUATES

- **Specialists deployed in high schools, WorkOne offices or adult education centers:** serve 35-45 students per roster or cohort
- **Contact:** 1 hour a day; 5 days/week; school year and summer; DOE course credit (0522)
- **JAG National Curriculum:** 37 Employability Competencies via Project Based Learning
- **JAG Career Assoc. & Service Learning Projects**
- **Field trips, guest speakers, job shadowing, mentors and tutors**
- **Linkages to internships and job development**
- **Goals:** Graduation, employment and post-secondary education





# WORK-RELATED JAG COMPETENCIES



- Identify occupational interests
- Conduct a job search, design a professional resume, write a cover letter for a job application, demonstrate job interviewing skills
- Demonstrate positive attitudes, work ethics and behaviors, effective decision-making skills
- Demonstrate ability to accept responsibility for one's actions, effective conflict resolution skills
- Ability to set realistic goals and priorities, effective money management skills, independent living skills
- Ability to communicate and work with customers to satisfy expectations, determine employer expectations

# JAG WORK EXPERIENCE

- Employer expectations
  - Career fairs, internship fairs
  - Classroom guest speakers
  - Weekly visits/monitoring
- Post-program evaluations
  - Employer
  - Student reflection



*JAG Owen Valley Career Fair, 2018*

# EXAMPLE OF JAG WEX PROGRAM

## Region 3 (Northeast Indiana) Example:

- ICE Career interest assessments
- Submit resume to Service Provider on ICC
- JAG Specialist reviews grades, attendance, behavioral issues at school; conducts pre-interviews
- Coordinators and Specialists conduct 1:1 meetings with employers (JAG overview, guest speaking opportunity)
- Regional staff host and attend internship and career fairs, connect students with employer field trips/site visits
- 12-week PT internship= 180 hours
- \$9/hour
- 2015-16 SY Results:
  - 92 students
  - 10% gained employment or volunteered after WEX ended



# YAS PROGRAM/OOS ELIGIBILITY

**Between ages 16-24, not attending any school, AND meet one or more of the following:**

A school dropout

Of compulsory school age but has not attended school for at least the most recent school year calendar quarter

A recipient of a secondary school diploma (or its equivalent) who is a low-income individual AND is basic skills deficient, OR an English language learner

Homeless, runaway, in foster care or has aged out of foster care, in an out-of-home placement, or an individual eligible for assistance under section 477 of the Social Security Act (42 U.S.C. 677)

An individual subject to the juvenile or adult justice system

Pregnant or parenting

Disabled

A low-income individual requiring additional assistance to enter or complete an educational program or to secure or hold employment

# YAS PROGRAM ELEMENTS

## **Preparing for and Succeeding in Employment and Post-Secondary Education:**

- Labor Market and Employment Information for Local Area
- Paid and Unpaid Work Experience
- Occupational Skills Training
- Financial Literacy Training
- Activities that Prepare Youth to Transition to post-secondary education and training
- \*Entrepreneurial Skills Training

**WIOA Youth Work Experience (20% WEX requirement under new law)**



# PROJECT INDY- SUMMER JOBS



Project Indy is comprised of a network of community organizations, employers, and corporate partners who are providing job opportunities, soft-skill development and job-readiness training to in-school and out-of-school youth in Marion County.

Many participants are looking for summer jobs, while others are seeking full-time employment, and anything in between

# PROMISING PRACTICES

## WHAT IS WORK-BASED LEARNING?

Work-Based Learning is an education strategy that helps students develop and apply their academic, technical and employability skills through real-life work experiences.

## WHY IT MATTERS

- » **Employers:** More than 80% of employers want new hires to have completed an internship or related work-based learning experience.
- » **Educators:** Students with a career goal are more engaged learners, and an internship is the #1 experience that leads to a job according to college administrators.
- » **Students:** Youth employment in the U.S. is at an all-time low, and less than a third of students today have completed an internship or held a job during college.

## Benefits for STUDENTS

- » Greater exposure to career options and employer expectations
- » Practical experiences to apply classroom learning and develop employability skills

## Benefits for EDUCATORS

- » More relevant instruction that engages students in and out of the classroom
- » Strengthened connections with area employers and community partners

## Benefits for EMPLOYERS

- » Increased recognition of industry needs and workplace expectations
- » Strengthened talent pipeline and better-prepared workers

## COMPONENTS OF QUALITY WORK-BASED LEARNING

- » Formalized expectations for student, employer and education entity
- » Structured work experience
- » Structured learning component
- » Evaluation of student performance and skills gained

## EXAMPLES OF WORK-BASED LEARNING

- » Apprenticeships
- » Co-operative education
- » Internships
- » Job shadowing
- » Service learning

# SEA 297

## SENATE ENROLLED ACT No. 297

AN ACT to amend the Indiana Code concerning education.

*Be it enacted by the General Assembly of the State of Indiana:*

SECTION 1. IC 20-30-5-14, AS AMENDED BY P.L.230-2017, SECTION 9, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2018]: Sec. 14. (a) As used in this section, "Indiana career explorer program and curriculum standards" refers to the:

(1) Internet based system approved by the department of

## Interdisciplinary Skills Alignment

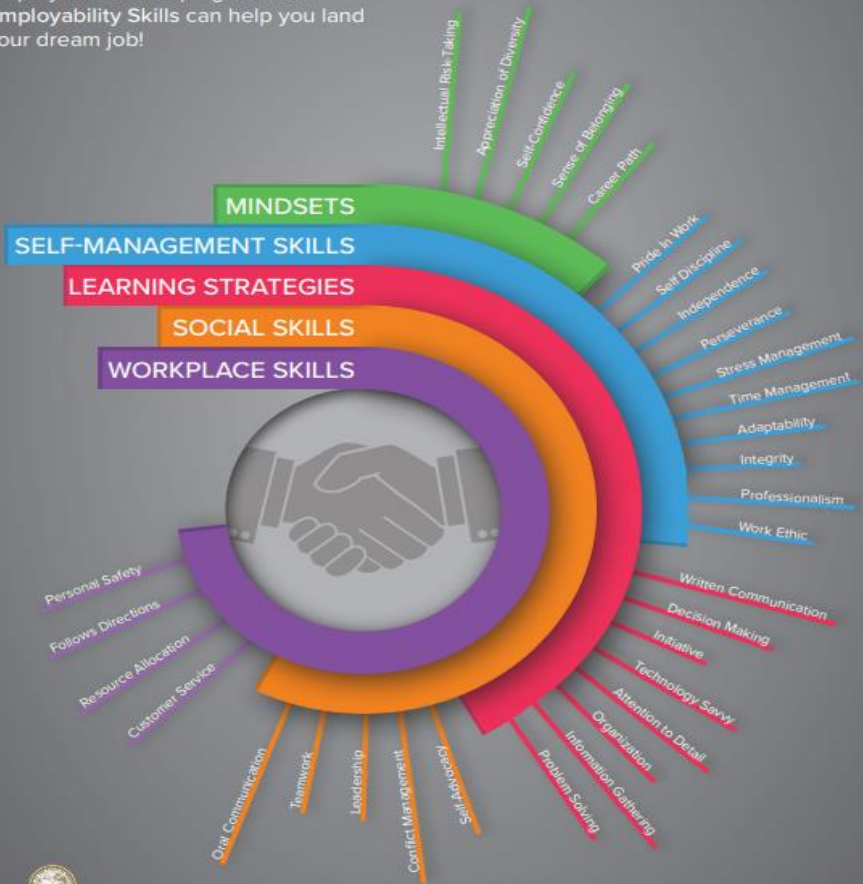
- Indiana Employability Skills
- Indiana Career Explorer
- Work Ethic Certification





## Do You Have The Skills Indiana's Employers Are Searching For?

Indiana employers want highly-skilled employees. Developing these 32 Employability Skills can help you land your dream job!



# EMPLOYABILITY SKILLS

- Indiana's Employability Skills Benchmarks describe a set of workplace skills recommended for success in today's competitive workforce. Formerly referred to as "soft skills," these are identified as essential, in-demand skills for all jobseekers regardless of experience or occupation. Indiana's Employability Skills Benchmarks were vetted statewide by Hoosier employers and establish a common language across all Indiana workforce sectors
- <https://www.in.gov/dwd/employabilityskills.htm>

# INDIANA CAREER EXPLORER

- Career exploration tool for grade school, secondary, post secondary and adults
- Resume/cover letter creation/storage, interview guides, Indiana Graduation Plan tool
- Utilizes current DWD Labor Market Information, locates training/college options statewide, financial planning and Bureau of Labor Statistics data
- Free, lifetime accounts for all Indiana users
- Currently in first year of two year pilot programs in 8<sup>th</sup> grade building up to statewide implementation



*JobSpark, State Fairgrounds, Fall 2017*

# GOVERNOR'S WEC

## Program Goals:

- Connect employers to their local school district through a College and Career Readiness Advisory Council designed to create a collaborative partnership that benefits the community.
- Provide students with an understanding of necessary employability skills for today's in-demand jobs and allow them an opportunity to demonstrate these skills while in high school.
- Provide employers with potential workers who understand the values and importance of responsibility and perseverance in the workplace.



# GOVERNOR'S WEC

## DATA/Outcomes

- Class of 2017 attainment rate: 17.8% (of 1,403 students)
  - Male/female attainment evenly split
  - Predominately Caucasian students; low minority attainment
- 102 participating schools for 2017-18 SY; over 3,000 on track to earn WEC
- Over 500 employer partnerships covering all industry sectors (examples: Agriculture, Finance, Manufacturing, Insurance, etc...)



# WORKINDIANA



- Short term training for over 30 certifications in careers in Advanced Manufacturing, Business Admin. and Support, Construction, Health Care, Hospitality, Information Technology, or Transportation and Logistics.
- 5,000<sup>th</sup> completion and 4,000<sup>th</sup> certification reached since program start in 2011; for PY19, over 1,000 enrolled so far
- JAG students do not have to complete 12 hrs of AE classes, can be referred by JAG specialists, do not need to be enrolled in INTERS

# OFFICE OF WORK-BASED LEARNING AND APPRENTICESHIPS

- Work to support and grow federally registered apprenticeships
- Support creation/growth/innovation of other earn and learn models
- Work with businesses to create earn and learn models to fill their talent needs
- Work with K-12 to create innovative work and learn pathways

**\*Working with Department of Labor to secure Apprenticeship USA funds to support and expand these efforts**



# INDIANA INTERN.NET

Indiana INTERNnet is a FREE internship-matching program linking employers, students, high schools, colleges and universities. It is a searchable database, matching and reporting system coupled with personal assistance—including a hotline to answer questions and provide internship guidance and resource materials. The goal is to help create or expand high-quality experiential opportunities within Indiana.

- People-position matching
- One-stop for internships
- One-stop for interns
- Online portal connectivity under NGA grant



# COMMUNITY PARTNERSHIPS

- Adult Education Programs
- 21<sup>st</sup> Century Scholars Program (Youth)
- Area Health Education Centers (AHEC)
- Ivy Tech Community College
- Vincennes University
- DOC: Department of Correction & Juvenile Education and Transition Services/HIRE Youth Program
- IN Dept. of Education/CTE
- DCS: Foster Youth Collaborative Care
- Trustee's Offices
- Local Community Agency Programs
- Vocational Rehabilitation
- Learn More Indiana/Commission for Higher Education/Next Level Jobs
- Chamber of Commerce

# QUESTIONS/CONTACT

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