

The Future of Indiana's Workforce Summit
In partnership with the Indiana Department of Workforce Development
October 25-26, 2023

Day One

8:30 a.m. **Registration and Continental Breakfast**

9:00 a.m. **Summit Welcome and Setting the Stage: Indiana's Workforce Landscape**
Jason Bearce, Vice President, Education & Workforce Development, Indiana Chamber of Commerce

9:45 a.m. **Keynote Presentation: Partnerships that Support Talent Development**
Institutions and employers can work together to support the development of the talent needed for a thriving workforce and vibrant communities. This presentation will highlight examples from the field, particularly approaches that incorporate timely coaching and guidance, increasing affordability and embedding apprenticeships and internships, in service of meeting industry's talent needs and enabling the success of individuals and families.
Ruth Watkins, Strada

10:30 a.m. **Break**

10:45 a.m. **Building Talent Pipelines Through Work-Based Learning**
Work-based learning is a proven strategy that leads to better skilled talent and has the potential to impact the state's goal of talent retention. Employers play a critical role that goes beyond just hiring the student; they provide supportive learning environments that build skills and capital in meaningful ways. In this session, we will explore the current state of work-based learning in Indiana, the future vision for where the state should go and hear from employers who are leading the charge in establishing meaningful experiences.
Panelists: De'Niece Harrison, Community Affairs Director, OneAmerica; Nicole Otte, Director of Workforce Development, Endress+Hauser USA; and Jon Rogers, Director of Strategic Workforce Planning, Indiana Office of Technology. Moderator: Todd Hurst, Executive Director, Institute for Workforce Excellence, Indiana Chamber of Commerce

11:30 a.m. **Lunch**

12:45 p.m. **Current Landscape of Indiana's Workforce**
What can be done to reignite workforce development in the state? Indiana Department of Workforce Development Commissioner Richard Paulk will discuss workforce need prioritization and the importance of current labor force skill enhancement.
Richard Paulk, Commissioner, Indiana Department of Workforce Development

1:30 p.m. **Taking a Skills-Based Approach to Building Our Future Workforce**
Adopting a skills-based approach to talent is a way to source new talent and better align job descriptions to the actual work being sought.
Bill Turner, Chief Program Officer, Markle Foundation and Natalie Wenzler, Director for Partnerships and Training, Institute for Workforce Excellence, Indiana Chamber of Commerce

2:15 p.m. **Break**

2:30 p.m. **Hire Homegrown: An Employer-Led Movement to Strengthen Indiana's Talent Pipeline**

- Share information about how employers may play a more proactive role in the development of talent and specifically sourcing new talent by identifying overlooked populations.
- Identify how employers are already implementing promising practices in talent development; The Institute is collecting this information and sharing models through the Hire Homegrown campaign and the Talent Resource Navigator.

Jason Bearce

- 3:00 p.m. **Eliminating Barriers to Workforce Participation**
Panelists: Larry Markle, Director, The Gregory S. Fehribach Center, Eskenazi Health; Kristal Shriner, Indiana Department of Correction; and Juan Padilla, Manager of English at Work, Immigrant Welcome Center
- 4:00 p.m. **Adjourn for the Day**
- Day Two
- 8:30 a.m. **Continental Breakfast**
- 9:00 a.m. **Welcome**
- 9:10 a.m. **Career-Connected Learning: Making Good on the Promise of House Bill 1002**
Jason Bearce
- 9:55 a.m. **Aligning Talent Supply and Demand in Indiana**
 - Understand the major changes in the supply and demand for talent in Indiana and central Indiana (Indianapolis-Carmel-Anderson MSA), including the short- and long-term impacts of the Covid-19 pandemic as well as disparities by race and gender.
 - Identify the major causes of workforce misalignment in Indiana and situate employer-education partnerships as a solution.
 - Learn about Ascend's education and industry partnerships and consider the resources and technology needed to make them successful, using the Ascend Network as a model.*Jason Kloth, President & CEO, Ascend Indiana*
- 10:30 a.m. **Break**
- 10:45 a.m. **Your Role in Improving Job Quality**
 - What is your role in job quality?
 - How does job quality impact your community?
 - How do you talk about job quality in the circles you're in?*Lora Steele, Director of Business Consulting, EmployIndy*
- 11:30 a.m. **2023 Workforce Development Leader Awards Luncheon**
Keynote Presentation: Chris Lowery, Commissioner, Indiana Commission for Higher Education
- 1:15 p.m. **Education Finance as Recruitment and Retention Tool**
 - Understanding of education finance solutions as an HR benefit
 - Awareness of free tools available to employees
 - Understanding available state and federal financial aid resources*PJ McGrew, VP of External Engagement, INvestEd*
- 2:00 p.m. **Break**
- 2:15 p.m. **The Crossroads of Education and Industry: Strategies and Techniques for K-12 and Higher Education Business Partnerships**
 - Examples of education and industry partnerships
 - Strategies for implementation for schools and businesses
 - Research on measuring partnership impact*Nicole Otte, Director of Workforce Development, Endress+Hauser USA*
- 3:00 p.m. **Mentoring the Next Generation of Leaders**
 - Delegating
 - Succession planning
 - Resources on leadership development*Keri McCarthy, Business Leader - Talent Solutions, DISHER*
- 3:45 p.m. **Adjourn**