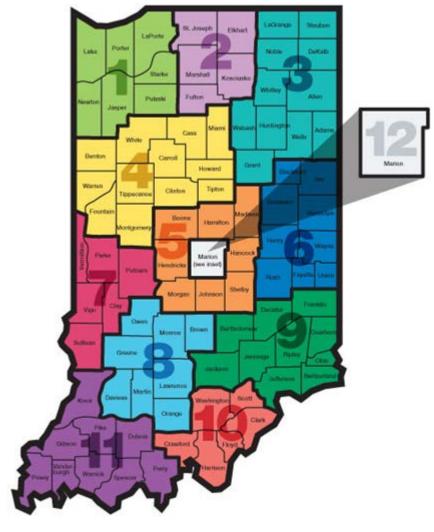


Matt Presley Regional Director mpresley@dwd.in.gov Carrie Lively
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DWD PURPOSE:



Oversee & Administer Indiana's:

- 1. Workforce Operations
- 2. Unemployment Insurance Program
- 3. Work-Based Learning & Apprenticeship System



Connecting people and employers through engagement with continued accountability and transparency.



Executive Order 18-04



"To the fullest extent permitted by law, the OWBLA shall:

- Engage and coordinate with the US Department of Labor in expanding federal apprenticeship opportunities in our State, specifically targeting emerging industries and diverse populations;
- Develop a framework for state-approved, pre-apprenticeship models for youth as well as "earn and learn" programs that complement and enhance the federally registered apprenticeship model overseen by the USDOL;
- Support and expand work-based learning models for both youth and adult populations;
- Engage business and industry in developing and implementing solutions in partnership with education systems
- Increase business and industry engagement in schools through a coordinated structure
- Create turn-key models for implementation in industries as well as education systems;

In order to promptly, comprehensively, and proactively respond to the current and anticipated future shortage of skilled workers in our State, all state agencies and instrumentalities are directed to cooperate with, and provide assistance to, the OWBLA in implementing this Executive Order to the fullest extent permitted by law."

Three Main Objectives of the Office





Coordinate efforts to expand the U.S. DOL registered programs

Develop and **implement** a framework of WBL pathways





Build P3 statewide based on local economic needs

Understanding WBL





The Office of Work-Based Learning Has:

- Created more than 100 certified State Earn and Learn (SEAL) programs with schools & businesses.
- Ranked # 2 & #3 in the nation for new apprenticeship programs and program completions, respectively.
 There are now over 1,100 registered apprenticeship programs in Indiana, an increase of nearly 170 new programs in the past two years.
- Awarded more than \$3 million in expansion funds with nearly 5,000 program participants.
- Strengthened partnerships with Workforce Development Boards to build a statewide system of intermediaries for RA and SEAL programs, gaining efficiencies and effectiveness in program development and delivery at the local level.
- Created programs in <u>all key</u> economic sectors.
- Facilitated stronger education, union, and community partnerships.



The Office of Work-Based Learning Has:



Expertise With:

Business/Workforce Development

U.S. DOL Rules/Restrictions

New H.S. Graduation Pathways

Partnership (P3) Development

Grant Processes

High School CTE Programs/Funding

Secondary Education Requirements

Post-Secondary Education Options

Graduation Requirements

Industry Certifications

Industry Human Resources Support

Current Partnerships With:

U.S. Department of Labor

Multiple Universities / Colleges

Indiana DOE

Indiana DOC

State Board of Education

Indiana CHE

Multiple Chambers of Commerce

Skillful Indiana

Regional WDBs

Office of Career Connections & Talent

Multiple Sector Associations / Partnerships

DOL Registered Apprenticeship

Over 1000 occupations available



Business Involvement

Structured On-The-Job Training

Related Instruction

Rewards for Skill Gain

National Occupational Credential



Certified State Earn and Learn

Business and Educational Partnership

Supported On-the-Job Training

Related Instruction

Rewards for Skill Gain

Certifications

- Structured
- Scalable
- Flexible
- Sustainable Partnerships
- Satisfy Indiana H.S. Graduation Requirements (Buckets 2 & 3)

- Satisfy Licensing Requirements
- Meets Employer Needs
- Adult and Youth Programs
- Short-Term & Long-Term
- Industry Skills & Credentials
- Certificate/Degree Completion





The United States Department of Labor formally recognizes Indiana's State Earn and Learn (SEAL) program as a best practice in comprehensive work-based learning. Developed through executive order, Indiana's SEAL programs not only support and expand work-based learning opportunities for all Hoosiers, but also serve as seamless quality pre-apprenticeship programs for Indiana's youth. Furthermore, the collaborative partnership between the US Department of Labor and the Indiana Office of Work-Based Learning and Apprenticeship along with the utilization of SEAL programs in conjunction with US Registered Apprenticeship is a model worthy of replication for any state considering how to best expand apprenticeship and meet the workforce demands of the 21st century.



- John Delgado State Director United States DOL, Office of Apprenticeship

SEAL Certification Process

1) Needs Assessment

- Business Consultant or Regional Director report
- OWBLA staff review
- Follow up meeting(s) as needed

2) Verification of Key Economic Sector Alignment

- Demand data
- 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/ ETG
- Other departments/sources
- Grants



Graduation Pathways

2023 High School Graduation Requirements

*State Earn and Learn (SEAL) programs directly satisfy the requirements in red.



Graduation Requirements 1) High School Diploma 2) Learn and Demonstrate Employability Skills (Students must complete at least one of the following.)	Graduation Pathway Options Meet the statutorily defined diploma credit and curricular requirements. 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 Competencies3 (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-recagnized Credential or Certification; OR Federally-recognized Apprenticeship; OR Career-Technical Education Concentrator4: Must earn a Caverage in at least two nonduplicative advanced courses (courses beyond an introductory course) within a particular program or program of study; OR AP/IB/Dual Credit/Cambridge International courses5 or CLEP Exams: Must earn a Caverage 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.



School City of Hammond

Sh State Earn AND Learn Learning



Hammond Precision Manufacturing Academy

Precision Machining 1



Certifications OSHA 10

Manufacturing

Work-Based Learning

Industry tours and guest speakers + Paid Summer Internship/ Apprenticeship with local manufacturing company (240+ Hours)

Total: 780+ Hours RTI/OJT

GRADE 11

IVY TECH

IVYT113

MTTC 101 MTTC 106 **MTTC 103 MTTC 102**

Precision Machining 2



Certifications

National Institute for Metalworking Skills (NIMS) 1 and 2

Work-Based Learning

Paid Internship/ Apprenticeship with local manufacturing companies (540+ Hours)

Total: 810+ Hours RTI/OJT

GRADE 12

IVY TECH

MTTC 107 MTTC 105 MTTC 209 MATH 122

Machine Tool Operator



Graduating High School With:

Certifications

3 Industry-Recognized Certifications and a Certificate in Machine Tool Technology from Ivy Tech

Work-Based Learning

Opportunities for new/continued employment as Machining Apprentice with credit for completed OJT and RTI

Total: 1500+Hours RTI/OJT

POST HIGH SCHOOL

IVY TECH

25 transferable credits toward Technical Certificate in MACHINE TOOL TECHNOLOGY

K-12

- Manufacturing Pathway-**Employability Skills**
 - 8th Grade
- Pre-Algebra
- Preparing for College and Careers
- English- Reading/ Communication Skills

9th Grade

- English 9
- Algebra I
- Foreign Language- e.g. Spanish 1
- Completion of Work Ethic Certification

SUPPORTING COURSEWORK <

10th Grade

- Intro to Manufacturing
- English 10
- Geometry
- Foreign Language- e.g. Spanish 1
- Completion of Work Ethic Certification

11th Grade

- English 11
- Algebra 2
- Completion of Work Ethic Certificate

12th Grade

- English 12
- WBL Capstone/ Apprenticeship
- Completion of Governor's Work Ethic Certificate

Want to learn more? Visit www.inwbl.com



State Earn AND Learn Learning



with the Indiana Department of Workforce Development

ENTRY LEVEL



Certifications:

Microsoft Office Specialist Word & Excel **LinkedIN Leaning Certifications:** Career Readiness

Job Opportunities:

Administrative Assistant 6 Program Coordinator 6

Work-Based Learning

270 Hours

Total: 378 Hours RI/OJT

12 WEEKS

IVY TECH

BOAT 105 BOAT 218

HSE Basic Skills:

- Basic skills-Mathematics **English Language Arts**

HSE Basic Skills:

English as a Second Language (English language learners

MID LEVEL



Certifications:

Retail Certification Microsoft Office Specialist: PowerPoint & Outlook LinkedIN Learning Certifications: **Retail Management**

Job Opportunities:

Administrative Assistant 6 **Program Coordinator 6**

Work-Based Learning

270 Hours

Total: 378 Hours RI/OJT

12 WEEKS

IVY TECH

BOAT 109 BOAT 101

FULL TIME EMPLOYEE



Completion of the Program With:

Certifications:

5 Industry-Recognized Certifications **High School Equivalency IET Completer**

Work-Based Learning

865+ Hours of On-the-Job Experience

PROGRAM COMPLETION

IVY TECH

12 Standing credits transferrable into the Business Operations, Applications & Technology

CONCURRENT COURSEWORK



LinkedIN Learning-Career Readiness LinkedIN Learning-Retail Management

Supplemental Learning

Workplace Readiness

Supplemental Learning

Occupational Certification-MOS



State Earn AND Learn Learning





with the Indiana Office of Technology

PHASE 1



Certifications:

CompTIA Track CompTIA A + (2019) - OR -

Microsoft Track **98-349 Windows OS**

98-365 Windows Server Fundamentals 98-366 Networking Fundamentals 98-367 Security Fundamentals

Work-Based Learning

60 Days Paid OJT

Total: 576 Hours RI/OJT 6 months

IVY TECH

ITSP 175 **INFM 109 ITSP 135** ITSP 136

PHASE 2



Certifications:

MCSA Windows 10 1 of the following: MCSA server 2016

Microsoft Certified: Azure Fundamentals

Work-Based Learning

Full-Time employment with 2 promotion options and 2 salary increase

> Total: 2,000 Hours RI/OJT **Total: 342 Hours RI/OJT**

12 months

IVY TECH

SVAD 121 NETI 105 ITSP 235 **DBMS 110** SDEV 120 **ENGL 111** IVYT115 CSIA 105

SYSTEM ADMINISTRATOR



Certifications:

3 Industry-Recognized Certifications

Education

Earned CT in IT Help Desk (23 credit) Earned TC in IT Support (30 credits)

Work-Based Learning 2500+ Hours of On-the-Job Experience

PROGRAM COMPLETION

IVY TECH

33 transferable credits into additional post-secondary IT program

Training in Support Center Tools and Processes

Understanding Problem Solving Through Operational Excellence **Process Improvement** Service Center Toolset **Ticketing Systems** Metrics Evaluation through an Operational Excellence model

ITIL Foundations: Core Concepts

Service Management General Concepts Roles – who does what & why

ON THE JOB TRAINING

ITIL Foundations: Lifecycle Phases & **Processes**

Service Strategy and Adding Value Portfolio, Finances and Relationships The Blue Printing Phase Setting the stage for Successful Delivery Approve, Manage, Deploy and Document Change

ITIL Foundations: Lifecycle Phases &

Service Operation Introduction Service Operation Processes **Service Operation Functions Continual Service Improvement Introduction** The Seven Step Process

State of Indiana 101

Agency structure Campus Layout Freedom of Information **Key Agency Missions**



The Office of Work-Based Learning & Apprenticeship has been a valuable resource for Hoosier Hills Career Center. Through OWBLA, we have been able to develop pre-apprenticeship programs in Construction and Welding, create an Emergency Medical Technician Apprenticeship and launch the first Biomanufacturing Technician Apprenticeship program in the state. These initiatives were made possible by the support that has been provided by Darrel Zeck and his team.

Brenda Duncan-Davis
 Director of Industry Outreach
 Hoosier Hills Career Center



By creating a State Earn and Learn, we have given students the opportunity to have real world experiences. They leave high school understanding what is really happening in the world in which they will work and live. They are ready for success.

- Dave Ungru President Koehler Welding Supply

NextLevel Jobs (NextLevelJobs.org)

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).





Questions?



The Office of Work-Based Learning and Apprenticeship



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OWBLA Directory