

IHIF Statewide Strategic Plan - Committee Meeting 1

NOTES

January 18, 2012

Recommendations:

Statewide Focus addressing Industry Needs:

FOCUSING ON IT

- Make IT more aware of opportunities and possibilities within the health industry
- From a staffing perspective: IT requests specific experience

SKILL SETS

- Still a gap between industry reports and education. Jobs & Skill sets don't match
- Prepare students to be ahead of the curve and competitive in job market
- Need to find a definition skilled workforce
- Indiana should do better job of establishing career ladders

PROJECT LEAD THE WAY - Career & Tech High School

- *Pre-Engineering, Biomedical, & Medical Career Tracks; gets high school students involved with the science*
- Students in the program have a clear idea of career goals
- Funding lacking at this moment - Attention to a possible legislative recommendation item

Educational Resources as Marketing Tools:

- Add developing to this recommendation
- Add innovative to recommendation language

ENTREPRENEURSHIP

- New state law is requiring partnerships and this has pointed out business plan competitions. The policy is to open and affords much duplication, redundancy and lack of originality.

THE WORKFORCE

- May also address making external entities more aware of a qualified and workforce
- Bringing in entrepreneurial talent to educate Indiana workforce as well.

Matching Industry Needs & Educational Programs:

Recognize Continuum & Encourage Participation at All Stages:

- Pre-College - Keeping programs like Project Lead the Way

- Co-op Programs
- Providing For-Credit, Paid Internships (Indiana InternNet)

TALKING TO EMPLOYERS

Question from Jeanie: Has Indiana polled employers about the skills they seek in employees

- Several organizations and data sets have examined employer needs and assessed skill gaps
- IHIF Employer Learning Networks did group employers within sectors and asked for definitions of skill set requirements; began, but not completed (Around 2004-2005)

Question from Rosemary: Did IPIC conduct a study of Indiana's workforce and skills required?

SKILL SETS

Question from Louise: Are industries looking for soft or hard skills (Emphasis on the 'T-shaped individual'). Soft skills may be seen as foundational, but how will educational organizations know what's preferred.

FOCUS ON STATEWIDE

Comments from Craig: There's a perception that certain groups drive specific initiatives. People believe that Indianapolis-based groups are egocentric. The chance participation depends highly on involvement of groups outside of the Indianapolis area. Mentioned Energize Indiana, which helped to enrich the quality of health industry jobs.

FOCUS ON HIGH-PAYING JOBS

Comments from Craig: Would like to see a focus on jobs that are paying quality wages to employees that are connected to statewide incentive programs since they drive much behavior. Wants to focus on "hot-button issues"

Brenda: How can you be inclusive of the entire state while also focusing on the well-paying jobs. ie. Nursing home industry, pharmacy techs

SOFT SKILLS

- Secondary schools should focus an emphasis on soft skills and on through to college

PROPRIETARY SCHOOLS

Keep open connections with proprietary schools (e.g., Phoenix, ITT) who know where and what the industry needs are.

BUSINESS ED ROUNDTABLES

- Possible outcome of Strategic plan that's broken up into sectors

BioCrossroads

- What are they focusing on now?
- Where are the intersections in workforce development?
- How can IHIF reconnect?

-Should probably catch up with David Harris (Chair of State Board of Ed.)from
MindTrust