



Connecting Workers with Labor Market Data

Bill Turner, Executive Director, Skillful Indiana

Future Workforce Now State Policy Forum
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The Challenge



1 in 3 Americans projected to **need new skills** by 2030



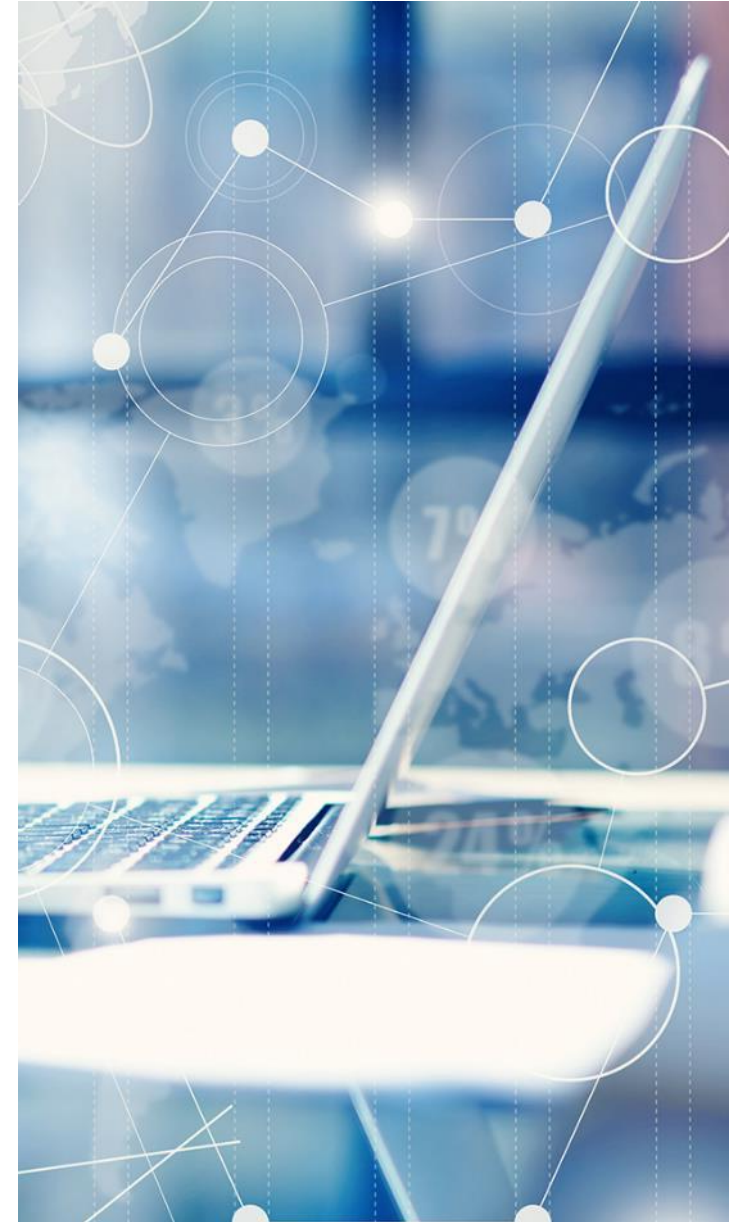
>50% of today's jobs require some technology-related skills



Nearly 2/3 of companies cannot find qualified applicants



12% decline in wages for people **without a 4-year degree** since 1979



The Skills Gap is Made Worse by Degree Inflation

GENERAL MANAGERS



LOGISTICIANS



PRODUCTION SUPERVISORS



CLAIMS ADJUSTERS



NETWORK ADMINS



OTHER COMPUTER JOBS



■ have a degree
■ job postings that require a degree

EXECUTIVE ASSISTANTS



Skillful: Creating Pathways to Opportunity

- Our goal at Skillful is to **transform the labor market** so workers can again pursue the American Dream – this time in the digital era.
- We are working to **unlock opportunities for more than two-thirds of Americans without a four-year college degree.**
- Placing **more value on skills** and supporting workers throughout their entire careers.
- We are **bringing together key players** from across the labor market- employers, state and federal governments, educators and workforce centers – **creating a platform for change based on skills-based practices.**

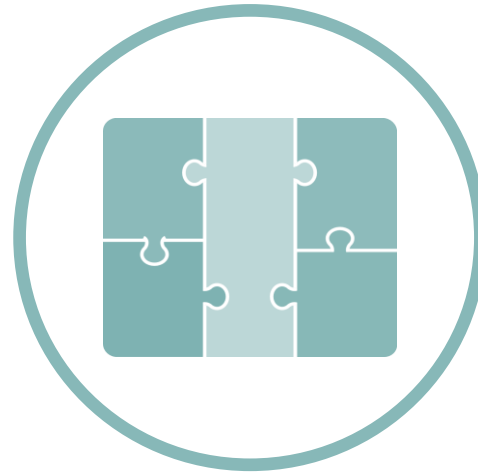
A Skills-Based Labor Market for the Digital Economy



Employers



Workers



**Federal & State
Governments**



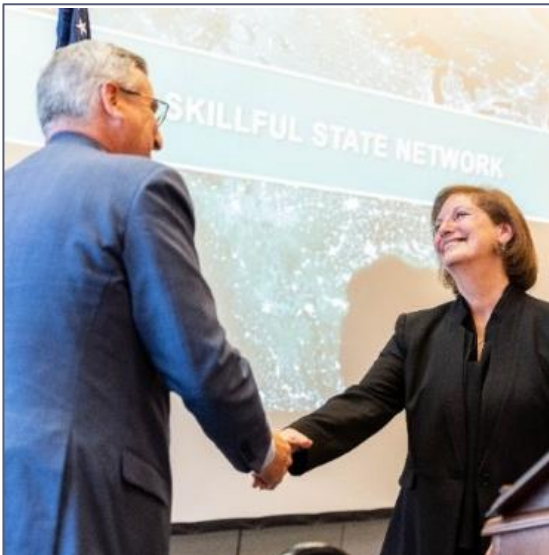
Education & Training



Technology

Skillful Indiana: 1 Million Skilled Workers Needed

- Indiana will need **1 million skilled workers** to fill open jobs and support economic growth during the next decade
- Skillful Indiana launched in October 2018, partnerships established with **all 12 Indiana Workforce regions**



- Actively **collaborating with leading state players**, e.g. governor, Indiana Chamber, Indiana Talent Networks, and key regional groups

“I worked hard to bring Skillful to Indiana because I’m passionate about skilling up our workforce.”

Eric Holcomb, Indiana Governor



Connecting Learners with Data

- Learners will benefit from knowing:
 - The good jobs in growing careers in their region
 - The skills needed to succeed in those careers
 - The best training providers and courses to provide a pathway to build the skills they need in those roles



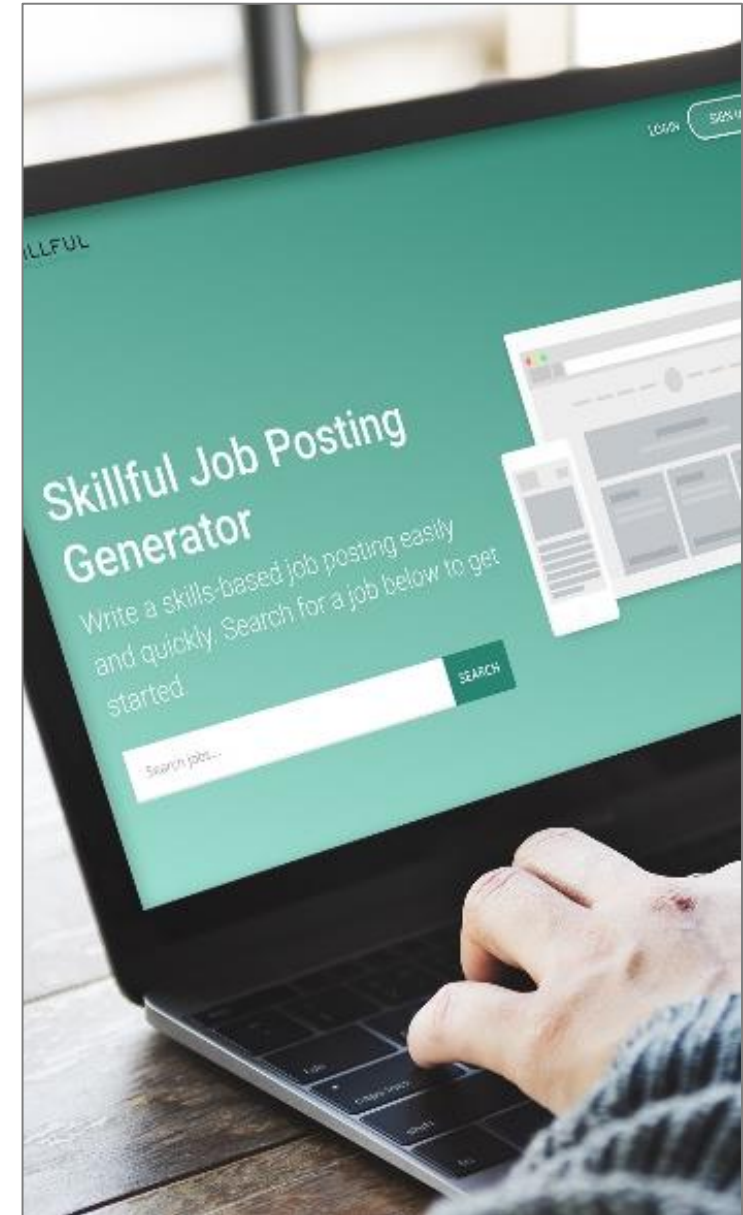
Our Employer Strategy

- Skillful helps employers understand the value of infusing skills-based practices into their overall talent management strategy for successful hiring, evaluation, selection, onboarding and retention of their workforce.
 - Tools for employers to implement
 - Delivered in partnership with existing employer facing organizations
 - Focus on changing practices



Employers

- **Skillful Talent Series:** Training program for employers on implementing skills-based practices. SHRM certified.
- **Skillful Job Posting Generator:** Online tool which uses data to enable employers to write skills-focused job descriptions <https://generator.skillful.com>
- Google “Job Posting Generator”
- **By providing information on skills required for a role, can help employers to deliver the right training to employees**



Our Coaching Strategy

Skillful helps career coaching professionals gain the skills they need to **better guide job seekers and help them connect to opportunities** in today's digital economy through two programs:



**Skillful Governor's
Coaching Corps**



**Skillful Coaching
Community of Practice**

Career Coaching Landscape

Career coaches help people navigate their career journey and advance toward a chosen career path. They provide their clients with strategic guidance, resources, and the support they need to persist and advance.

1:543

Ratio of **counselors to students** in Indiana

2,400-4,100

Career **coaches** in Indiana

200,000+

Hoosiers **served by public workforce** agencies

350,000+

Hoosiers in **high school**

Skillful Coaching

- **Skillful Governor's Coaching Corp**
 - Unique, intensive training program for career coaches.
 - Launched in partnership with State of Colorado, now in second year. Launched in Indiana this year.
 - **100 participants have attended training to date**
- **Skillful Community of Practice**
 - Online community for career coaches to share resources, best practices and tools
 - Based on Microsoft Teams platform
 - **350 + members**

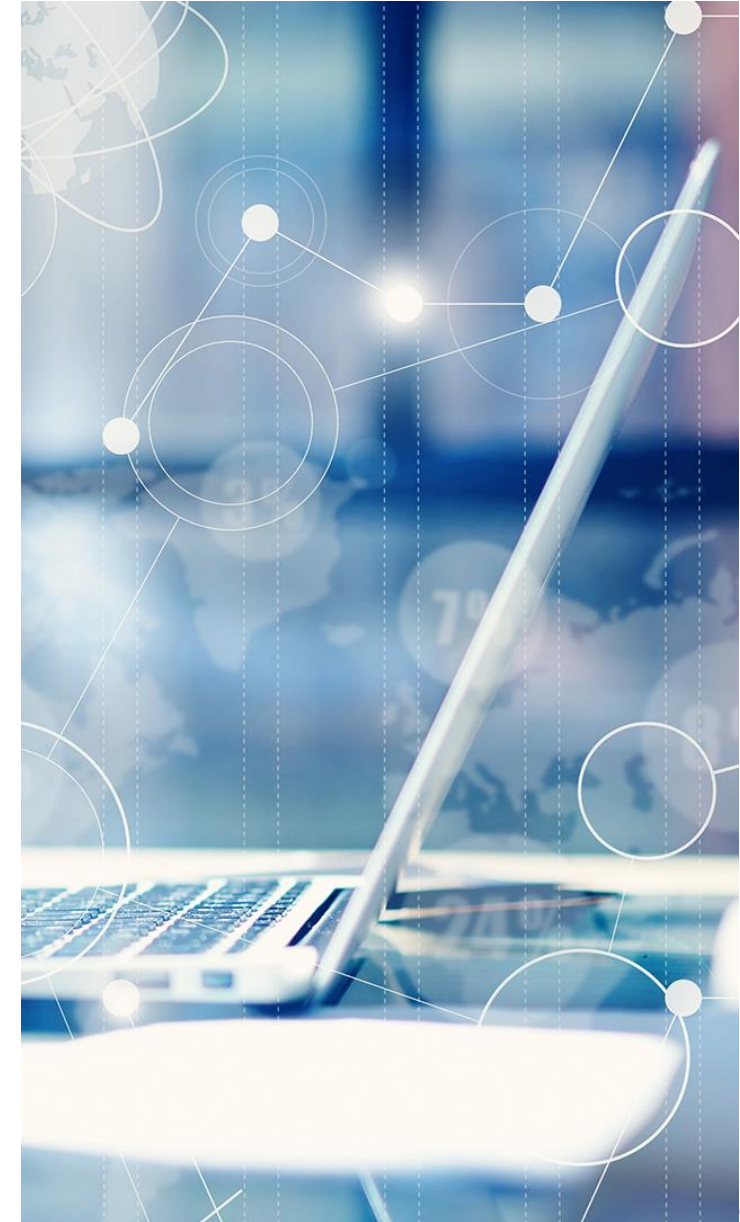


“I highly recommend applying for the Skillful Indiana Governor's Coaching Corps. The time you invest in the program will be returned to you tenfold...”

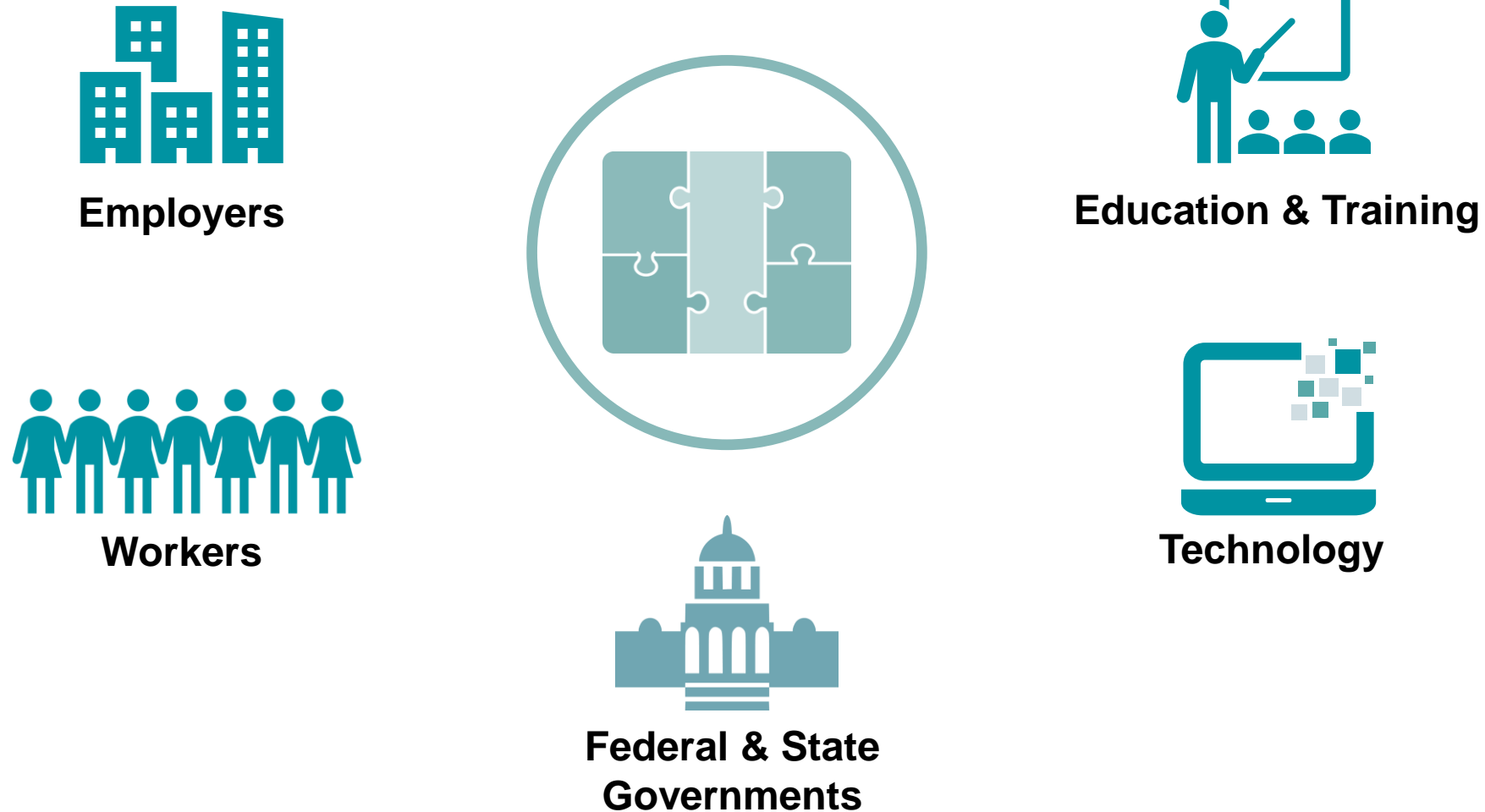
- Stephanie Butram,
SGCC Participant, TAA Unit-
Program Director for the Indiana
Dept. of Workforce Development

Data to Connect Training & Work

- Piloting the connection of a learn and work ecosystem using robust, linked open data, in order to:
 - help people make informed training investment decisions,
 - align educational programming with employer needs,
 - support hiring and retention of workers using skills,
 - support the creation of a lifelong learning transcript.
- Collaborative project, partners include:
 - Indiana Commission on Higher Education,
 - US Chamber of Commerce Foundation's Job Data Exchange (JDX),
 - Credential Engine,
 - Brighthive.



A Skills-Based Labor Market for the Digital Economy



Skillful Indiana Partners

