Support Employer Driven Workforce Training Programs

The spirit of the Employer Training Grant is intentionally aligned and driven by employers. This training program should maintain its flexibility for employers to use for new hires, incumbent worker upskilling, youth education and training initiatives and credential requirements. Sufficient funding should remain a priority for crucial workforce training programs.

Strengthen Indiana’s Workforce

With expedited retirements on the horizon and growing trends of automation and increasing sophistication of artificial intelligence, efforts need to be focused on addressing Indiana’s labor force. Addressing variables such as new competencies for the next generation in the workforce and displaced workers and workforce attraction, recruitment and retention strategies will be critical. Systemically addressing barriers to employment such as child care, housing and transportation will strengthen recruitment and retention strategies.

Future of Work

In order to keep hiring practices and workforce development competitive for tomorrow’s jobs, the foundation of employability is critical. Emotional intelligence. Agility. Soft Skills. Competencies around strengths that people will need to develop to find security in this rapidly changing environment include critical thinking skills, adaptability and tenaciousness. Skills and behaviors such as these will be a crucial in preparation for highly technical jobs we aren’t quite able to see yet. In preparation, Indiana has passed several measures to enhance post-secondary readiness for employment, but there’s still work to do. Legislation should strengthen career and technical education opportunities and give schools the flexibility to partner directly with employers and training providers on career and technical education to achieve these competencies and require that students earn postsecondary certificates prior to graduation. This will help prepare and build the K-12 talent pipeline.