



Indiana Talent Network
September 13, 2021

A LITTLE ABOUT US

The Indiana Skills2Compete Coalition is made up of a bipartisan group of state legislators as well as education policymakers, business, labor, and community leaders that have come together with the aim of closing Indiana's skills gap and serving as a resource for policymakers working toward that end. The Coalition uses research and data to promote public policies that will bring greater awareness to and help match the skills of Indiana's workers with the demands its workforce.



**Jessica
Fraser**



The Institute for Working Families recognizes that when Hoosiers are financially stable, they can achieve their full potential and better contribute to their communities. Policy plays an important role in building families' economic well-being.

Upcoming Educational Attainment Brief Preliminary Findings...

Data we have or are collecting:

- U.S. Census Bureau
- Labor Market Information from Indiana Career Connect
- Agency Data
- Survey results from Indiana Community Action

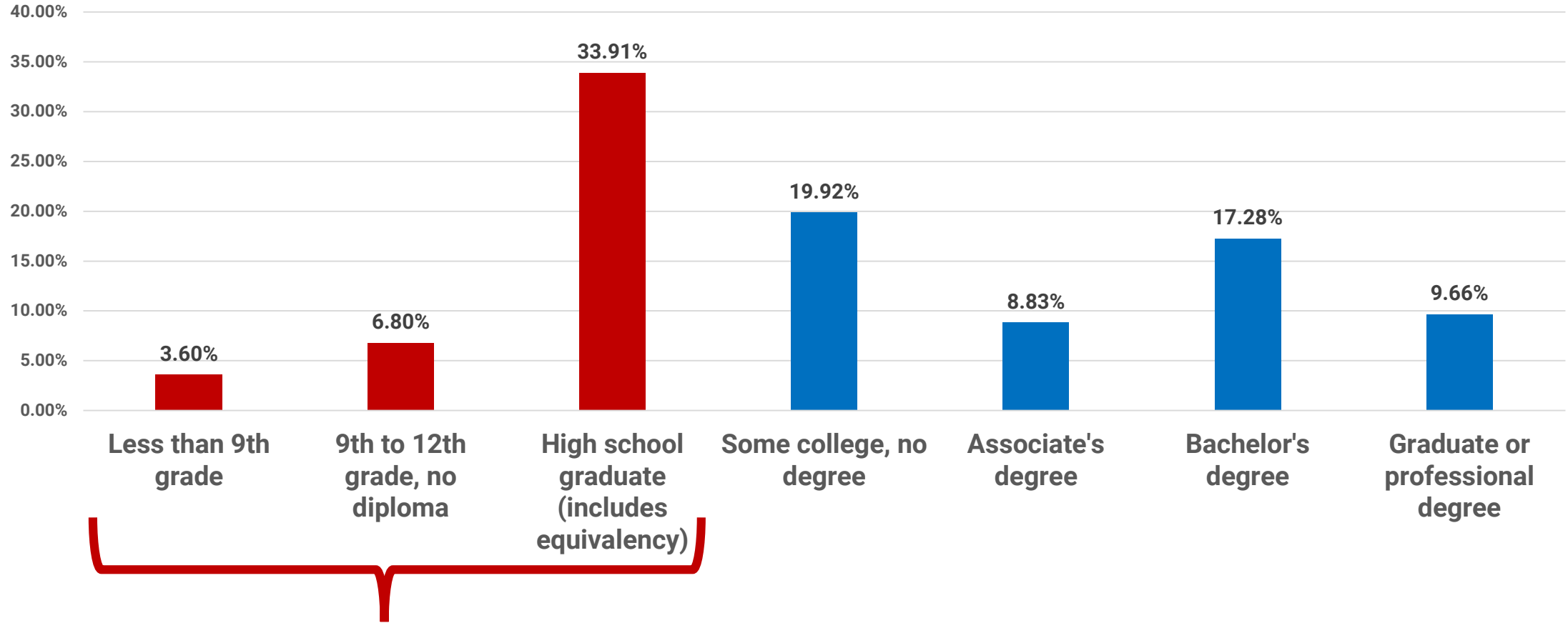
Ultimate goal of this publication:

- Information that is targeted to the Hoosiers we see as our constituency.
- Some long-term recommendations to serve this constituency and increase attainment
- Specific policy goals for 2022.



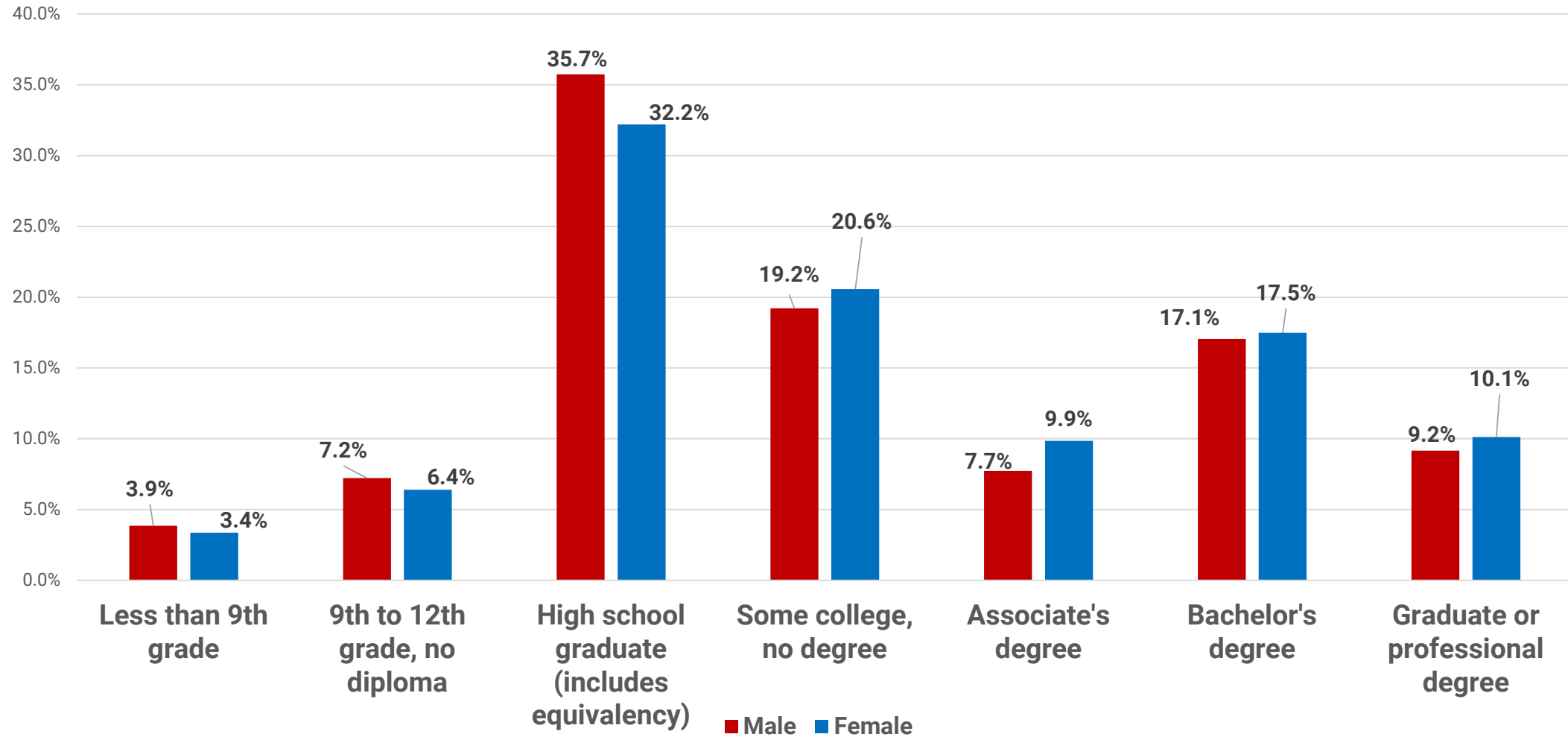
Starting with American Community Survey ...

All Hoosiers: 25 years & over in 2019

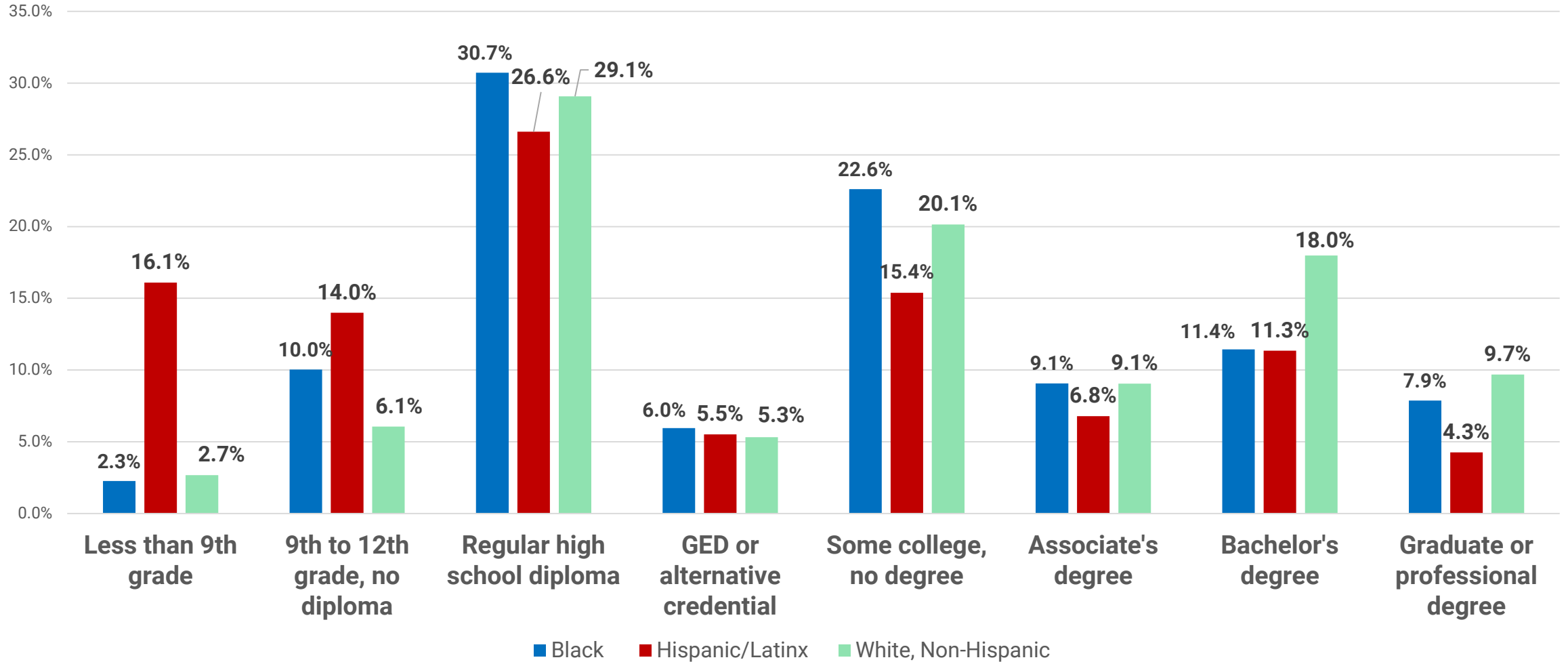


1,994,908

Hoosier Attainment, 25 & over, by Gender, 2019



Hoosiers, 25 & Over, by Race/Ethnicity in 2019

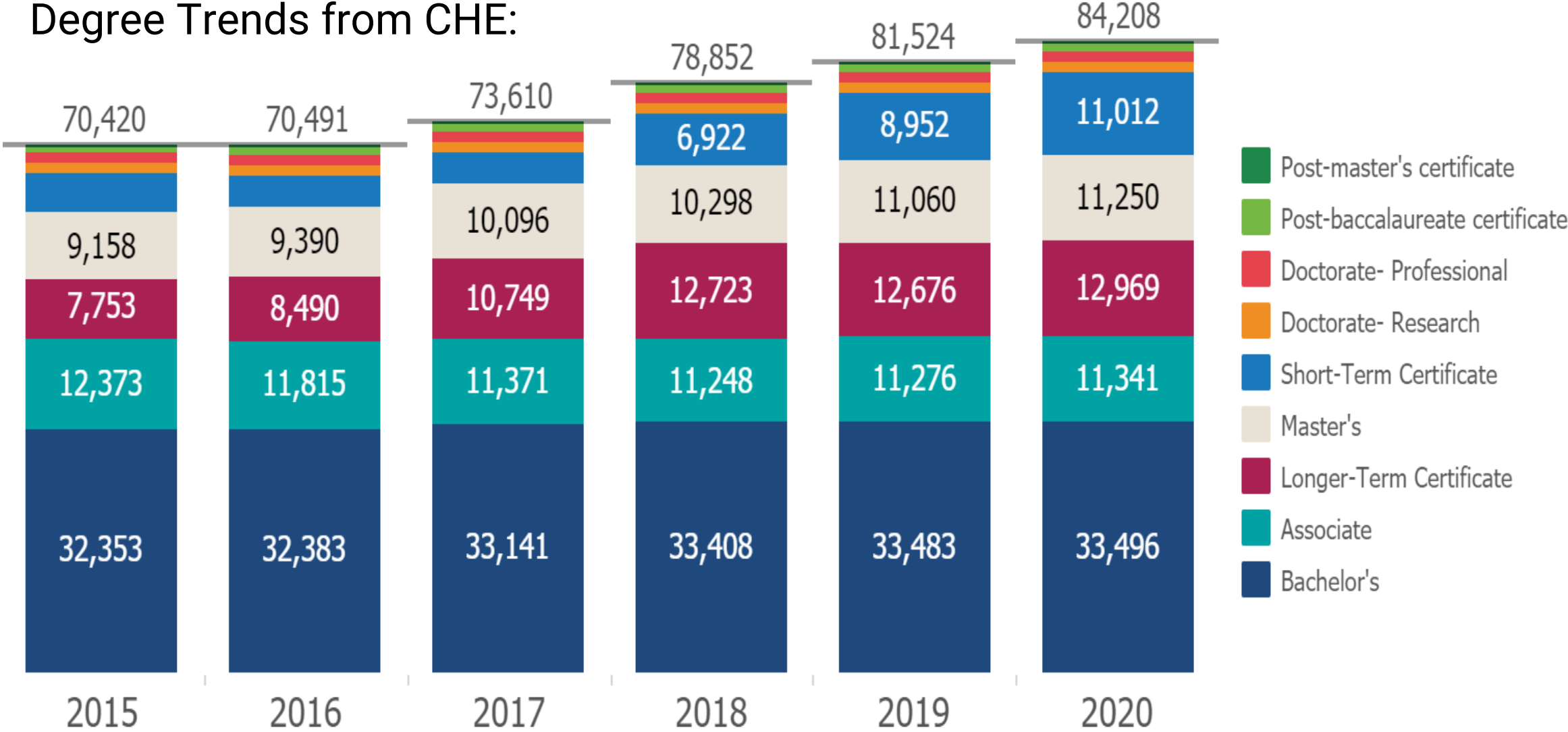


*Margins of Error were too high for Indigenous, AAPI and other POC, including two or more races, May switch this data to 5 year averages. To be more inclusive but also to maybe be able to break down by gender as well.

Agency data shows that Indiana is working hard on attainment!

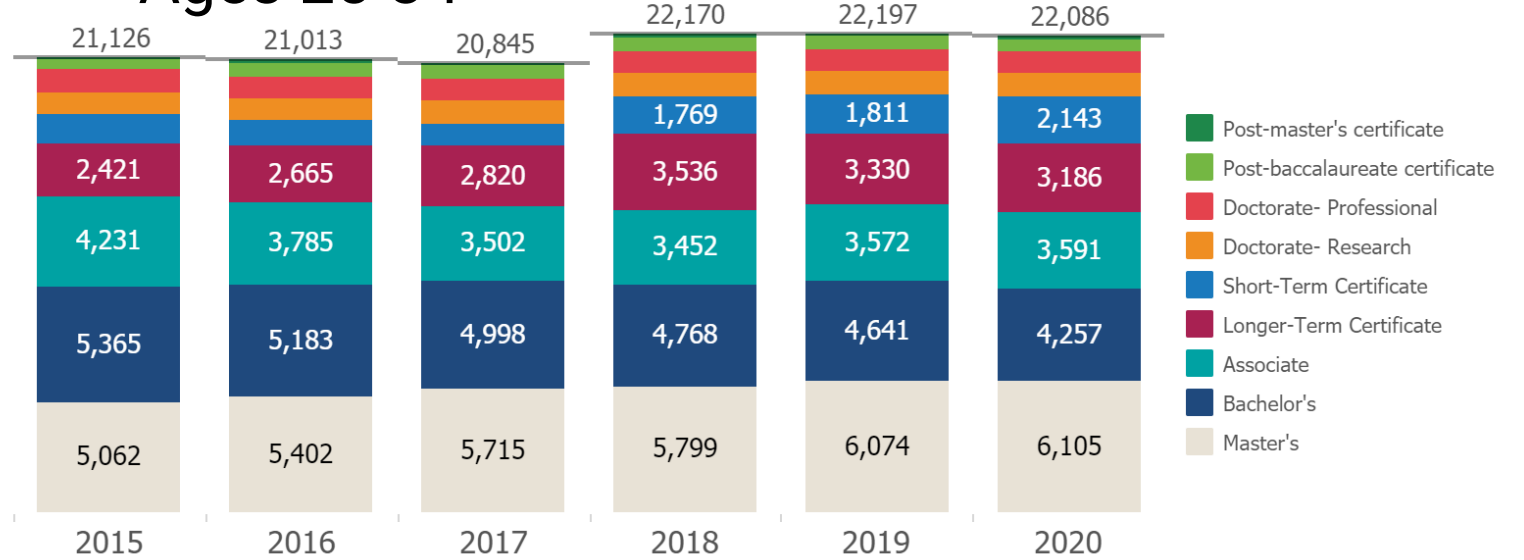


Degree Trends from CHE:

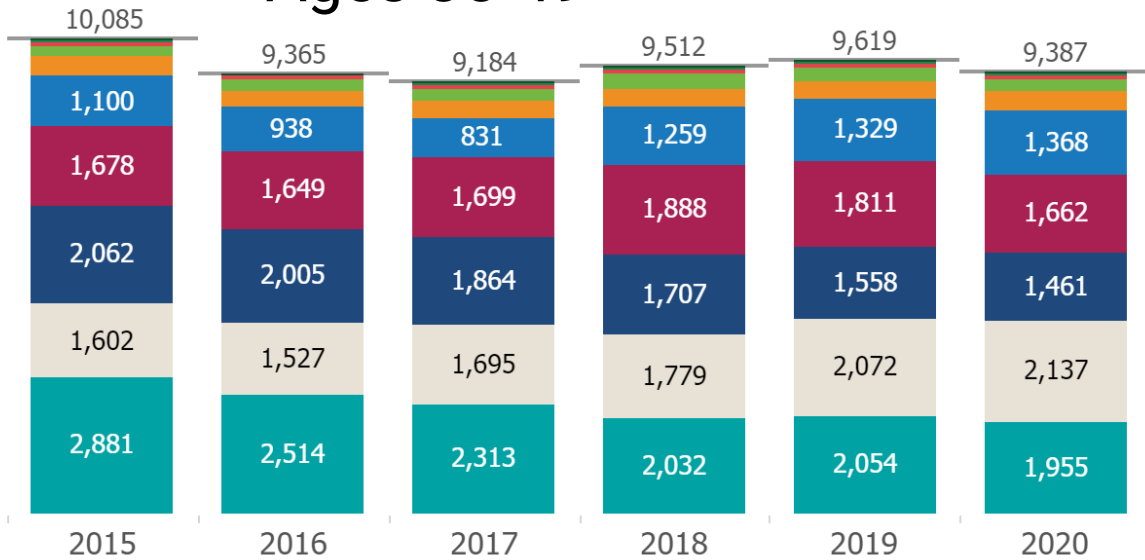


Not as much progress for older students:

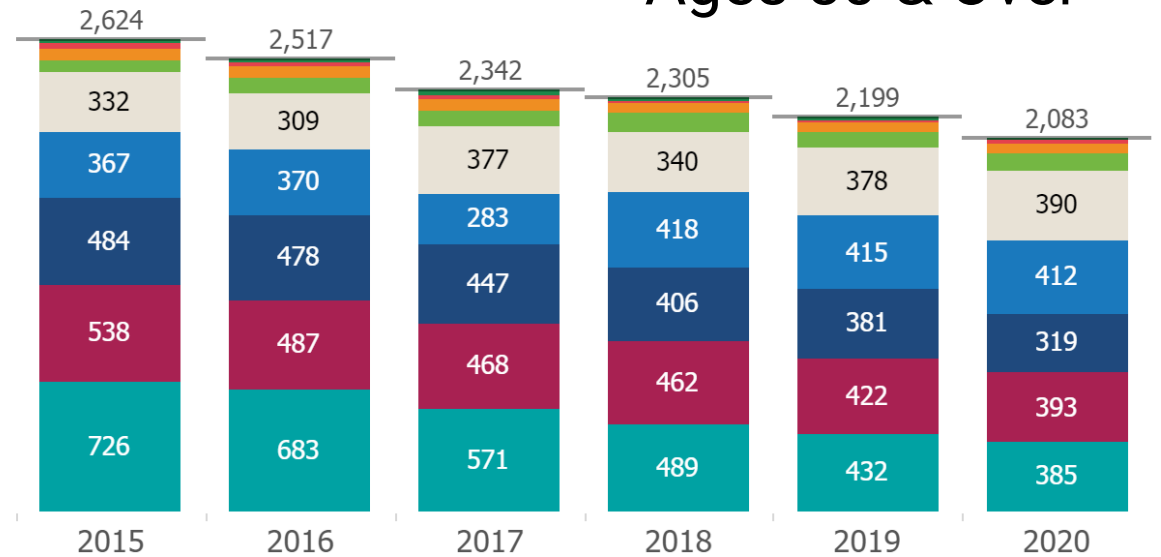
Ages 25-34



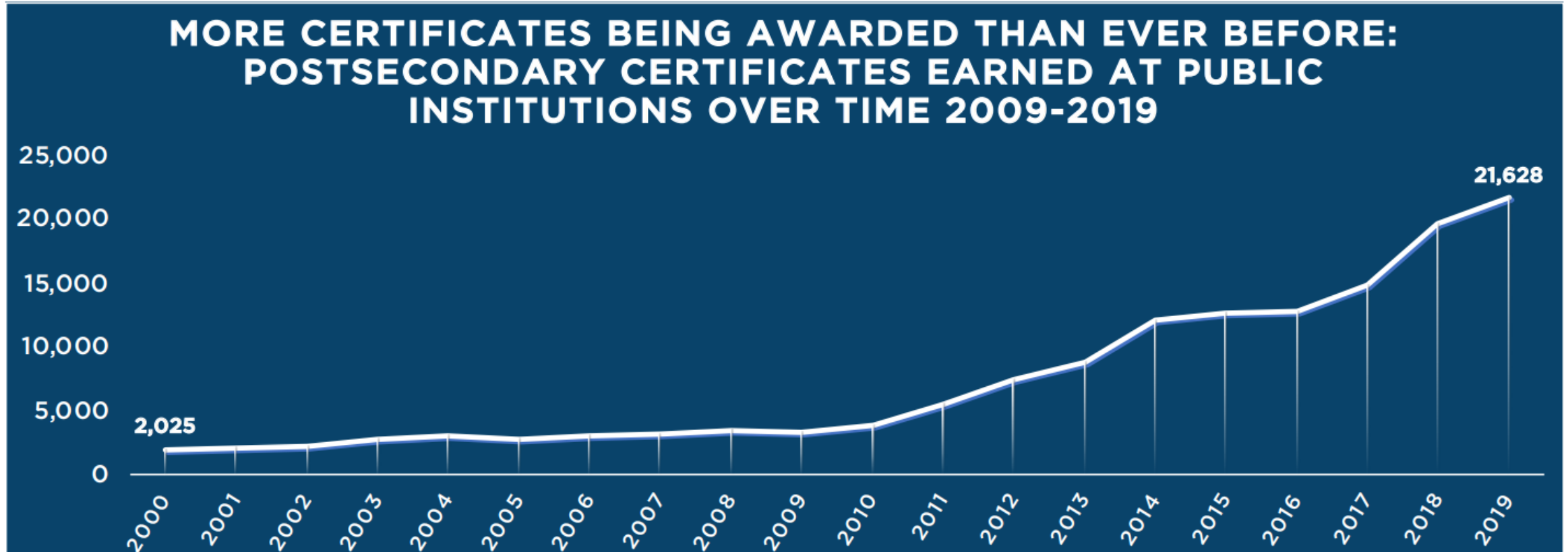
Ages 35-49



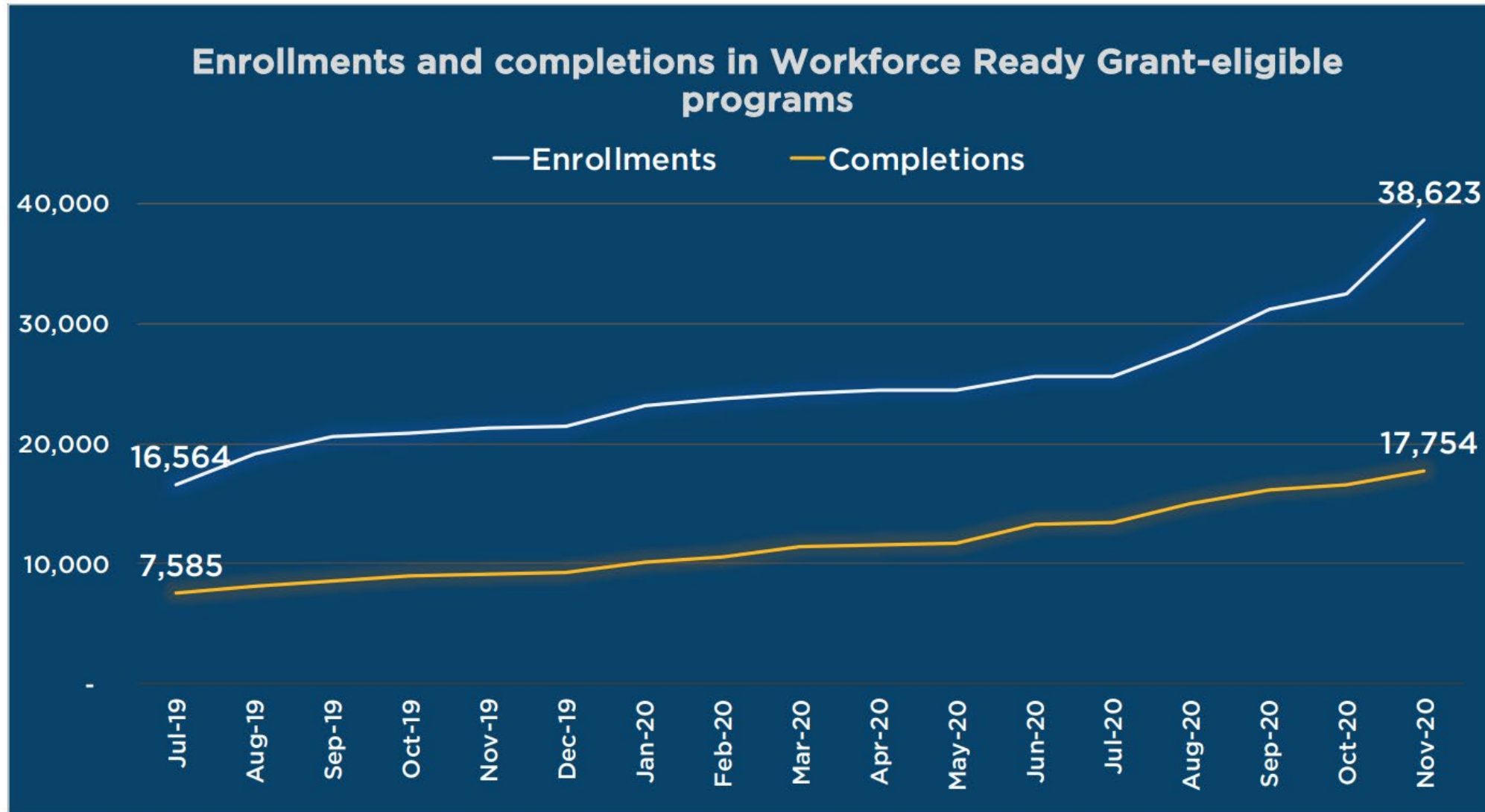
Ages 50 & Over



But exciting findings from the most recent Indiana Certificate Report from CHE

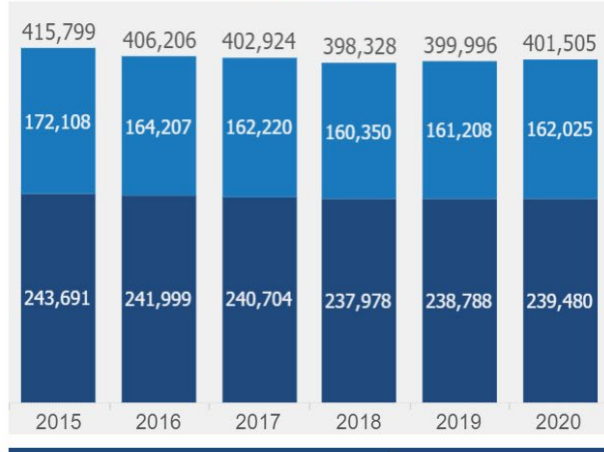


Next Level Jobs Certificate Enrollment and Completions....

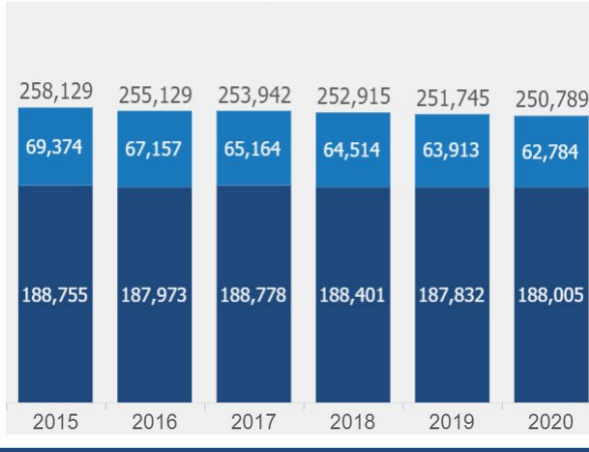


Enrollments are down a bit though....

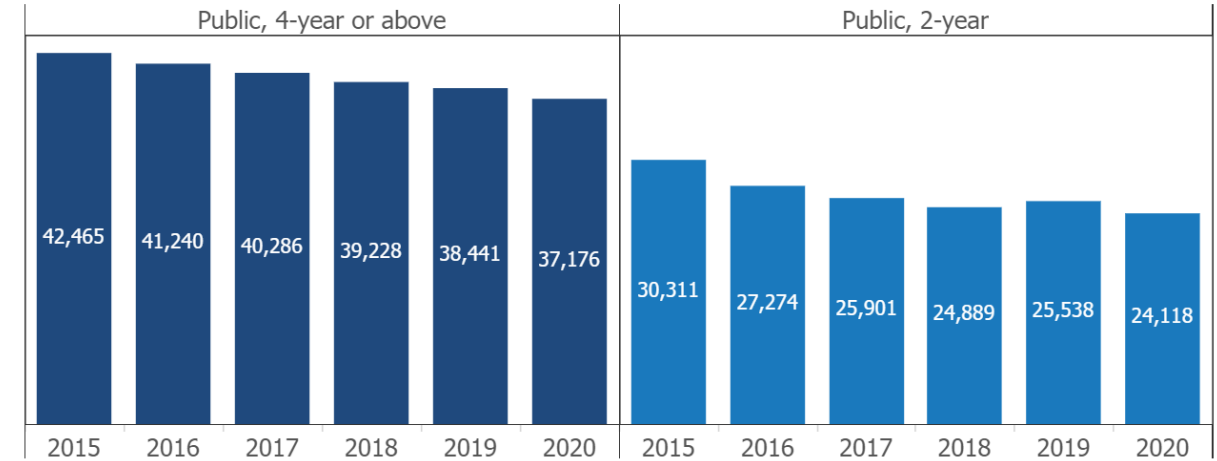
* All Headcount



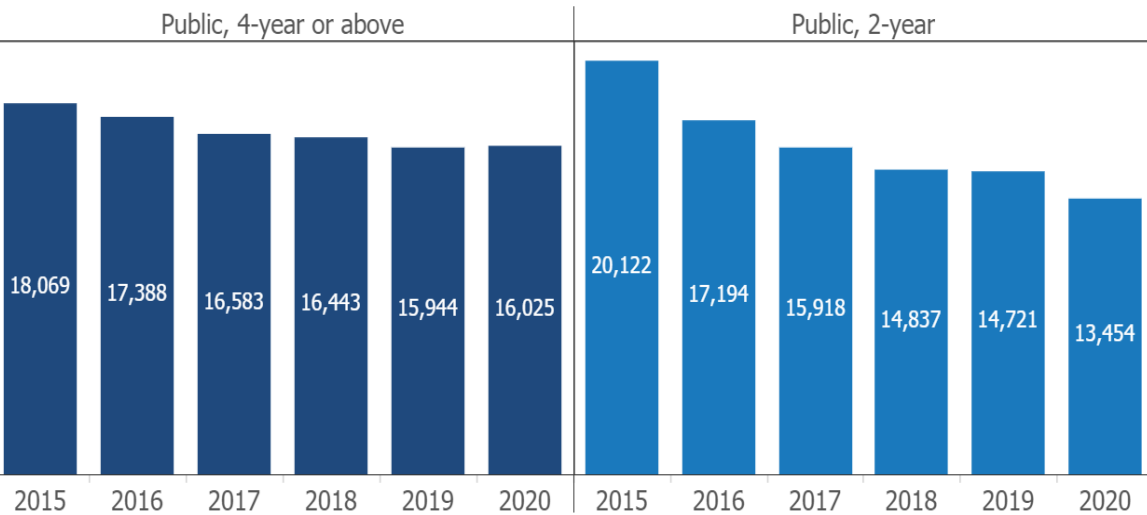
All All FTE



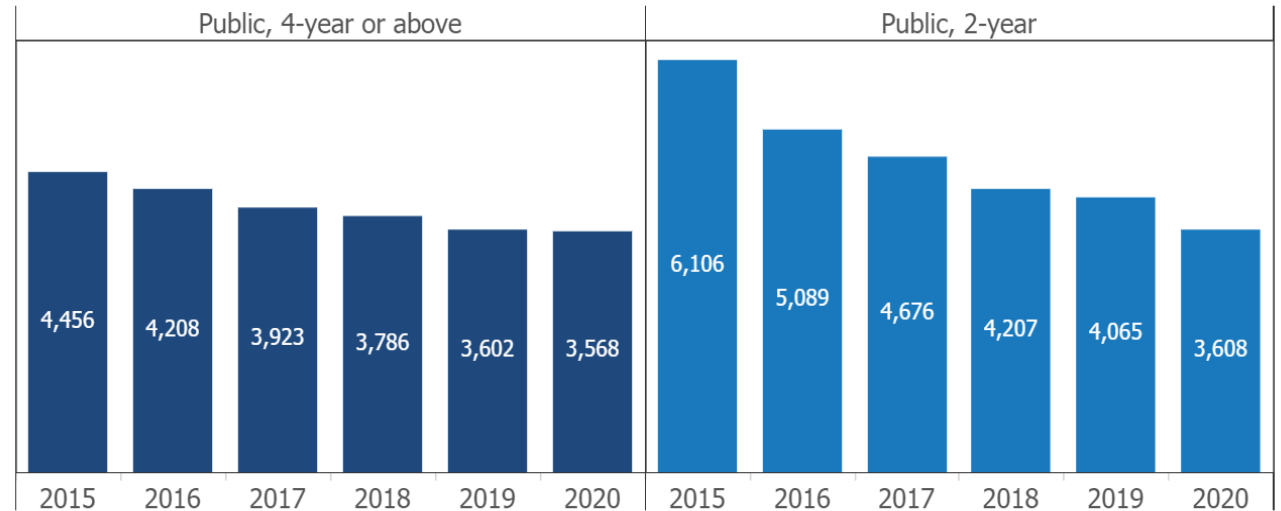
Ages 25-34



Ages 35-49



Ages 50 & Over



And the “Big Goal” is still a little ways off....

BIG GOAL ATTAINMENT CALCULATOR

60.1%
STATEWIDE

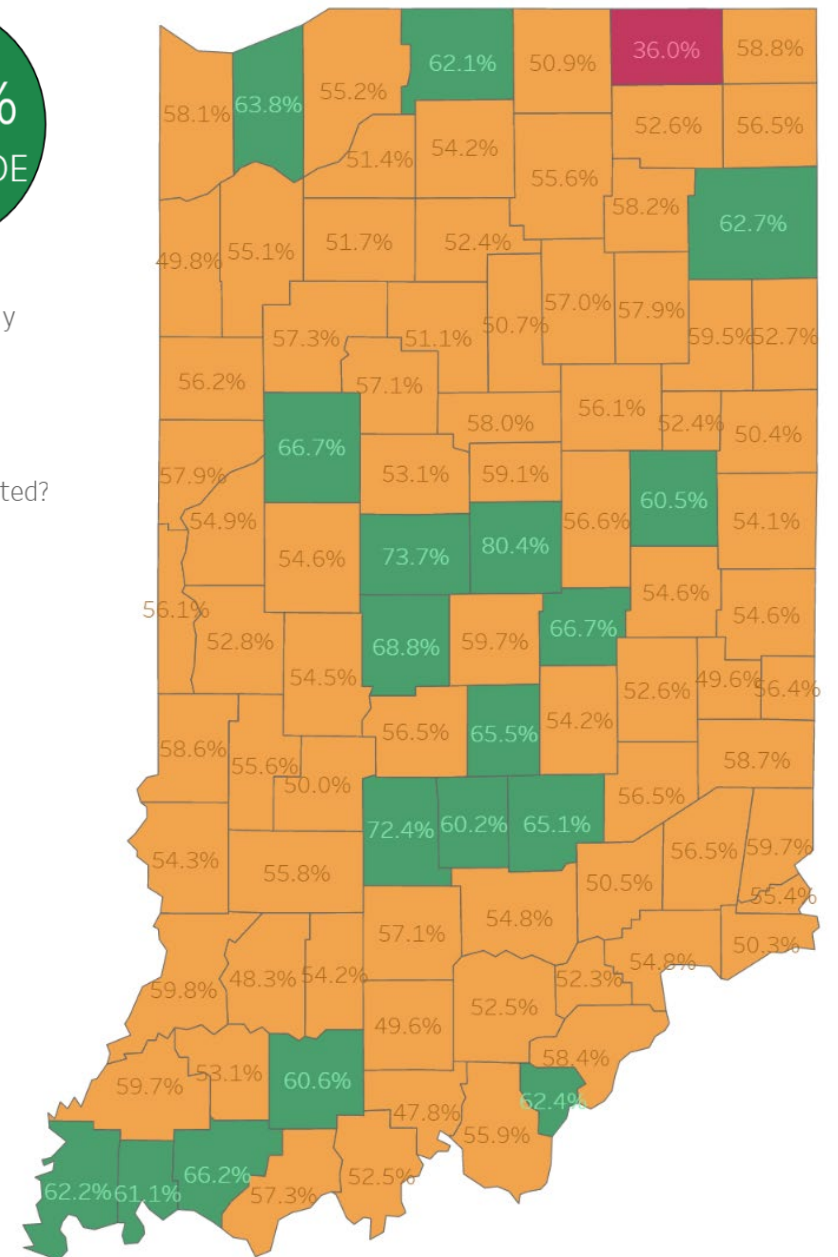
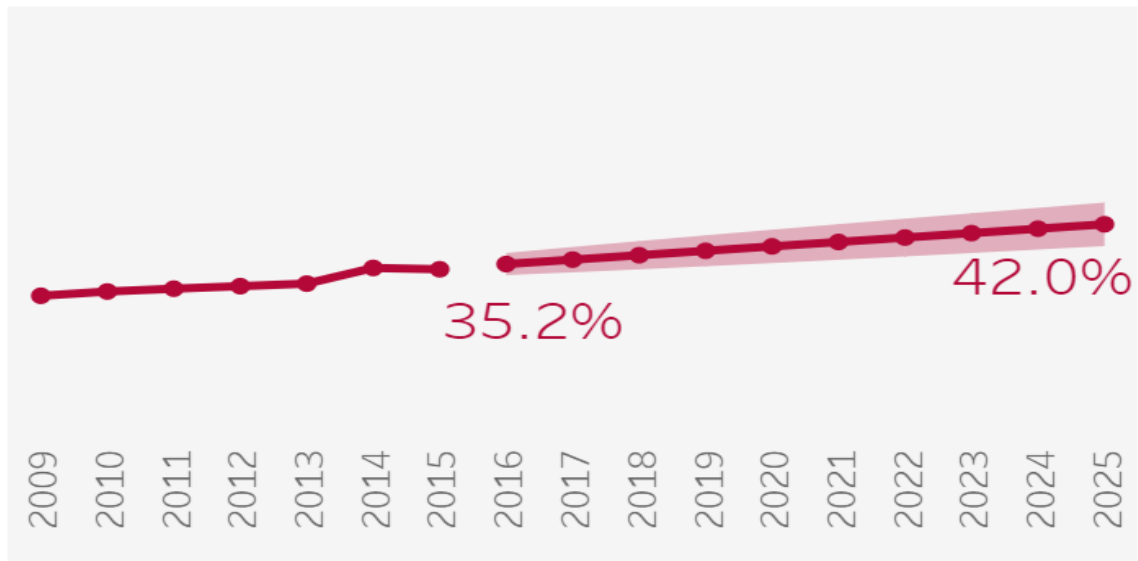
WHAT IF

46% of residents with only a high school diploma earned a degree

OR

46% of adults with some college but no credential returned & completed?

Current Forecast for All County



Despite our best efforts, too many adults lack skills... Why?



What we learned from the Statewide Indiana Community Action Needs Assessment Survey ...

About the Survey:

Why? Required every 3 yrs

Who? Current & Former Program Participants

How? Texts and Emails

When? Sept 2020-March 2021

How Many? 5821 Respondents!

What? 60 questions about their lives, including Ed & Training



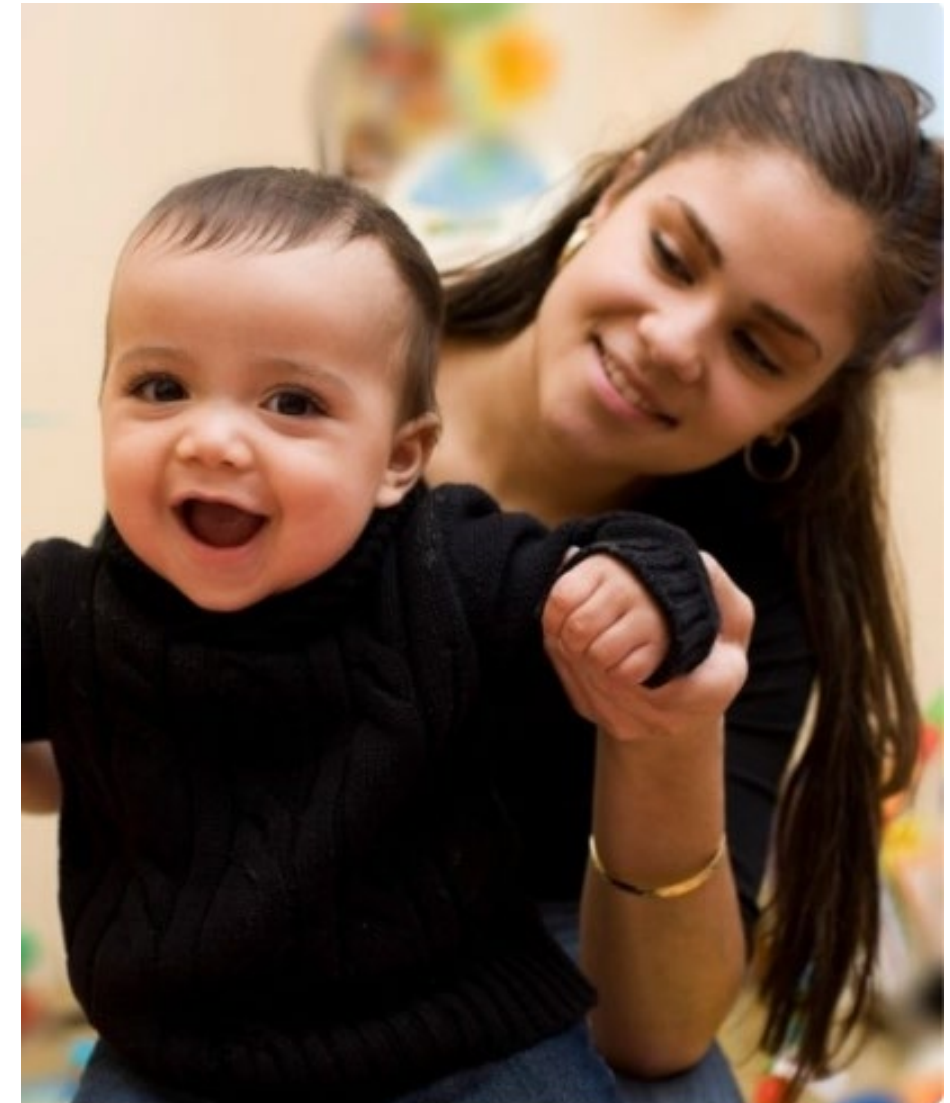
What we learned from the Statewide Indiana Community Action Needs Assessment Survey

Educational Attainment Comparison	Survey Respondents	2019 ACS
Some K-12 school, no diploma	11.2%	10.4%
High school diploma / GED / alternative credential	37.3%	33.9%
Some college but no degree	28.4%	19.9%
Associate's degree	12.9%	8.8%
Bachelor's degree	8.0%	17.3%
Master's degree or higher	2.3%	9.7%

Survey Respondents were asked:

“You indicated that you did not attend college or did attend but did not complete your degree. What are the reasons?”

Responses	%
I had to take care of child(ren)	35.10%
Tuition was too expensive	18.20%
I wanted to work	17.70%
I struggled to meet basic needs like housing and food	15.20%
I simply was not interested in college	13.10%
I had illness or health issues	9.50%
Needed to support or care for parents or siblings	6.80%
The courses were too challenging	4.30%
I did not think benefits of attending college were worth the cost	3.70%
I was not admitted	1.40%



Respondents without Education & Training Still had Student Loan Debt & Lots of Respondents had Student Loans in Collections.

Student Loan Amounts for those who reported loans				
	Less than \$500	\$500-\$1000	\$1000-\$10,000	More than \$10,000
Some K-12 school, no diploma	4	0	7	8
High school diploma / GED / alternative credential	10	19	116	104
Some college but no degree	21	37	250	375

	# with Student Loan - in Collections	# with Student Loan	% in Collections/total with a loan
Some K-12 school, no diploma	11	19	57.9%
High school diploma / GED / alternative credential	164	249	65.9%
Some college but no degree	420	683	61.5%
Associate's degree	202	363	55.6%
Bachelor's degree	98	253	38.7%
Master's degree or higher	27	64	42.2%

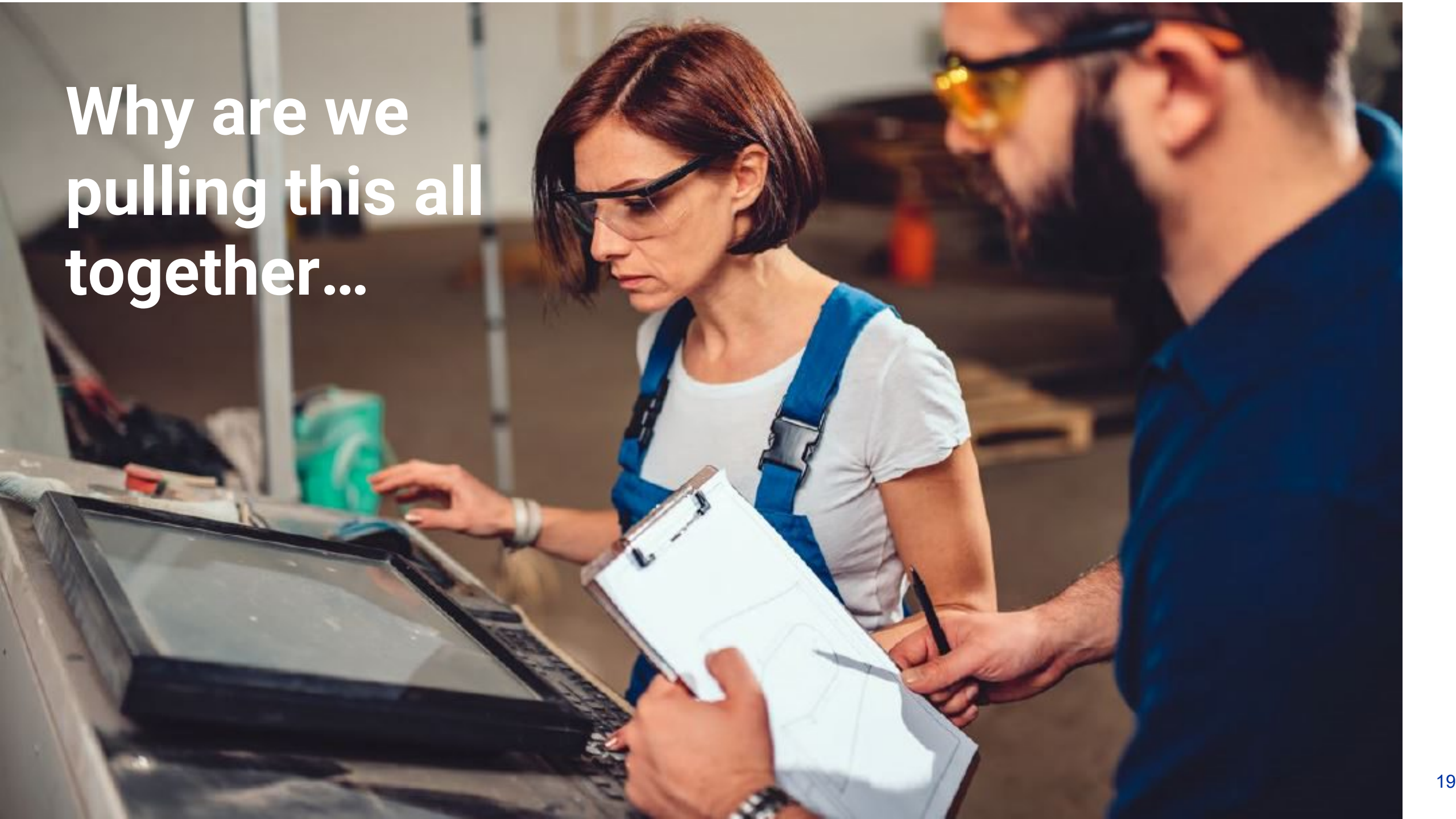
Challenges Respondents without Education & Training are facing now:

Still analyzing this piece but looking at the following challenges faced by respondents broken out by educational attainment:

- Need for Childcare
- Struggling to pay for housing
- Needing transportation
- Food Insecurity
- Other types of debt
- ... What else?



**Why are we
pulling this all
together...**



The Vision for Next Level Jobs says it all...

“Two million Hoosiers need additional training to compete in the 21st Century workforce, and there will be over 1 million job openings in Indiana due to retirements and the creation of new jobs by 2025.”

Training Adults has to be a bigger part of the solutions...

2 million adults need additional training now.

ALL Hoosiers kids enrolled in school in 2019 add up to \$1.1 million possible graduates. We would need every single one of them to stay in Indiana and get training or Higher ed. AND...

2019's five year olds are the high school graduating class of 2032! ~ Employers need trained workers now.



What do we want to tackle...

Child care access for adult students with Caregiving needs!

Academic and Career Supports, coordinated And consistent to support persistence.

Literacy, Numeracy, and Digital Literacy



Q&A / Discussion...

**We welcome feedback,
ideas, collaboration!!!**

Contact me:

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