

INDIANA'S EDUCATION + WORKFORCE IMPERATIVE

Increase Indiana's postsecondary **education attainment** rate and **per capita income** rankings above neighboring peer states and "top 25" rankings among all states. (Currently rankings: 37th in education attainment and 39th in per capita income.)

TOP 2022-2023 WORKFORCE POLICY PRIORITIES

1. **Early Childhood Education:** Increase public/private-sector investment that expands equitable access and affordability of high-quality early learning and childcare opportunities across Indiana.
2. **Employer Incentives:** Incentivize employer investment in training that culminates in employees earning industry-recognized credentials/degrees and related investments that alleviate systemic workforce barriers related to childcare, housing and transportation.
3. **K-12 Education/Workforce Alignment:** Embed Indiana's "college core curriculum" and high-value industry-certificates in state high school diploma and graduation pathway requirements. Establish funding incentives (for schools and students) that encourage graduates to earn both a diploma and a postsecondary credential.
4. **Postsecondary Access:** Increase access to affordable postsecondary pathways by automatically enrolling eligible students in the state's 21st Century Scholars program and requiring (with opt-out options) high school seniors to complete the Free Application for Federal Student Aid (FAFSA).
5. **Postsecondary Graduate Retention:** Promote postsecondary performance funding and graduate retention incentives—for both institutions and individuals—that encourage college graduates to live and work in Indiana, especially in high-demand STEM (Science, Technology, Engineering and Mathematics) fields.
6. **Quality of Place Initiatives:** Promote increased public, private and philanthropic investment in quality of place assets and amenities, including but not limited to the state's Regional Economic Acceleration and Development Initiative (READI), that help better attract and retain talent in local communities across Indiana.
7. **Reemployment Skill-Up Incentive:** Break the cycle of recurring unemployment for undereducated Hoosiers by establishing a financial incentive (with wraparound supports) for unemployment claimants who lack a high school diploma and/or postsecondary credential to earn a high school equivalency concurrently with a short-term, industry-recognized credential during their benefit period.
8. **Robust Communications/Marketing:** Encourage public, private and philanthropic investment in a comprehensive communications campaign that drives Hoosier participation in post-high school education/training and engages Indiana employers as active co-developers of talent equity and diversity.
9. **Work-Based Learning:** Strengthen state expectations and investment that ensures equitable access to high-quality internships, apprenticeships and related work-based learning experiences at the secondary and postsecondary levels. Prioritize investments, including the EARN Indiana work-study program, that expand work-and-learn opportunities for low-income and other underrepresented populations.
10. **Workforce Training:** Sustain state investments in targeted, short-term training—like Indiana's Next Level Jobs program—that provide direct pathways to high-wage, high-demand jobs aligned with industry need.