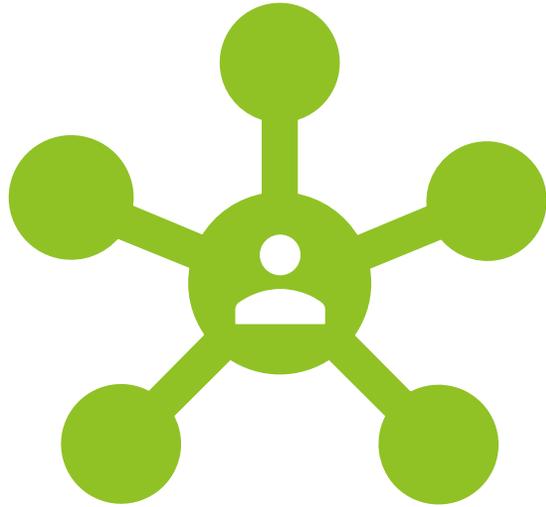


# The Basics of Career Training: What it Takes to Land Hot Jobs

# Housekeeping Items

- ▶ The session is being recorded, the PowerPoint and other materials will be sent out after the session.
- ▶ Please mute yourselves to make sure that speakers can be heard and we do not experience feedback. No need to keep video on unless you want!
- ▶ This session is structured with a panel of career training providers. There are designated questions each of them will discuss to dive into why education and training is key to obtaining today's (and tomorrow's) Hot Jobs.
- ▶ Feel free to share your own thoughts, reactions, and reflections to the topics as we go along. If time allows, we can move to participant questions, so please send those to me privately!

# Welcome to Ecosystem Enrichment!

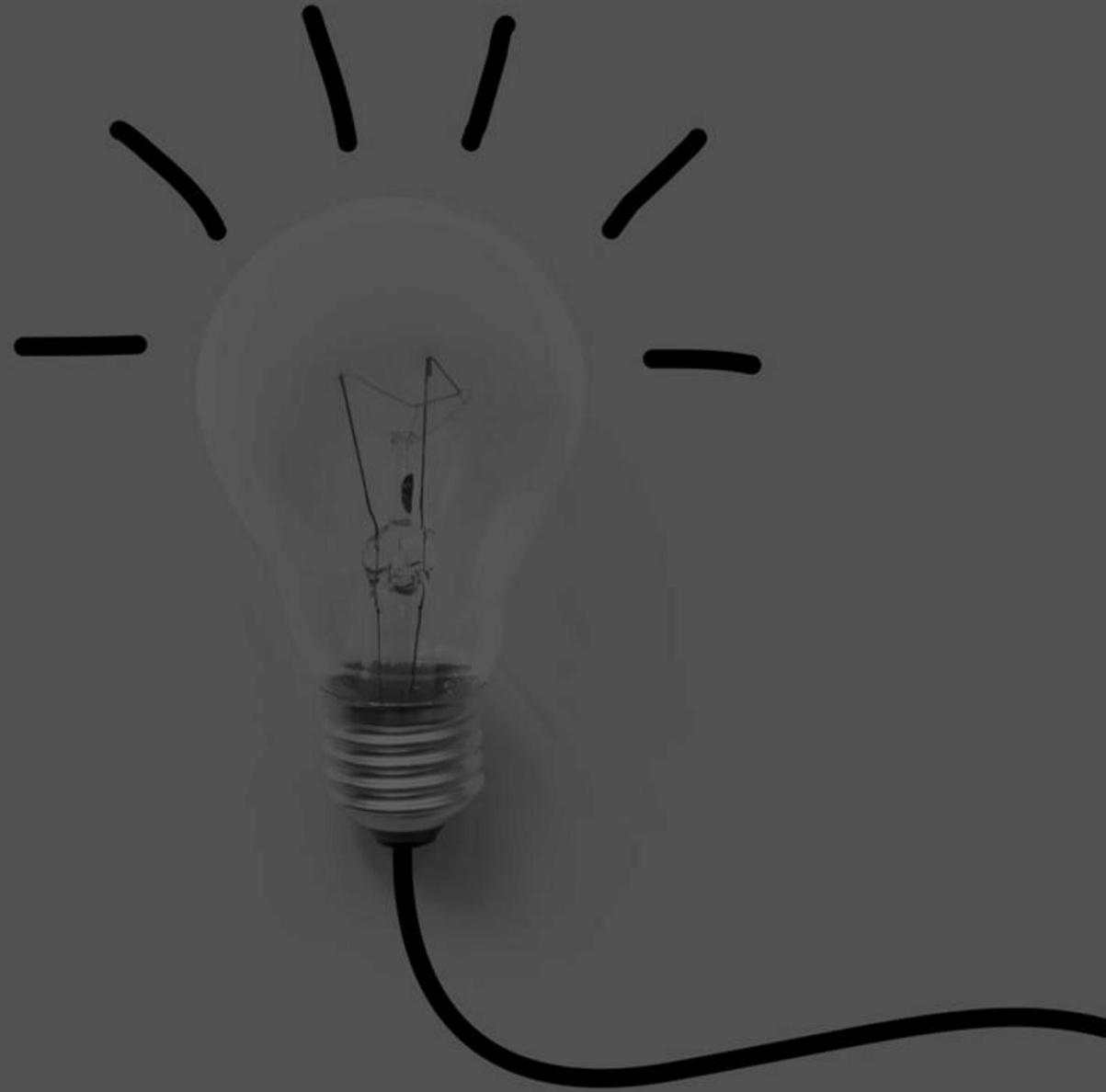


- ▶ Monthly professional development opportunity for workforce professionals - career coaches, business services representatives, training instructors, and more!
- ▶ Information that helps connect a complex system of services so that jobseekers can get the support they need to find, obtain, and maintain quality employment -no matter where they start!
  - ▶ Broadly applicable workforce development skills/knowledge with local context
- ▶ Join us each month for more, invite others you think are a good fit, and reach out if you have questions about previous or upcoming sessions

# Key Learning Objectives

Education and training pathways beyond high school are an important way that jobseekers can obtain employment in high-wage, high-growth careers.

1. What are some of the different post-secondary opportunities available to provide this preparation
2. What are the benefits to pursuing education and training and how can we translate this information to students and/or jobseekers
3. Career Training's importance in the employment continuum: Any Job, Better Job, Career
4. What are some of the ways that career training prepares individuals for high-growth, high-wage employment opportunities



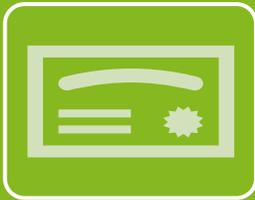
# Meet the Panelists



# Types of Career Training



Short-term training: Short classes offered through community organizations or programs at schools that last two years or less



Credential/Certificate: A credential that you earn by taking a test to prove your knowledge or skills



Degree Programs: A credential you earn by completing a 2-or 4-year program at a public or private college or university



Apprenticeship: A formal combination of training and full-time paid job. Offered for hundreds of occupations through employers, unions and associations.

# Definitions

▶ Given your role as a “training provider”, can you give a short definition of *career training* and what it means to you and/or your agency?

- Any additional schooling or training designed to help someone transition into a new role, program, or career
- Some people only need a certificate, or something small, short-term training is becoming more important!
  - Ex: Associate degree + credentials/certs
- A career is a job that brings you fulfillment and keeps you financially stable
- Career training starts very early with employable skills
  - Works off these skills and can work on them with more education
- Career training incorporates technical AND soft skills

# Employment Continuum: Any Job, Better Job, Career

- They came to “Ivy-Tech” but they didn’t come for the paper, they came for the career!
- Remember that the continuum is not always linear and someone may change careers, move around in an industry, and more.
- As important as salary is, purpose and meaning and how you will advance in a company is equally or maybe even more important for people in their positions
  - Having clear expectations and guidelines can help greatly with retention and motivation
- “What do you want as a career goal AND what do you want personally?”
  - Incredibly important to figure out

Many of us working in the career services space are encouraged to think of a jobseekers employment/career journey as one from Any Job, to a Better Job, and into a Career. Can you explain how education or training beyond high school helps jobseekers attain employment in the B & C categories?

- Getting the right people into the right training programs is the biggest thing
  - Matching the students with programs that match their interest, as well as getting the right teachers and mentors
- Conversations with students should help them:
  - Discover who they are
  - Develop and idea/path to get there
  - Deliver on those goals

How do we communicate to participants how these steps work and how to see value in themselves?
- Apprenticeship - a bit different. Sometimes the whole continuum is visible during the length of the program
  - With the same company throughout (even when moving up), but you gain new skills moving higher up, gain higher salary, and responsibilities
  - Once you have completed the apprenticeships you will have the skills to do what you want to do!
- Right now, it is a job seekers environment! Important to educate students that in terms of future advancements, increased knowledge/experience and/or education is very important
  - Employers are re-evaluating what educational requirements mean on their job descriptions.
  - Career training is still very important, but doesn’t always happen in a classroom and end with a certificate - it can come with experience.
  - Many skills can be worked on (conflict management, time management, etc.) and learned on-the-job

## Can you talk about some of the financial/economic benefits of career training for jobseekers?

# Economic & Financial Stability

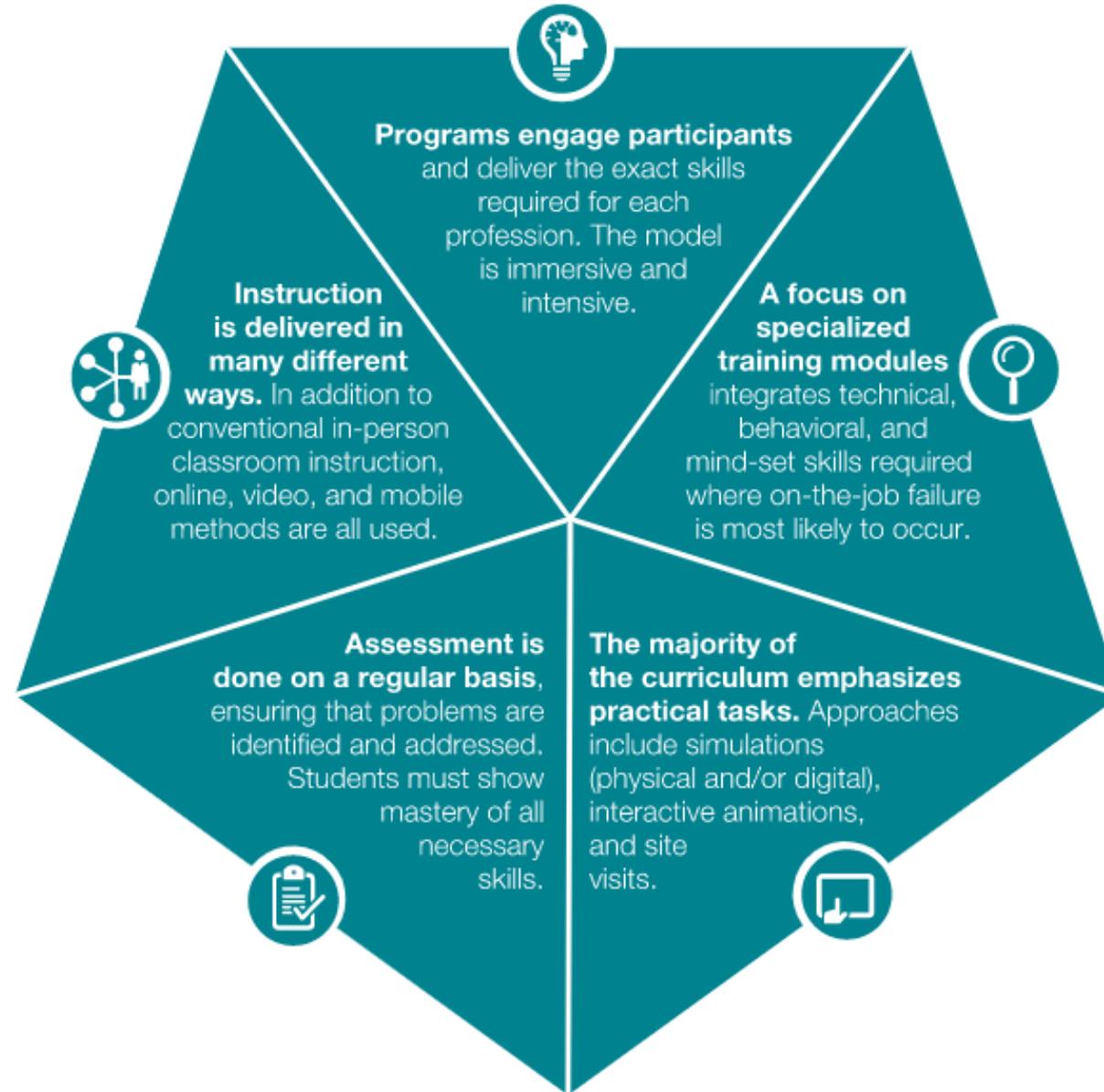
- Biggest benefit coming from apprenticeship or work-based learning route is it can give you the tools to do your work better, make less mistakes, and get your foot into the door into higher education down the road
  - Really need educational institutions to teach people work that they don't normally do! With workforce shortages, more people are stretching their skills and need to know what to do
- At community colleges and other higher education institutions, technical programs are helping people get jobs that sometimes pay more than people who are in higher positions with higher education. These are the open, needed jobs in the economy.
- Better jobs also don't mean just higher pay, could be **better benefits**, more **responsibility**, better **learning experiences**, etc.
  - It's important that job seekers understand what the economic benefits are as a whole, not just paychecks
- In apprenticeship realm, you start working in the career immediately instead of taking on debt
  - You also get an immediate understanding of "this is what my job could look like"
  - Another great thing for apprenticeships - can learn while still making money, also employers can pay for education
- Conversations around career planning with jobseekers necessitates talking about realistic expectations on income for financial planning, in addition to what else they value in employment
- Having diverse ability to pull resources for each person we are working with is important, think about values, work life balance, not just money
  - If we did that, we would be much more successful

# Career Training & Participant Success

What are some of the key aspects of any training program (from a work experience/on-the-job training all the way to a degree) that contribute largely to participant success?

- Is the program going to help student/jobseekers goals on what they'd like to accomplish at that stage of their life?
- Does the program serve the whole person and provide wrap-around services or have partnerships in place to address student barriers?
  - Participants have complexities that can affect their ability to be successful, career training providers and employers should engage with the folks in the community that address those complexities and have resources to support the students/employees.
- Many successful programs will incorporate work/learn opportunities and project-based opportunities, as well as engage employers to ensure curricula match their needs.
  - This helps students get technical competencies, contextualized learning, and transferable skills to take into the workforce
- Successful programs will want their students to be successful and fulfilled, and this will affect how they provide programming.

## Effective training incorporates five components.



Reflect on this & respond however you see fit: “The State of Indiana has set a goal that in order to meet the state’s workforce needs, 60% of working-age Hoosiers to have a quality degree or credential by 2025. Currently, the state is at 48.5%.”

- The earlier career exploration we have the most discovery aspect students will have and a better idea on what opportunities are available for them
- Hidden costs for going back to schools for some adults...it’s just not possible in some cases
  - Apprenticeships can help here
  - Employer engagement and buy-in can help
- Continuing to removing stigma around 4-year degree as the best option needs to be changed and is constantly being worked on
- Bringing in employers further and asking what commitment they are making to build their own pipeline
  - How can employers support their current talent?
  - How can they invest further?
- There have been improvements, but additional work needed to increase awareness and familiarity with all post-secondary pathways.
  - The new high school graduation requirements will help, as there are opportunities to come into the K-12 space earlier and show students what careers are there so that is progress

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# Resources to Connect Jobseekers to Post-Secondary Opportunities

- ▶ Adult Basic Education:

- ▶ <https://workoneindy.com/adult-ed/>

- ▶ Short-term Training & Credential/Certificate Programs:

- ▶ <https://intraining.dwd.in.gov/ProgramLocation/ProgramSearchView>

- ▶ Degree Programs:

- ▶ <https://invested.inviteeducation.com/>

- ▶ Apprenticeships & Work-Based Learning:

- ▶ <https://www.indianacareerready.com/Apprenticeships/Student>

- ▶ <https://www.apprenticeship.gov/apprenticeship-job-finder>

# Wrap-Up

Next Session: November 18th [Register Here](#)

Are you a new career coach, navigator, or case manager looking for resources?

Are you a seasoned professional with resources to share?

[Check out the Resource Library](#) where you can access & request materials to help as you serve jobseekers

[Request a Topic for Ecosystem Enrichment!](#)