

Indianapolis, Indiana

2022-23 SNAPSHOT

THE NEW SKILLS READY NETWORK

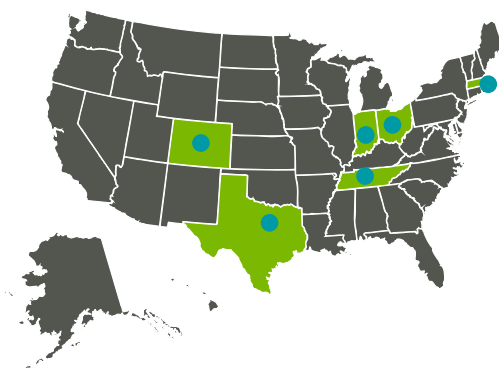
New Skills ready network, launched by JPMorgan Chase in 2020, bolsters the firm's efforts to support an inclusive economic recovery, as part of both their \$350 million, five-year New Skills at Work initiative to prepare people for the future of work and their \$30 billion commitment to advance racial equity. Advance CTE and Education Strategy Group are working with sites to improve student completion of high-quality career pathways in six US communities.

The six *New Skills ready network* sites are: Boston, Massachusetts; Columbus, Ohio; Dallas, Texas; Denver, Colorado; Indianapolis, Indiana; and Nashville, Tennessee. These sites are formulating new partnerships between local school systems, higher education, employers, and government entities to develop pathways and policy recommendations that give underserved students access to higher education and real-world work experiences that lead to high-wage, in-demand jobs.

These snapshots provide an overview of sites' accomplishments in the third year of the *New Skills ready network* initiative, including the development of priority objectives and action steps toward those objectives. Through the *New Skills ready network* initiative JPMorgan Chase is looking to advance the following priority areas to prepare students for good careers and economic mobility:

- Strengthening the alignment and rigor of career pathways;
- Designing, implementing and scaling real-world work experiences;
- Building seamless transitions to support postsecondary success; and
- Closing equity gaps.

Indianapolis, Indiana, is one of the six sites participating in the *New Skills ready network*. This five-year initiative, launched by JPMorgan Chase in 2020, aims to improve student completion of high-quality career pathways.



NEW SKILLS READY NETWORK SITES:

- Boston, Massachusetts
- Columbus, Ohio
- Dallas, Texas
- Denver, Colorado
- Indianapolis, Indiana
- Nashville, Tennessee

In the first year of this initiative, the Indianapolis, Indiana, *New Skills ready network* team focused on conducting a review of existing career pathways across institutional partners against a quality rubric. This review informed work to improve five career pathways as a pilot for changes to the remaining ones. During year two, the project team finalized the alignment of all remaining secondary career pathways with the state's Next Level Programs of Study (NLPS) and piloted equity labs as a core component of the state's Comprehensive Local Needs Assessment. They also began aligning career advising opportunities across partners.

This past year, the project team built on work conducted in the first two years of the initiative, focusing heavily on developing a new career pathway and building advising tools. This work supports the team's goal of aligning high-quality and equitable career pathways with priority industry sectors, as determined by local labor market analyses, across education institutions. Alignment with the needs of employers, labor market information and state policy and practice is a high priority for the project team to encourage consistent initiative-wide goals across institutions. Each partner continued to align work with existing and ongoing initiatives, but the project team focused on:

- 1 Increasing the number of high-quality career pathways across institutions;
- 2 Aligning career advising practices across partners by building capacity and resources for learners; and
- 3 Expanding employer engagement strategies to ensure that each career pathway includes high-quality work-based learning experiences.

INDIANAPOLIS, INDIANA



LEADERSHIP TEAM PARTNERS

- [EmployIndy \(site lead\)](#)
- [Ascend Indiana](#)
- [Indiana Commission for Higher Education](#)
- [Indiana Governor's Workforce Cabinet](#)
- [Indiana University-Purdue University Indianapolis](#)
- [Indianapolis Public Schools](#)
- [Ivy Tech Community College](#)



VISION FOR SUCCESS

Much of the vision of the Indianapolis, Indiana, team derives from growth in Indiana's economy and workforce. While the coronavirus pandemic has changed this outlook to a certain degree, the need for postsecondary credentials, especially in the areas of high demand, remains an important touchstone. As such, the Indianapolis, Indiana, *New Skills ready network* team endeavors to provide Indianapolis youth and young adults equitable access to career pathways leading to economic mobility and future prosperity through an aligned system. This system will connect partners so learners can transition seamlessly through their academic and professional careers. To better align partners within the system, the team seeks to build data capacity, align local and state programs of study to Indiana's labor market demands and improve the quality of career pathways implementation at all learner levels.

PRIORITY 1

Increasing the number of high-quality career pathways across institutions

In the first two years of this initiative, a major focus for the Indianapolis, Indiana, *New Skills ready network* team was evaluating comprehensive career pathways across education institutions to determine quality. Using an evaluation rubric, the project team identified key metrics aligned with requirements from the state's [NLPS](#). This work allowed Indianapolis Public Schools (IPS), in particular, to not only ensure compliance but also identify further areas to implement change and encourage alignment across all partners.

In year three, work continued in earnest in this area. First, IPS was able to start a second phase of implementation of the NLPS. After fully implementing all the necessary changes identified in previous years through the career pathway evaluation process, it expanded all career pathways across four IPS high schools. The following graphic details the career pathways that have been implemented at each IPS high school.

Arsenal Tech High School	
LAW AND PUBLIC SAFETY ACADEMY <ul style="list-style-type: none"> • Criminal Justice • Fire and Rescue 	TEACHING, LEADING, and LEARNING ACADEMY <ul style="list-style-type: none"> • Early Childhood Education • Education Professions • Teachers – Early College
MEDIA ARTS AND DESIGN ACADEMY <ul style="list-style-type: none"> • Digital Design • Interactive Media 	STEM ACADEMY <ul style="list-style-type: none"> • Animal Sciences • Civil Engineering • Computer Science • Healthcare Specialist • Medical Assistant
SKILLED TRADES AND HUMAN SERVICES ACADEMY <ul style="list-style-type: none"> • Automotive Services • Construction Trades • Welding • Culinary Arts • Cosmetology 	INDIANA COLLEGE CORE PROGRAM
Crispus Attucks High School	George Washington High School
COMPUTER SCIENCES ACADEMY <ul style="list-style-type: none"> • Computer Science 	ADVANCED MANUFACTURING ACADEMY <ul style="list-style-type: none"> • Automation and Robotics • Design Technology
HEALTH SCIENCES ACADEMY <ul style="list-style-type: none"> • Healthcare Specialist • Medical Assistant • Biomedical Sciences • Central Service Technician 	BUSINESS and FINANCE ACADEMY <ul style="list-style-type: none"> • Business Administration • Banking and Investment • Supply Chain Management
INDIANA COLLEGE CORE PROGRAM	INFORMATION TECHNOLOGY ACADEMY <ul style="list-style-type: none"> • Networking • Software Development
Shortridge High School	
INTERNATIONAL BACCALAUREATE Career Programs (CP) Academy <ul style="list-style-type: none"> • Information Technology Operations • Visual and Performing Arts • JROTC • Communications 	INTERNATIONAL BACCALAUREATE Diploma Programme (DP) Academy <ul style="list-style-type: none"> • IB Diploma Programme

Second, IPS leveraged graduation pathways for learners to earn a Career Technical Education (CTE) concentrator status. In the 2021-22 school year, almost half of the senior class met this requirement through successful completion of a CTE pathway, an increase of 20 percent from the previous school year. IPS hopes to see this trend continue as learners graduate in 2022-23.

Third, the project team focused on the creation of a new career pathway in information technology operations and cybersecurity, which was built in conjunction with an AccelerateED grant from the Bill & Melinda Gates Foundation. The project provided the *New Skills ready network* team with the opportunity to build a career pathway from scratch based on the evaluation rubrics created and lessons learned during the first two years of the *New Skills ready network*, in large part because the project teams were very similar. Learners in this career pathway will earn an associate degree at the end of a 13th school year and will have expanded opportunities through dual credit or the Modern Apprenticeship program. Upon completion, learners will have a clear path to additional postsecondary options. This project essentially piloted future work for the leadership team and allows for future *New Skills ready network* progress by braiding funding between and across initiatives. Site partners will work to align or create career pathways with labor market analyses based on this model in the remaining years of this project.



PRIORITY 2

Aligning career advising practices across partners by building capacity and resources for learners

Last year, the Indianapolis, Indiana, project team identified career advising as a priority to better ensure seamless transition to postsecondary success, in line with the express goals of the *New Skill ready network*. The team began exploring research and best practices for career advising to better align initiatives across partners and expanded on existing partnerships between IPS and Ivy Tech Community College to embed career coaches to advise on career pathways, including through postsecondary education, that align with the career pathways developed through the *New Skills ready network*.

In year three, the project team expanded on this priority by further developing resources for learners and finalizing frameworks that align career advising practices to better facilitate seamless transitions between education levels. The career coaches from Ivy Tech are fully embedded in both Arsenal Tech High School and Crispus Attucks High School, providing coaching and general academic advising support. The coaches also coordinated dual enrollment participation and engagement and supported learners through the completion of the Indiana College Core. At Indiana University-Purdue University Indianapolis (IUPUI), postsecondary partners sought to improve seamless transition by publishing program maps for learners participating in 2+2 agreements between IUPUI and Ivy Tech. As a result of conversations from prior *New Skills ready network* convenings, the postsecondary partners developed a proposal for guaranteed admission to IUPUI from Ivy Tech; many of the 2+2 articulation agreements now have guaranteed admission as a component of the program.

Building on many of these same conversations, the Indianapolis, Indiana, project team, in collaboration with Education Strategy Group, developed a comprehensive career advising framework. This framework seeks to align advising initiatives across all education levels by identifying key terms and developing a multi-tiered system of supports that help to leverage career-specific components, milestones and resources. This framework, once implemented during year four, will help connect ongoing advising initiatives into a consolidated and organized array of services. A goal of the team is to pilot this framework for other school districts across Indiana.



HIGH-PRIORITY INDUSTRY SECTORS



Cybersecurity



Health Care



Information Technology

PRIORITY 3

Expanding employer engagement strategies to ensure that each career pathway includes high-quality work-based learning experiences

While improving work-based learning efforts has always been a priority for the *New Skills ready network* project team, this year the team began considerable efforts to align and improve work-based learning processes across all education institutions. These work-based learning and employer engagement efforts build on previous initiatives such as [Talent Bound](#) and [Modern Apprenticeship](#), whose work continued to expand because of discussions in the *New Skills ready network* and statewide work-based learning cohorts developed in collaboration with this initiative.

In year three, site partners worked in collaboration to asset map and determine the current state of work-based learning initiatives across education institutions. This work allows partners to better understand where gaps exist and create a menu of offerings so employers know which partner is the most appropriate to engage with. The project team has engaged other organizations, such as [TechPoint](#), that can speak to employer needs for a whole sector and help the team create a sector-wide strategy for employer engagement. Finally, IPS is working to redesign its student capstone experience to be a more comprehensive and in-depth work-based learning experience. It is also reviewing ways to remove barriers to participation for undocumented learners and other special populations.



LOOKING AHEAD

In the year ahead, the Indianapolis, Indiana, *New Skills ready network* project team has ambitious plans to build on the significant progress made this year. After the implementation of the new information technology operations and cybersecurity pathway that served as a pilot, the team seeks to use this model to develop a new career pathway aligned with both labor market needs and the needs of each education institution. The team will conduct additional asset mapping to understand where each partner is in the implementation of career advising and further implement career advising portfolios. Finally, they will continue to build connections with other employer groups to create comprehensive work-based learning systems that meet the needs of employers while providing learners opportunities that launch them into a career of their choice.

NEW SKILLS

READY NETWORK

