



# Indiana's New Career Pathway

**Preparing More Hoosiers for Success After  
High School**

# The Need for a System Serving All Hoosiers

By 2031, 72% of U.S. jobs will require an education beyond high school, but Indiana is not on track to meet that need.<sup>1</sup>



**39%**

of Indiana adults 25 or older have an associate degree, bachelor's degree, or other advanced degree.<sup>2</sup>

**53%**

of Indiana's 2022 high school graduates enrolled in college within one year.<sup>3</sup>

**47%**

of Indiana's college students graduate on time, and 67% graduate within six years.<sup>4</sup>

**<40%**

of each high school cohort graduates from high school and earns a college degree.<sup>5</sup>



# Youth Apprenticeship by the Numbers

Indiana's first pilot program launched in 2019.

Today there are:

**7** youth apprenticeship intermediaries operating pilot programs

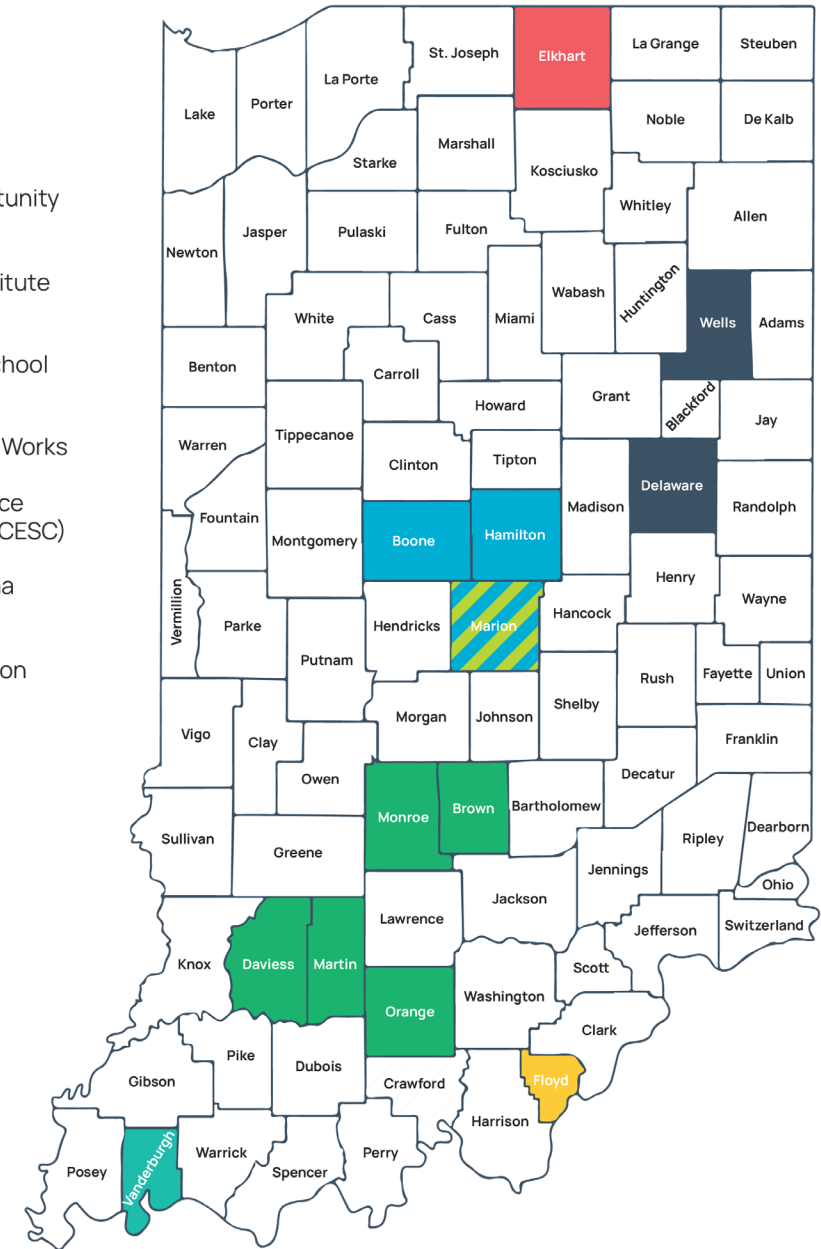
**2** more in the planning phase

**100+** employer partners

**40** school partners

**450+** participating students

- EmployIndy
- Regional Opportunity Initiatives (ROI)
- The Pursuit Institute
- Evansville Vanderburgh School Corp. (EVSC)
- Eastern Indiana Works & East Central Education Service Center (EIW & ECESC)
- Southern Indiana Works
- Horizon Education Alliance (HEA)



# What We Have Learned

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We have run into **six systems barriers** that make it challenging to scale pilots:



Lack of **industry-created** occupations, standards, & curriculum.



**Inflexible** high school schedules.



Few **transportation** options.



Lack of a comprehensive, **labor market-aligned career advising** for students.



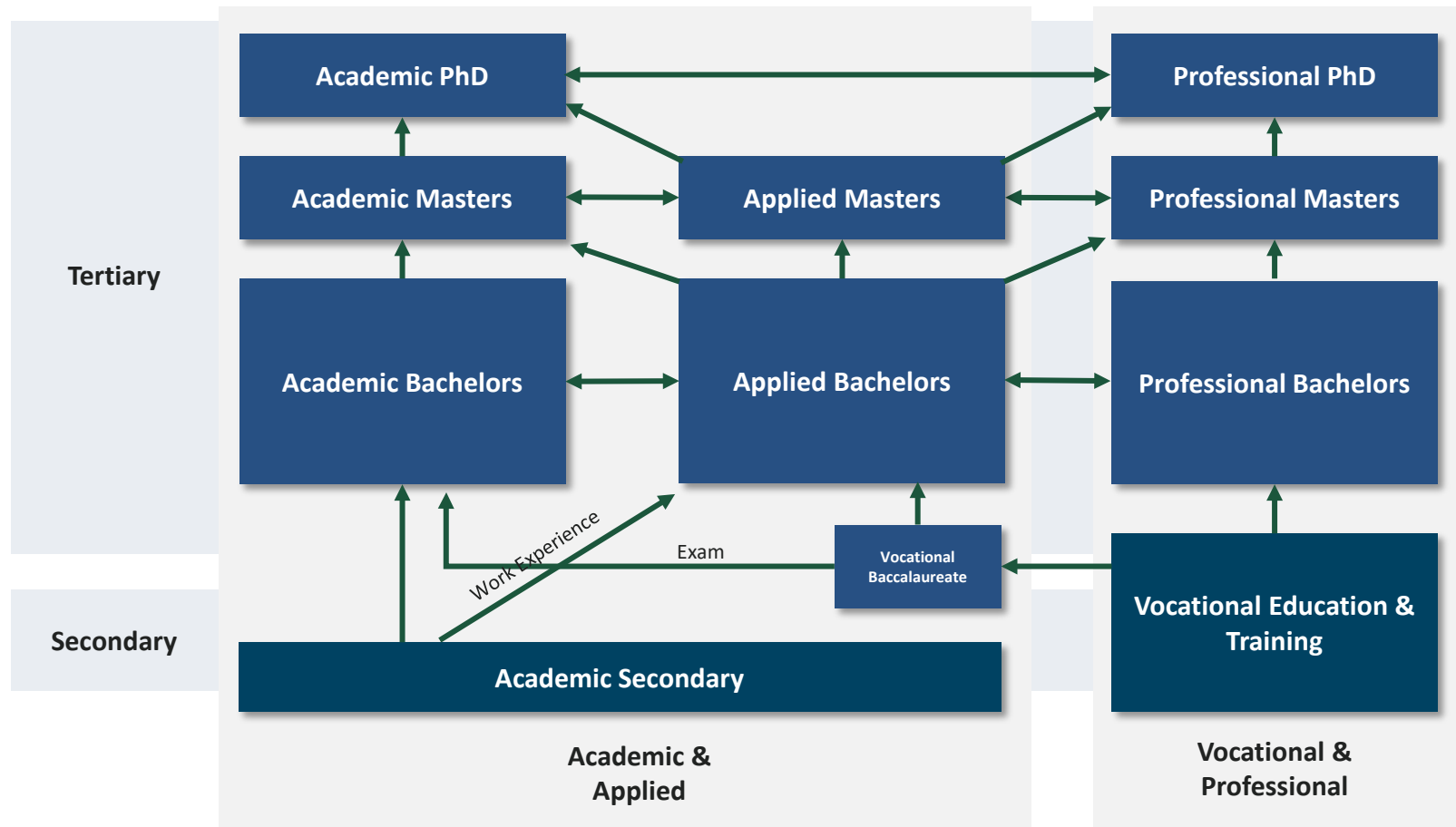
No **formally recognized credential** that accounts for skills learned at the workplace.



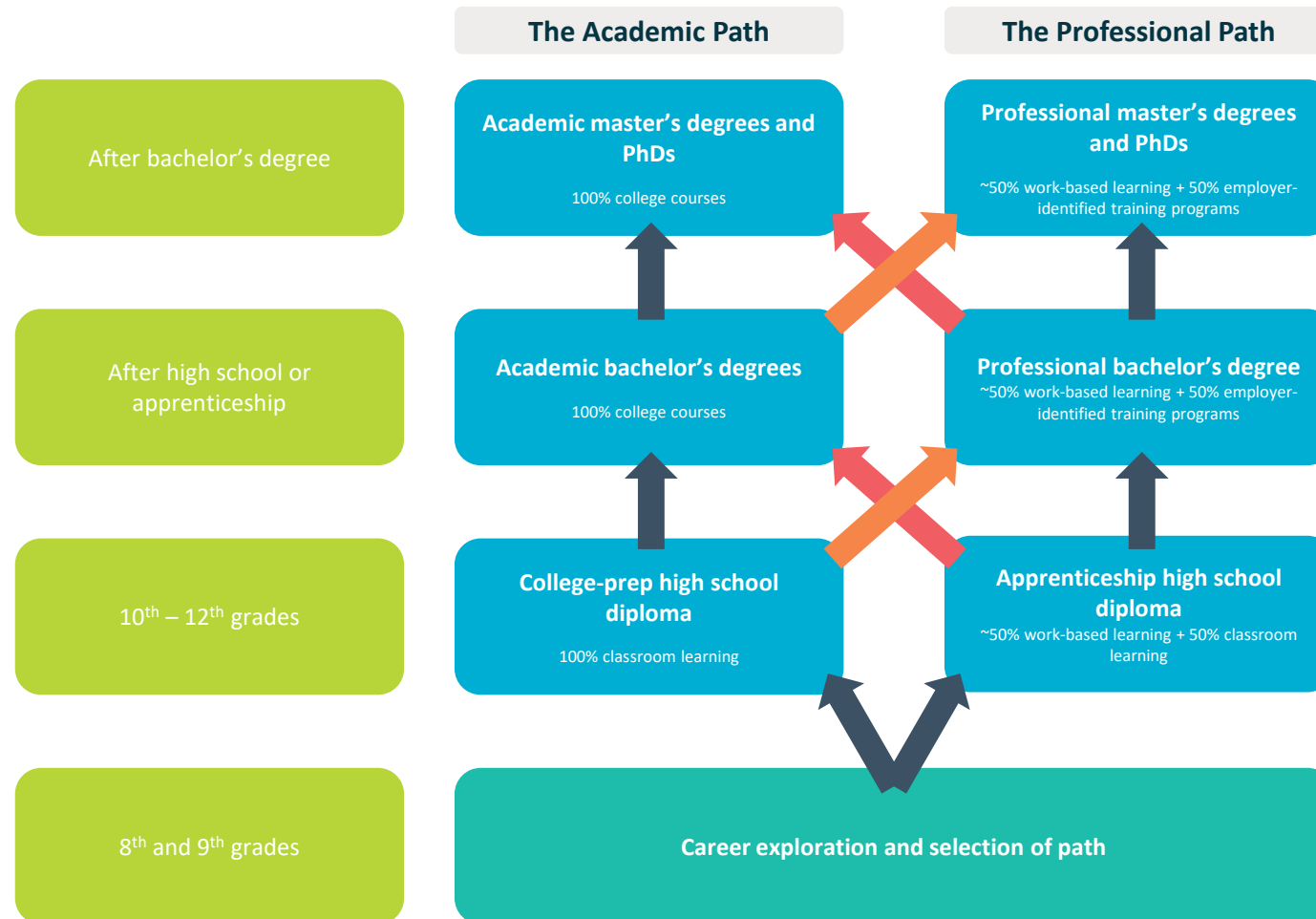
A **fragmented work-based learning** landscape.

# The Swiss System: Many Pathways & No Dead Ends

Image: Switzerland's Vocational Education & Training, Academic, & Applied System



# How the Swiss System is Informing our Work



\*Chart represents CEMETS iLab Indiana simplification of the Swiss VPET system. The diploma and degrees listed under the Professional Path have different terms in Switzerland and were intentionally modified for the iLab report.

# Our Path Forward

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**1**

**ESTABLISH TALENT ASSOCIATIONS**

**2**

**ESTABLISH MECHANISMS FOR PROGRESSING UP & ACROSS PATHWAYS**

**3**

**DESIGN A LABOR MARKET-ALIGNED CAREER ADVISING SYSTEM**

**4**

**DEFINE CLEAR ROLES & RESPONSIBILITIES**

# Our Goal is Aspirational.

Indiana's youth apprenticeship system will serve a **cumulative total of 50,000 students** by 2034.

