Allow Employers to Skill Up Existing Workforce

- Support the Employer Training Grant Program and availability of this program to employers so they might use it for new hires, incumbent worker upskilling, youth education and training initiatives, and to strengthen its credential attainment requirements.
- Improve the Skills Enhancement Fund Program by supporting additional flexibility to provide for more incumbent worker training.
- Continue to realign adult and college training programs and advocate for flexibility for Pell Grant funding to be used for non-degree seeking students who wish to obtain relevant certifications and credentials at Indiana institutions of higher education.
- Continue to Realign to an Employer-Directed System and fund workforce programming that is underperforming and realign spending with true employer-directed programs, such as the Employer Training Grant Program.

Grow Indiana’s Workforce

- Create relocation incentives for out-of-state workers to live and work in Indiana through a refundable individual income tax credit for relocation.
- Support attraction and retention incentives to encourage the state to build its economic development and workforce activities. The state needs to retain the existing jobs and businesses in the state – focusing all incentives on increases in capital investment and headcount is not in alignment with the reality of the 21st century manufacturing landscape, particularly at full employment and a dwindling labor force.
- Systemically address barriers to employment such as housing, child care, and transportation to make Indiana a better place to work and do business.
- Encourage workforce recruitment strategies to address Indiana’s labor force issue. Growth in the state over the next several decades is expected to accelerate at a meager 1%, as opposed to 18% growth for the rest of the U.S. Also, Indiana has one of the lowest unemployment rates in the Midwest. We need more individuals of working age to join our state’s labor force.
- Encourage veterans’ recruitment initiatives and ex-offender training in employment initiatives.

Build a K-12 Talent Pipeline

- Boost career and technical education to give schools the flexibility to partner directly with employers and training providers on career and technical education, and require that students earn postsecondary certificates prior to graduation.
- Provide a robust statewide career coaching framework in a statewide delivery system for youth through adult career coaching, where employers can “plug in” to assist with manufacturing career awareness opportunities and activities such as plant tours, presentations, mentorships, internships, job shadowing, teacher externships, parent and community awareness activities, and Manufacturing Day events.
- Change K-12 incentives and mandates to align with employer needs to change the way the in which Indiana thinks about education. Changes need to be made to school funding and accountability that incent and/or mandate behavior at the school corporation level so that curriculum and program offerings provide a value-add for students, communities, and employers in order to achieve a continuum of life-long learning.
- Support accountability metrics in K-12 that improve school performance in the preparedness of graduates through an outcomes-based system in alignment with graduation pathways.
- Support meaningful graduation pathways that lead to employment opportunities.

Postsecondary Preparation – Indiana Federation for Advanced Manufacturing Education (INFAME)

- Support public policy to provide the infrastructure and incentive for more intentional collaboration and coordination between industry and education in order to connect talent to employment opportunities and robust apprenticeship-style training opportunities to fill the critical need for a talent pipeline. Additionally, the IMA supports prioritized workforce funding in state-provided programs for capital costs, training, and curriculum for INFAME administration amongst Indiana chapters.