

## **Co-creating High School Student Experiences (House Enrolled Act 1002 – 2023)**

### **Level-Set: Current vs. Opportunity**

Currently, 76% of Hoosier high school graduates say they intend to go on to some form of higher learning. Yet, only 53% actually do. And of those, only 45.3% are completing on time, with thousands of students never completing at all. This is culminating in a labor force participation rate of only 63.6%, which leaves too many Hoosiers on the sidelines rather than enjoying a fulfilling life that allows them to thrive and enables businesses to expand and grow in our state.

As the global economy continues to change and technology continues to advance, our collective work to prepare students for life beyond high school is now more important than ever. In order for every Hoosier student to reach their potential, we must work together to prioritize:

- Knowledge and skill development across all grade levels and
- Connections to college and career pathways and opportunities in high school.

House Enrolled Act 1002, which was enacted during the 2023 legislative session, is designed to address the latter. By actively inviting employers into the education space to co-create meaningful pathways and experiences, we can ensure all students emerge prepared for a dynamic future, whether they choose employment, enrollment, or enlistment leading to service, as well as ensure employers are able to fill workforce gaps.

### **Career Scholarship Accounts (CSAs)**

#### *Vision*

Career Scholarship Accounts empower students to participate in robust career opportunities by providing sophomores, juniors, and seniors access to \$5,000 to cover the eligible costs of career coaching and navigation services, postsecondary education and training, transportation and equipment, and certification and credentialing examinations.

#### *Current State*

#### Programs & Experiences

For the 2023-2024 school year, the Indiana Department of Education designates and approves the following opportunities for CSA funding:

- Next Level Programs of Study (high school career and technical education courses) that are aligned to one of Indiana’s high-demand job fields and culminate in a credential
- Modern Youth Apprenticeships (designed to prepare high school students for the workforce with paid, hands-on experience) that are aligned to a Next Level Program of Study
- U.S. Department of Labor-[Registered Apprenticeship Programs](#)
- The Indiana College Core (ICC) combined with a work-based learning (WBL) experience
  - The ICC is a block of 30 credit hours of general education, college-level coursework which is guaranteed to transfer between all Indiana public colleges and universities.

### Eligible Providers

- Employers that provide a joint program of career and technical education (CTE) meaning the CTE instruction is being provided jointly by the employer as well as a school.
- Organizations serving as intermediaries for modern youth apprenticeships
- Indiana’s two-year and four-year colleges that award the ICC

### Allowable Expenses

- Career coaching and navigation services
- Postsecondary education and training
- Transportation and equipment
- Certification and credentialing examinations

## **Future State**

Year one of the CSA program was necessarily smaller in scope due to the short timeline to launch the program and the process of developing the infrastructure. Moving forward, we hope that employers, industry associations, and intermediaries will work together to design, develop, and implement experiences that help students learn core skills necessary for the workplace and set them on a path to thrive in their career. The program will continue to expand so that any provider who is willing to teach students meaningful skills while they work on the job will be approved to receive funding from student CSA accounts.

### *High School Diploma Redesign*

House Enrolled Act 1002 tasked the Indiana Department of Education with revamping the state’s high school diploma so that there would be fewer requirements that apply to all students and greater flexibility to pursue learning that best fits with their desired path after high school.

The refined diplomas will no longer be a one-size-fits-all approach but will have multiple opportunities for students to take different paths. This will also free up space in schedules so that students have more time to spend onsite with employers, which will equip them with workplace skills, as well as increase their value to employers.

### *Career Coaching & Navigation*

One of the challenges facing Indiana's talent pipeline is the lack of comprehensive and coordinated career advising for high school students that helps these students identify their passion areas and skills and connects those interests and aptitudes with career experiences.

To improve postsecondary outcomes and improve the state's workforce participation rate so that employers can find the high-quality talent they need, it is important to develop a robust career advising and connection system.

House Enrolled Act 1002 established the foundation for this system in the following ways:

- Tasks the Indiana Commission for Higher Education with developing and implementing a comprehensive career navigation and coaching system for Indiana with these characteristics:
  - Processes for identifying an individual's aptitude for and interest in, and the education and training required for, various career and employment opportunities;
  - The use of approved intermediaries, career coaches, and other coaching resources;
  - Qualifications for career coaches and a training program to enable the career coaches to provide relevant information to the individuals being served;
  - The incorporation and ongoing usage of Internet based systems that are interoperable with the comprehensive career navigation and coaching system; and
  - Career exploration, engagement, and experience.
- Establishes the Career Coaching Grant Fund to provide grants to intermediaries, career coaching providers, or school corporations that partner with intermediaries or career coaching providers to help bolster the career advising infrastructure in Indiana
  - The state biennial budget appropriates \$10 million in fiscal year 2023 and \$15 million in fiscal year 2024 to fund these grants.

### *Intermediary Capacity Building Fund*

Intermediaries are an essential component in a system where employers and industry co-create student learning opportunities with educators. The world of business and industry is very

different from the world of school and education, which both speak in different terminology and have different perspectives. Intermediaries fill a crucial role in acting as a conduit to bring the worlds of business and education together to create ideal learning environments for students, where they can connect the academic knowledge they learn at school with real world application in business. Intermediaries work to understand educator, employer, and student priorities, create pathways that balance the needs of these various interests, and ultimately, achieve positive outcomes for all involved. The state's biennial budget allocated \$5 million in startup funding to help intermediaries get established around the state. The grants are capped at \$250,000 per intermediary.