

Building Indiana's **New Career Pathway** for Advanced Manufacturing and Logistics

Since 2023, the Indiana Career Apprenticeship Pathway (formerly CEMETS iLab Indiana) has united 150 Indiana leaders from various sectors to translate Switzerland's gold-standard vocational and professional education (VPET) system into a transformative work-based learning pathway for Hoosiers.

This employer-led initiative aims to shift the balance in workforce development, ensuring that education and training programs are co-designed by industry leaders to meet real-world job demands. The goal is simple but transformative: to ensure that every student has access to high-quality education and training, empowering them to contribute to Indiana's vitality.

Addressing Talent Shortages: **A New Path Forward**

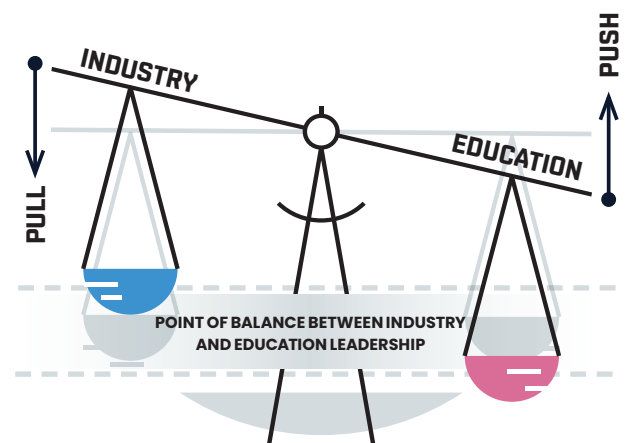
Indiana's advanced manufacturing and logistics (AML) sectors face a critical challenge: bridging the gap between industry needs and workforce readiness. By 2031, 72% of U.S. jobs will require education beyond high school, but only 39% of Indiana adults currently hold an associate degree or higher. Traditional college pathways alone cannot bridge this gap.

To meet the needs of both students and employers, Indiana is developing an employer-led education and training pathway that complements traditional college routes. This pathway will provide high school students and adult learners with the career-ready skills essential for success in AML.

By 2034, this pathway aims to reach 50,000 students through youth apprenticeships, laying the foundation for Indiana's next-generation workforce.

The Critical Role of **Industry Leadership**

Unlike traditional approaches, the Indiana Career Apprenticeship Pathway places employers at the forefront of workforce development. Employers are not just participants—they are co-producers of talent alongside education. This approach is vital to ensure that training programs align with the actual needs of Indiana's industries.



Employers take the lead in:

- Defining in-demand roles and competencies based on workforce needs.
- Partnering with educators to co-create curriculum and training content.

Without industry leadership, this pathway cannot succeed. Employers must drive this process to ensure Indiana's workforce is prepared to meet the rapidly changing demands of Indiana AML.

Help us Build Indiana's Talent Pipeline

Conexus Indiana has been named the AML industry talent association for this work and is leading the charge to develop this professional education and training pathway. Funded by the Richard M. Fairbanks Foundation, we're assembling a steering committee to guide this effort.

This committee will serve as the collective voice of the industry, ensuring that workforce development reflects the needs of employers. By joining, you'll help establish true collaboration between education and the workforce to create a dynamic system that meets the needs of all stakeholders.

Get Involved: Join the iLab AML Steering Committee:

The success of this initiative depends on the active participation of industry leaders like you to identify workforce needs, shape the curriculum and establish a sustainable model for talent development.

As a member of the AML Steering Committee, you will focus on the following:

- Identify priority occupations based on industry demand. (Estimated timeline: March-April 2025)
- Develop "work cases" and define the resulting necessary skills and competencies required for success in each priority occupation. (Estimated timeline: May-December 2025)
- Partner with educators to determine training delivery methods, including workplace, training providers or inter-company training centers. (Estimated timeline: January – June 2026)

Committee members will contribute time and resources, including a to-be-determined financial commitment and participation in quarterly meetings to ensure the pathway's success.

Who Should Join

We're seeking C-suite and EVP-level leaders—CEOs, COOs and Chief People Officers (HR) and more—who are passionate about addressing Indiana's workforce challenges, serving as change agents who are committed to driving meaningful change in their industries.

Contact Us

Interested employers should contact Bryce Carpenter, Chief Operations and Strategy Officer at Conexus Indiana at bcarpenter@conexusindiana.com, to learn more.

Together, we can build a stronger talent pipeline and ensure Indiana's advanced industries remain competitive for years to come.

