

# Indiana Talent Networks

## Draft

Indiana Talent Networks (ITN) seeks to strengthen and build relationships among a “network of networks.” Each network is focused on talent in Indiana is striving to address the question, “How might the stakeholders of ITN focus their collective efforts to attract and retain, develop, and connect and engage diverse talent in Indiana?” ITN defines talent in the following ways:

- Talent attraction and retention: develop and expand education and career pathways and strategies to attract and keep new talent to Indiana
- Talent development: develop current talent by connecting the learning system to economic opportunity, building today’s and tomorrow’s workforce
- Talent connection and engagement: by emphasizing equity regarding students of color and low-income students; engaging ALL talent in a community and region, while incorporating community and regional quality of life strategies

ITN brings together geographically self-defined networks comprised of public, private, and social sector leaders from education, business, social service, government, economic development, and workforce organizations as well as state-level government agencies and the philanthropic community.

Meeting quarterly, ITN discusses ways to connect stakeholders (educators, employers, community organizations, students, local and state government) with appropriate resources regarding talent attraction and retention, development, and engagement strategies. ITN also encourages the creation and/or refinement of related policies at the local and state level. Representatives network, share best practices and represent their stakeholders within a statewide context. Over the course of time, it is envisioned that self-organizing teams might be formed to focus on specific topics such as education and career pathways including support of veterans transitioning to civilian life, expansion of internship and apprenticeship programs for key sectors of the economy, identification of resources that can be invested in today’s and tomorrow’s workforce based on community and regional needs etc.

ITN stakeholders serve as communication links to each other and also serve to promote policy, grant and funding opportunities, data collection and informational opportunities to their local, regional and state stakeholders.

The ITN structure allows the community of practitioners to work continuously to improve services to students and the network itself through quarterly meetings, use of affiliated convenings, professional development and technical assistance. ITN participation to date includes the following organizations:

- Indiana Commission for Higher Education
- Ivy Tech Community College
- University of Indianapolis – Center for Excellence in Education
- Governor’s Office of Career Connections and Talent
- Indiana Department of Workforce Development
- Northeast Indiana Regional Partnership
- EcO Network/CivicLab
- Horizon Education Alliance/South Bend Regional Chamber of Commerce
- Southwest Indiana Chamber of Commerce and Workforce Board
- Regional Opportunity Initiatives/Uplands
- Center of Workforce Innovations/READY NWI
- New America
- United Way of Central Indiana
- Duke Energy
- Promise Indiana
- Indiana United Ways
- Conexus
- Lumina Foundation

The Community Education Coalition, located in Columbus IN, has stepped forward to serve as the coordinating backbone organization for ITN, providing staff and resources to conduct the ongoing network activities. For more information, please contact Jeanna Berdel at [jeannaberdel@outlook.com](mailto:jeannaberdel@outlook.com) or (317) 697-0101.

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