



# BRIDGING THE GAP

A WORK-BASED LEARNING TOOLKIT

EmployIndy



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# INTRO:

## BRIDGING THE GAP

### BETWEEN WORKFORCE, EDUCATION, AND SKILL DEVELOPMENT

EmployIndy is the workforce development board for Marion County and serves as a workforce intermediary. As a workforce intermediary, we proactively address the needs of businesses, job seekers, and communities by connecting and supporting partners to implement equitable, high-quality workforce development initiatives.

The workforce and education sectors serve distinct but complementary roles, each with its own focus and pace. The workforce system is geared towards meeting the immediate needs of the job market, preparing individuals quickly and efficiently for specific roles. It's dynamic, adapting rapidly to economic changes and specific job skill demands. On the other hand, the education system provides a broader base of knowledge, aiming to develop long-term critical thinking and problem-solving skills, with a slower pace of change that might not always match the immediate needs of local employers.

For employers, understanding these differences is key to building successful partnerships with educational and training institutions. There are two main groups that employers will work with, either students in K-12 institutions or students in Community Based Organizations (CBO), which primarily serve young adults ages 16-24 that are seeking training or employment. While workforce programs might offer short-term training directly linked to job openings, educational programs often focus on longer-term academic achievements. Employers can help bridge this gap by getting involved in educational settings through internships, apprenticeships, and co-op programs. This not only aligns academic curricula with real-world job skills but also smoothens participants' transition from school to work.

Effective collaboration between employers and educational institutions involves regular communication and feedback. Employers can provide valuable insights into industry trends and skills needs, helping schools tailor their offerings to better prepare participants for future careers. Similarly, educators can help employers understand the educational landscape and set realistic expectations. This mutual exchange ensures that both sectors work together to strengthen the talent pipeline, ultimately benefiting businesses, participants, and the economy at large.

At EmployIndy, we recognize the vital role that work-based learning (WBL) and career-connected learning (CCL) play in preparing both high school students and young adults for the workforce. These educational strategies are essential for bridging classroom theory with real-world professional experience.

#### **Work-Based Learning (WBL):**

EmployIndy's WBL initiatives offer real-world work experiences where young individuals, whether in school or not, can apply academic and technical skills to develop their skills. Our programs include internships, apprenticeships, co-ops, and job shadowing providing direct exposure to actual work settings and interactions with industry professionals. Participants gain practical job-related skills and firsthand understanding of workplace culture and expectations, which are crucial for navigating and succeeding in their



future careers. In regards to young adults (16-24 ages), we have the ability to fund hands on Work Experiences (WEX) that allows employers to train and preview the candidates job interest, work ethic, and aptitude for the desired industry/position.

**Career-Connected Learning (CCL):** Our CCL programs extend beyond WBL by integrating career exploration and skills development into comprehensive pathways for both current high school students and young adults. EmployIndy facilitates partnerships between educational institutions, community organizations, and employers to deliver programming tailored to industry demands. We utilize the Talent Bound continuum to strategically guide youth through a spectrum of career activities, ensuring they are well informed and prepared for the future. By leveraging the Talent Bound continuum, we are actively working to create a dynamic and skilled workforce that is prepared to meet the evolving needs of our economy.

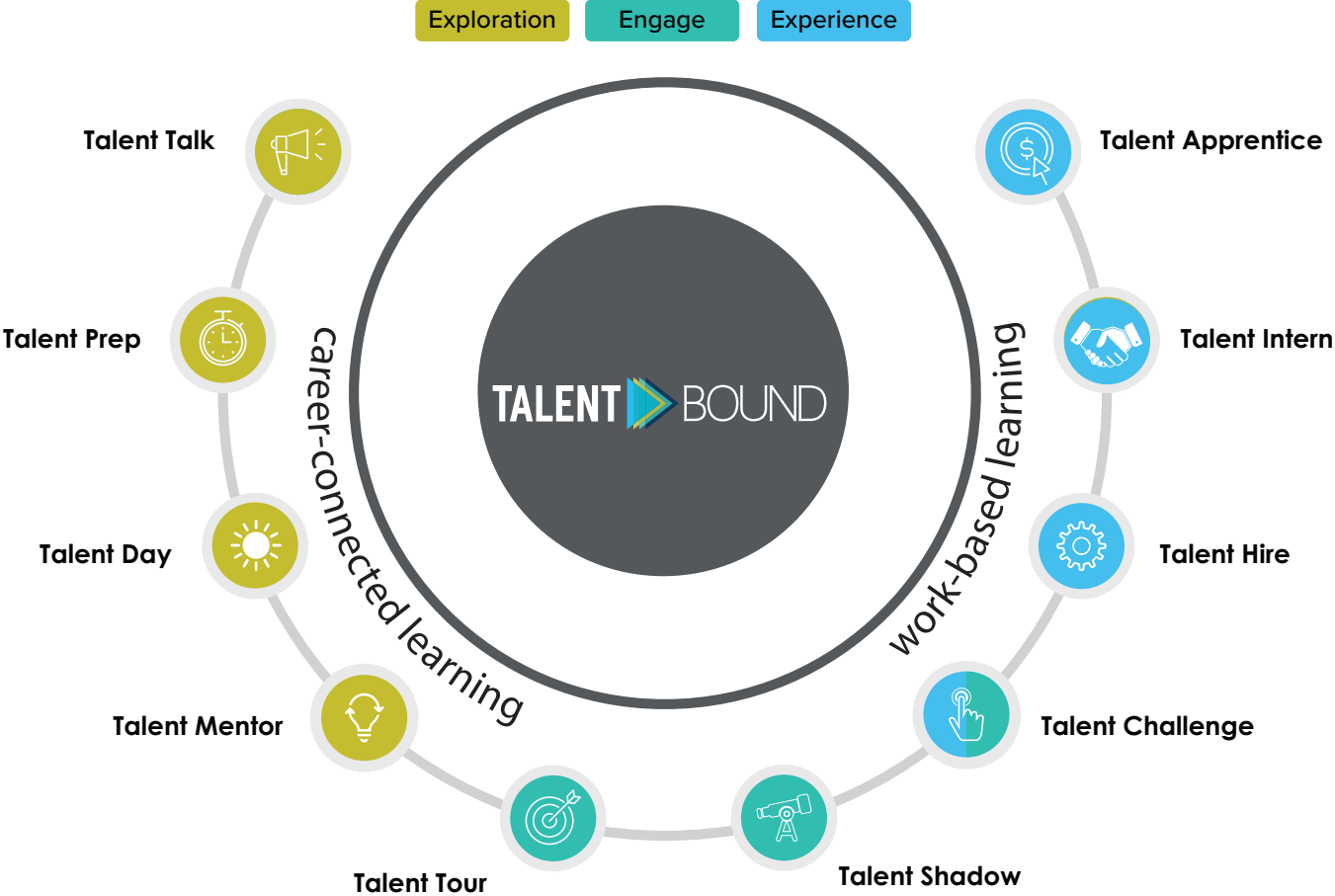
## OUR PROGRAM

**Talent Bound:** Talent Bound helps align the needs of employers with what educational institutions are teaching. It serves as a connector between your industry and students, helping to ensure that students are equipped with the knowledge and skills your business requires. Employers can participate by offering information about their industry, providing guidance on curriculum development and providing opportunities for young people to gain industry-specific experience.

As you explore the diverse range of activities outlined in this toolkit, it's important to remember that your participation does not need to encompass all areas. Each activity is designed to stand alone or be combined with others, depending on your specific business goals and capacity. We encourage you to select the activities that best align with your objectives and the developmental needs of your workforce. Whether you choose to engage in one or multiple activities, your involvement will contribute significantly to nurturing a future-ready workforce and enhancing your company's profile within the community.



# YOUR PATH WITH TALENT BOUND





CHAPTER 1:  
**Talent Bound  
Activities**



## CHAPTER 1:

# UNDERSTANDING TALENT BOUND ACTIVITIES

Welcome to Talent Bound, a transformative program designed to connect businesses to young people through real-work opportunities using the career connected learning framework. The Talent Bound continuum is designed to expose any person to a diverse range of career opportunities, helping them understand the skills and education required in various fields. This approach not only broadens their career perspectives but also aligns their educational experiences with the practical demands of the workforce. This framework is integral to our work-based learning (WBL) and career-connected learning (CCL) initiatives, providing a structured pathway for both high school students and young adults. Talent Bound is divided into three main categories, each designed to build upon the last, preparing participants for the workforce while providing substantial benefits to participating employers.

**Exploration:** This foundational level includes activities such as Talent Talk, Talent Prep, Talent Day, and Talent Mentor. These are designed to introduce participants to potential career paths through direct interaction with professionals, helping them understand various industries and roles. Employers can showcase their operations and culture, attracting early interest from potential future recruits.











**Engagement:** At this level, activities such as Talent Tours, Talent Shadow, and Talent Challenge allow participants to step into real work environments. They can see the day-to-day operations of different careers, engage with ongoing projects, and solve real work-related problems. This stage deepens the participant's commitment and understanding of specific industries, providing employers with insights into the participants' capabilities and fit within their organizations.

**Experience:** This is the most immersive category, featuring Talent Hire, Talent Intern, and Talent Apprenticeship. These activities offer participants hands-on work experiences that are closely related to their career interests. Employers benefit from the fresh perspectives and energy participants bring, while also training potential future employees in their company's specific practices and culture.

By integrating these categories into your recruitment and development strategy, your company can effectively harness the enthusiasm and fresh perspectives of young talent, enhancing both their career readiness and your organizational growth.



# TALENT BOUND ACTIVITIES

	ACTIVITY	DESCRIPTION	TIME	IMPACT
EXPLORATION	<b>TALENT TALK</b> 	Host guest speaking sessions where you can share your career experiences and industry insights with youth and young adults, providing them with a realistic perspective on various professional pathways.	30 MINUTES TO 2 HOURS	Enables you to scout emerging talent and build brand awareness among potential future employees.
	<b>TALENT PREP</b> 	Assist in preparing youth and young adults for the workforce by conducting mock interviews, helping with resume preparation, and facilitating career assessments, equipping them with crucial job-seeking skills.	1 TO 2 HOURS	Helps identify potential hires who are well-prepared and understand the job market, reducing onboarding time.
	<b>TALENT DAY</b> 	Participate in career fairs where you can showcase your company's career opportunities and industry insights, enabling you to connect with potential future talent.	2 TO 4 HOURS	Provides a platform for employers to promote their company and identify enthusiastic candidates early in their career journey.
	<b>TALENT MENTOR</b> 	Mentor youth and young adults one-on-one or in small groups, focusing on specific career pathways to provide personalized guidance and support their professional development.	1 HOUR	Strengthens company culture by encouraging employee involvement in mentoring, enhancing job satisfaction and leadership skills.
ENGAGEMENT	<b>TALENT TOUR</b> 	Open your workplace for tours, allowing youth and young adults to observe your work environment and daily operations, which helps them understand what working in your industry entails.	2 TO 3 HOURS	Offers a way to showcase company operations and values, attracting students who are a good cultural and operational fit.
	<b>TALENT SHADOW</b> 	Offer youth and young adults the opportunity to shadow professionals during their workday, providing a practical look at daily tasks and roles within your company.	4 TO 8 HOURS	Allows you to evaluate potential future hires in real-time and assess fit within the team and company culture.
	<b>TALENT CHALLENGE</b> 	Engage youth and young adults in real-world work simulations and project-based learning, challenging them to solve industry-specific problems and demonstrate their skills.	HOURS BASED ON PROJECT SCOPE	Helps you identify and build candidates with strong problem-solving skills and the ability to apply knowledge practically.
EXPERIENCE	<b>TALENT HIRE</b> 	Provide job placements that allow youth and young adults to work in roles within your company, potentially leading to permanent employment opportunities.	N/A	Provides a low-risk opportunity for employers to evaluate potential long-term hires in actual work settings.
	<b>TALENT INTERN</b> 	Create temporary, structured work experiences where youth and young adults can develop skills directly related to their career interests, making them more prepared for future employment.	N/A	Offers a practical assessment of how young persons integrate into the workplace and their potential as future employees.
	<b>TALENT APPRENTICE</b> 	Implement a modern apprenticeship program that allows students to earn while learning on the job, combining work experience with education in a multi-year commitment that builds industry-specific skills.	N/A	Builds a pipeline of highly trained workers tailored to specific industry needs, reducing long-term training costs and turnover.



## CHAPTER 2:

# The Benefits of Work-Based Learning



## CHAPTER 2:

# THE BENEFITS OF WORK-BASED LEARNING

Work-based learning provides a unique opportunity for employers to mold potential future employees while gaining immediate benefits. Here's how your participation in Talent Bound Activities can transform your business:

### Shareholder Value:

Companies enhance their brand reputation, foster innovation through fresh perspectives, and potentially reduce recruitment costs, all of which can increase shareholder value by positioning the company as a leader in industry and community engagement.

### Recruitment Advantages:

Engaging with participants through Talent Bound Activities allows you to identify and attract young talent early in their career journey. This proactive recruitment reduces hiring costs and turnover by creating a pipeline of candidates who are already familiar with and interested in your company.

### Guide local curriculums:

Businesses can guide educational curricula to ensure that teachers are informed about emerging skills required in the workplace, enhancing participant preparation for future job demands.

### Innovation and Problem Solving:

Participants often bring new ideas and perspectives that challenge the status quo, driving innovation within your company. Their fresh insights can lead to novel solutions to old problems, keeping your business competitive and dynamic.

### Cultivating Technological Expertise:

Businesses that engage in developing work-based learning opportunities such as mentorships and internships help nurture a generation with advanced technological knowledge, equipping participants to excel in modern and future job markets.

### Employee Development:

Your current employees will have opportunities to mentor and teach, which can enhance their own skills, particularly in leadership and communication. This not only aids their personal growth but also boosts morale and job satisfaction, contributing to a more robust company culture.

### Cultural Enrichment:

Introducing young, energetic learners into your environment can significantly enhance the workplace atmosphere, fostering a culture of learning and adaptability. This helps in keeping your company vibrant and forward-thinking.



CHAPTER 3:  
**Career  
Exploration**



## Chapter 3:

# CAREER EXPLORATION

Before participants are ready to enter the workforce, they must develop professional workplace skills and behaviors. This basic skill set includes a broad set of skills required for workplace situations encountered in everyday work life. In this toolkit, we've chosen to focus specifically on types of work-based learning that allow participants to not only gain exposure to careers in various industries but also gain the broad set of skills necessary to succeed in their future career. The types of Career-Connected Learning that are included in this chapter are Talent Talk, Talent Prep, Talent Day and Talent Mentor.

The information below was developed based on insights from business leaders who have successfully implemented a program focused on teaching participants work-related skills. Review the important tips below and the specific information towards each event type:

- For all of the events above or any event that is at a school you always have to provide an ID to enter the school when working with youth participants.
- Go in with a mindset of what would happen in the real work environment and don't be afraid to pause the event to give tips and coaching.
- For all of the above events having some sort of prize or swag is always encouraged as that can help the participants stay engaged.
- It is always great to share about corporate culture that values community investment.
- Review parking and any other registration or day of instructions that the facilitator provides.





## TALENT TALK

### *What is a Talent Talk?*

Talent Talk is essentially a guest speaking event that is typically in a classroom, auditorium, or meeting space. The size of the events vary in size but share the same information. This is a time for you to share industry expertise, career path, careers available and upcoming in this pathway as well as what it is like to be a professional in the industry.

► **Resources:** [Talent Mentor Tip Sheet](#)

### *Why is it beneficial?*

As a guest speaker, you can craft a meaningful message for young adults to help them understand what is important to businesses like yours.



## TALENT PREP

### *What is Talent Prep?*

Talent Prep activities include mock interviews and resume reviews in which employee volunteers are paired one-on-one with a participant who is interviewed as if your company was considering them for a paid internship or job.

► **Resources:** [Talent Prep Tip Sheet](#)

### *Why is it beneficial?*

Participants are introduced to your business and the skills needed to work in your industry, and Talent Prep activities allow you to help connect the dots between their interests and strengths to the work of your organization.



## TALENT DAY

### *What is a Talent Day?*

Employers are available at tables with their organization's collateral and information about careers. Participants navigate the room independently, learning information about industries and businesses of interest to them.

► **Resources:** [Talent Day Tip Sheet](#)

### *Why is it beneficial?*

Potential future talent is exposed to the opportunities and required skills for careers in your industry, in a space that allows for personal connection. It also offers your employees the opportunity to communicate with the next generation of workers through a fun volunteer experience.



## TALENT MENTOR

### *What is a Talent Mentor?*

The Talent Mentor serves as a career resource by sharing insights and providing guidance about the workplace, careers, and education. This is accomplished through formal and informal meetings at the school or community based organization.

► **Resources:** [Talent Mentor Tip Sheet](#)

### *Why is it beneficial?*

Potential future talent is exposed to the opportunities and required skills for careers in your industry. Additionally, mentoring provides an efficient way to introduce and engage multiple employees with your commitment to education and connect your company with the community.



CHAPTER 4:  
**Career  
Engagement**



## CHAPTER 4:

# CAREER ENGAGEMENT

Most participants need to learn about the workplace and what it takes to be successful. Getting a glimpse into this world before you get a job can set a young person up for greater success. The Career Engagement phase equips participants with the skill and knowledge required to secure and maintain employment and an understanding of the education needed for many fields. In this section of the toolkit, we focus on helping participants learn about the skills needed on the job in their careers of interest.

The information below was developed based on insights from business leaders who have successfully implemented a program focused on teaching participants work-related skills. Your company likely has the “required” resources and readiness for a Career Engagement activity. Review the “ideal” and “useful, but not essential” lists for additional ideas.

- Knowledge about the skills needed to work in various roles in your industry and the ability to teach these skills to a participant.
- Quite a bit of planning as these events tend to take more time to take place and be successful.
- Incentives to encourage participation are always helpful - swag or prizes are good examples.





## TALENT TOUR

### *What is a Talent Tour?*

This is essentially a tour where you show everything that your place of employment and industry has to offer. Site tours are a great chance to share the core mission of your organization, while also showing the variety of employment opportunities and skills needed to keep your business moving.

► **RESOURCES:** [Talent Tour Tip Sheet](#)

### *Why is it beneficial?*

Teach potential future workers about your business and industry, allowing for more intimate learning where the participant is the focus.



## TALENT SHADOW

### *What is a Talent Shadow?*

Provide an in-depth, hands-on, one-on-one experience for a participant to be immersed in your industry.

► **RESOURCES:** [Talent Shadow Tip Sheet](#)

### *Why is it beneficial?*

You can teach participants about the benefits of working in your career sector and demonstrate your experience.



## TALENT CHALLENGE

### *What is a Talent Challenge?*

In a workplace challenge, small groups of participants (four to six per team) are engaged in solving a real-world problem or a challenge issued by an employer. The challenge is identified by the employer in consultation with the work-based learning coordinator and a classroom teacher. Participants work as a team to identify possible solutions. They then create and deliver a presentation on their solutions to the employer.

► **RESOURCES:** [Talent Challenge Tip Sheet - Project Challenge Guide](#)

### *Why is it beneficial?*

You may uncover a real solution to a challenge your business faces, all while exposing your industry and careers to potential future talent.





# CHAPTER 5: **Career Experience**



## CHAPTER 5:

# CAREER EXPERIENCE

Think back to your first job. You'll likely remember a challenging transition during your first few months. As you learned the ropes, it became easier through practice and experience. Now think about what this transition could be like for participants. Even with work specific training, the transition into the workforce can be challenging for these young people.

Applying new skills in a real work environment is a valuable reinforcement of earlier training and often serves as an important stepping stone to permanent part-time or full-time employment.

Career Experience opportunities also help participants develop their resumes and gain exposure to workplace dynamics. At the same time, they get compensated for their work. These opportunities are referred to differently across industries: internships, experiential learning, apprenticeships, etc. Ultimately the end goal is the same: provide youth with the opportunity to learn in an actual work environment and receive compensation for the work they perform.



### TALENT HIRE

#### *What is a Talent Hire?*

Direct employment opportunities for entry-level roles, focusing on providing practical work experience. It helps individuals new to the workforce gain and demonstrate job readiness by utilizing Job Ready Indy for certification of employability skills.

► **RESOURCES:** [Talent Hire Checklist](#)  
Learn More About [Project Indy](#)

#### *Why is it beneficial?*

Project Indy is an opportunity for employers to find motivated candidates for seasonal openings, internships, and entry-level positions while providing young people with the skill development and training needed to keep Indianapolis' talent pipelines growing. Employers benefit by gaining access to individuals who have demonstrated commitment and readiness through participation in Job Ready Indy, making them ideal candidates for entry-level roles.



### TALENT INTERN

Internships provide a direct benefit to the employer and give participants the opportunity to learn by doing real work while being productively engaged in the workplace. Interns may work individually, in teams, on a project, or rotate through a variety of departments and job functions to get a full scope of your industry.

#### *What is a Talent Intern?*

Participants work for a limited period of time to gain applied experience, build employability and technical skills, and make connections in a field of interest. Traditionally internships are in the summer, however, programs can occur throughout the year.

► **RESOURCES:** [Talent Intern Tip Sheet](#)

#### *Why is it beneficial?*

Hosting internships for participants brings new energy and a fresh perspective to your workplace and provides opportunities for existing employees to develop supervisory skills.



## TALENT APPRENTICE

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.

### *What is a Talent Apprentice?*

Apprenticeships are paid, structured, on-the-job training combined with related classroom instruction. They included individualized training and pay progression commensurate with skill gains and credential attainment. These are measured through structure, evaluation, and mentorship components to ensure business and worker standards are met. There are different types of apprenticeships including, but not limited to, Youth/Pre-Apprenticeship and Registered Apprenticeship.

If you are interested in learning more about apprenticeship please email: [businesspartnerships@employindy.org](mailto:businesspartnerships@employindy.org).

► **RESOURCES:** [Employer Expectations – General Employer Apprenticeship Tip Sheet](#)  
Registered Apprenticeship Tip Sheet USDOL Youth Rules, available at [youthrules.gov](http://youthrules.gov).



### *Why is it beneficial?*

It is a proven and flexible strategy that can be customized to meet the needs of every business that results in: highly skilled employees, reduced turnover costs, higher productivity, more diverse workforce.

### **Commitment:**

Provide participants 11th grade or higher the opportunity to learn by doing real work while being actively engaged in an individualized training plan with their assigned mentor.

### **Duration:**

2-3 years with a combination of 2,000 hours of on-the-job learning provided at the worksite and 144 hours of related instruction provided at the high school.

### **Special Considerations:**

USDOL Youth Rules, available at [youthrules.gov](http://youthrules.gov).

### **Learn More:**

Modern Apprenticeship Program (MAP)

An apprenticeship is the most involved, work-based learning activity, and requires thoughtful consideration for implementation. EmpoyIndy can support your organization throughout the process, and the end result will be a talent pipeline of young workers who learn your organizational priorities alongside the necessary skills for their job.



CHAPTER 6:  
**Talent Bound  
Activities**



# CHAPTER 6:

## HOW TO PLAN AND IMPLEMENT

# TALENT BOUND ACTIVITIES

Planning and implementing Talent Bound activities requires thoughtful strategy and commitment. This chapter outlines how to effectively integrate these activities into your operations:

### 1. Define Objectives

Begin by identifying the specific goals you wish to achieve through Talent Bound activities. Determine whether you want to focus on recruitment, enhancing company brand among youth, fostering innovation, or improving your current workforce's skills through mentorship roles.

### 2. Assess Company Needs and Capabilities

Evaluate your company's current workforce needs and project future openings. This assessment will guide you in selecting which types of Talent Bound activities are most beneficial and feasible. Consider areas with high growth potential or where there is a need for fresh talent.

### 3. Select Suitable Activities

Based on the objectives and needs assessment:

**Exploration Activities:** For initial exposure and inspiration, plan and host various exploration events like Talent Talk or Talent Day by coordinating with local schools, community based organizations, and educational institutions. These events should highlight key career paths within your company and include interactive elements like Q&A sessions. For mentoring, establish a group of employee volunteers who are enthusiastic about sharing their career journeys and insights.

**Engagement Activities:** To deepen engagement and provide more hands-on experiences, organize workplace tours and job shadowing opportunities that allow participants to observe different roles within your company. For Talent Challenges, develop project-based learning activities that reflect real business challenges. Ensure these activities are structured to provide both learning opportunities for participants and valuable outcomes for your company.

**Experience Activities:** For immersive experiences that could lead to employment, create structured internships, and apprenticeship programs that align with your company's long-term talent needs. These should provide meaningful, productive work that allows participants to apply their skills in real-world settings, while also giving you the opportunity to evaluate potential hires in a practical work environment.

### 4. Build a Planning Team

Assemble a team from your organization who has experience with youth, shows enthusiasm for new projects, or has been involved in mentorship or training. This team will lead the planning and execution of selected activities. Most important part is having a dedicated contact person and a secondary from that team to ensure program success.

### 5. Develop Partnerships

Forge partnerships with schools, community organizations, and EmployIndy. These partnerships are crucial for aligning your activities with educational standards, ensuring participant participation, and tapping into local talent pools.

## 6. Design the Activities

Work with your planning team and EmployIndy to design each activity. Ensure each activity aligns with your objectives, is engaging for participants, and provides real-world insights into your industry. Planning should include logistical details such as dates, locations, resources required, and roles/responsibilities within your team.

## 7. Implement and Coordinate

Roll out the planned activities, ensuring each event is well-coordinated and supported. This includes managing logistics, providing necessary resources, and ensuring all participants are briefed and prepared.

## 8. Celebrate and Share Success

Recognize and celebrate the contributions of everyone involved, sharing success stories both internally and externally. This not only boosts morale but also enhances your company's reputation as a supportive and engaging workplace. When sharing success stories on social media, be sure to tag @EmployIndy to boost awareness and collaboration. Each step should include clear objectives, expected outcomes, and feedback mechanisms to ensure both participants and your company reap the maximum benefits.

### Pro Tip:

Collaborate with other employers: Partner with other businesses and industry associations to create a broader impact. Joint initiatives can provide more comprehensive programs and share resources effectively.





CHAPTER 7:

# Work-Based Learning and Company Culture



## CHAPTER 7:

# WORK-BASED LEARNING AND COMPANY CULTURE

EmployIndy supports organizations in implementing work-based and career-connected learning initiatives.

Here are key guidelines to help employer partners succeed:

- 1. Assess Current Student Employment:** Gather feedback from current participants to improve internships and learning experiences.
- 2. Identify Workforce Needs:** Analyze critical workforce needs and develop learning activities in key sectors like marketing, IT, and mechanics.
- 3. Leverage Internal Experience:** Identify employees with experience engaging youth to lead or coordinate programs.
- 4. Form a Team and Identify Leaders:** Create a team passionate about new initiatives and select staff to lead and coordinate efforts.
- 5. Evaluate Resources:** Assess available resources and explore additional funding opportunities with community partners.
- 6. Develop Policies:** Create policies that support employee participation in Talent Bound Activities, including flexible work arrangements.
- 7. Train Staff:** Equip employees with skills to mentor and supervise participants effectively.
- 8. Implement Feedback Loops:** Gather and analyze feedback to continuously improve programs.
- 9. Connect with Educational and Community Organizations:** Build partnerships with local schools and community organizations to align activities with educational standards and local needs.

Following these guidelines will help integrate work-based learning into your operations, benefiting both participants and organizational growth.





CHAPTER 8:

**Success Stories  
and Best Practices**



# CHAPTER 8: SUCCESS STORIES AND BEST PRACTICES

Here are various success stories and best practices from companies that have excelled in integrating Talent Bound Activities into their operations:

## BEST PRACTICE:

Learn from detailed examples of businesses that have seen significant improvements in recruitment, innovation, and employee satisfaction through their involvement in Talent Bound.



*“Hands-on activities are incredibly valuable, especially in our industry. I always say, ‘You’ve got to get your hands dirty to figure out what we do,’ and that resonates well with students and educators alike.”*

— Lynn Busby  
Director of Community Outreach,  
Indiana Careers and Construction Association



*“EmployIndy’s programs provide access to motivated individuals that are committed to learning and growing. It’s not just a short-term fix—this is about building the future of our industry.”*

— Chad Smith  
Chief Personnel Officer,  
Plastic Recycling, Inc.



*“Getting involved in work-based learning programs gives students hands-on experience while allowing employers to evaluate and train potential future employees. It’s a win-win situation that helps build a stronger workforce.”*

— Susan Ford  
Community Talent Relationship Manager,  
American Senior Communities

*“We get a pipeline of students who are prepared and trained, and the hospital sees the benefit in it.”*

— Armetris Forman  
Educational Outreach Coordinator,  
Franciscan Alliance, Inc.

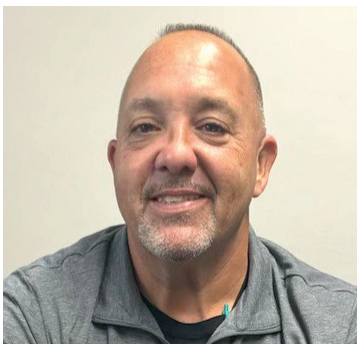
## TESTIMONIALS:

Hear directly from employers and participants about the personal and professional impacts of their participation in the program.



*“Partnering with EmployIndy’s Talent Bound program has allowed us to showcase careers in the union construction industry to a wider audience. Hosting events like the construction fair at Indianapolis Public Schools provided students with hands-on experiences, which are crucial for understanding what our industry interested early, we’re building a stronger, more informed workforce for the future. It’s a natural fit for us, and we’ll continue to invest in this partnership.”*

– Lynn Busby,  
Director of Community Outreach,  
Indiana Careers and Construction Association



*“My experience with Talent Bound and Career Connected Learning programs has been transformative. Engaging with students through mock interviews and job fairs has allowed us to build a pipeline of motivated young talent while giving me a renewed sense of purpose. I got to interview five students, and I was sold from that point on. The students empowered me. For 35 years, my focus in construction was on profit. Now, it’s about purpose, and I really credit everything to Talent Bound. What I love most is meeting new students, listening to what they’re looking for in life, and helping direct them down a path. It’s remarkable to see young people grow, and it’s the first time I’ve seen them so empowered and excited about their future. It’s not just our company benefiting—it’s the whole community, and I’m proud to be part of something so impactful.”*

– Jason Mann,  
Business Development Manager,  
Howard Companies



*“For Franciscan Health, partnering with EmployIndy’s Career Connected Learning programs has been an incredibly rewarding experience. These programs give students the exposure, support, and encouragement they need to succeed. They need encouragement, exposure, and pact on our organization has been significant. We get a pipeline of students who are prepared and trained, and the hospital sees the benefit in it. What I love most is the smiles on the faces, the excitement of the students... they come back and spend more time with me. My advice to other employers; Do it. Absolutely do it. These programs provide an amazing opportunity to support and grow the next generation of professionals.”*

– Armetris Forman,  
Educational Outreach Coordinator,  
Franciscan Alliance, Inc.

## TIPS AND ADVICE:

Gain practical advice on how to avoid common pitfalls and maximize the benefits of work-based learning initiatives.



*“Getting students and young people into our facility for tours and hands-on experiences is essential. It’s not just about filling jobs—it’s about showing them a real path to success and sparking interest in our industry.”*

— Jason Mann  
Business Development Manager,  
Howard Companies

*“Early and often feedback is important, especially for those new to the workforce. It builds trust and connection, and helps guide them in the right direction.”*

— Chad Smith  
Chief Personnel Officer,  
Plastic Recycling, Inc.

*“I would definitely encourage leadership to get to the schools and talk about their career journey...young people need a lot of help expanding their knowledge and their horizons.”*

— Amy Mancini  
HR Manager,  
Kimball Electronics & Medical Solutions

These examples will provide you with actionable insights and motivate you to create a successful Talent Bound strategy tailored to your company’s needs. Feedback is always a valuable piece of improving and maintaining high quality work-based learning experiences.

## CONCLUSION:

# YOUR PATH FORWARD WITH TALENT BOUND

With this comprehensive guide, you are now well-equipped to implement and benefit from Talent Bound activities. By embracing these initiatives, you not only contribute significantly to the development of the future workforce but also enrich your company's culture and operational success. These efforts will foster a more engaged, skilled, and motivated workforce, driving innovation and growth within your organization.

Move forward with confidence, knowing that your investment in Talent Bound activities is an investment in both your company's and your community's future. By integrating work-based learning into your strategic operations, you are building a sustainable pipeline of talent that will support your organization's long-term goals and contribute to the broader economic and social well-being of your community.



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## Department Of Workforce Development:

Office Of Work-Based Learning And Apprenticeship

<https://www.in.gov/dwd/owbla/>

Indiana Department of Education Work-Based Learning (WBL) Definitions

Indiana Department of Education

<https://www.in.gov/tos/csa/files/WBL-Definitions.pdf>

Department of Workforce Development (DWD):

<https://www.in.gov/doe/files/indiana-k-12-work-based-learning-manual-final.pdf>

