

A Quest for Clarity: Identifying the Market for Short-Term Training Opportunities and Industry Recognized Credentials in Indiana

Executive Summary

The National Center for Higher Education Management Systems (NCHEMS)

Beginning in fall 2011, with support from the Joyce Foundation and Lilly Endowment Inc., the Indiana Chamber Foundation and the National Center for Higher Education Management Systems (NCHEMS) sought out to clarify the market in Indiana for short-term training opportunities and industry recognized credentials. With consultation from (and collaboration with) other state agencies, postsecondary institutions, and other stakeholders, we attempted to gather as much data and information as possible regarding the supply and demand of sub-baccalaureate credentials in Indiana, and the occupations associated with them.

From Burning Glass technologies, we obtained the most recent two years of data on job postings in Indiana by occupation - indicating which occupations (associated with short-term credentials) are in high or low demand. These data also include the number of instances Indiana employers are seeking specific industry-recognized certifications, and specific baseline and specialized skills. The Indiana Workforce Intelligence System (IWIS) provided data on the employment and earnings status of recent college graduates by field of training. These data account for how many (and the percentages) of program completers who are employed or continued to enroll in postsecondary education the year following completion, as well as their employment earnings. Additional data and information on occupations and training were extracted from federal sources – i.e. CareerOneStop, MyNextMove.org, and MySkillsMyFuture.org. All combined, these data and information help to paint a much better picture of supply and demand at the sub-baccalaureate level in Indiana.

This report (highlighting the data and information available on IndianaSkills.com) addresses the supply and demand of short-term education and training programs and credentials in Indiana – industry recognized certifications, and postsecondary undergraduate certificates and associate's degrees. The ability to bring enough reliable data together to tell this story has always been a struggle. What have always been shadowy tales constructed largely by anecdote are now taking form, with real numbers behind them. This report describes the data that have come together, some key findings, and how we can best disseminate the data and information to accomplish our main goals, which are to help:

- Students become better informed about short-term training programs that lead to gainful employment in the state and regions in which they live.
- Job seekers find career opportunities and short term training programs that best match their skills and interests, are in high demand, with competitive wages.
- Employers learn a great deal more about the occupations they are hiring for, the skills and credentials they should be requiring, and the wages being paid to similar employees around the state.
- Policymakers and Researchers use this site to gather workforce supply and demand data such as: recent employer job postings by occupation, education, skill, certification and wage levels; recent graduates by type and level of training; and training programs.

Key Findings

The following is a summary of the key findings of the report - as a result of analyzing much of the supply and demand data and information available on IndianaSkills.com.

Employer Demand

- Over the recent time-period from January 2010 to October 2011, the five occupations (associated with sub-baccalaureate training programs) that are in greatest demand in Indiana job postings are: heavy truck drivers, retail sales persons, registered nurses, sales representatives in wholesale and manufacturing industries, and first-line supervisors.
- The top five “high-demand and high-earning” occupations are: heavy truck drivers, registered nurses, sales representatives in wholesale and manufacturing industries, first-line supervisors, and maintenance and repair workers.
- Registered Nurse tops the list of certifications sought after by Indiana employers - largely because the occupation is in high demand and the licensure certification is required for employment. Others in high demand are: First Aid, Commercial Driver’s License, and Certified Nursing Assistant.
- The most sought after specialized skills are repair, scheduling, mathematics, inspection, and merchandising; and baseline skills are in highest demand are the ability to communicate, customer service, organizational skills, and Microsoft Excel.

The Supply of Graduates

Ivy Tech Community College (with 30 campuses throughout the state) produces the most graduates with all three types of credentials. However the for-profit colleges and the public four-year institutions produce substantial numbers as well.

Sub-Baccalaureate Credentials Awarded Type of Institution (2010-11)

Sector	Certificate of Less than One Academic Year		Certificates of at Least One but Less than Two Academic Years		Associates Degrees	
	Number	Percentage	Number	Percentage	Number	Percentage
Public, 4-year or above	620	20.8	893	15.7	3,690	19.8
Private not-for-profit, 4-year or above	111	3.7	1	0.0	1,730	9.3
Private for-profit, 4-year or above	18	0.6	788	13.8	3,270	17.6
Public, 2-year	1,170	39.3	2,843	49.9	7,966	42.8
Private not-for-profit, 2-year	0	0.0	0	0.0	95	0.5
Private for-profit, 2-year	1,057	35.5	1,170	20.5	1,852	10.0
State Total	2,976	100.0	5,695	100.0	18,603	100.0

- The highest percentages of recent sub-baccalaureate program completers (from public colleges) who are employed a year later earned credentials in the fields of nursing and health tech, and the trades associated with electrical, construction, and repair occupations. Many of the programs are linked directly to specific jobs and also yield the highest wages.
- Substantial percentages of graduates students in certain sub-baccalaureate programs are re-enrolled the following year in pursuit of more advanced degrees. These relatively high percentages of the certificate completers are in management, accounting, automotive technology fields; and associate degrees completers in management, education, architectural engineering tech, business and humanities.