



**Building and Sustaining
an Early Intervention
Workforce:
Steps One State took to
Decide Where to Target
Its Resources & Efforts**

OSEP Leadership Conference
July 2023

Session Objectives



Participants will

- Learn of Indiana's efforts to address their workforce issues
- Learn about issues to consider such as policies, possible barriers, and funding
- Identify resources and partners to establish valuable collaborative relationships
- Learn strategies to ensure sustainability and retention of personnel
- Have time to discuss and share ideas

Where we've been

Outreach was prioritized in 2017

State mission, vision and values were developed along with a strategic plan

We recognized that we had many policies and procedures that were barriers to recruitment and retention of personnel



Initial steps

Statewide EI Conference 2018

Leveraging Family Social Services Administration Communications team

Reviewing and updating our website

Updating technology to assist with enrollments, forms, billing etc.



Outreach Efforts

Improving relationships with higher education

Connect with professional associations

Working with marketing and HR firms





#BePartofEI

Infrastructure Improvement

Policies

Technology

Training and professional development

Use of ARPA funding for recruitment and retention



Ideas and Next Steps

Using our case management system to collect data to help guide us in making future decisions

Reaching out to middle and high schoolers

Developing an internship program

Hosting a Business and HR Summit with our SPOE/agency leadership and connecting them with INARF/professional associations

Developing a relationship with our state Department of Workforce Development and Governor's Workforce Cabinet





Discussion/Q & A

Thank you!



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