



Resultant



Bringing Opportunity to Indiana Workers and Employers through the Talent Resource Navigator

A 2021 Indiana Chamber of Commerce survey showed that 85 percent of employers struggled to meet their talent needs. Meanwhile, less than half of working-age Hoosiers have continued their education past high school, according to Lumina Foundation. There was a disconnect in Indiana: Training opportunities existed, but Hoosiers didn't know how to find them, and employers were paying a high price for that gap.

Indiana Chamber of Commerce, through its Institute for Workforce Excellence, got to work on ways to make it easier to find these opportunities—and the employable Hoosiers who took advantage of them—to ensure more opportunity for employees and a skilled workforce for employers.

HOOSIERS NEEDED TRAINING, AND THEY NEEDED HELP FINDING IT.

Institute for Workforce Excellence (IWE), a nonprofit subsidiary of Indiana Chamber of Commerce, exists to strengthen the talent pipeline across the state's business, community, education, and government sectors; help residents connect to the programs that make them more employable; and strengthen the public-private network by conducting research and informing policy. The organization aspired to engage more employers, expand programs and services for employees, and continue to keep tabs on how it was all going through participant ratings.

With many hundreds of training opportunities available to individuals and employers all over the state but not being fully utilized, greater visibility was important to IWE.

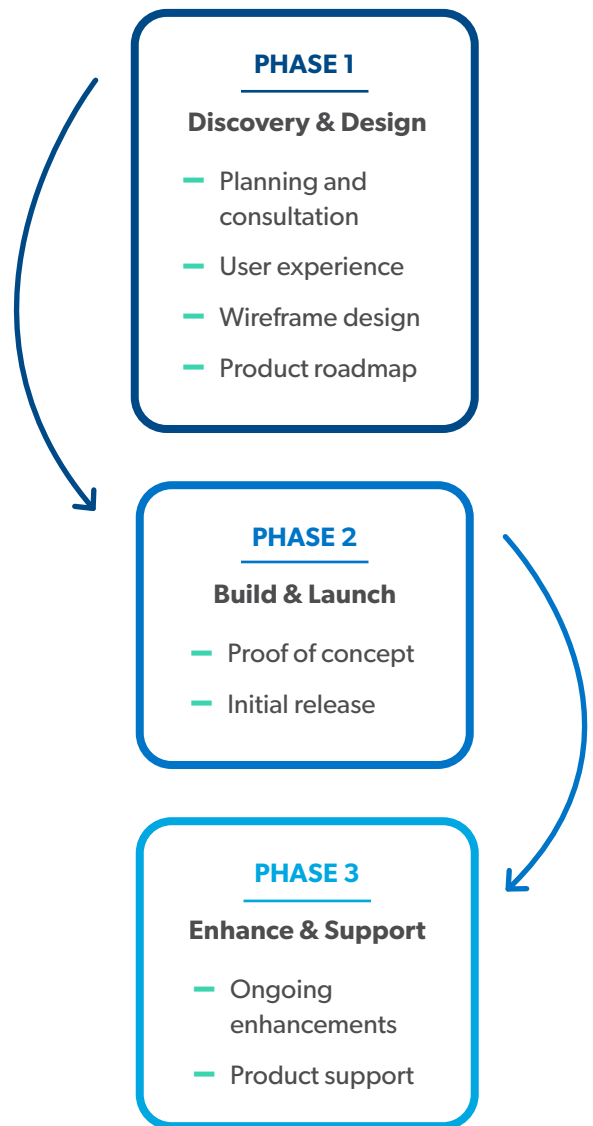
They'd need a reliable, intuitive tool to collect, organize, and provide information to Hoosier employers and employees. IWE partnered with Resultant to design and build the Talent Resource Navigator.

DESIGNING A SOLUTION TO CONNECT INDIVIDUALS AND EMPLOYERS TO OPPORTUNITY.

Having dug into what it knew to be a mismatch of talent and training, IWE had learned what users wanted to know about developing their careers:

- Which training options were available
- Whether that training was relevant to their needs
- Whether funding or financial support was available
- How effective the training was
- What others' experience with the training had been

IWE would meet those needs through the Talent Resource Navigator (TRN)—a free web application that would serve as a one-stop shop for education and job training opportunities that combines online ease and personalized customer support. Using an agile project management process, our team built IWE's new product using various cloud-based tools and programming languages.



Connecting Indiana employers and individuals to the workforce resources they need!

Start your journey here →



Individuals

Connect with career coaches or training programs to advance your career.



Employers

Find training programs and funding to support your talent needs.



Providers

Share your programs and resources to help Hoosiers and Indiana employers.

THE TALENT RESOURCE NAVIGATOR IDENTIFIES RESOURCES ACCORDING TO NEED.

To develop the most appropriate, effective, and authoritative roster of training providers, our team worked with IWE to conduct discovery, including a landscape analysis of talent development programs across Indiana and a review of Indiana's Eligible Training Provider List. With a clearer understanding of the talent development landscape, we populated more than 300 resource pages within the TRN for its initial launch. The TRN now provides users a more comprehensive list of 585 talent development partners, programs, and promising practices throughout the state.

The web application gives users a clear, intuitive path to the information they need according to their starting point (individual, employer, training provider) or through search, and it offers featured resources on the home page. For individuals, the TRN helps winnow down choices among career coaches or training opportunities. Employers who use the TRN can find job training funding and utilize a self-assessment tool that helps identify ways to strengthen their talent strategy. They also have access to a wealth of resources for developing internal training programs; these "promising practices" deliver strategy for talent pipeline development and other best practices. And for approved training providers, the TRN provides referrals and compiles user feedback.

Get started here:



CAREER GUIDANCE

Career coaches across Indiana are ready to help you explore career paths and job opportunities.



TRAINING OPPORTUNITIES

Free and low-cost training programs are available to you.



PERSONALIZED SUPPORT

Our team can help you find resources that best fit your needs. (Create your free [Navigator account](#) to schedule a call with a member of our team.)

Although the TRN gives users an easy online starting point, it further helps take the overwhelm and frustration out of resource-hunting by offering personalized support. For users who create a free account, customer service representatives are an email or call away to help answer questions and sift through resources. TRN also curates the vast (and growing) pool of training resources and brokers introductions among employers, individuals, and training partners.

BRINGING THE TRN—AND EVER-INCREASING VALUE—TO INDIANA.

Given that the initial problem it sought to address was a knowledge and awareness gap, IWE has been meticulous about ensuring Hoosiers receive a thorough introduction to the TRN. Promotion and instructional webinars have been a big part of the launch, and a roadshow to reach every Department of Workforce Development region in the state, partnering with local and regional economic development groups, nonprofits, and community colleges.

As the TRN continues to develop, we've made numerous enhancements including the languages within the application so that content is multilingual. IWE also intends to bring more user feedback into its road forward to best serve all stakeholders and, ultimately, bring greater opportunity to the state.

