



# Indiana Talent Network (ITN)

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Indiana Talent Network is a “network of networks” that convenes and connects statewide stakeholders and regional collaborations to support equitable talent policies and strategies. ITN participants network, learn from each other, share best practices and represent their stakeholders within a statewide context.

Each network focuses on talent in Indiana:

- **Talent Attraction:** Leveraging the power of place to grow the population of the community and region.
- **Talent Development:** Building a home-grown learning system to cultivate talent and increase educational attainment.
- **Talent Connection:** Coordinating talent with equitable economic opportunities to raise household income and earnings.

## Core Values.....

Over time ITN’s stakeholders have organically created a set of core values. ITN strives to make sure that the core values are present during every interaction an ITN member in which takes part. ITN members have identified descriptors for each one of the core values, and welcome you to identify what those core values and descriptors mean to you.

Learning	Relationships	Professional Development	Sustainability
<ul style="list-style-type: none"><li>• Collaborative</li><li>• Partnership</li><li>• Informative</li><li>• Best Practices</li></ul>	<ul style="list-style-type: none"><li>• Connection</li><li>• Vulnerability</li><li>• Innovative</li><li>• Non-duplicative</li></ul>	<ul style="list-style-type: none"><li>• Thoughtful</li><li>• Mutual</li><li>• Empowering</li></ul>	<ul style="list-style-type: none"><li>• Systems Building</li><li>• Growth Oriented</li><li>• Unified</li><li>• Coalition building</li><li>• Locally led, State support</li><li>• Driven</li></ul>

ITN Success from ALL Perspectives.....

### **Statewide Stakeholders' Perspectives**

“Working at the state level, it is often difficult to know who is doing what in each of the communities throughout the state. ITN provides a space to ask questions, learn, receive local and regional feedback and better understand needs, and be connected with the right stakeholders.”

**-Rachel Zajac, Chief of Staff at Indiana’s Office of Career Connections and Talent**

“As one of the statewide members at the table, Indiana Talent Network has been vital for me to learn not only what is happening in various regions, but also meet the folks who are driving these efforts. This allowed me to better communicate and implement resources to communities than I’ve experienced before. Additionally, it’s allowed me to learn what’s working well so that we can pitch that practice or model to other communities or provide resources to amplify good work that’s happening. As a younger professional in this space, ITN has allowed me to grow my own knowledge base and take on leadership opportunities within. I’ve gained so many meaningful connections and great colleagues who have been willing to help me.”

**-Brittany Collins, Manager of Postsecondary Outreach and Career Transitions at Indiana Commission for Higher Education**

### **Regional Collaborators' Perspectives**

“There is a clear connection between talented employees, business success, and economic growth. Chambers are fairly new to the ‘talent’ space and can play a key role in bringing business leaders to the table with education to address workforce challenges. Strong local and regional partnerships are key to moving talent attraction, development, and engagement efforts forward. Awareness and leveraging of existing resources – people and programs – allows the Chamber to align efforts, build consistent messaging, and connect with models that can jump start the implementation of education and workforce programs that are meaningful to employers and individuals. ITN brings people and program resources together at the state level, expanding networks, increasing access and alignment, and allowing for best practices to have a positive impact across the state.”

**- Kate Lee, Executive Director of Education & Workforce at South Bend Regional Chamber**

“ITN has provided me the tools for engaging and maintaining a local coalition that is focused on needs, relationships, and desired outcomes using an ever-changing mix of resources and individuals committed to action. Employing these tools creates the platform for planning, action, and accountability that becomes the new “way of doing business” that can survive changes in funding and in leadership of organizations, both at the local and state levels.”

**-Roy Vanderford, Director of Strategic Solutions at Center of Workforce Innovations**

Connect with ITN.....

### **ITN Staff**

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