

THE NEW INDIANA HIGH SCHOOL DIPLOMA

- In 2024, Indiana legislators updated the high school diploma requirements to include 42 credits and optional readiness seals designed to enhance students' preparedness for their future after graduation
- The new diploma standards will be fully implemented by the 2028-2029 school year, and have an emphasis on personalized elective credits and required work-based learning experiences
- The new diploma offers three types of readiness seals: Enrollment, Employment, and Enlistment

FOCUS ON: WORK-BASED LEARNING

ENROLLMENT HONORS PLUS

Must complete the requirements of the Enrollment Honors Seal PLUS:

- Complete 75 hours of WBL
- Earn a credential of value

EMPLOYMENT HONORS

- Complete 150 hours of WBL
- Must complete one of the following:
 - A credential of value
 - 3 CTE courses in a pathway
 - An approved CSA program, or
 - An approved, locally-created pathway
- Meet Attendance Requirement

EMPLOYMENT HONORS PLUS

Must complete the requirements of the Enrollment Honors Seal PLUS:

- Complete 650 hours of WBL
- Earn a credential of value

WHAT DOES THIS MEAN FOR YOU?

- The new WBL diploma requirements necessitate schools and employers to work collaboratively to create real-world experiences for students to learn by doing
- To effectively meet student demand, we must build a robust catalogue of WBL experiences (such as internships) available for students at local employers
- If this feels like a heavy lift...it is (for schools and employers!) But, for communities that figure out how to build an effective WBL infrastructure, there is tremendous opportunity to train and retain local talent

WHAT ARE WORK-BASED LEARNING EXPERIENCES?

WBL is defined as sustained interactions between participants and industry professionals in real or simulated workplace settings.

- These experiences foster authentic work experience and develop knowledge, skills, and competencies.
- Experiences support participants in career exploration and readiness and are intentionally aligned and evaluated with course or training competencies.
- WBL requires a written partnership agreement and plan between the participant, parent or guardian, school, and employer partner.
- Each experience must be at least 25 hours, and students can complete a maximum of 3 experiences to fulfill the requirements for a Readiness seal.

TYPES OF EXPERIENCES



Technical Internship

Internships with mentored on-the-job training. It may take the form of a stand-alone capstone, clinicals, or an embedded inside a CTE course.



Academic Internship

Internships that meet the definition of work-based learning but don't rely on a CTE background. The experiences often rely on relevant academic coursework like advanced science courses for Healthcare.



Micro-Internship

A cross between job shadowing and a full-fledged internship. May run a minimum of 25 hours per experience.



Project Based Learning Industry Developed Challenge

An employer mentors a group of students in a class or out-of-school activity as they work on projects connected to an employer's industry or area of expertise.



Modern Youth Apprenticeship

Specific state-certified program that integrates school-based and work-based learning to instruct students in employability and occupational skills and often extends over the course of two to three years with at least 650 hours of on-the-job training.



Pre-Apprenticeship

A specific type of youth apprenticeship opportunity that is articulated to a registered apprenticeship program.



Registered Apprenticeship Programs

A structured talent development strategy that combines on-the-job learning, classroom learning, and mentorship to train students to gain certification in their field of study.



Workplace Simulation

Mirrors a live workplace setting and may include facilities, inputs, resources, and equipment provided by the employer or the school.

KEY TAKEAWAYS

- To meet the new Indiana diploma requirements, schools and employers are being asked to collaborate
- Creating an effective county-wide work-based learning system will take significant effort, and—if done right—can help create a skilled pipeline of local talent
- Local schools and non-profits have been working behind the scenes to build the scaffolding that will support the implementation of the new requirements, and now we need your help