

# Building Indiana's New Career Pathways for Healthcare

## THE NEED FOR A NEW PATHWAY

### Addressing Workforce Gaps in Healthcare

Indiana's healthcare and life sciences industries face a growing challenge: bridging the gap between rapidly evolving job demands and workforce readiness.

**By 2031, 72% of U.S. jobs will require education or training beyond high school, but only 39% of Indiana adults currently hold an associate degree or higher.**

Traditional college pathways alone cannot meet this need. To prepare students for success and support employer growth, Indiana is building an employer-led professional pathway that complements the college route. This new approach will equip high school students and adult learners with the career-ready skills needed to succeed in life sciences and healthcare roles.

The **Indiana Career Apprenticeship Pathway (INCAP)** provides a new model that empowers high school students with real-world, paid work experiences and classroom training aligned to industry needs. Students graduate with skills, credentials, and career momentum.

## OUR ECOSYSTEM

### Indiana's Leading Role in Advancing Healthcare



**#1 in life sciences & pharmaceutical exports**



**Indiana is projected to need 100,000+ new healthcare workers by 2030**



**Healthcare remains one of Indiana's fastest-growing sectors, accounting for nearly 1 in 9 jobs statewide.**

Preparing the next generation of talent is essential to fueling innovation that advances global healthcare.

INCAP's goal is to connect 50,000 students with hands-on career opportunities by 2034, building the talent engine that powers Indiana's future in healthcare.

## SHAPING THE TALENT PIPELINE

### The Critical Role of Industry Partners

To strengthen Indiana's talent pipeline, employers must have a unified voice. That's the role of Industry Talent Associations (ITAs).

These collaborative groups are the foundation of INCAP, bringing employers together to identify the most critical roles, define the knowledge and skills needed for those jobs, and partner with educators to shape curriculum and training.

## BIOCROSSROADS + INCAP

### Indiana's Industry Talent Association for Healthcare

As the designated ITA for healthcare, BioCrossroads is uniting employers to define in-demand roles and build the pathway forward.

Our work includes:

- Identifying priority occupations based on employer demand
- Developing real-world "work cases" and defining the knowledge, skills, and competencies needed for each role
- Collaborating with educators to determine where and how training should be delivered — whether in the workplace, by training providers, or through inter-company training centers
- Supporting the creation of paid, multi-year youth apprenticeships

## THE EMPLOYER NETWORK

### An Industry-Driven Solution

Industry participation is essential to the pathway's success. When employers and educators work together, students are better prepared and Indiana's advanced industries are better positioned for long-term success.

### Help Build the Talent Pipeline

BioCrossroads is convening a steering committee of healthcare leaders to guide this work. We're seeking executive-level leaders committed to shaping Indiana's future workforce.

#### Members will:

- Identify key occupations and skill needs
- Help design work-based learning experiences
- Contribute time, expertise, and strategic insight

### This is your opportunity to shape the workforce pipeline.

**Your workforce pipeline.**

Interested employers are encouraged to contact BioCrossroads workforce team.

Healthcare:

ITAHealthcare@biocrossroads.com

Scan the QR code to visit  
[BioCrossroads.com/INCAP](https://biocrossroads.com/INCAP)

