

WorkINdiana Newsletter



April 2016 Issue 13 Vol. 1

Occupational Spotlight: Entry Welder (American Welding Society)



Welding is the most common way of permanently joining metal parts. In this process, heat is applied to metal pieces, melting and fusing them to form a permanent bond.

Because of its strength, welding is used in automobile manufacturing and repair, aerospace applications, shipbuilding, and thousands of other manufacturing activities. Welding also is used to join beams in the construction of buildings, bridges, and other structures and to join pipes in pipelines, power plants, and refineries.

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INDIANA WAGE INFORMATION

	Entry	Median
Hourly Wage	\$13.79	\$16.69

JOB OUTLOOK IN INDIANA

Long Term	7.8% increase
Short Term	5.0% increase

*Data collected from hoosierdata.in.gov

Take Five with Commissioner Braun



Steven J. Braun
Commissioner, DWD

Steve Braun was appointed in 2014 to serve as Indiana's Commissioner of the Department Workforce Development, which is tasked with building a highly skilled and educated Hoosier workforce that can compete in the global economy.

Through WorkOne, we will align Indiana's workforce training to ensure we are teaching the necessary skills to fill the talent pipeline's projected one million job openings over the next ten years.

Update from Lafayette Adult Resource Academy (LARA)

In the last issue of the newsletter, we learned about Shirley McCarthy. McCarthy was 17 years old, working as a childcare intern, and one test away from completing her High School Equivalency (HSE) Diploma! We are pleased to report that McCarthy was the first youth intern at LARA to earn her HSE while working at LARA. Congratulations Shirley!



Shirley McCarthy
LARA Intern

By Miche Grant, Senior Vice President, Center of Workforce Innovations, Inc.

Do WorkINDiana providers always have to be on the INtraining list?

Yes. The INtraining list is a list of providers and programs that have been reviewed using a standardize application and evaluation process. This helps you assure your customer/student that the training has been validated against a predetermined set of standards that include outcomes.

My Region has a list of WorkINDiana training options that excludes some providers that are on the State Eligible Training Provider list. Why is that?

It is always best to ask your supervisor or manager when unsure. Although oversight is possible, most likely it pertains to the labor market in your area. Some regions have occupations in demand that are not in demand in others. The Regional Workforce Board outlines demand occupations (meaning industries having the most jobs) and much of the approved training in your region will be intent on keeping trained workers local.

If an individual with a high school diploma only attends Adult Education for a couple of months to brush up on their skills, do they qualify for WorkINDiana?

Yes. Remember though to qualify the enrollment has to be either the current program year or can be during the full program year after exiting as long as they have a high school diploma or equivalent from an Adult Education program.

Can individuals in WIOA youth programs be enrolled in WorkINDiana?

Yes, all WIOA program enrollments, Adult, Dislocated Workers, and Youth, can be screened against WorkINDiana eligibility. There are no special set aside funds by category like WIOA



Miche Grant, Senior Vice President
Center of Workforce Innovations, Inc.

but must follow the qualifying conditions outlined in the WorkINDiana policy.

We have a program that was on the WorkINDiana training list but I can't find it now. Why is that?

First ask your supervisor or manager. There may be extenuating circumstances regarding their registration. But most likely it is a result of missing information for the program, or even the provider, as outlined by the

DWD recertification process. All providers had to recertify their programs last fall and where information was lacking in December 2015, they were removed from the list. Please reach out to these former WorkINDiana training providers and encourage them to reapply.

So why would I use WorkINDiana funds when my WorkOne office has plenty of regular WIOA funds for training?

Now this is a good question and one that often comes up. Sometimes it may seem easier or faster to just put a customer through the WIOA occupational skills process, but WorkINDiana programs must allow students lacking a high school diploma (or High School Equivalency) to enter training. This means a collaborative effort between Adult Education and WorkOne to move students toward their career goals faster than the older sequential approach of 'finish Adult Education and then go to workforce training'.

Think of this as layering or stackable credentials. Most of us are familiar with 'dual credit' programs in high school which shorten the length of time from secondary education to careers, now with WorkINDiana we can offer Adult Education students a similar opportunity. Not to mention freeing up those WIOA funds for others who are not WorkINDiana eligible.

In Your Adult Education Classroom and Beyond... My Indiana Career Explorer Experience



By Mary Pouch,
State Field Trainer for ICE

I fell in love with the Indiana Career Explorer (ICE) system while working as a school counselor having experience using the tool with secondary, postsecondary and adult education students. In December of 2014, I began serving as the state field trainer, advising educators at all levels on the best use of ICE for career exploration and development.

If you are not already familiar with ICE, it offers free, lifetime access to your students! Core components of the system are: research-based career assessments, multiple ways to explore occupations, postsecondary training and education options, tools to create cover letters, resumes, a shareable e-Portfolio and numerous job search tools, including how

to find job openings. ICE is a powerful tool that is relevant during every stage of one's educational endeavors and through career transitions.

ICE is part of a multi-agency partnership between the Indiana Department of Education, the Commission for Higher Education/Learn More Indiana, Ivy Tech Community College and the Department of Workforce Development. With so much support in our state for the Indiana Career Explorer system, it's no wonder that we have seen such tremendous growth in its use. From December 2014 to December 2015, the number of users of the ICE system has grown from 359,029 to over 500,000 statewide.

A big component of the trainings is how to make group registration quick and easy, suggestions for group and individual guidance of assessment results, and the variety of ways to explore career options based on a student's interests, skills and values. My favorite tool to share this last year has been the "Personal To Do List" which helps guide students through the recommended use of the system based on their adult user type. Using this tool can make the system even more flexible and self-paced. The "Personal To Do List" is similar to a mini lesson plan

and it makes the system a snap to navigate. Best of all, it's based on national career development standards. Speaking of lesson plans, those are also available in ICE! You can use them straight from the system or adapt them to meet your classroom needs.

Other tools and resources of the ICE system I cover with training participants are: how to guide students to explore their assessment results in a way that makes sense for them, how to explore occupations using skills from previous jobs, side by side comparisons of up to three of their favorite occupations or favorite postsecondary education and training options, how to find internships and apprenticeships, learning about and searching for financial aid, extensive job interview preparation resources and so much more. Additionally, the system links to state resources like the Hoosier Hot 50, Indiana Career Connect and others. Most of my training participants were not aware of this breadth of resources and tools at their fingertips! Indiana Career Explorer can help prepare your students for their next step outside of your classroom, whether that step is employment, WorkINdiana or other postsecondary training or education. Best of

My Indiana Career Explorer Experience (cont'd)

all, once your students make a free account, it is theirs for life and they can use it for any career or educational transition. I love giving my students tools that will last beyond my time with them and ICE is one of those tools!

I've really enjoyed meeting so many new people at the different DWD affiliates, Work One Centers, Excel Centers

and more over the past year. I am looking forward to presenting at the joint IAACE and DWD Conference in April, the E-Revolution Conference in Evansville this July and the ISCA Conference in November. If we haven't met already, I hope you will say "hello" and learn more about ICE. I'd love it if you would share your ICE experience with me and what you still

want to know about how the system can benefit your work with students.

For information about face to face or virtual training, please email Mary Pouch, Indiana Field Trainer, at pouchm@kuder.com. For general inquiries or help using the ICE system, please contact Client Engagement at 877-999-6227, M-F, 7am-6pm (CT) or email them at clientengagement@kuder.com.

Rosida's Story

By Karen McKinley and Scott Mills

In a heartfelt letter mailed to the Greensburg WorkOne staff this December, Rosida Bean wrote "I feel you should know you have wonderful people working for you...!" Ms. Bean, 60, a recent WorkINdiana Phlebotomy Technician graduate, wrote those words in praise of her WIOA Case Manager, Sharon Helms.

Rosida's path to graduation was not easy. When she began her class last February Rosida struggled with the feeling that she was inadequately prepared to go back to school, especially when the rest of her classmates were so much younger than she was. Just when Rosida was feeling at her worst, Sharon Helms came to the rescue and offered Rosida the support she needed.

With Sharon's help Rosida was able to switch to a class

with an instructor who was more understanding when it came to her needs as an older, working, student. Rosida and Sharon were also able to work with Rosida's employer to ensure that Rosida had the scheduling flexibility to attend classes. Ultimately, this experience gave Rosida a new sense of confidence that allowed her to finish the course and prepare to sit for the written exam.

Even though Rosida had another curveball thrown her way before she finished—her testing site closed early and she had to finish her certification exam in her instructor's car—she was able to pass her test and received two certifications. Now she plans to make a new beginning in Indianapolis where she can be closer to her family. With this new beginning in mind, Rosida



Rosida Bean
WorkINdiana Phlebotomy
Technician Graduate

closed out her letter to the Greensburg WorkOne by saying, "I want to thank [you]... for helping me change my life for the better."

It is words like those that make the work worthwhile for all of us.

Professional Spotlight: Beth Pattison

By Brenda Johnson, WorkINDiana Program Manager
Department of Workforce Development

PROFESSIONAL SPOTLIGHT

Please allow me to introduce Beth Pattison, a trusted colleague and friend, who works tirelessly on behalf of Adult Education students in Regions 9 and 10. While we may have one thing in common - we are both about five feet tall - I envy her expertise and experience in secondary and post-secondary education. Her background and contacts in the field have proven to be invaluable in helping to promote Adult Education initiatives and more specifically, WorkINDiana. Beth is the epitome of team cooperation - always supportive and helpful.

As the Adult Education Coordinator in Regions 9 and 10, Beth is the liaison between the Department of Workforce Development (DWD) and the local Adult Education providers and represents DWD on the Region 10 Works Council. Both allow her to coordinate meetings and events to better connect people to the appropriate resources, which in turn leads to her ultimate goal of bringing people together at all levels to build a better educated and competitive Indiana workforce.

Douglas Murphy, Greater Clark County Schools ABE/HSE instructor, told me, "Beth Pattison is small in stature – a petite lady – but her heart is as big as Indiana. She makes so many

money is scarce and tragedy is just a flat tire or sick child or missed rent payment away."



Beth Pattison

Adult Education Coordinator
Regions 9 and 10

Murphy added, "A high school equivalency diploma, a new job, a new career are all game changers that allow people to lift themselves out of poverty and to lead better, more rewarding lives. Beth is at the heart of those changes."

Beth has been married for almost 40 years and has two married daughters and one grandson. In addition to her previous education experiences, she has worked in public relations and business. Beth has served as a school and community volunteer in multiple organizations such as IAACE, COABE, New-

good things happen for our community. What compels her to facilitate such... successful ABE/HSE program[s]... is her genuine desire to help the neediest among us. Most of our students come from a place where

Albany-Floyd County Schools and the Hispanic Connection, among others. In her spare time, she cooks, travels, reads, and attends theatre and movies.

Read on to learn more about Beth.

Did you always know what you wanted to do?

I wanted to be an educator for as long as I can remember.

Have you ever dealt with serious challenges at work? How do/did you handle them?

Yes. For example, when I was the communications coordinator for a large school district, I had to be interviewed live on the news about the tragic deaths of some young students. I just had to take a deep breathe, stay focused, and keep my emotions in check so I could speak on behalf of the school district and school principal. My background as a speech and communications teacher and my theatre background helped me to step out of myself for a little while to speak publicly about a tragic event.

Have you ever had help of any kind in your career path?

I have been fortunate with good parents, family, teachers, college instructors, and mentors who counseled me well and helped me have the confidence to succeed.

What is your work ethic? What inspires you to do what you do every day?

I am passionate about helping people reach their goals in life, as I was always encouraged to reach my goals. I will go to

Professional Spotlight (cont'd)

great lengths to assist people find the answers or receive the help they need. It is just part of being in the field of education and workforce development. I am inspired by knowing I am doing my small part in the big scheme of improving lives. I enjoy serving as the emcee for the Region 10 graduation ceremony, and I am inspired and humbled to see the Adult Education students excited about their futures, sometimes for the very first time in their lives. I feel fortunate to be a part of that.

Tell us about the work you did before coming to DWD or Adult Education?

I taught high school English, speech communication, oral interpretation of literature, and

theatre. I designed my own curriculum for vocational English, which was actually very much the way an Adult Education classroom is taught now! I also taught some university master's degree education courses and undergraduate public speaking courses. I served as the communications coordinator for a large school corporation, and I helped run a small business with my husband for a while. When my children were small, I designed a "newspapers in education" program for a local newspaper, and I helped organize an elementary school speech contest that is still going strong after 25+ years. I have always been an active community

volunteer and served on boards of various organizations.

What type of boss do you like to work for?

One who listens to everyone's ideas and recognizes that we all have strengths that are useful.

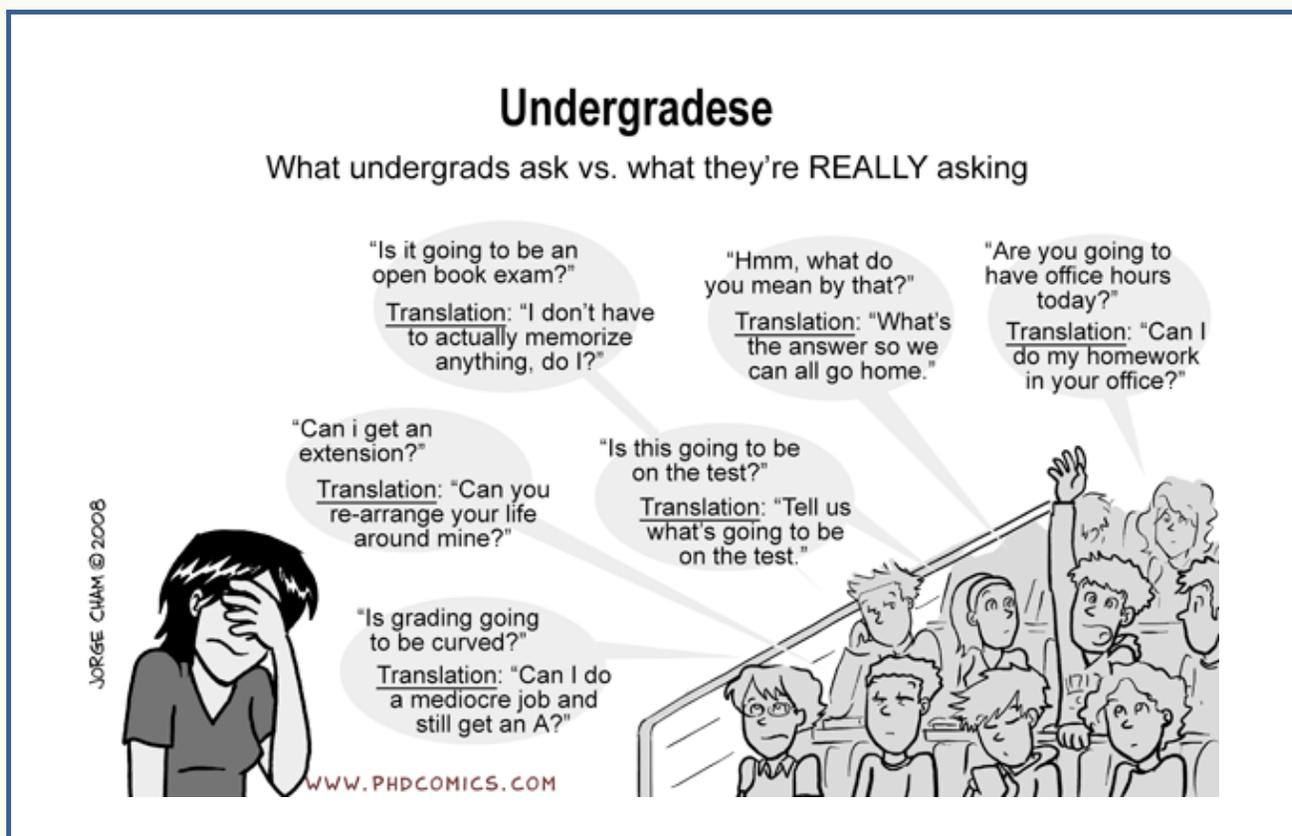
If you weren't working here, where would you be working?

Nowhere else, unless I received an offer I couldn't refuse! After I retire someday, I plan to travel more, write, and get back into community theatre. I like to stay busy.

In closing, Beth, what advice would you give to others?

Listen carefully, ask questions, and pay attention to everyone.

Comic Corner



Region 3 - BUILD Skilled Trades Pre-Apprenticeship Program

By Rick Farrant, Director of Communications, Northeast Indiana Works



First BUILD Graduation - July 29, 2015
7 Graduates

Jonathan Ray calls northeast Indiana's BUILD skilled trades pre-apprenticeship program the "single most transformative program" he's been associated with in his 30 years of social service experience.

"The program," said the president and CEO of the Fort Wayne Urban League, "empowers participants to take charge of their lives."

The Urban League initiative's first class of seven students, begun in August 2015, was funded through the Workforce Innovation and Opportunity Act. A second class of 18 students was funded by WorkINDiana.

The BUILD program, believed to be the first of its kind funded by WorkINDiana, is a four-week regimen that includes instruction in employability skills such as oral and written communications, teamwork and punctuality; job-related math skills; and an introduction to sundry skilled trades career opportunities provided by the 17 skilled trades organizations in northeast Indiana.

WorkOne Northeast provides intake and drug-testing services

and the Fort Wayne Community Schools (FWCS) Continuing Education Program provides a minimum of 12 hours of remedial learning for all participants, which have included the unemployed and underemployed ranging in age from 18 to 55. The Northeast Indiana Building and Trades Council is a key partner in carrying out the initiative.

The goal for the participants is to earn Customer Service Representative and OSHA (Occupational Health and Safety Administration) credentials and ultimately either continue their pre-apprenticeships on the job or enter skilled-trades apprenticeship programs.

BUILD Program Director Leroy Jackson said 24 of the 25 participants in the first two classes completed the program, all those who finished received OSHA credentials, and 21 received Customer Service Representative credentials. Trade organizations have shown interest in the 24 participants who completed the classes and the expectation is that

all will land jobs.

Wadud Muhammad, 28, was among the initial BUILD participants. He felt underemployed and was making less than what he wanted. After he completed the BUILD program, he entered an apprenticeship program offered by Sheet Metal Workers Local 20 and he said he now has the opportunity in the long run to significantly raise his salary and benefits.

More importantly, he said, he is not just working a job; he is charting a career path.

"Students get the information they need to know and apply it directly to the many trades opportunities in northeast Indiana, making their total experience relevant to their own lives," said Pat Boles, FWCS Continuing Education Manager. "It is very evident from the first classes that the BUILD program has produced better educated students, better skilled workers and more productive citizens."

Added Jackson: "For the people who go through it, the BUILD program has been life changing."



Second BUILD Class Graduation - October 27, 2015
17 Graduates



**By Brianna Morse
Youth Program Manager**

March was Indiana's Disability Awareness Month, which aimed to provide awareness and education on youth and adults with disabilities. Indiana's Governors Council for People with Disabilities reports that adults and children with disabilities make up more than 19% of Indiana's population, many of whom struggle with access to basic services and employment, but they also have difficulty feeling included in their community. The goal of Disability Awareness Month is simple: increase awareness and promote inclusion and integration of people with disabilities.

Through the Department of Workforce Development's (DWD) participation in the US Department of Labor's funded Disability Employment

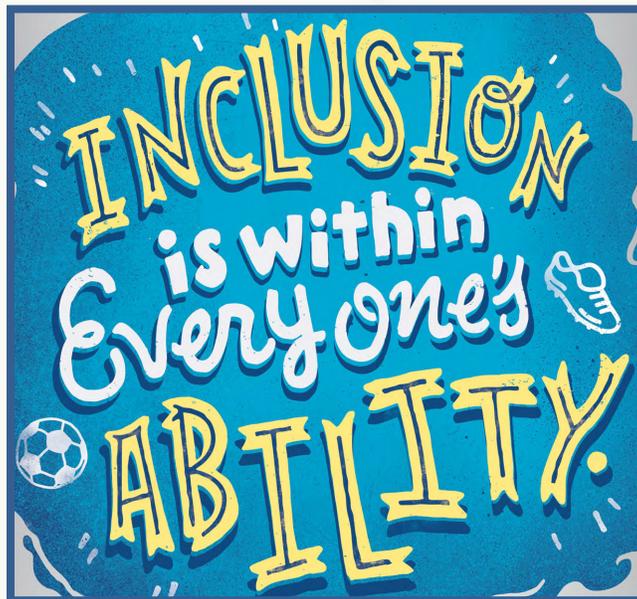
Initiative grant, WorkOne centers across the state have worked to provide an access point inclusive of people with disabilities to receive employment and training services that will help them on their path to success. Full service WorkOne centers have been equipped with the latest in accessible technology and staff who are knowledgeable in connections with disability services and resources. Additionally, key staff been trained in assisting customers who have received a "ticket" from the Ticket to Work program, which is aimed at

for Disability Inclusion. The day-long conference provided the business community with information on ADA regulations, disability etiquette and organizations, mentoring programs, Section 503 and hiring practices. Breakout sessions included information on the Job Accommodations Network (JAN), web accessibility, assistive technology, and available programs and services through DWD, the WorkOne offices and the Family and Social Services Administration. The conference offered valuable information on how to better serve individuals

with disabilities as well as an opportunity to network and establish employer connections.

Disability Awareness month should be celebrated all year round. Through our WorkOne adult programs, youth services, the Jobs for America's Graduates program and Adult Education, we are serving people with disabilities every day.

The objective for all people who come through our doors is the same, success in reaching their goals, whatever they may be. Always remember to focus on someone's ability instead of their disability.



providing a support system for these clients as they progress towards full time employment and self-sufficiency.

On March 24, DWD partnered with Hamilton Center, Inc. and the Wabash Valley Business Leadership Network to offer a statewide employer focused event, The Successful Recipe



Meeting Our Pathways Promise

We are busy preparing to build on what we started last year. As you can see, the IN-PIN Update will continue to inform IN-PIN members of activities and available resources for pathways development. In addition you should expect to see the following over the course of this calendar year:

- IN-PIN will continue to build an online community space where resources will be shared for planning and implementing career pathways.
- Three regional workshops will be held in the spring and again in the fall. The workshops will offer an opportunity for participants to learn more about planning and implementing pathways framework components.
- Among the resources, we will create 10 in-depth profiles of IN-PIN members to highlight promising practices in Indiana.
- Two in-state study visits will be held at sites identified in promising practice profiles. Participants will see promising pathways systems in action and have a chance to learn about the successes and failures during their development.
- NC3T will present on pathways systems and IN-PIN at a variety of conferences within the state.

New Spring Workshop

NC3T will conduct three regional IN-PIN workshops this April. Planning for Pathways is designed to help you and your organization take the early action steps required for career pathways planning and implementation. You will get a better understanding of what is needed for successful pathways programs from both education and business perspectives. You will also take part in activities that will prepare you for bringing the community together to support the development of pathways systems in schools for youth and adult learners.

- The workshops will focus on:
 - Visioning a pathways system that serves the region
 - Engaging business and industry and building sustainable cross-sector partnerships
 - Getting learners exposed to and motivated for career opportunities
 - Identifying potential programs of study and their characteristics

Career Pathways Update (cont'd)

Bring a friend! We strongly encourage participants to come to the workshops as cross-organizational teams. If you're an educator, bring a business partner. If you're a business or workforce development organization, contact your adult education provider, your related college contacts, and your K-12 education representatives and get them to attend. *Implementing a career pathways system requires a community effort.*

The workshops will be held in three regions of the state:

Southern region: Friday, April 22 - Mid-America Science Park, Scottsburg - [Register](#)

Central region: Wednesday, April 27 - Lebanon High School, Lebanon - [Register](#)

Northern region: Friday, April 29 - South Bend - location still to be determined. Keep checking our website events page; we'll post the information and a registration link as soon as we have it!

About WorkINDiana

The WorkINDiana program offers short-term occupational training to Adult Education students spanning seven business sectors and 30 industry-recognized certifications. To find out more, visit in.gov/dwd/adultedadmin/workin.htm

The WorkINDiana Program and Adult Education are supported by WorkOne Centers.

Please let us know how we are doing including: questions, topics of interest, or articles you'd like to submit.

Send your comments to bjohnson@dwd.in.gov.

Look for our June edition in two months!

For past WorkINDiana Newsletters and Adult Education Newsletters, please visit amplifyae.org/newsletters



INDIANA
WORKFORCE
DEVELOPMENT

AND ITS **WorkOne** CENTERS