

Indiana Department of Workforce Development

Issued December 2009

Annual Training Report



2008-2009

ACKNOWLEDGEMENTS

December 1, 2009

Dear Indiana General Assembly Members,

I am pleased to submit the Indiana Department of Workforce Development's Annual Training Report for program year 2008-2009. At no time in the past 30 years has the need for this critical work been greater. In these difficult economic times, DWD has risen to the challenge. This document highlights the numerous successes we have experienced.

Over the past year, DWD has administered an unprecedented number of programs to train Hoosiers in all stages of their careers. In today's tight job market, incumbent workers must maintain up-to-date skills to stay competitive. DWD used Career Advancement Accounts to allow experienced workers to receive training in high-growth, high-demand occupations. Many of the regions used the program as an opportunity to prepare Hoosiers for local labor force demands such as health care, information technology and advanced manufacturing.

As part of our effort to meet local workforce demands, DWD developed and implemented JumpStart, an advanced manufacturing training program. The new Honda plant and the expansion of Cummins Engines created a demand for a highly skilled advanced manufacturing workforce. JumpStart allowed Hoosiers to earn industry recognized credentials for high-demand careers that could later be put toward an associates degree.

DWD and our regional workforce boards strive to implement training programs to meet the needs of local employers and employees. We have actively worked to identify and implement programs to create a highly-skilled workforce for the state. I would like to thank the dedicated staff at DWD and our regional workforce boards. They have worked diligently to make these programs possible.

This report will provide you with an in-depth look at various training programs around the state. Your guidance has made these programs possible and we look forward to your continued support to prepare Hoosiers to be skilled, competitive workers.

Sincerely,



Teresa L. Voors
Commissioner
Indiana Department of Workforce Development

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EXECUTIVE SUMMARY

Like the rest of the country, Indiana's economy suffered from the recession. Of its 92 counties, 45 were identified by the federal government as being negatively impacted by the auto-industry restructuring. Thousands lost their employment only to find that the remaining jobs require more skills and education than the jobs of the past. However, Hoosiers rose to the challenge and enrolled in training and degree programs in record numbers.

The Indiana Department of Workforce Development (DWD) is dedicated to empowering Indiana workers to become a highly skilled, competitive workforce. In Program Year 2008 (PY 08), DWD offered an unprecedented number of training programs. It implemented and administered a variety of training initiatives and programs throughout the state. The programs provided training to the emerging, incumbent, dislocated and unemployed workers in Indiana.

DWD is legislatively required pursuant to IC 22-4-18-7 to submit a written report of all of its training activities for the previous program year. This report includes all state and federally funded training programs implemented and/or administered through DWD for PY 08, which occurred between July 1, 2008 to June 30, 2009.

In PY 08, DWD administered twelve programs:

- Apprenticeship and Journey Worker Training
- Career Advancement Accounts
- Jump Start
- Major Opportunities
- Summer Youth Employment
- Strategic Skills Initiative
- Trade Adjustment Assistance
- Training Acceleration Grants
- Workforce Investment Act
- Workforce Literacy

An online appendix located at <http://www.in.gov/dwd/2372.htm> contains profiles of each Training Acceleration Grant (TAG) project, earning replacement rates (ERR) and retention rates, regional Strategic Skills Initiative profiles, as well as more detailed information about the Workforce Investment Act. ERR and retention rates provide workforce development policy makers with valuable data on effectiveness of the training programs. There are differences in how the ERR and retention rates are calculated due to the differences in federal and state training funds. The methodology is explained in further detail in the glossary.

CAREER ADVANCEMENT ACCOUNTS

As part of the administration's competitiveness agenda, DWD received a demonstration grant to pilot Career Advancement Accounts (CAA). CAAs are self-managed personal accounts designed to enable incumbent workers to access and fund a variety of job training and career advancement programs in high-growth, high-demand occupations.

CAA accounts target three distinct projects. Those are:

- State administered CAAs for incumbent workers laid off from non-Trade Adjustment Assistance certified employers;
- CAAs offered in conjunction with the Advanced Manufacturing Awareness and Image campaign; and
- Regionally-based CAA demonstration projects.

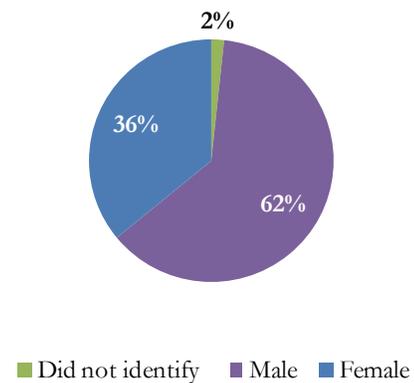
Results from Program Year 2007

Average Earning Replacement Rate (ERR)	99%
Employment Rate	89%
For detailed explanation, see the glossary.	

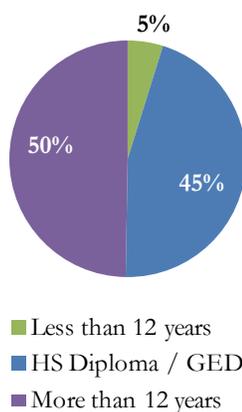
In Program Year 2008,

- DWD awarded grants to five regions in the state, which totaled \$1,312,000.
- Total obligations for CAAs through June 30, 2009 equaled \$1,640,803.
- The total number of participants as of June 30, 2009 was 766.
- 297 participants are in Associates, Bachelors and community college programs.
- 435 participants received industry-recognized credentials.
- 34 participants are in other training programs or GED courses.

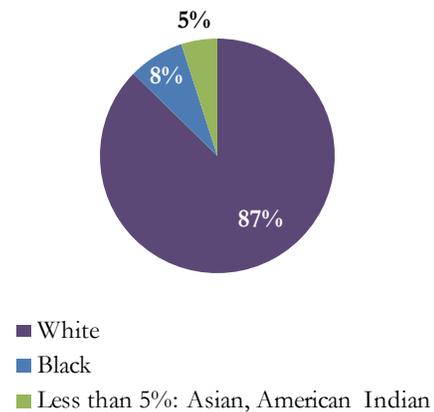
Participation by Gender



Participation by Education



Participation by Race



CAREER ADVANCEMENT ACCOUNTS

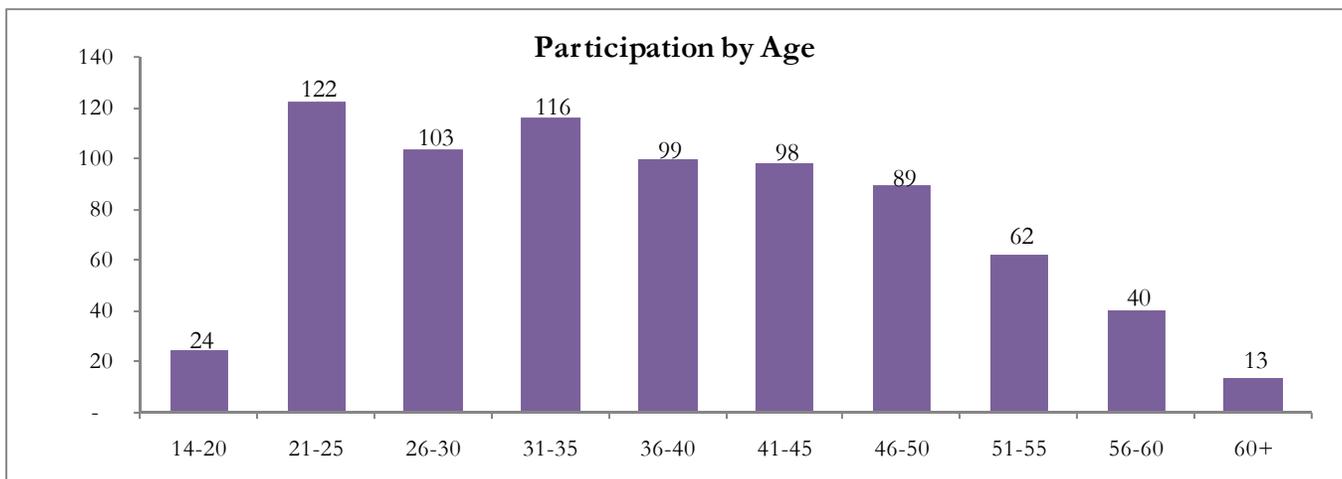
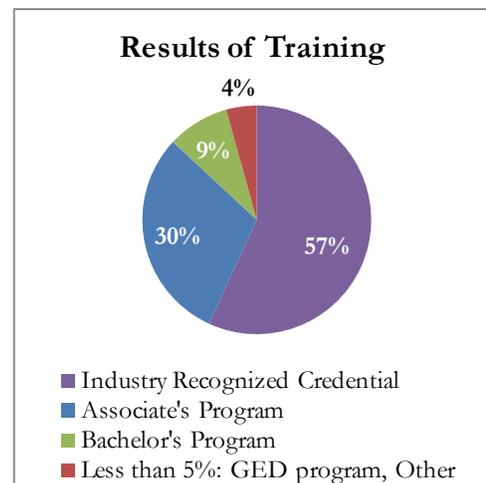
The Center of Workforce Innovations, Valparaiso/Region 1, covering Northwest Indiana. The \$243,250 state grant was issued to target 35 individuals seeking training through local WorkOne centers. As of June 30, 2009, Region 1 had issued over 150 CAAs.

Partners for Workforce Solutions, Fort Wayne/Region 3, covering Northeast Indiana. The \$450,000 state grant was to fund CAAs for 120 residents of the region focusing specifically on information technology occupations. As of June 30, 2009, Region 3 had issued approximately 300 CAAs.

Alliance for Strategic Growth, Inc, Muncie/Region 6, covering East Central Indiana. The state grant of \$337,500 was to fund CAAs for 90 residents of the region, specifically focused on healthcare occupations. As of June 30, 2009, Region 6 had issued 129 accounts.

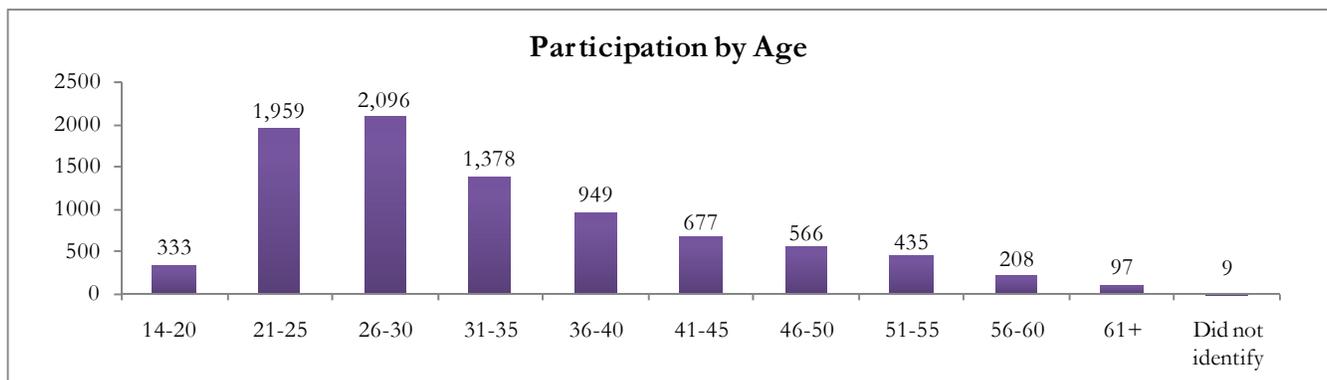
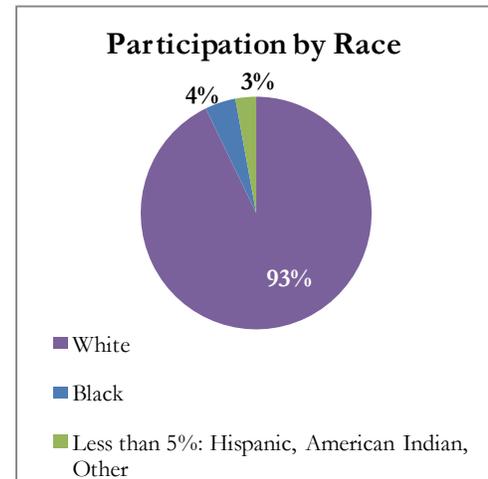
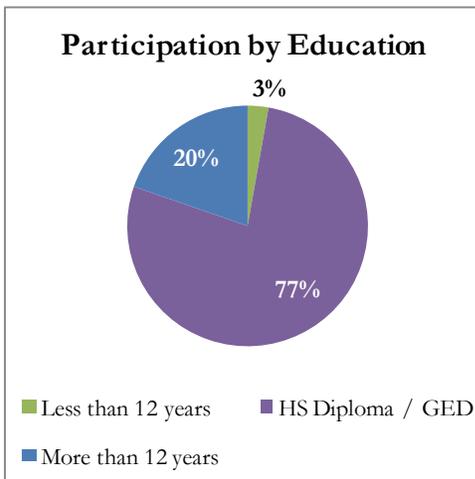
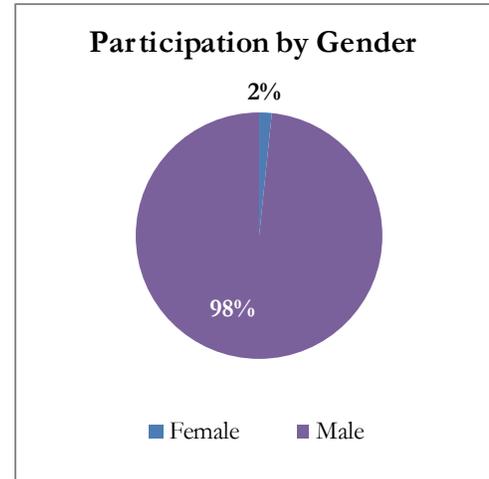
REACH, Inc, Columbus/Region 9 covering Southeast Indiana. The state grant of \$93,750 was to fund CAAs for 25 residents of the region focusing on advanced manufacturing occupations through a partnership with Tomorrow's Manufacturing Workforce grant. As of June 30, 2009, Region 9 had issued over 100 accounts.

Grow Southwest Indiana Workforce Board, Inc., Evansville/Region 11, covering Southwest Indiana. The state grant of \$187,500 was to fund CAAs for 50 residents. As of June 30, 2009, Region 11 had issued over 75 accounts.



JOURNEY WORKER AND APPRENTICESHIP TRAINING

Pursuant to IC 22-4-25-1, DWD provides funding for training in apprenticeship programs approved by the United States Department of Labor Bureau of Apprenticeship and Training, which lead to an Associates Degree, as well as journeyman upgrades training. This training is provided through Ivy Tech Community College and Vincennes University. The training is designed as multi-year training to provide upgrades for persons in approved apprenticeship programs at various employers across the state. Some programs offer certificates equal to a year of training and others only upon completion of the entire program. The results of PY 08 training include 669 certifications and 838 degrees.



JUMPSTART

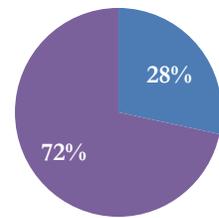
In anticipation of the employment needs of the Honda plant in Greensburg and the expansion of the Cummins Engine plant in Columbus, DWD awarded a \$1.4 million grant in PY 06 to the Region 9 Workforce Board (RWB) to develop, implement, and sustain innovative training and education programs for the advanced manufacturing sectors. The RWB and Ivy Tech Community College collaborated to develop JumpStart.

The project consisted of four unique training modules: Computer Numerical Control (CNC), Manufacturing Skill Standards Council (MSSC), Management and Supervisory Institute (MSI), and Industrial Maintenance.

The training significantly raised participants' skill levels. Successful participants received national certifications from organizations such as the

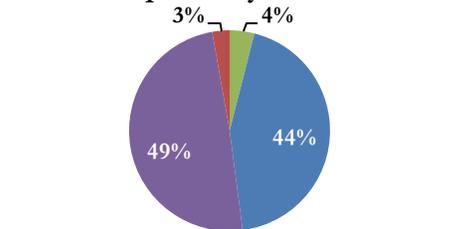
Manufacturing Skills Standard Certification (MSSC), National Institute of Metalworking Skills (NIMS), and the American Welding Society. They also earned Career Development Certificates and college credit from Ivy Tech Community College that could be applied towards an associate degree.

Participation by Gender



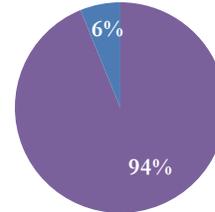
■ Female ■ Male

Participation by Education



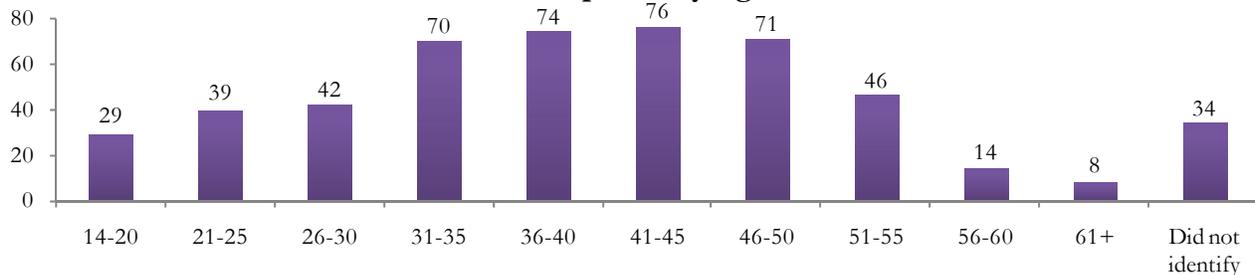
■ Less than 12 years ■ More than 12 years
 ■ HS diploma/GED ■ Did not identify

Participation by Race



■ White ■ All other

Participation by Age

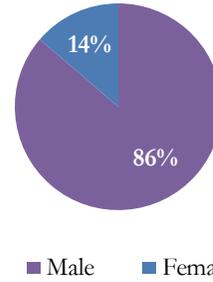


MAJOR OPPORTUNITIES

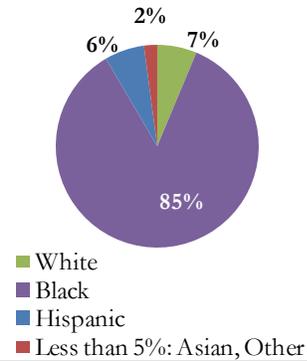
Major Opportunities (MO) was established in 2006 and receives an allocation of \$2 million. DWD designed MO as a means to provide skills training to qualified minorities. It prepares individuals for entry level jobs in the construction trades and formal apprenticeship programs. MO is currently offered in Evansville, Fort Wayne, Gary, Indianapolis and South Bend.

In PY 08, 100 individuals enrolled in Major Opportunities and received training through Associated Builders and Contractors, Central Indiana Independent Electrical Contractors, and Ivy Tech Community College. Of these individuals, 14 are employed or enrolled in formal apprenticeships. Due to the economy, most program activities were suspended during the 2009 calendar year.

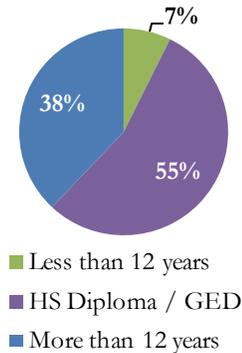
Participation by Gender



Participation by Race



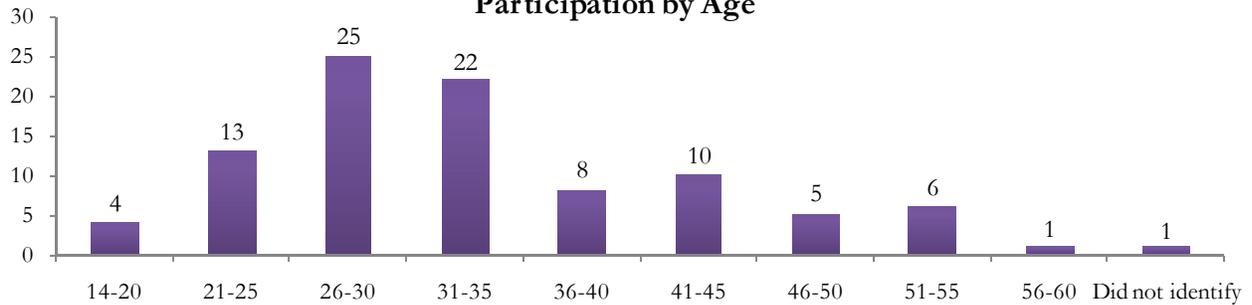
Participation by Education



Results from Program Year 2007

Average Earning Replacement Rate (ERR)	164%
Employment Rate	66%
For a detailed explanation, see the glossary	

Participation by Age



STRATEGIC SKILLS INITIATIVE

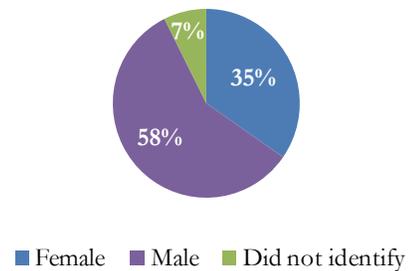
The Strategic Skills Initiative (SSI) was launched in PY 06 to identify projected skills and occupational shortages in each region and to develop strategic initiatives by addressing the root causes of the shortages. It was extended an additional year and ended on June 30, 2009.

Since its inception, 5,684 individuals enrolled in SSI activities. Of these, 3,392 completed their activities including degrees and certifications. By June 30, 2009, they earned 2,012 certifications and 230 degrees. The SSI grants have ensured that Hoosiers have access to high skill, high wage jobs for the future.

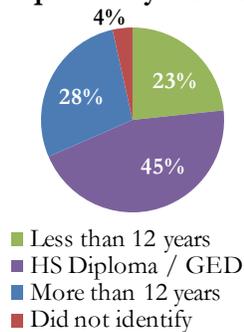
DWD provided \$14.3 million in state grants to the regional workforce boards to fund SSI activities. Additionally, each region was required to leverage matching funds and resources. SSI continues to encourage partnerships between the regional workforce boards and their local public, private, and nonprofit employers.

SSI had 46 total solutions. The extension allowed a significant amount of participants to finish training and earn credentials and degrees.

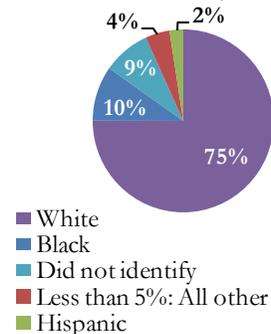
Participation by Gender



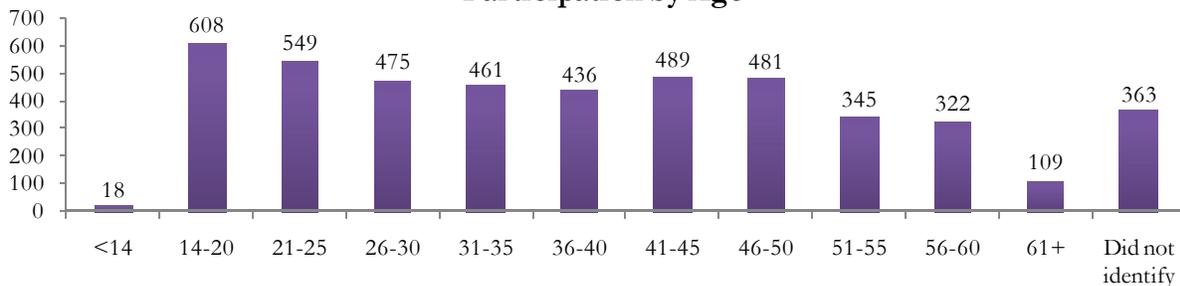
Participation by Education



Participation by Race



Participation by Age



TRADE ADJUSTMENT ASSISTANCE

During PY 08, the TAA program enrolled 11,623 eligible Hoosiers. Of these, over 7,812 trade-certified clients received services and support while in active training.

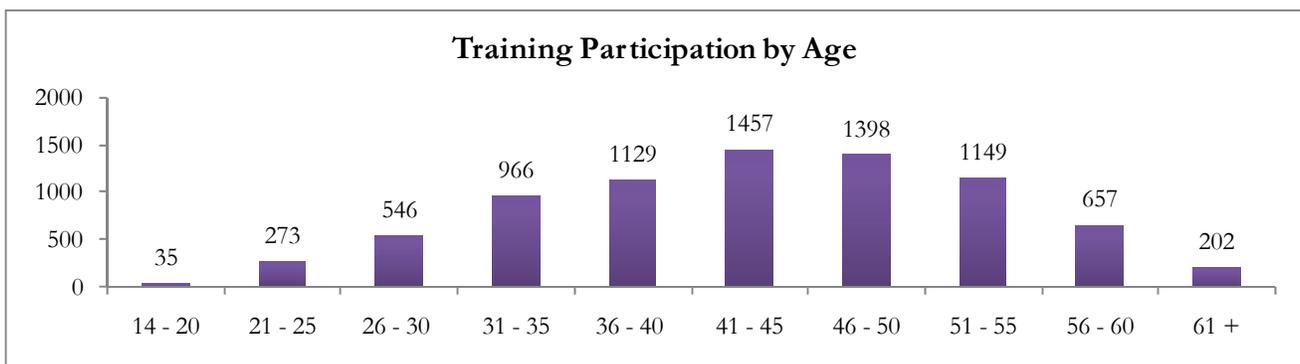
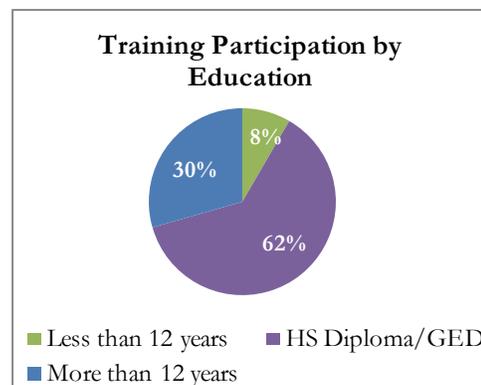
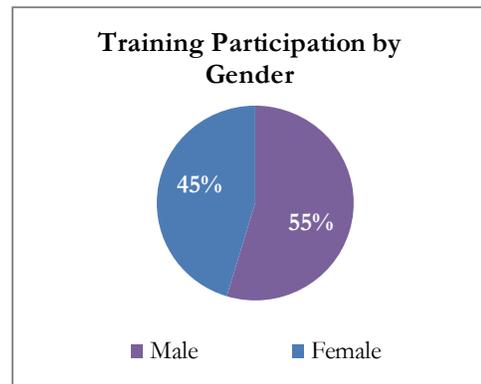
TAA provides benefits to workers who have lost their jobs due to foreign competition or because products or production lines have moved out of the country. The benefits include: job search assistance and relocation allowance for looking for work outside of their commuting area; training assistance; and income support (Trade Readjustment Allowance) while in training.

Workers who are eligible for Trade Readjustment Allowance are eligible to apply for the Health Coverage Tax Credit. The HCTC is a federal tax credit that pays 65% of the qualified health plan premiums paid by an eligible individual.

Alternative Trade Adjustment Assistance (ATAA) is a wage subsidy for eligible workers. To be eligible, the workforce must be certified by the United States Department of Labor. Individuals must be reemployed within 26 weeks of their layoff date, be at least 50 years of age at the time of reemployment, and earn less than \$50,000 in their new job. The benefit is a wage subsidy of 50% of the difference between their old wages and their new wages for up to \$10,000 or two years –

whichever comes first.

Part of the Recovery and Reinvestment Act of 2009 made changes to the TAA program. In general, changes to worker benefits and certification criteria apply only to workers covered by petitions filed on or after May 18, 2009.



TRAINING ACCELERATION GRANT

The Training Acceleration Grant (TAG) program was created to upgrade the skills of Hoosier workers and better position Indiana employers for economic growth. The legislature did not renew this program and it expired on December 31, 2008.

The Indiana Economic Development Corporation and DWD jointly administered the program and awarded over \$12.2 million during PY 08 to train 7,995 workers. TAG was the state's principal incumbent workers training program, helping approximately 50,000 workers raise their skills since its inception.

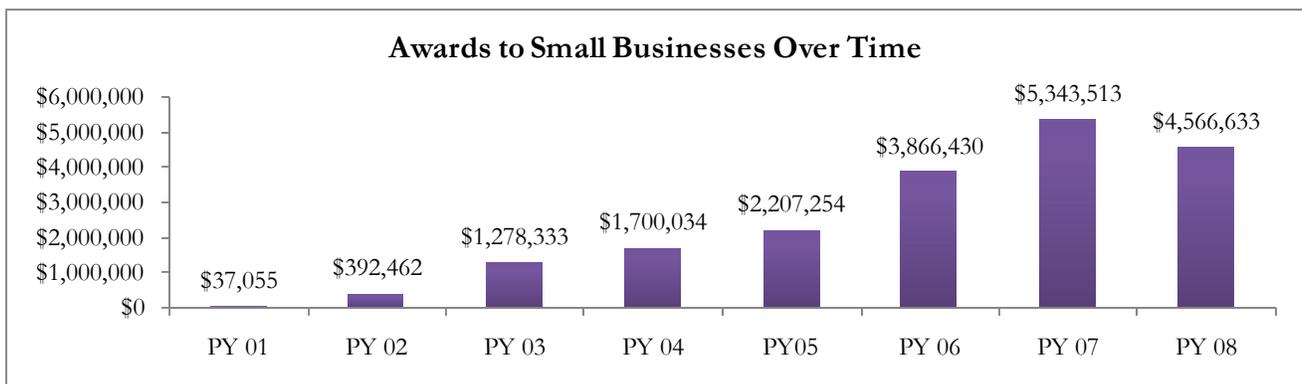
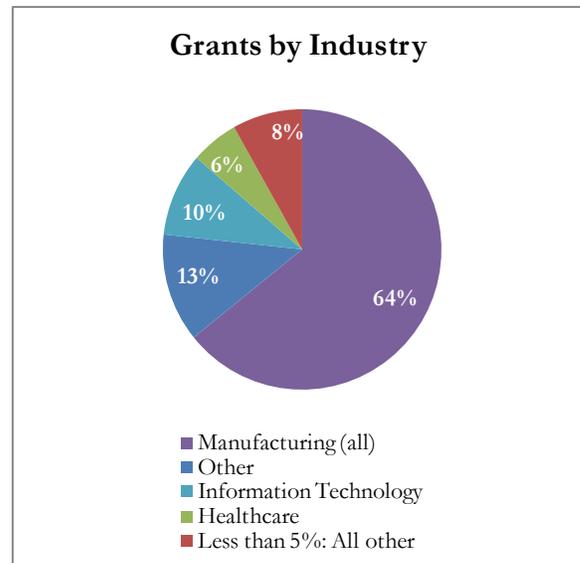
TAG provided financial assistance to companies and organizations committed to expanding the skills of their existing workforce through training. Companies were eligible to receive a grant for up to \$200,000 for terms of two years or less. TAG focused on industry recognized and transferable skills to ensure that both the employer and employee benefited from the training.

Indiana's return on investment is measured using one of the following four core objectives:

- Increase personal income for Hoosier workers: To meet this objective, wage increases must be awarded upon completion of the training.
- Promote small business: To be eligible for this objective, an employer must have 100 or fewer employees.

- Foster job retention and expansion: To meet this objective, an employer must demonstrate that training is necessary to retain jobs or support an expansion. Increasing efficiency, improving competitiveness, and facilitating the use of new technology are some examples of meeting this objective.
- Close skill gaps identified through WorkKeys® assessments: To meet this objective, an employer must have a WorkKeys® profile on file with DWD and have employees who have identified skill gaps through WorkKeys® assessments.

In PY 08, roughly 45% of TAG grants went to employers with 100 employees or fewer.



WORKFORCE INVESTMENT ACT

The federal Workforce Investment Act (WIA) offers a comprehensive range of workforce development activities through statewide and local organizations.

In order to track performance, the two workforce investment boards in Indiana, which administer the funds, are held to performance standards that include:

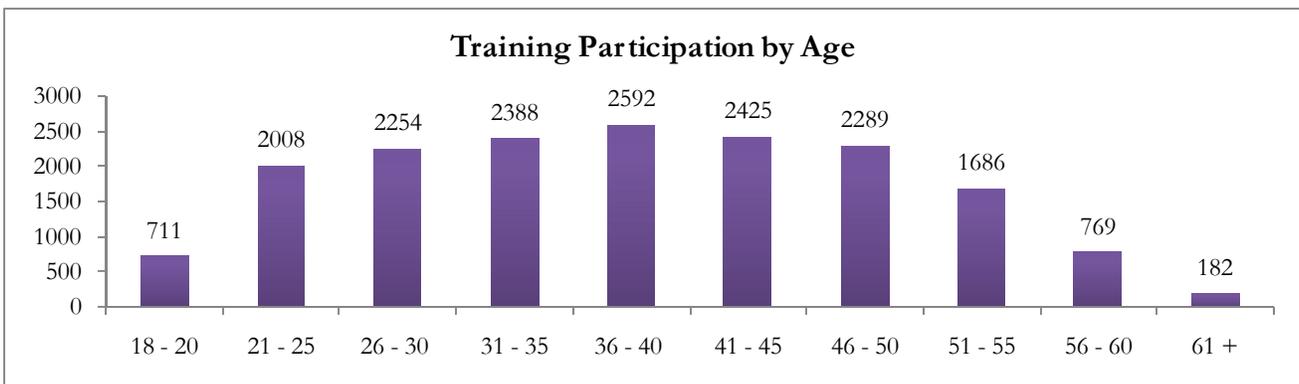
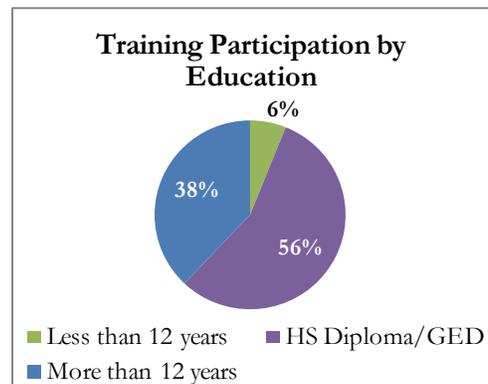
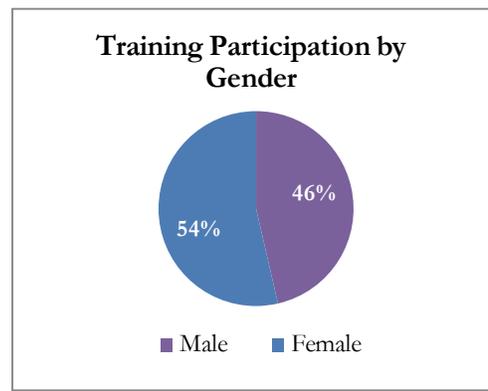
The purpose of these activities is to promote an increase in the employment, job retention, earnings, and educational and occupational skills attainment by participants.

- Increasing the employment, retention and earnings of participants
- Raising the educational and occupational skill attainment of participants

Training and educational services are available to adults and dislocated workers who meet WIA-eligibility requirements. A youth program specifically designed to address the needs of individuals 14 to 21 years of age who meet WIA-eligibility requirements is also offered. Assistance with a variety of training opportunities is available including:

- Adult education and literacy;
- Customized training;
- Entrepreneurial training;
- Occupational skills training;
- On-the-job training in an employer's work environment; and
- Skill upgrading and retraining, such as in math, reading, and computers

During Program Year 2008, 298,044 individuals were served, of which 17,304 participated in training. A summary of statewide and local performance for WIA is located in the online appendix.



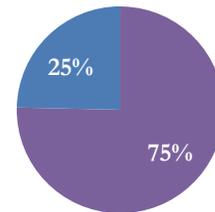
WORKFORCE LITERACY

During PY 2008, DWD launched three pilot projects worth over \$2.2 million. The projects focus on boosting the education level of the incumbent workforce through degree attainment and completion.

- **Major Steps Up**, Region 3, offers an accelerated GED program, through which participants can earn their GED in three months and then attend a post-secondary institution. It also provides tuition support for individuals who have dropped out of a college degree program but would like to return to complete it. In PY 08, 38 participants have earned their GED and 167 participants have returned to college to complete their degrees, of which 25 have graduated.
- **Major Steps**, Region 10 - focuses only on helping drop outs return and complete college. In PY 2008, seven participants have returned to college.

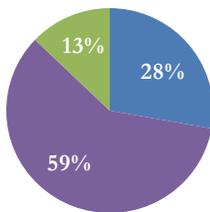
- **Adult Ed Works**, statewide - a partnership with the Indiana Department of Education. Participating employers were able to offer their employees English as a Second Language, Adult Basic Education, and GED classes. Over 200 participants from 13 employers participated. Due to its funding, the Adult Ed Works participant information is reported with the TAG projects online at <http://www.in.gov/dwd/2372.htm>. The project ended on September 30, 2009.

Participation by Gender



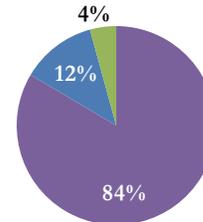
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Participation by Education



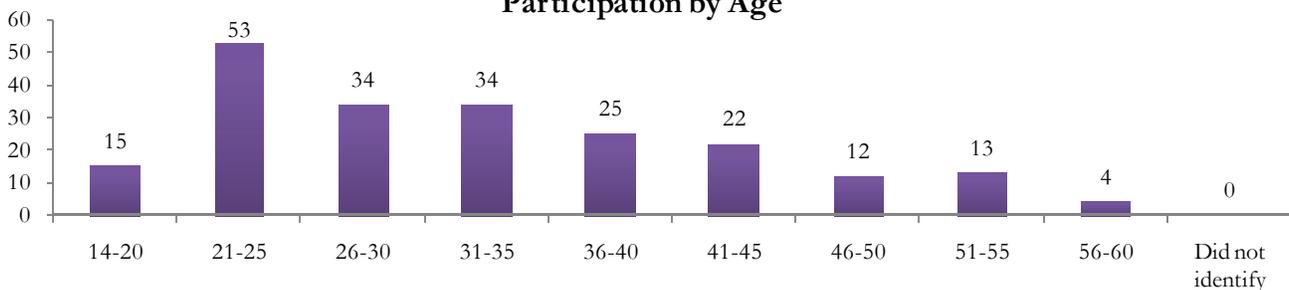
■ Less than 12 years ■ HS Diploma / GED
■ More than 12 years

Participation by Race



■ White ■ Black ■ Less than 5%: All other

Participation by Age



SUMMER YOUTH EMPLOYMENT

In February 2009, President Obama announced distribution of Federal Stimulus funding to states to support summer youth employment programs for low-income youth ages 14-24. Indiana created two programs to serve youth in all 92 counties that would allow them work experience and mentorship from employers as well as the opportunity for training in green jobs, healthcare certifications, GED credentials and Graduate Qualifying Exam (GQE) preparation.

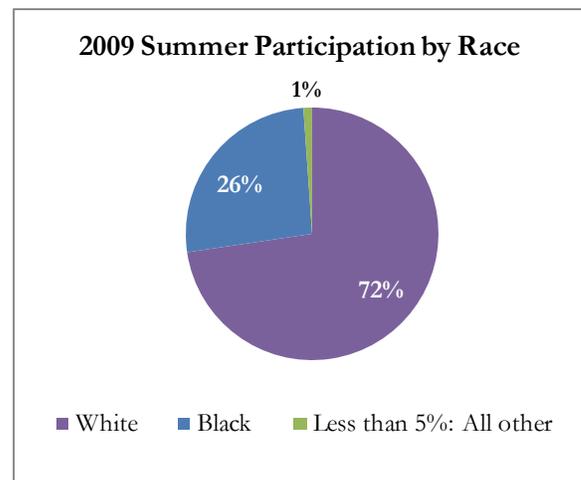
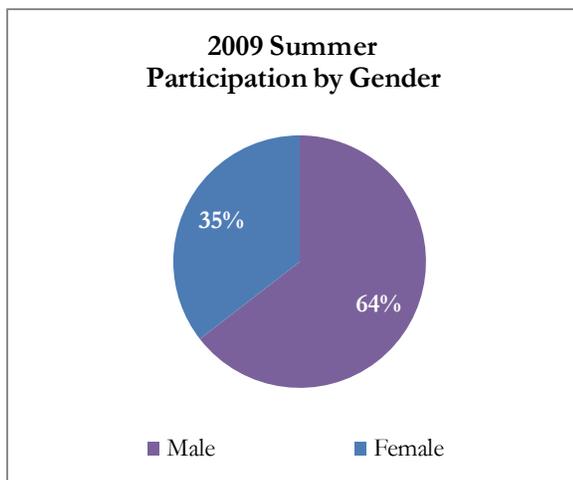
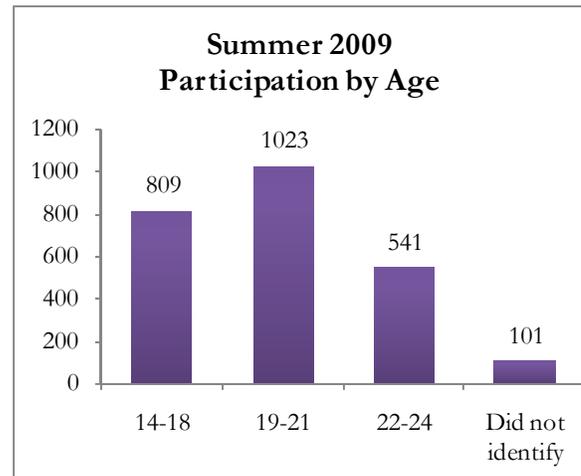
YouthWorks

Marion County's YouthWorks Indy program was launched on June 8, 2009 and will run through July 17, 2009. It featured three programs:

- The in-school youth program offered intensive language arts, English, and mathematics for students requiring remediation, GQE preparation and credit recovery for attainment of a high school diploma. Five Indianapolis high schools participated.
- The out-of-school youth program included two tracks: one for participants without a high school diploma and in need of GED preparation; and one for participants with a high school diploma offering accelerated,

credentialed training offered by Ivy Tech Community College in high-growth, in-demand industry segments.

- The Medical Youth program provided career exploration and instruction for in-school youth with a strong interest in healthcare, to obtain basic certifications in CPR, HIPAA, and first aid. Training was conducted by the Metropolitan Indianapolis Central Indiana-Area Health Education Center.



SUMMER YOUTH EMPLOYMENT

Young Hoosier Conservation Corps

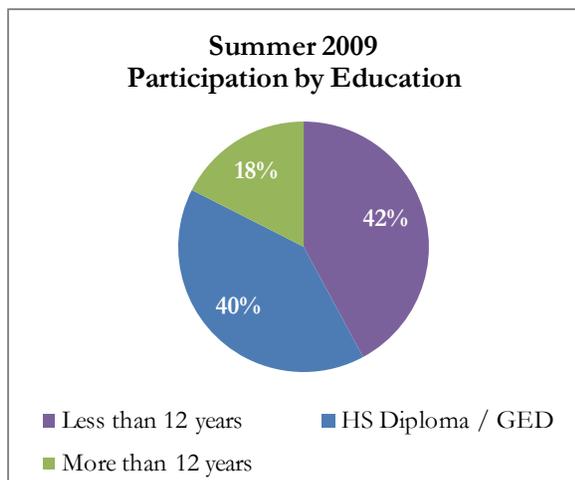
The remaining 91 counties in Indiana participated in Young Hoosiers Conservation Corps (YHCC), which was created through a partnership between DWD and the Indiana Department of Natural Resources.

YHCC launched on May 1, 2009, and will run through October 16, 2009 and included five start dates targeting 2,000 youth. Youth were employed at DNR state parks, reservoirs, wildlife areas, forests, and state historic sites working on labor and trail crews, gatehouses, and in administrative offices.

Prior to their start date on-site, youth received a mandatory training on employee policies, DNR job pathways, and WorkOne services. As youth began working on DNR properties, they also received safety training for hazardous equipment and customer service training for public positions. This allowed the youth to gain real-world work experience from seasoned supervisors.

During their 24 weeks of employment, youth worked to rebuild over 50 structures, create 113 miles of new trails, rehabilitate 1,000 miles of existing trails, and restore 2,600 acres of natural habitat.

The combined partnership with DWD and their WorkOne offices also helped youth obtain skills and training in resume writing, interview skills, and job search assistance. Youth were given information on the state's job-matching system, IndianaCareerConnect.com, and were also allowed to attend job fairs to seek full-time employment after the completion of the YHCC summer program. Additionally, youth were encouraged to continue on to post-secondary education and attainment of GED credentials through their case manager.



GLOSSARY OF TERMS

Average Earnings (TAA & WIA Performance Measure)

Of those participants who are employed in the first, second and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2007 through March 2008.

Earning Replacement Rate (ERR)

A measurement that is used to determine wage change. The ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the training entrance quarter.

Employment Rate

The percentage of graduates employed one year after training. It is determined by dividing the number employed during the fourth quarter after training is completed by the number of graduates.

Employment Retention Rate (TAA & WIA Performance Measure)

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2007 through March 2008.

Entered Employment Rate (TAA & WIA Performance Measure)

Of those who are not employed at the date of participation: The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. The time period used was October 2007 through September 2008.

Program Year 2008 (PY 08)

The time period starting July 1, 2008 and ending June 30, 2009.

Retention Rate

One of the measurements used to gauge long-term benefits of DWD training programs. Retention rates are calculated by analyzing wage data one year after the completion of training.

Unemployment Insurance Wage Database

The repository for all wage data from the Unemployment Insurance quarterly tax reports submitted by employers.

WorkKeys®

A skills assessments that provide reliable, relevant information about workplace skill levels.

Youth (14-21) Attainment of a Degree or Certificate (WIA Performance Measure)

Of all youth enrolled in education (at the date of participation or at any point during the program): Number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter. The time period used was October 2007 through September 2008.

Youth (14-21) Literacy and Numeracy Gains (WIA Performance Measure)

Of all those out-of-school youth who are basic skills deficient (at the date of participation): Number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the youth program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program. The time period used was July 2007 through June 2008.

Youth (14-21) Placement in Employment or Education (WIA Performance Measure)

Of all youth who are not in post-secondary education or employment (including the military) at the date of participation: Number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter. The time period used was October 2007 through September 2008.