



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

State Workforce Innovation Council

Grants Committee

April 28, 2011

10:00am – 12:00pm

Conference Line 317-233-9088

10 N. Senate

Indianapolis, IN 46204

10:00 Welcome and Introductions

- Review previous meeting minutes
- Review current grant requests
 - Region 6
 - Region 7
 - Region 9
 - Employ Indy
- Discussion by the Committee

12:00 Upcoming Meeting Dates and Next Steps

**STATE WORKFORCE INNOVATION COUNCIL
GRANTS COMMITTEE
FEBRUARY 10, 2011, 10:00AM
INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT
INDIANAPOLIS, INDIANA
CONFERENCE ROOM 301A
CONFERENCE CALL 317-233-3550**

DRAFT

Attending: Jac Padgett, Kent Morgan, Pete Kissinger and Fred Merritt

Also attending: Mike Barnes, Cynthia Simmons, Bill Clark, Sharleen Daniel, Randy Gillespie and Nancy Manley from Indiana Department of Workforce Development (DWD), Kathleen Randolph with Regions 2 and 3, Lisa Lee and Mike Smith with Region 7, Bill Miller and Tara Bradley with EmployIndy, Bart Brown with Regions 5 & 9 and Robin Minton with Region 1

Absent: Sheriee Ladd, Beth Washington and Josh Richardson

Conference Calling: Cathy Metcalf and Randy Holmes

Also Conference Calling: Barbara Street, Valerie Alexander and Melissa Leaming with Region 6

The meeting was called to order by Mr. Jac Padgett at 10:00am.

SWIC state business is being conducted.

Mr. Padgett rearranged the agenda due to lack of a quorum.

The Committee asked each region who received a grant to present a progress report on how they are utilizing the funds they were granted. The Committee wants to ensure the funding is helping the regions and is being utilized properly.

Ms. Valerie Alexander, Ms. Barbara Street & Ms. Melissa Leaming presented the progress report for Region 6. A request for \$977,207 was requested to help support staffing to assist the high numbers in the areas of Adult, Dislocated Worker & Youth (more specifically JAG) in their region. The funds have also helped individual participants improve their skills with training which will lead to job placement. The JAG funds have supported two JAG sites, Muncie Central High School and Blackford High School. A third JAG site, Connersville High School, was established as well. Region 6 has enrolled 151 participants in Occupational Skills Training and helped placed 25 participants in full time employment. There is \$367,405.00 left in the granted funds.

Mr. Bill Miller presented the progress report for EmployIndy. A request for \$880,000 was requested to continue the YouthWorks Indy 2010 program. This program was designed to target low income youth in Marion County. The program had three components: work readiness, work experience and education. A total of 573 youth were served in the program. Over 500 youth received work readiness training and work experience. All granted funds have been expended.

Ms. Robin Minton presented the progress report for Region 1. A request for \$407,000 was requested to assist in continuing the adult education system within Region 1. These funds helped reopen 10 sites where 400 students are being served. The sites reopened in September 2010. There is \$379,202 left in the granted funds. A second request for \$577,833 was requested to better prepare jobseekers for post secondary education and employment. The funds went towards staffing, intensive services, supportive services and training. All granted funds have been expended.

Ms. Kathleen Randolph presented the progress report for Region 2. A request for \$1,285,092 in discretionary funds was requested to support the delivery of skills training services to a growing number of Region 2 clients. 40% of the granted funds were for direct customer training; the other 60% were for staffing and fixed costs to deliver services. All granted funds have been expended. A second request for \$900,000 in rapid response funds was requested to support the delivery of dislocated workers services to a greater number of laid off workers in the region. 50% of the granted funds were for direct customer training, 47% were for staffing and fixed costs to deliver services and 3% were used on administrative activities. All granted funds have been expended.

Ms. Kathleen Randolph presented the progress report for Region 3. A request for \$1,298,713 in discretionary funds was requested to provide support the delivery of skills training services to a growing number of Region 3 clients. 30% of the granted funds were for direct customer training; the other 70% were for staffing and fixed costs to deliver services. All granted funds have been expended. A second request for \$400,000 in rapid response funds was requested to the delivery of dislocated workers services to a greater number of laid off workers in the region. Region 3 has trained 137 dislocated workers with the granted funds. There is \$111,567 left in the granted funds.

Mr. Bart Brown presented the progress report for Region 5. A request for \$675,000 was requested to allocate to the service provider, Interlocal Association. The funds were distributed between Adult, Dislocated Workers and Youth. Region 5 hired 8 staff with some of the funds as well. All granted funds have been expended.

Ms. Lisa Lee and Mr. Mike Smith presented the progress report for Region 7. A request for \$445,000 was requested to address the customer demand in Region 7. 34% of the funds allowed Region 7 to continue short-term training to clients to develop the skills needed to perform duties of the demand occupations in the region. The funds also allowed for a new phone system to be purchased in three of the WorkOne Centers. Projections indicate all funds will be expended prior to 6/30/11.

Mr. Bart Brown presented the progress report for Region 9. A request for \$633,000 was requested to assist with the client demand in Region 9. Region 9 was about to employ 12 additional staff to help clients. Training assistance was also provided to 132 clients at the cost of \$216,560 of the granted funds. All granted funds have been expended. A second request for \$27,439 was requested to provide funding for summer work experiences. Region 9 was able to place 21 youth to work with an average of \$1,285 spent per youth on wages and supportive services. All granted funds have been expended.

Region 11 was not present to report. The Committee requests their presence at the next meeting to report on their granted funds.

Mr. Padgett noted a quorum was now established.

Mr. Padgett entertained a motion to approve the meeting minutes from October 28, 2010. Mr. Morgan motioned for approval. Mr. Kissinger seconds the motion and it was approved.

Mr. Padgett entertained a motion to approve the meeting minutes from December 16, 2010. Mr. Merritt motions for approval. Mr. Morgan seconds the motions and it was approved.

Mr. Bill Miller, with EmployIndy, introduced the grant request for \$450,000 for a summer youth program. This is approximately half of the total program cost. This program will serve 220 – 225 youth. The funding will be discretionary funds thru June 2012. The Department of Workforce Development supports this program and feels this proposal is fair. Mr. Padgett entertains a motion to approve. Mr. Merritt motions to approve. Mr. Kissinger seconded the motion. Motion carries.

Mr. Gillespie introduced the grant request for the MOST program for \$60,000. Funds will be Rapid Response funds. This program will be delivered by TimeWise Management Systems and will provide professional services to 20 people at \$3,000 a person. All participants must be enrolled in the workforce investment system. There is a six month, non-renewable term with two payment points: 50% payment upon contract signing and 50% upon job placement of workers. Ms. Metcalf questioned why we would pay an independent company to do what the WorkOne centers already do with clients. Mr. Gillespie stated the company can guarantee job placement of clients and our WorkOne centers can not. Ms. Metcalf feels this is a duplicate service with what the regions already do. Mr. Padgett would like feedback from the regions. Mr. Kissinger would like some statistics on their prior performance. The Department of Workforce Development is looking at this program as a pilot program and another job placement tool. However part of the work would have to be completed by DWD staff in the WorkOne center. The enrollment would be done by the WorkOne but the placement would be done by the company. Mr. Padgett would like TimeWise Management Systems to come to the next committee meeting to present their offer to the Committee and the interested regions. Mr. Padgett motions for the request to be tabled until further information is given from the company. The Committee unanimously agrees to table the request until further information is received.

The next full SWIC meeting is February 17, 2011 at 10:00am.

The meeting adjourned at 12:17pm.

Separation Page

Organization Name: Eastern Indiana Regional Workforce Board

Contact Name: Mellisa Leaming

Address: P.O. Box 1856 **City:** Muncie **State:** IN **Zip:** 47308-1856

E-mail: mleaming@work-one.org **Phone:** 765-282-6400 ext. 112

Funding Request: Rapid Response funds for Incumbent Worker Training - \$186,900

Projected Start Date of Project: May 2011 **Projected End Date:** December 2011

Description of Project:

Economic Growth Region 6 is requesting Rapid Response funds for Delaware Dynamics LLC formerly known as Delaware Machinery & Tool Co. Inc. Delaware Machinery & Tool Co. Inc. has been in business in Muncie and Delaware County since 1938 and has enjoyed a high level of respect as a stable high skill, high wage advanced manufacturing company. Beginning in the latter half of 2008 the company's financial position took a major downturn primarily as a result of the global-scale recession that adversely affected the economy of the United States. A combination of several years of declining automobile sales and scarce availability of credit led to the widespread crisis in the auto industry beginning in late 2008, 2009 and into 2010. Outlined below is a non inclusive outline of current and historical events affecting this company.

- 2008-2010 – Declining sales, supply chain issues, adverse industry / market trends
- September – October 2009 45 of 120 workers laid off.
- February 2010 - Company in Receivership and liquidation activities commence.
- April 2010 – Additional 36 workers laid off and elimination of worker benefits.
- April – May 2010 - Total of 50 workers (all time low).
- December 2010 – Delaware Machinery & Tool Co. Inc. purchased, and now becomes Delaware Dynamics LLC.
- February 2011 - Delaware Dynamics LLC employees total 92 workers.
- March 2011 - Delaware Dynamics LLC wins five year - \$10M Chrysler Transmission Contract.
- Current (4/2011) average wage: \$19.93 per hour

In March 2011 Delaware Dynamics LLC was awarded a five year, \$11 million dollar contract from Chrysler Kokomo to develop and manufacture die cast dies for Chrysler's new fuel efficient nine speed automotive transmissions slated for install in specific 2013 Chrysler vehicle models. The total contract award has the potential to increase to \$20 Million with the expectation of the business from refurbishing of initial dies. Specifications in the contract require Delaware Dynamics LLC to upgrade and replace existing tooling equipment and software. Meetings have been held with Company representatives, Delaware Advancement Corporation, Muncie-Delaware County Chamber of Commerce, WorkOne and Eastern Indiana Regional Workforce Board Regional Operator and Business Services staff and Ivy Tech Community College to

support Delaware Dynamics LLC's success and stabilization of its business operations in Indiana and Delaware County.

As a supplier to Chrysler, Delaware Dynamics LLC must meet the requirements of Fiat / Chrysler North American suppliers to integrate the Siemens PLM NX software platform in order to compete in this market. This new requirement affects thousands of engineers and Chrysler suppliers because of the need to share engineering designs and link into each other's systems. The Siemens PLM NX software is three dimensional and used to design and engineer parts, simulate use in vehicles, as well as, simulate processes needed for production. Managing the process from design through engineering and manufacturing is referred to as "Lifecycle Management".

Per the requirements of the Chrysler Contract, Delaware Dynamics LLC has purchased the required software and hardware and is currently in the planning mode for implementation. The complete capital investment for this project will be in excess of \$500,000. Capital investments include fiber optic cabling for networking facilities, seven Engineering Workstations, several new servers and several software packages enabling "Lifecycle Management" which is the critical tool needed for the success of this particular contract. Migrating to the Siemens PLM NX will enable Delaware Dynamics LLC to be successful in this particular contract with the projection to retain 50 employees taking the company from financial risk of further downsizing and potential closure to stability and opportunity for future growth. The growth opportunity this investment and development of the workforce skills will provide is the positioning of Delaware Dynamics LLC to be eligible to bid on future contracts from other automotive manufacturers such as General Motors and Nissan. As such the remaining issue to be addressed is the reason for this particular request for Incumbent Worker Training utilizing Rapid Response Funds.

With the March 2011 award of the Chrysler Kokomo Transmission contract, Delaware Dynamics LLC closely examined their existing incumbent worker population. Approximately 50% of the existing workforce (92) requires advanced skills training in new technologies and in advanced operation processes to meet the new production requirements. Without appropriate training to allow incumbent workers to quickly gain the necessary skills, Delaware Dynamics LLC may be forced to lay-off workers with obsolete skills.

Delaware Dynamics LLC is at risk for layoffs unless workers receive training for new production technologies. Deploying Rapid Response funds for Incumbent Worker Training would enable incumbent workers to retain good jobs through this layoff aversion strategy and Delaware Dynamics LLC would retain reliable workers and realize the intangible benefit associated with increased morale and positive company culture. Averting layoffs in this situation is a win-win for the incumbents, for Delaware Dynamics LLC, for the Muncie/Delaware County and the State of Indiana. It also would send a positive message to those other workers who have been dislocated about the importance of skill upgrades required to get and keep employment.

This request for funding is to allow Incumbent Worker Training for Delaware Dynamics LLC employees who are at risk of losing their jobs by using Rapid Response Funds totaling \$186,900 (50 incumbents at \$3,738 each).

Why finances needed:

Economic Growth Region 6 has been hit particularly hard and over the past 15 years with downsizing and closings of businesses in its manufacturing sector. Currently (February 2011) Economic Growth Region 6 continues to demonstrate need with an unemployment rate which exceeds the state rate and the rate of all but one of the regions in the state. Delaware County's unemployment rate of 10% for February 2011 exceeds the state rate of 9.4% for the same time period.

Unemployment Rate Rankings (not seasonally adjusted) For February 2011 (preliminary)	
EGR 7	10.9
EGR 6	10.7
EGR 2	10.4
EGR 10	10.3
EGR 1	10.0
EGR 9	9.9
EGR 3	9.7
<i>Indiana</i>	9.4
Marion Co. (Indpls.)	9.3
EGR 4	9.0
EGR 8	8.4
EGR 5	8.0
EGR 11	7.6

Source: U.S. BLS LAUS

Developments at the national level to reduce the federal budget deficit are affecting the availability of funds from regular Workforce Investment Act Adult formula allocated funds for incumbent worker training as priority for use since such funds must be directed to those most in need. This requirement forces these funds to be reserved for those who have already lost their jobs rather than those who "might" lose their jobs – thus this proposed layoff aversion strategy.

In addition existing funds are being expended conservatively along with the development of a carry-in strategy of funds to the year beginning July 1, 2011 in order to maintain interim reduced operational levels until the full effect of the funding reductions (actual and anticipated) for the current and upcoming year are realized. Using current funds would result in a shortfall of funds needed for PY11 beginning July 1, 2011. Concurrent with this application a request is being developed for consideration of use of the Green OJT funds, however, to meet the company needs and timelines, all avenues of funding are being pursued.

Current Region 6 training funds are limited to customers who are not self-sufficient or are dislocated workers. The requested funds will be used for incumbent workers who are making a self-sufficient wage but are at risk of losing their jobs if they do not receive the skill upgrade needed for their company.

Plan and Budget:

Item	Cost
Training for Incumbent Workers	\$179,400
Fixed Cost: Intake, Monitoring, Plan Development, Follow up, etc.	\$ 7,500
Total	\$186,900

The current plan is for 50 employees of Delaware Dynamics LLC to be provided the training through On-the-Job Training. Individual contracts are expected to be at 50% of the current wage rate which averages \$19.93 for an average cost per OJT at \$3,588. Consistent with the construct of On-the-Job Training, the amount of training and the wage rate will vary due to the skill and knowledge gaps of each individual, which will be the basis of each OJT contract.

The only additional funds requested are for the fixed cost of the intake, employee training plan development, contract development and monitoring and follow-up specifically related to this project at a cost of \$150 per enrollment.

After training the average wage rate is expected to be \$19.93 per hour with benefits which brings that total to \$25.90 per hour. No additional raises are expected until the company can stabilize.

Projected Outcomes:

50 incumbent workers complete training that increases their occupational skills which in turn will allow for a continuation of employment at Delaware Dynamics. In addition, Delaware Dynamics continue as a strong employer in Region 6 and in maintaining Indiana's competitiveness for advanced manufacturing jobs in the automotive industry.



April 15, 2011

Ms. Barbara Street
Eastern Indiana Workforce Investment Board
P. O. Box 1856, 122 East Main Street
Muncie, Indiana 47308

**RE: Delaware Dynamics
Letter of Support – Discretionary Job Training Grant**

Dear Ms. Street,

This letter is in support of Delaware Dynamics \$186,900 grant application for job training assistance. The funds are in support of a major new contract the company has been awarded from Chrysler which will require extensive new training of the company's existing employees.

Delaware Dynamics is the new name for Delaware Machinery, a company that has been in business in Muncie since 1938. Delaware Machinery has emerged from bankruptcy with a new name, under new leadership and the community is very excited about its future. The company was very much "at risk" prior to the purchase. The importance to our community cannot be over emphasized. The average job rate at the plant for the fifty employees to be retrained is \$19.93 per hour (\$41,454 annually) without overtime or benefits. That rate calculates to \$25.30 per hour (\$52,624 annually) with benefits.

Delaware Dynamics is a unique company that provides very large dies for products like engine blocks and transfer cases. It's has no real competition in the United States. Its main competitors exist in Canada, Germany, and Asia. It is important for Muncie, Indiana, and the country that these jobs remain in our community and the United States.

Community leaders are confident that Delaware Dynamics can regain market share and emerge a stronger company under its new ownership but will need assistance as it retrains its workforce to learn skills needed to compete in today's rapidly changing market.

Page 2
Barbara Street

Your support of this application is needed and appreciated. As you have questions, don't hesitate to call.

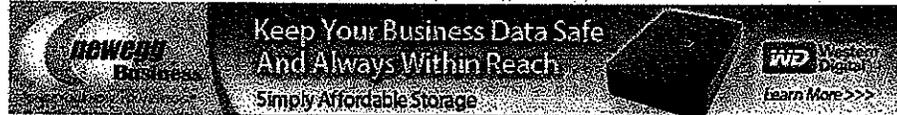
Sincerely,

A handwritten signature in black ink, appearing to read "Terry Murphy". The signature is written in a cursive style with a large initial "T" and "M".

Terry Murphy, CEeD
Vice President, Economic Development

Bloomberg Businessweek

Available on the iPad



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MACHINERY

April 05, 2011 12:35 PM ET

Delaware Machinery & Tool, Inc.

Snapshot People

COMPANY OVERVIEW

Delaware Machinery & Tool, Inc. designs, manufactures, samples, and develops die cast tools. It focuses on multi cavity component parts and V-block engine dies. The company was founded in 1938 and is based in Muncie, Indiana.

KEY EXECUTIVES

Delaware Machinery & Tool, Inc. does not have any Key Executives recorded.

700 South Mulberry Street Phone: 765-284-3335
 Muncie, IN 47302 Fax: 765-289-7185
 United States www.delawaremachinery.com
 Founded in 1938

KEY DEVELOPMENTS FOR DELAWARE MACHINERY & TOOL, INC.

First Merchants Bank Files Lawsuit Against Delaware Machinery & Tool, Inc. Seeking Repayment of \$18 Million in Loans

Delaware Machinery & Tool, Inc. has been hit by a lawsuit by First Merchants Bank, which seeks repayment of \$18 million in loans. The bank has filed a Delaware Circuit Court lawsuit against the firm, its officers and business partners over a series of loans that began in September 2007. First Merchants is seeking repayment of six loans worth a total of \$18.6 million and interest amounting to \$2,939 per day. For several months, officials of Delaware Machinery have failed to return phone calls from The Star Press and on Wednesday continued their practice of public silence. In a January lawsuit filed by Central Die of Wisconsin, Delaware Machinery is accused of breach of contract over its failure to deliver die-cast dies used to produce auto industry parts. Central Die claimed it didn't receive its order despite having paid Delaware Machinery in full. Court documents indicate attorneys for the two companies later proposed that Central Die would pay \$360,000 to a Delaware Machinery subcontractor in order to get its parts. In the First Merchants lawsuit, which has numerous co-defendants, including Delaware Machinery affiliate B&B Tool and Die, company officers or owners Robert Haas Jr., Linda Haas and Kurt Jones, the Muncie Revolving Loan Fund Board and several banks, the bank alleges that the company is in default on a series of loans and notes. One of the security items listed is a 2005 life insurance policy for Robert Haas. The lawsuit alleges that company affiliate B&B owes repayment on another \$2.5 million loan. First Merchants has navigated through difficult financial waters in the past year, declaring a \$31 million loss in the second quarter of 2009 and attributing \$10.2 million of that loss to "fraudulent financial statements" by a large commercial loan customer.

SIMILAR PRIVATE COMPANIES BY INDUSTRY

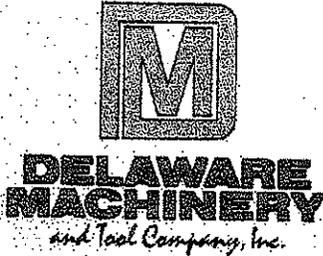
Company Name	Region
AG Belt, Inc.	United States
EX-Cel Belting	United States
Moldmakers, Inc.	United States
Harper Trucks, Inc.	United States
Pro Mach, Inc.	United States

RECENT PRIVATE COMPANIES TRANSACTIONS

Type	Target
No transactions available in the past 12 months.	

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FOR IMMEDIATE RELEASE

December 3, 2010

Dan T. Moore Company to Acquire Delaware Machinery & Tool

Dan T. Moore Company Inc., has agreed to acquire the assets of Delaware Machinery & Tool Company, Inc.

Delaware Machinery & Tool Company, located in Muncie, Indiana, is a world class manufacturer of large complex high-pressure dies for the automotive industry. Delaware has been in business for over 60 years and is a major tooling supplier for both domestic and international auto manufacturers. Delaware's comprehensive capabilities enable it to design, manufacture, and test customer tooling, some of which weighs over 200,000 pounds, at its Muncie facilities. By leveraging its extensive experience in both high-pressure die cast tooling and die casting process development, Delaware is uniquely able to provide customers with complete die casting solutions.

Dan T. Moore Company, based in Cleveland, Ohio, includes a diverse portfolio of manufacturing companies in automotive, defense, and metals. The company's founder and CEO, Mr. Dan T. Moore, said "We are very impressed with the exceptional capabilities at Delaware Machinery & Tool. The company's engineering know-how, experienced workforce, and outstanding facilities have proven themselves in the past and provide the foundation for an exciting future."

Delaware's Executive Vice President, Ryan Haas said, "We are pleased that a top-flight manufacturing organization like Dan T. Moore Company is purchasing Delaware. Now we can close the book on financial and legal concerns and focus on what we know best—designing and manufacturing world-class tooling for our customers."

Dan T. Moore Company's acquisition entity, Delaware Dynamics LLC, will be presented to the Delaware County Circuit Court in Muncie, Indiana at 2:30 PM on Friday, December 3, as the successful bidder of the Court-ordered auction, having offered the highest and best price for the Delaware business.

For additional information, please contact Mr. Dan T. Moore at (216) 771-8444 or Mr. Ryan Haas at (765) 284-3335.

Delaware Machinery sold, gets new name

By SETH SLABAUGH
seths@muncie.gannett.com

MUNCIE — More than two dozen attorneys, bankers, creditors and bidders met at a Chicago law firm all day and into the night Thursday for the auction of Delaware Machinery.

At the end of the day, the successful bidder was Cleveland-based Dan T. Moore Co. — a surprise late entrant to the bidding process — which paid \$12.7 million for the insolvent metalworking business.

Moore renamed the Muncie company Delaware Dynamics LLC.

The sale of the auto supplier was approved Friday afternoon by Delaware Circuit Court Judge Marianne Vorhees, who had appointed

a receiver to take control of the company 10 months ago.

"I am pleased that it has been sold as a going concern and that it will continue to operate in Delaware County," the judge said.

Explaining the company's new name during an interview after the hearing, Moore's chief financial officer, Nancy Keene, a Ball State University graduate, said Delaware Machinery was

much more than just a tool maker.

"They make things that can't be made anywhere else in the world," she said. "We look for things that are proprietary, a niche. That's what it takes to succeed in the auto industry."

Employment at Delaware Machinery, just south of downtown, has been climbing back since receiver Dennis Kebrdle was appointed. Employment is now approaching 90, compared to 61 in February.

Delaware Machinery has been in business more than 60 years, and is a major tooling supplier for domestic and international auto makers.

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► See NAME, 2A

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Automotive News

MAY 3, 2010

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Software face-off at Chrysler

Switched CAD system would send ripples down supply chain

David Barkholz
dbarkholz@crain.com

Sergio Marchionne's plan to meld the engineering operations at Fiat S.p.A. and Chrysler Group is spurring a battle between two software giants over whose products will be used to create Chrysler cars and trucks.

The battle has multimillion-dollar implications that will ripple down through the supply chain.

For 20 years, Chrysler has used CATIA, which replaced drafting boards for engineers designing parts, subsystems and vehicles. Those digital designs also are the basis for testing parts and creating the tools and dies used by factories. Other users of CATIA, a product of global giant Dassault Systemes of Paris, include Honda Motor Co. and Daimler AG.

But Fiat uses a competitor, Siemens PLM's NX software. So do General Motors Co. and Nissan Motor Co.

Marchionne, CEO of both Fiat and Chrysler, aims to phase out Dassault and integrate Siemens PLM for design software over several years as Chrysler introduces new platforms, said a source familiar with the plan.

But Dassault plans to fight to hold onto Chrysler, one of its premier customers, a Dassault execu-

What happened?

- Chrysler suppliers use CATIA design software for 20 years.
- Fiat, which uses rival software, takes control of Chrysler.
- Fiat/Chrysler CEO Marchionne plans to shift Chrysler away from CATIA.

tive responsible for Chrysler sales said.

At stake are software sales and licensing pacts for thousands of computerized work stations — and not just at Chrysler.

Suppliers have to hook into these companies' systems. A switch in software suppliers would affect engineers at thousands of Chrysler suppliers because of the need for the automaker and its suppliers to share engineering designs.

Spokeswomen for Chrysler and Siemens PLM, a U.S. arm of the German company, declined to comment.

Computer-aided design is the use of three-dimensional software to design and engineer parts and simulate their use in vehicles and the processes needed for production.

Managing that process, from design through engineering and manufacturing, is called product lifecycle management.

CATIA is short for Computer-Aided Three Dimensional Interactive Application.

Already, Fiat has broken the mo-

nopoly that Dassault's CATIA software held at Chrysler.

The Italian automaker is requiring the use of NX computer-aided-design software for the North American revisions being made to the Fiat 500 and the powertrain for the minicar that will be built in Mexico, the source said.

As part of Fiat 500 development, Fiat also has introduced Siemens PLM software that captures product-development data, the source said. Until that recent introduction of Siemens PLM's Teamcenter software, Dassault's Enovia software had ruled that domain at Chrysler as well.

Robert Brincheck, Dassault's client executive for Chrysler, acknowledges that Chrysler is now using rival software for Fiat 500 design.

He said a "political struggle is going on" at Chrysler whether to unify on one CAD software or allow CATIA and NX to co-exist. Ford Motor Co., for example, uses CATIA for design software but uses Siemens PLM products as well.

But Brincheck said Dassault remains the dominant player at Chrysler.

And the company intends to fight to participate on all future Chrysler vehicle programs, including platforms brought to Chrysler by Fiat, he said.

"Actually, CATIA usage at Chrysler has increased in the past year," Brincheck said.

He said Chrysler has been adding designers and engineers in

recent months as Fiat and Chrysler hustle to jointly develop new vehicles.

Marchionne re-emphasized last week the carmakers will undertake a unified product-development process that will give Chrysler access to Fiat's small-car technology and Fiat access to Chrysler's truck and large-car expertise.

CATIA has been a linchpin in Chrysler product designs since the late 1980s, Brincheck said.

The software traces its heritage to Dassault Aviation of Paris, where engineers interested in aerodynamics developed the product in the 1960s.

Chrysler was a pioneer of CATIA's use in the U.S. auto industry, Brincheck said. Today CATIA is a fixture in the auto and aerospace industries, with Dassault Systemes touting 8,000 CATIA customers.

Siemens PLM is the other leader in the industry, along with Parametric Technology Corp., with its Pro/ENGINEER software.

GM is Siemens PLM's largest and one of its longest-running customers. GM has used the software for years, going back to when the software was known as Unigraphics and owned by EDS.

Siemens PLM acquired UGS Corp. in 2007 and began marketing the software as NX.

The battle may spill over beyond Chrysler. Brincheck said Dassault is pitching CATIA and its suite of design software to GM. **EN**

Separation Page

**Economic Growth Region 7
WIA Youth Funding Request
"Career/Certification Youth Camps"
March 15, 2011**

Statement of Need

Economic Growth Region 7 is composed of Clay, Parke, Putnam, Sullivan, Vermillion, and Vigo counties. EGR 7 has had an average unemployment rate higher than the state average unemployment rate for more than two years. For example, in January 2010 Indiana's unemployment rate was 10.6% and the unemployment rate for EGR 7 was 11.8%. In December 2010 this trend persists. The state unemployment rate was 9.5% while the unemployment rate for EGR 7 was 10.4%, with all counties above the state unemployment rate and Vermillion County holding the dubious distinction of being ranked as the third highest rate in the state at 12.5%.

With some of the highest unemployment rates in Indiana and lower than state average wage rates, EGR 7 is struggling with the fact that there is an exodus of young people leaving the area. As the chart below demonstrates, EGR 7 will be facing a severe shortage of youth and middle aged adults by 2015 if aggressive measures are not taken now to reverse this trend. Allowed to continue, western Indiana will be composed largely of a population at or near retirement age. And while seniors are contributors, no region of the state can thrive and grow under such a scenario.

<u>Age</u>	<u>2009 Population</u>	<u>2015 Population</u>	<u>Change</u>	<u>% Change</u>	<u>2009 % of Cohort</u>
Under 5 years	13,157	13,266	109	1%	5.89%
5 to 9 years	13,423	13,418	-5	0%	6.00%
10 to 14 years	13,434	13,482	48	0%	6.01%
15 to 19 years	17,302	16,046	-1,256	-7%	7.74%
20 to 24 years	21,057	21,006	-51	0%	9.42%
25 to 29 years	14,451	14,098	-353	-2%	6.46%
30 to 34 years	11,687	14,340	2,653	23%	5.23%
35 to 39 years	14,570	12,718	-1,852	-13%	6.52%
40 to 44 years	14,666	13,196	-1,470	-10%	6.56%
45 to 49 years	16,129	14,320	-1,809	-11%	7.21%
50 to 54 years	15,827	15,465	-362	-2%	7.08%
55 to 59 years	14,318	15,484	1,166	8%	6.40%
60 to 64 years	12,266	13,885	1,619	13%	5.49%
65 to 69 years	9,354	11,661	2,307	25%	4.18%
70 to 74 years	7,026	8,105	1,079	15%	3.14%
75 to 79 years	5,585	5,740	155	3%	2.50%
80 to 84 years	4,678	4,008	-670	-14%	2.09%
85 years and over	4,627	4,516	-111	-2%	2.07%
Total	223,557	224,753	1,196	1%	100.00%

Source: EMSI Complete Employment - 1st Quarter 2011

In addition to the projected loss of youth and middle aged adults in the region, the most recent data available regarding child poverty rates portrays a very dim picture of the circumstances in which a large number of children live in EGR 7. As the bar graph below demonstrates, the fact is that with the exception of Putnam County, all counties in Region 7 have children living near or over the state child poverty rate of 17.9%. A walk through the streets of Sullivan County will show you that one in five children face the daily struggle of poverty. If you venture through the communities in Parke and Vigo counties one will be astonished to find that one in four children don't have what society considers the basics of life to support them.

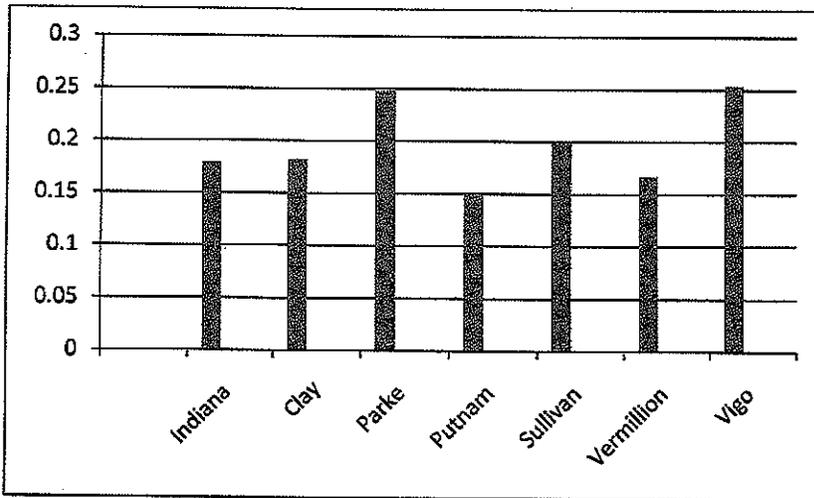


Figure 2 Region 7 2008 Child Poverty Rates by County: Source IYI

Very clearly the crisis that EGR 7 faces in regard to youth and the sustainability of economic growth rests with demonstrating to our families and children that EGR 7 does hold opportunity for a high quality of life and good jobs that will pay high wages. One step towards communicating such opportunity is to allow our youth to participate in hands-on activities that are directly related to our high wage and high growth business sectors; activities which not only result in learning, but a credential which documents what was learned and the skills achieved.

Proposal Planning

Planning for the 2011 Career/Certification Camps occurred in conjunction with the Region 7 Regional Workforce Board and area businesses, and reflects the priority business sectors identified by the regional board. More specifically, the Region 7 Regional Workforce Board has identified advanced manufacturing, construction, logistics, healthcare, and information technology as those sectors of greatest demand, requiring advanced skills, and resulting in jobs with high wage rates, and they therefore leverage their influence and program funding to advance these areas. The certifications which youth will earn over the course of the camps will be industry recognized certificates that will document skill gains and give them an advantage as they move on to post-secondary education and the workplace.

Current Economy

While there seems to be a slight increase in the number of employers in the region who are once again hiring, the number of hires remains sluggish. While communities are optimistic that future job growth will occur, it will take some time to make up the number of jobs lost by recent closures throughout EGR 7. Those closings include; Pfizer closed its Terre Haute plant, taking with it 660 high skill, high wage jobs. International Paper closed its Terre Haute plant, idling 160 workers. At the Newport Chemical Depot, Mason Hanger closed putting 303 people out of work. At that same site, Parson's laid off 400 people and Southwest Research laid off 87 people. Other layoffs include: Aleris Blanking and Rim- 50 workers; Direct Brands -147 workers; Raybestos - 35 workers; Peabody Farmersburg Surface Mine - 90 workers; Indiana State University - 108 workers, International Automotive Components - 202.

EGR also struggles with a per capita income lower than the per capita income than that of Indiana. Below is the data from 2007 which demonstrates this disparity:

Indiana - Per capita income	\$33,215
Clay County	\$26,026
Parke County	\$24,987
Putnam County	\$28,641
Sullivan County	\$24,570
Vermillion County	\$29,029
Vigo County	\$28,072

The effects of lower than average wage rates are reflected in an increased need for TANF assistance and higher than average poverty rates, as reflected in the earlier chart.

Impact to the Community if Not Funded

The short-term impact on the community if the Career/Certification Camps are not funded is the loss of an opportunity to allow the lower income youth of the region to receive training in skill sets that can lead to extraordinary careers. Not funding the camps will also result in the loss of valuable, portable credentials for a population that often struggles with obtaining benchmarks of success. Another short-term impact will be the loss of an opportunity by these youth to keep their cognitive skills sharp so when they return to school in August they are better prepared.

The long-term impact on our communities will be a further sense of hopelessness by the children and families who often feel no sense of community or visions of opportunities for themselves. The result of which is the loss of what these youth and families could contribute to employers, agencies, and the local tax base.

Population Served

The population to be served is WIA eligible youth in the region, ranging in age from 14 to 21. It is anticipated that the specific audience for these camps will be those closer to the job market: 16 to 20 years of age. These are the youth that are most likely to leave the community or "settle" for a low pay low skill job and replicate the downward trend in the local economy unless educational intervention is made.

Serving this segment of the population in an intensive, fast-paced, focused manner will not only develop skills, but allow them to gain an industry recognized and transferable certificate of those skills. It will also allow them to see the benefits of skill development and how these skills will serve them in the future.

Type and Amount of Funding Leveraged for this Project

It is anticipated that speakers from related occupations will serve as guest speakers over the course of the camps. The portion of their salary used for time spent at the camps will be in-kind donations. Also, in the past Plumbers and Steamfitters Local 157 has provided lunch once a week for the youth attending their camp and hosted an awards banquet for the youth, their families, and staff at the end of the camp period. While we cannot say with certainty that this will happen once again, it has been a program donation in the past.

Activities to be Conducted

There will be a variety of types of camps offered for this intense summer training/certification program. It is anticipated, depending upon the responders to the Request for Proposals, the camps will range in length from three to six weeks. Hands on and contextual learning will be emphasized and required as part of the program. This learning should improve student performance as they return to school and provide those entering the workforce with valuable experience and, it is hoped, an industry-recognized credential.

As stated previously, the focus of the training will be on the following business sectors: advanced manufacturing, construction, logistics, healthcare, and information technology. In addition to skill development, the camps will provide career information in these areas of predicted growth in our region. This will allow students to see beyond the norm and realize that each of these high skill, high wage sectors offer a wide range of careers pathways.

The types of activities to be pursued may include, but not necessarily be limited to, introductions to such things as programmable logistics controllers, auto lathe, hands on work with highly sophisticated healthcare mannequins and equipment, management information technology systems, welding, electrical circuits and systems among others.

We anticipate a variety of industry recognized certifications will be earned which may include, but not be limited to, Microsoft Office Specialist, Manufacturing Skills Standards Council (MSSC) certifications, OSHA, welding, Internet Computing and Core Certification (IC3), CPR, and CompTIA.

Proposed Activity Chart and Measureable Outcomes

	Week 1	Week 3	Week 4	Week 6	Total
Enrollments	124				124
Completers		53	35	21	109
Certificates Earned		42	28	17	87

Budget Information for Requested Funds

Budget for Requested Program Funds - RO

Amount Requested	\$	234,924.00
Administration	\$	22,000.00
Program Staff Salaries and Benefits	\$	-
Other Operations Costs	\$	212,924.00
Allocation to Service Provider		
Other (please define)	\$	-
Other (please define)	\$	-
	\$	234,924.00

Budget for Requested Program Funds - SP (cumulative for all SP's)

Amount Provided	\$	212,924.00
Administration	\$	3,200.00
Program Staff Salaries and Benefits	\$	105,000.00
Other Operations Costs	\$	18,524.00
Direct Client Services	\$	77,200.00
Other (Supportive Services)	\$	9,000.00
Other (please define)	\$	-
	\$	212,924.00

Separation Page



500 Industrial Drive, Suite 144 Lawrenceburg, IN 47025
(812) 537-4949 office (812) 537-4951 fax

March 14, 2011

RE: Region 9 SWIC Grant Submission

Dear Randy Gillespie:

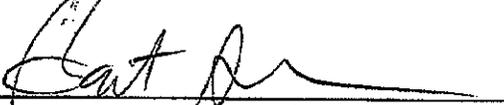
Please consider submitting the enclosed grant proposal to the SWIC grants committee. If approved, the grant will provide funding for approximately 50 youth in EGR 9 to participate in a summer youth work experience.

The youth work experience program typically runs six to ten weeks and during this time the youth receive an education component which is a series of training classes conducted by the local WorkOne for all work experience participants. The classes are designed to provide participants with basic to intermediate information on topics such as job readiness, career exploration, financial literacy, secondary education, college and post-secondary educational opportunities and health education. WorkOne staff will arrange training opportunities and case management for the participants. Our mission aligns with the goals of the SWIC as we are confident that participating youth will successfully complete the program, and we have found in past that their chances of finding full time employment is extremely high; enroll in school full time; or a combination of both.

Thank you for your consideration,

x 

Beth Blasdel
Chair Region 9 Workforce Board

x 

Bart Brown
Regional Operator

INDIANA REGION 9 WORKFORCE BOARD

SWIC Grant Request

Summer Youth Work Experience Program EGR- 9

**Proposal Grant Period:
Summer PY 2011, 2012**

**Grant Range:
5/1/2011 - 10/31/2011**

Point of Contact:

**Bart Brown
9 East High Street
Lawrenceburg, IN 47025
bbrown@indianaregion9.org
317-430-9540**

**Submitted Proposal:
3/14/2011**

Mission Statement: The Indiana Region 9 Workforce Board works to ensure Southeast Indiana employers have a competitive and flexible workforce by providing all citizens with opportunities, support to grow knowledgeable, and skills for sustained employment in the global economy.

Region 9 Workforce Board operates in the following ten counties in Southeast Indiana: Bartholomew, Decatur, Dearborn, Franklin, Greensburg, Jackson, Jefferson, Jennings, Ohio, and Switzerland. We are seeking funding from all areas that we serve to supplement our budget so that we can continue to provide summer work experiences to youth in all of our counties.

According to the Center for Labor Market Studies; "Teens, especially economically disadvantaged teens, with no paid employment during the high school years, are more likely to drop out of high school, become involved with the criminal justice system, and to become pregnant."

A preliminary analysis of Bureau of Labor Statistics data by the Employment Policies Institute (EPI) shows that teen unemployment averaged 27.7 percent in Indiana in 2010. That's the fourteenth highest in the country, and up from 21.3 percent in 2009. In Indiana, teens experienced extra barriers to employment because of a 40 percent increase in the federal minimum wage between 2007 and 2009. Increased labor costs and higher minimum wages have caused many of our employers to cut costs by decreasing staff: Teens will have fewer opportunities to gain work experience as they will be competing with adults for jobs that were typically only sought after by youth.

By partnering with local community non-profit organizations and businesses our work experience program aims to help economically disadvantaged at-risk youth overcome their barriers to success by providing them with education, career training, mentoring, and employment opportunities.

Our intent is to team up businesses or non-profit organizations within Region 9 to enroll 50 economically disadvantaged at-risk youth who reside in Region 9 into our Youth Work Experience program. The program is designed to provide participants with basic to intermediate information on topics such as job readiness, career exploration, financial literacy, secondary education, college and post-secondary educational opportunities and health education. The program usually runs six to ten weeks and during this time the youth receive an education component which is a series of training classes conducted by the local WorkOne for all work experience participants. There is no cost to the business and very little paperwork involved for them. We will pick up the cost of training and case management as our contribution to the program. We are confident that participating youth will successfully complete the program. We also anticipate that they will find employment, enroll in school, or a combination of both.

We plan to seek volunteers from our partnering agencies to serve as a mentor for the youth who are participating in the work experience. These mentors will commit to spending one hour of their time each month with the youth to assist and guide the youth in setting realistic education and career goals.

Through our network efforts in Region 9 we believe WorkOne is the only organization in Region 9 that is offering economically disadvantaged youth an opportunity to participate in a summer work experience coupled with an education component. We plan to improve upon what we have offered to youth in the past by adding in an educational and career training component that will occur on a weekly basis. We will seek out other youth serving organizations to leverage our resources and provide training opportunities for youth.

The Region 9 Workforce Board hopes to fund Youth Summer Work Experiences in Region 9 on a smaller scale in the future through the use of Workforce Investment Funding WIA. We are also committed to seeking funding opportunities from outside sources to grow the program, and continue to provide an ample amount of work experience placements for youth in summers to come.

Summer Youth work experience opportunities allow youth to get involved in the improvement of their community while participating in interactive work readiness training focused on employer-driven behaviors such as attendance, punctuality, teamwork, communication skills, and problem-solving. In Region 9 last summer we placed youth in work experiences at places such as elected official offices, city parks, county parks, WorkOne, YMCA's and other non-profit organizations. Support provided by WorkOne offered these organizations additional assistance, which was greatly needed with the increasingly tight budgets.

Over the past two summers WorkOne staff have successfully provided youth summer work experience opportunities to over 400 youth throughout region 9. WorkOne youth staff are trained to effectively provide clients with educational, employment, and community resource support services. These include referrals, counseling sessions, and follow-up sessions. Staff are also trained to proctor and interpret life skills and employment assessments to help clients create an education and/or employment goals.

Youth participating in the program will be assessed on their work readiness through a standardized assessment prior to the start of the work experience, and again after the completion of the work experience. The Experience Program will be monitored by the WorkOne youth advisor on a weekly basis with site visits being conducted bi-weekly. We plan to track the amount of youth who successfully complete the program, show a gain in work readiness skills, obtain part-time/full-time employment, and who go on to post-secondary education.

Budget Information for Requested Funds

Budget for Requested Program Funds - RO

Amount Requested	\$	125,000.00	
Administration	\$	10,000.00	
Program Staff Salaries and Benefits	\$	-	
Other Operations Costs	\$	-	
Allocation to Service Provider	\$	-	
Other (please define)*	\$	100,000.00	Wages for participating youth
Other (please define)	\$	-	
	\$	<u>110,000.00</u>	

* All wages and payroll taxes will run through regional operator's payroll system. Any supportive services will be issued by the service provider using normal WIA distribution.

Budget for Requested Program Funds - SP (cumulative for all SP's)

Amount Provided	\$	15,000.00	
Administration	\$	-	
Program Staff Salaries and Benefits	\$	15,000.00	
Other Operations Costs	\$	-	
Direct Client Services	\$	-	
Other (please define)	\$	-	
Other (please define)	\$	-	
	\$	<u>15,000.00</u>	

Separation Page

EmployIndy

Advancing workforce solutions for Indianapolis

March 17, 2011

Indiana State Workforce Innovation Council
Grant Committee
Attention: Randy Gillespie
10 North Senate Avenue
Indianapolis, Indiana 46142

Dear Mr. Gillespie:

The Indianapolis Private Industry Council, Inc. d/b/a EmployIndy is launching an innovative hiring and training fair that seeks to get at least 1,000 clients employed in the month of June, including the necessary industry-relevant and recognized skills training and credentials to up to 500 of the 1,000 clients. The to-be-named event will consist of two process flows: one for clients in need of skills training and employment and the other for clients who currently possess marketable skills and are in need of employment. EmployIndy is requesting \$1,000,000 from the SWIC Grant Committee to turn this vision into a reality.

This is not just a marketing campaign spotlighting clients being trained and employed in the month of June. It is envisioned that the event will be hosted under one roof for up to 20 days and consist of training and job readiness bootcamps, skills credential training, immediately followed by interviews and hiring with area employers. Client participation in this event will be by invitation only.

Whether in need of employment only or in need of skills and employment, each client's path will contain an EmployIndy "boot camp." Boot camps are designed to evaluate and select candidates for training programs in preparation for employment in a variety of occupations, as well as evaluate potential candidates for job readiness. The purpose of the intensive boot camp used to identify candidates for training is to offer more comprehensive exposure to potential job training candidates, providing more information by which to choose participants for these job training programs. It also offers candidates an opportunity to evaluate their interest and commitment to the industry training ahead. The same is true for boot camps in which clients are being evaluated for employment; however, the boot camp for this pathway is designed a bit differently and focuses more on job readiness activities.

Well structured boot camps have been demonstrated to increase the likelihood of success in the job training programs and, ultimately, improve placement and retention in related employment. Boot camps range from 2 to 5 days in length, and EmployIndy expects to implement the same format during this event.

Market Square Center • 151 N. Delaware St, Suite 1600 • Indianapolis, IN 46204

Phone: 317.639.4441 • Fax: 317.639.0103

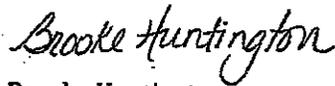
www.EmployIndy.org

EmployIndy will actively recruit employers with current hiring needs in growth industries. We expect that the sectors and training programs will closely match these hiring needs and growth opportunities. Details of how the hiring and skills fair will be implemented are currently in the design phase, but we currently envision the training portion of the event may require 10 to 15 days to complete.

In total, we believe this event will take place over a period of 5 to 20 business days, requiring a venue large enough to accommodate the detailed activities described above. In order to more clearly explain the process flow of this event, detail is provided in the attached flow chart.

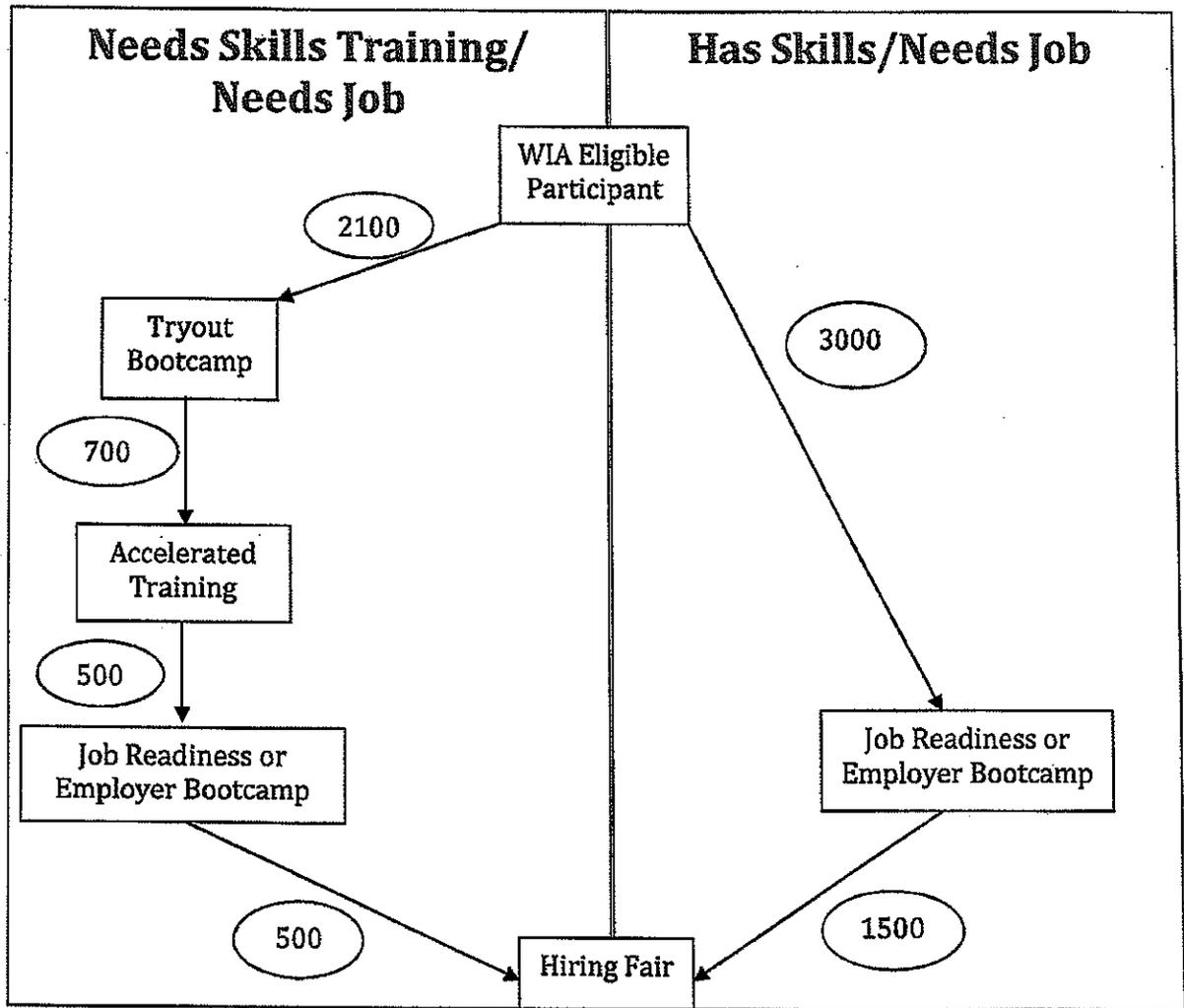
We greatly appreciate your consideration of this request.

Sincerely,



Brooke Huntington
President and CEO

Attachment



- 1. The timeline described is 5-20 days. Why such uncertainty—what are the contingencies? The impact to costs and required grant-funding is too great to be so speculative at this point.**

The final timeline and length of event will be determined based on the length of training that we will provide. We want the training and placement all to occur within no more than 20 days. For those that do not require training or a credential, the time frame will be much shorter.

- 2. To what extent is IPIC providing matching funds?**

Please see attached line item budget. EmployIndy will utilize the additional dislocated worker funds received from DWD to also partially fund this event. Our budget for next year could be up to 50% dislocated worker funding. Therefore, we are anticipating that approximately 50% of the participants will have been enrolled into our WIA dislocated worker programs.

- 3. Does IPIC have the capacity to deliver this program, or does it intend to procure a program coordinator? If the latter, time is very short.**

We have issued two requests for proposals: one for a project manager and one for an event planner. The proposals are due back April 1st. However, EmployIndy will commit significant staff time to the planning and coordination of this event.

- 4. Examples of employers who have expressed an interest in participation. It is to be assumed the proposition has been tested with employers—who was contacted and what was the commitment?**

We have received feedback from employer representatives that this would be a successful event. However, the project manager that is procured will assist with identifying specific industries and employers.

- 5. Examples of “growth industries” that will be targeted. Are there minimum wage stipulations for the fair-jobs?**

We will target industries on our “where the jobs are” listing, but specifics will be determined by Project Manager.¹

- 6. What level of occupational training is to be provided? Which certifications will be the focus of training? Given the time table for the “event,” some certification will be out of range, others are too low-level for value. Who will provide the occupational training?**

This will be determined once we identify specific employers

- 7. Communications plan, including outreach to UI claimants. How will the “invitation list” be determined?**

We will begin with WorkOne and TrackOne participants. It will be based on skills and specific occupations that those participants are qualified for.

- 8. What happens to the 4100 candidates who don't make it to training or an interview?**

They will continue to be served within the WorkOne System.

**EmployIndy
Event Budget
Aug-11**

Line Item	Description	Total
Project Manager	Procurement in Process	
Project Administration		\$26,543
Event Organizing		\$59,774
Public Outreach		\$31,350
Strategic Planning		\$22,333
Event Planner	Procurement in Process	
Staff	Staff for preparation and event day	\$27,000
Event Location	\$500-\$5,000/day for 20 days	\$100,000
Pipe/Drape/Tables/Chairs		\$10,000
Bootcamps:	Possibly 85 Bootcamps	
EmployIndy Staff	10 EmployIndy Staff	\$61,200
Evaluators (if paid)	(\$200 per bootcamp X 170 people)	\$34,000
Supplies	\$300 X 85 Bookcamps	\$25,500
Outreach/Media		\$30,000
Registration Website		\$5,000
Event Signage		\$5,000
Service Provider:		
Accelerated Short Term Training	700 at \$1,250 per participant	\$875,000
Total Event Budget		\$1,312,700

*EmployIndy will provide up to \$530,000 in matching funds, leaving a balance remaining of \$782,700.
We are flexible in what line items EmployIndy pays versus what DWD's funds pay.*