

# Indiana Department of Workforce Development

## Strategic Skills Initiative

### Economic Growth Region 3



Mitch Daniels, Governor  
June 2006

#### About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

#### About Region 3

- Population (July 2005)  
**740,654**
- Labor Force (March 2006)  
**384,240**
- Unemployment (March 2006)  
**5.6%**
- Per Capita Income  
**\$28,142 in 2004**

- Source: [www.hoosierdata.in.gov](http://www.hoosierdata.in.gov)

#### Counties in Region

- LaGrange
- Noble
- Whitley
- Wabash
- Grant
- Huntington
- Steuben
- DeKalb
- Allen
- Adams
- Wells



INDIANA  
**WORKFORCE**  
DEVELOPMENT

#### Economic Growth Region 3

**Economic Growth Region 3** is comprised of eleven counties. The SSI research & identification allocation awarded in September of 2005 was \$262,477. The solutions allocation awarded in June 2006 for Region 3 is \$1,768,246. Methods used to define shortages, causes and develop solutions included: research; surveys; focus groups with incumbent workers, dislocated workers, service providers, multi-sector partners; and interviews with industry leaders and employer summits.

#### Key Occupational Shortages

#### Projection 2005-2007

Computer Controlled Machine Operators/ Machinists/Mechanics	490
Registered Nurses	304
Computer Systems Analysts	158
Industrial Engineers	75

#### Emerging Industries / Occupations

CNC-Operators, Machinists, Industrial Machinery Mechanics & Maintenance Workers

Computer Systems Analysts

#### Root Causes

- **Employer Recruitment and Retention Practices**
- **Education and Training Capacity**
- **Access to Career Information**
- **Labor Force Leakage and Brain Drain**
- **Stress and Burnout**
- **Talent and Pipeline Issues**

Identified Solutions →

## Identified Solutions

1.

Solution: *Excellence in Advanced Manufacturing*

Dollars Allotted: *\$707,103*

**Solution Description:**  
Excellence in Advanced Manufacturing will provide workers access to advanced manufacturing curriculum and training. The emphasis of training will be on emerging occupations, such as computer numeric controlled (CNC) manufacturing processes. Specialized curriculum and training will grow and support the medical device industry and other advanced material industries in the region. The Center for Excellence will grow skills for high-demand jobs in the region and within emerging occupations.

**Outcomes Proposed:**

- 84 Hoosiers trained
- 68 completing solution
- 151 certifications earned
- 17 workers placed in shortage job occupations

2.

Solution: *Registered Nursing & Clinical Placement Clearinghouse*

Dollars Allotted: *\$133,492*

**Solution Description:**  
The clearinghouse will result in a system that identifies all vacant and available clinical space throughout the region and connects RN candidates with job openings. In addition, new clinical sites will increase training capacity. The program is modeled after the software system that revolutionized the airline industry.

**Outcomes Proposed:**

- 15 completing solution
- 15 registered nurses
- 15 placed or promoted in shortage occupations

3.

Solution: *Advanced Business Technology*

Dollars Allotted: *\$214,234*

**Solution Description:**  
Indiana University-Purdue University Fort Wayne will develop a curriculum focused on next-generation information technology, including radio frequency Identification (RFID). Students will access to state of the art lab equipment and software. Trainees will develop skills in demand and pursue careers in shortage occupations.

**Outcomes Proposed:**

- 171 Hoosiers trained
- 11-15 placed in shortage occupations

Identified Solutions

4.

<p>Solution: <i>Registered Nurse Career ladder and Pipeline</i></p>	<p>Dollars Allotted: <i>\$349,823</i></p>
<p>Solution Description: The Registered Nurse career ladder and pipeline will focus on two primary segments of the labor force: Grant County workers who have been dislocated and the growing Hispanic population within the region. This innovative approach will provide English as a second language training as well as nursing training. The career ladder and pipeline will increase the number of LPNs &amp; RNs within the region, fill a shortage occupation, and advance skills of workers.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 200 Hoosiers trained</li> <li>• 50 completing solution</li> <li>• 25 Registered Nurses</li> <li>• 25 licensed practical nurses</li> </ul>

5.

<p>Solution: <i>Modern Logistics Training</i></p>	<p>Dollars Allotted: <i>\$302,394</i></p>
<p>Solution Description: Ivy Tech Community College will deliver innovative logistics training through the development of new curriculum. The training will result in placements of trainees in shortage occupations.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 145 Hoosiers trained</li> <li>• 95 certifications earned</li> <li>• 65 placed or promoted in shortage occupations</li> </ul>

6.

<p>Solution: <i>21st Century Manufacturing Boot Camp</i></p>	<p>Dollars Allotted: <i>\$61,200</i></p>
<p>Solution Description: The 21st Century Manufacturing Boot Camp will raise the understanding and knowledge of skills needed for success in today's advanced manufacturing industry. Participants will be exposed to advanced materials, robotics, and other sophisticated manufacturing techniques and processes. This solution addresses root causes of occupational shortages.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 50 Hoosiers participating</li> <li>• 50 completing solution</li> </ul>

## *Solution Totals*

*\$1,768,246*

*665 Hoosiers trained*

*311 Certifications or degrees*

*105+ in shortage occupations*