

Strategic Direction for Region 1

The current labor force of Northwest Indiana includes approximately 35,000 unemployed individuals and, using estimates from state and national sources, perhaps the same amount of underemployed workers. Research by the Northwest Indiana Workforce Board (NWIWB) and short- and long-range occupational projections from DWD have identified several High-Wage/High-Demand occupations projected to provide numerous job openings over the next decade. These occupations correspond with those targeted by local and regional economic development organizations and include positions in Health Care; Transportation, Distribution, and Logistics; Advanced Manufacturing; Professional, Financial Services, and Technology; Construction Trades; and Hospitality, Entertainment, Arts, Recreation, and Tourism. To prepare the un- and underemployed of the Region for these occupations, the Northwest Indiana Workforce Board proposes a mix of training and employment services with a particular emphasis on occupational skills training, including On-the-Job Training (OJT) for the many middle skill occupations found within these growing industries. Our research indicates that many of these positions will become available due to an aging population. As the Baby Boomer population retires from the workforce, businesses will seek out a younger, more technologically savvy worker. At the same time, many older workers lack the technology skills to reenter the workforce.

The NWIWB has found that area businesses are not just seeking "warm bodies" to fill vacant slots. Employers demand workers with the soft skills *and* technical expertise to adapt to an increasingly global and technology-dependent economy. As such, the NWIWB has laid out a series of strategies to provide training and employment services within WorkOne-Region1 that will address critical thinking, teamwork, communication, computer literacy and many other in-demand soft and technical skills. These strategies employed by NWIWB will lay out career pathways allowing unskilled and uneducated individuals to develop skills which allow them to become employed, and then move along a pathway within these growing industries that provide family-supporting wages. The NWIWB will marshal the resources of Adult Basic Education, post-secondary training institutions, customized training opportunities and the WorkOne system itself to provide the skills and education necessary for individuals to succeed along these in-demand career pathways. At every step along the way, job seekers of all ages will be provided an opportunity to earn a credential or certification and enter an in-demand career pathway matching their own background which aligns with the current labor market demand.

WIA Adult and Dislocated Worker Service Matrix

Core Services									
UI Workshop	<ul style="list-style-type: none"> •Frequency: 8 times per week •Delivery Mechanism: Recorded, on-line, and face-to-face •Objective: Customers will learn about UI process and how to use UpLink •Anticipated Learning Outcomes: Less wait-times for UI Claims issues 	1.1%	0.1%	Wagner-Peyser*	3,744	416	12	3,744	416
Healthy Lifestyles Workshop	<ul style="list-style-type: none"> •Frequency: 5 times per week •Delivery Mechanism: Face-to-face •Objective: Customers will learn of the importance of living a healthy lifestyle on and off the job •Anticipated Learning Outcomes: Improved placement and retention rates 	0.4%	0.0%	Wagner-Peyser*	1,357	151	20	1,357	151
Digital Literacy Workshop	<ul style="list-style-type: none"> •Frequency: 14 times per week •Delivery Mechanism: Face-to-face and on-line •Objective: Customers will learn of the basic uses for computers in the workplace •Anticipated Learning Outcomes: Higher usage of Indiana Career Connect and Increased employability skills 	1.5%	0.2%	Wagner-Peyser*	5,429	603	20	5,429	603
Financial Literacy Workshop	<ul style="list-style-type: none"> •Frequency: 5 times per week •Delivery Mechanism: Face-to-face •Objective: Customers will learn about the basics of budgeting and managing money •Anticipated Learning Outcomes: Decreased use of supportive services, public assistance 	0.4%	0.0%	Wagner-Peyser*	1,357	151	30	1,357	151
Work Readiness Workshop	<ul style="list-style-type: none"> •Frequency: 14 times per week •Delivery Mechanism: Face-to-face •Objective: Instruct customers on the roles of communication, teamwork, business etiquette, customer service, and other work readiness skills in the workplace •Anticipated Learning Outcomes: Increased retention rates 	1.5%	0.2%	Wagner-Peyser*	5,429	603	52	5,429	603
Outer Core Level Workshops	<ul style="list-style-type: none"> •Title: Customer Service •Frequency: 5 times per week •Delivery Mechanism: Face-to-face •Objectives: Customers will develop their customer service skills necessary to succeed during the job search and on the job •Anticipated Learning Outcomes: Improved customer service knowledge and skills 	0.4%	0.0%	Wagner-Peyser*	1,357	151	0	1,357	151
Other Core Services	<ul style="list-style-type: none"> •Mind Leaders •Key Train •Informational Packet 	4.6%	0.5%	Wagner-Peyser*	7,200	800	0	12,000	1,800

WIA Adult and Dislocated Worker Service Matrix

Intensive Services											
Case Mgmt	Counseling	Prevocational Training	Intensive/Level Workshop	Veterans Workshop							
<ul style="list-style-type: none"> • 38.5 FTEs* • Case Managers will be responsible for administering skills assessments; informing customers of career and academic choices; providing guidance on beginning an academic and career plan; recording case notes and entering services into a case management database, maintaining contact with customers, and referring customers to appropriate job orders 	<ul style="list-style-type: none"> • 4 FTEs • Academic and Career Counselors will be responsible for reviewing and completing Academic and Career Plans with customers, counseling customers on appropriate academic and career choices; interpreting the results of skills assessments; and maintaining contact with academic institutions throughout the Region 	<ul style="list-style-type: none"> • Adult Education/GED Preparation: Job seekers without a GED are at a disadvantage in the job market. Region 1 issues vouchers for students to attend Adult Education centers to prepare for and earn their GED. • Title: Job Club • Frequency: 7 times per week • Delivery Mechanism: Face-to-face • Objectives: Customers will create networks with other job-ready customers and maintain employability skills throughout the job search process • Anticipated Learning Outcomes: Increased networking skills 	<ul style="list-style-type: none"> • Title: Veterans Workshop • Frequency: 4 times per week • Delivery Mechanism: Face-to-face • Objectives: Eligible veterans are provided with veteran specific information regarding their veterans benefits, veterans preference, job search, resume, and interview preparation • Anticipated Learning Outcomes: Increased networking skills, knowledge of veterans resources 	14.6%	1.6%	Regional DWD staff are supported through a combination of Wagner-Peyser, WIA, TAA, LVER/DVOP, and UI funding	1,584	176	100	14,080	1,600
		6.6%	0.9%	0.0%		Regional DWD staff are supported through a combination of Wagner-Peyser, WIA, TAA, LVER/DVOP, and UI funding	716	80	6	7,160	800
				0.0%	VETS (LVER/DVOP) funding supports this activity		749	83	0	749	83

WIB/Regional Workforce Board: Northwest Indiana Workforce Board, Inc.

Budget FY: 2011-12	WIA Admin (Adult/Dislocated Worker/Youth)						Other From DWD	TOTAL
	Adult	Dislocated Worker	In-School	Youth Out-of School	Other From DWD	TOTAL		
Administration								
Wages & Benefits	\$			391,195	\$	-	\$ 391,195	
Travel - In-State	\$			3,977	\$	-	\$ 3,977	
Travel - Out-of-State	\$			8,251	\$	-	\$ 8,251	
Supplies	\$			16,799	\$	-	\$ 16,799	
Equipment (Purchase)	\$			8,282	\$	-	\$ 8,282	
Equipment (Rental)	\$			2,482	\$	-	\$ 2,482	
Overhead (Rent, Utilities, etc.)	\$			55,114	\$	-	\$ 55,114	
Meeting Expense	\$			3,948	\$	-	\$ 3,948	
Contractual (Fiscal Agent, Legal, etc.)	\$			55,020	\$	-	\$ 55,020	
TOTAL Allocated ADMINISTRATION	\$ 178,298	\$ 174,665	\$ 96,052	\$ 96,053	\$	-	\$ 545,068	
Program								
Internal Costs								
Wages & Benefits	\$ 814,794	\$ 907,790	\$ 427,518	\$ 291,454	\$	-	\$ 2,441,556	
Travel - In-State	\$ 23,989	\$ 29,810	\$ 16,473	\$ 8,944	\$	-	\$ 79,216	
Travel - Out-of-State	\$ -	\$ -	\$ -	\$ -	\$	-	\$ -	
Supplies	\$ 10,744	\$ 11,841	\$ 3,355	\$ 2,967	\$	-	\$ 28,906	
Equipment (Purchase)	\$ 1,126	\$ 1,222	\$ 309	\$ 466	\$	-	\$ 3,124	
Equipment (Rental)	\$ 11,838	\$ 13,593	\$ 3,286	\$ 4,299	\$	-	\$ 33,016	
Overhead (Rent, Utilities, etc.)	\$ 177,131	\$ 203,342	\$ 47,617	\$ 59,898	\$	-	\$ 487,988	
Meeting Expense	\$ -	\$ -	\$ -	\$ -	\$	-	\$ -	
Other	\$ 301,715	\$ 249,579	\$ 194,113	\$ 303,717	\$	-	\$ 1,049,124	
TOTAL Internal - Program	\$ 1,341,337	\$ 1,417,177	\$ 692,671	\$ 671,744	\$	-	\$ 4,122,929	
TOTAL Contracted	\$ 250,183	\$ 167,967	\$ 171,801	\$ 192,728	\$	-	\$ 782,679	
TOTAL PROGRAM	\$ 1,591,520	\$ 1,585,144	\$ 864,472	\$ 864,472	\$	-	\$ 4,905,608	
TOTAL AGENCY	\$ 1,769,818	\$ 1,759,809	\$ 960,524	\$ 960,525	\$	-	\$ 5,450,676	

Notes:
On row 1 please identify your RWB or WIB.

Service Provider: Job Works

Budget FY: 2011-12	WIA Admin (Adult/Dislocated Worker/Youth)				Other From DWD	TOTAL
Administration						
Wages & Benefits						\$ -
Travel						\$ -
Supplies						\$ -
Equipment (Purchase)						\$ -
Equipment (Rental)						\$ -
Overhead (Rent, Utilities, etc.)						\$ -
Contractual						\$ -
	Adult	Dislocated Worker	Youth In-School	Youth Out-of School	Other From DWD	TOTAL
TOTAL Allocated ADMINISTRATION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Program						
Internal Costs						
Wages & Benefits	\$ 713,896	\$ 779,904	\$ 193,787	\$ 291,454		\$ 1,979,041
Travel	\$ 22,007	\$ 24,027	\$ 5,947	\$ 8,944		\$ 60,925
Supplies	\$ 8,573	\$ 8,548	\$ 1,972	\$ 2,967		\$ 22,060
Equipment (Purchase)	\$ 1,126	\$ 1,222	\$ 309	\$ 466		\$ 3,124
Equipment (Rental)	\$ 10,728	\$ 11,764	\$ 2,858	\$ 4,299		\$ 29,649
Overhead (Rent, Utilities, etc.)	\$ 146,659	\$ 159,869	\$ 39,827	\$ 59,898		\$ 406,253
Other	\$ 22,132	\$ 24,453	\$ 5,750	\$ 8,648		\$ 60,984
TOTAL Internal - Program	\$ 925,121	\$ 1,009,788	\$ 250,451	\$ 376,675	\$ -	\$ 2,562,036
Contractual						
Core Services						\$ -
Orientations						\$ -
Workshops						\$ -
Individual Intensive Services						\$ -
Direct Training Services	\$ 195,782	\$ 119,993	\$ 31,426	\$ 53,132		\$ 400,333
Supportive Services	\$ 30,020	\$ 14,239	\$ 6,769	\$ 4,314		\$ 55,342
TOTAL Contracted	\$ 225,802	\$ 134,232	\$ 38,196	\$ 57,446	\$ -	\$ 455,675
TOTAL PROGRAM	\$ 1,150,923	\$ 1,144,020	\$ 288,647	\$ 434,121	\$ -	\$ 3,017,711
TOTAL AGENCY	\$ 1,150,923	\$ 1,144,020	\$ 288,647	\$ 434,121	\$ -	\$ 3,017,711

Service Provider: National Able

Budget FY: 2011-12	WIA Admin (Adult/Dislocated Worker/Youth)				Other From DWD	TOTAL
Administration						
Wages & Benefits						\$ -
Travel						\$ -
Supplies						\$ -
Equipment (Purchase)						\$ -
Equipment (Rental)						\$ -
Overhead (Rent, Utilities, etc.)						\$ -
Contractual						\$ -
	Adult	Dislocated Worker	Youth In-School Out-of School		Other From DWD	TOTAL
TOTAL Allocated ADMINISTRATION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Program						
Internal Costs						
Wages & Benefits	\$ 20,235	\$ 30,728				\$ 50,964
Travel	\$ 586	\$ 1,256				\$ 1,842
Supplies	\$ 725	\$ 1,535				\$ 2,260
Equipment (Purchase)	\$ -	\$ -				\$ -
Equipment (Rental)	\$ 486	\$ 1,047				\$ 1,533
Overhead (Rent, Utilities, etc.)	\$ 13,976	\$ 22,147				\$ 36,123
Other	\$ 3,787	\$ 10,176				\$ 13,963
TOTAL Internal - Program	\$ 39,795	\$ 66,890	\$ -	\$ -	\$ -	\$ 106,684
Contractual						
Core Services						\$ -
Orientations						\$ -
Workshops						\$ -
Individual Intensive Services						\$ -
Direct Training Services	\$ 12,601	\$ 14,043				\$ 26,645
Supportive Services						\$ -
TOTAL Contracted	\$ 12,601	\$ 14,043	\$ -	\$ -	\$ -	\$ 26,645
TOTAL PROGRAM	\$ 52,396	\$ 80,933	\$ -	\$ -	\$ -	\$ 133,329
TOTAL AGENCY	\$ 52,396	\$ 80,933	\$ -	\$ -	\$ -	\$ 133,329

Service Provider: WDS

Budget FY: 2011-12	WIA Admin (Adult/Dislocated Worker/Youth)				Other From DWD	TOTAL
Administration						
Wages & Benefits						\$ -
Travel						\$ -
Supplies						\$ -
Equipment (Purchase)						\$ -
Equipment (Rental)						\$ -
Overhead (Rent, Utilities, etc.)						\$ -
Contractual						\$ -
	Adult	Dislocated Worker	Youth In-School Out-of School		Other From DWD	TOTAL
TOTAL Allocated ADMINISTRATION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Program						
Internal Costs						
Wages & Benefits	\$ 42,568	\$ 49,023	\$ 233,731	\$ -		\$ 325,322
Travel	\$ 187	\$ 3,391	\$ 10,527	\$ -		\$ 14,104
Supplies	\$ 793	\$ 911	\$ 1,382	\$ -		\$ 3,087
Equipment (Purchase)	\$ -	\$ -	\$ -	\$ -		\$ -
Equipment (Rental)	\$ 75	\$ 98	\$ 428	\$ -		\$ 600
Overhead (Rent, Utilities, etc.)	\$ 2,285	\$ 3,369	\$ 7,790	\$ -		\$ 13,444
Other	\$ 2,276	\$ 3,759	\$ 13,643	\$ -		\$ 19,678
TOTAL Internal - Program	\$ 48,184	\$ 60,551	\$ 267,500	\$ -	\$ -	\$ 376,234
Contractual						
Core Services						\$ -
Orientations						\$ -
Workshops						\$ -
Individual Intensive Services						\$ -
Direct Training Services	\$ 9,635	\$ 16,274	\$ 42,800	\$ -		\$ 68,708
Supportive Services	\$ 933	\$ 1,627	\$ 10,700	\$ -		\$ 13,260
TOTAL Contracted	\$ 10,567	\$ 17,901	\$ 53,500	\$ -	\$ -	\$ 81,969
TOTAL PROGRAM	\$ 58,751	\$ 78,452	\$ 321,000	\$ -	\$ -	\$ 458,203
TOTAL AGENCY	\$ 58,751	\$ 78,452	\$ 321,000	\$ -	\$ -	\$ 458,203

Service Provider: KV Works

Budget FY: 2011-12	WIA Admin (Adult/Dislocated Worker/Youth)				Other From DWD	TOTAL
Administration						
Wages & Benefits						\$ -
Travel						\$ -
Supplies						\$ -
Equipment (Purchase)						\$ -
Equipment (Rental)						\$ -
Overhead (Rent, Utilities, etc.)						\$ -
Contractual						\$ -
	Adult	Dislocated Worker	Youth In-School Out-of School		Other From DWD	TOTAL
TOTAL Allocated ADMINISTRATION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Program						
Internal Costs						
Wages & Benefits	\$ 38,094	\$ 48,135				\$ 86,229
Travel	\$ 1,209	\$ 1,135				\$ 2,345
Supplies	\$ 654	\$ 846				\$ 1,500
Equipment (Purchase)	\$ -	\$ -				\$ -
Equipment (Rental)	\$ 550	\$ 684				\$ 1,234
Overhead (Rent, Utilities, etc.)	\$ 14,211	\$ 17,958				\$ 32,168
Other	\$ 7,833	\$ 7,906				\$ 15,739
TOTAL Internal - Program	\$ 62,550	\$ 76,664	\$ -	\$ -	\$ -	\$ 139,214
Contractual						
Core Services						\$ -
Orientations						\$ -
Workshops						\$ -
Individual Intensive Services						\$ -
Direct Training Services	\$ 1,213	\$ 1,790				\$ 3,003
Supportive Services						\$ -
TOTAL Contracted	\$ 1,213	\$ 1,790	\$ -	\$ -	\$ -	\$ 3,003
TOTAL PROGRAM	\$ 63,763	\$ 78,454	\$ -	\$ -	\$ -	\$ 142,217
TOTAL AGENCY	\$ 63,763	\$ 78,454	\$ -	\$ -	\$ -	\$ 142,217