

INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

State Workforce Innovation
Council Meeting
7.21.16

Local Plan Presentations

REGION 4 – 12:05PM

REGION 8 – 12:30PM

REGION 1 – 12:55PM

REGION 11 – 1:20PM

REGION 7 – 1:45PM

REGION 10 – 2:10PM



Region 4 Workforce Board

LOCAL PLAN PRESENTATION (PY 16 – 19)

JULY 21, 2016



Thank-you SWIC, ICC, and DWD

- Communicating a vision, structure and system
- Supporting local innovative activities and implementation efforts
- Recognizing local distinctiveness



Problem Definition

There are too few qualified workers with the behaviors and skills required for occupational growth opportunities in Region 4's key industries.



Solutions

- Building and facilitating strong sector partnerships (Plan Section 3.9)
- Linking education and training investments to occupational opportunities and skill demands (Plan Section 4.9)
- Providing education and training options for workers with diverse education and skill levels and backgrounds leading to skill certification and other postsecondary credentials (Plan Section 2.6)

Sector Partnerships

- Manufacturing Super Cluster (NAICS 31-33): food, primary and fabricated metal, machinery, and transportation equipment manufacturing
- Partnership with 21 employers began in 2011 and included REDOs, LEOs, Foundations, Education, and WorkOne
- Advancing Manufacturing Initiative (AMI) formed in 2012
 - Certified Production Technician (CPT) training
 - Manufacturing Day/Week sponsorship
 - Youth Summits
 - Job/Internship Fairs
 - Educator Outreach Events

Sector Partnerships cont.

- Sector Partnership Outcomes to Date
 - Inform WorkOne System and Education Partners of industry's critical skill needs as they arise
 - Drive the design of training programs
 - ❖ Advanced Manufacturing Standardized Work Certification (Purdue Polytechnic)
 - ❖ NIMS Industrial Maintenance (Ivy Tech)
 - ❖ Identification of key training components
 - Work Hardening
 - Work Simulation
 - Provide Work and Learn opportunities
 - Attract additional investments
 - ❖ Ready to Work Partnership Grant
 - ❖ Skill Up Indiana Grant
 - ❖ Private Foundations and Local Government

Sector Partnerships cont.

- Future Initiatives
 - Public Awareness Campaign
 - Promote more community investment in building and funding career pathways
 - Segment the large Manufacturing Sector Partnership into smaller Subsector Partnerships

Linking In-demand Occupations to Training

- Region 4's Occupations-in-Demand list is updated annually
 - Based on national and state LMI and Occupation Information
 - Validated with local employer surveys and sector partnership input
- The Board publishes a biennial edition of its "Top 60 Critical Occupations in West Central Indiana" career guide (www.workonewestcentral.org)
 - Detailed information on each occupation in demand
 - Education/training and WorkKeys assessment requirements
 - Local educational institutions where the required education/training is available

Linking In-demand Occupations to Training cont.

- Individual Training Accounts (ITAs) are required for all WIOA participants prior to entering occupational classroom training. ITAs are issued under the following conditions:
 - Participant and WorkOne Career Counselor determine the participant's "ability to benefit"
 - Participant chooses a program of training from the Eligible Training Provider List for an occupation on the Occupations-in-Demand List in Region 4 or in another area to which the participant is willing to relocate
 - Participant is unable to obtain other grant assistance or requires assistance beyond that provided by other grants
 - Participant is determined eligible for training assistance in accordance with Region 4's priority enrollment system
 - Participant submits to drug screening as required



Linking In-demand Occupations to Training cont.

- The Board prioritizes its outreach efforts and training budget to attract and serve those seeking occupational certifications that align with projected career opportunities and employer demand
 - Example: Employer demand for Industrial Maintenance Technicians resulted in budgeting for Incumbent Worker training and working with training partners to offer enhanced IMT training and NIMS certification

Strategies to Train the Workforce

- Identify key industry sector(s) and critical occupations
 - Where are the investments?
 - What is the Region 4 “Locational Advantage”?
- Sector partnership agrees upon skills to be assessed and trained for
 - Gap analysis
 - Job Profiling
- Partnership informs training providers on design of curriculum and service delivery
 - Frequency, duration, methods, location, and components of training
 - Targeted groups to receive training

Strategies to Train the Workforce cont.

- Secure funding to support training
 - Prioritize the budgeting of available funds
 - Align workforce development funds among all funding streams (ABE, WorkIN, WIOA, HIRE, Rapid Response, TAA, Vets, REA, Jobs for Hoosiers, Skill Up, Ready to Work)
- Develop an outreach/recruitment plan to attract potential trainees and job seekers
 - Advancing Manufacturing Initiative (AMI) website
 - Print media
 - Social media
 - Summits, presentations, special events

Strategies to Train the Workforce cont.

- Design a process for converting “job seekers” to “job candidates”
 - Assessment
 - Soft skills training
 - Technical skills training
- Connect vetted job candidates with employers—assist in the onboarding of new employees
 - Direct referral
 - “Reverse Job Fairs”
 - Internship Fairs
 - Work and Learn

Strategies to Train the Workforce cont.

- Recover training participants who drop out or potential participants who have stopped out
 - Redirect those who change their minds about pursuing a particular pathway to other training options
 - Pursue training shortcuts using tools like TORQ and Prior Learning Assessments (PLAs)

Local Plan Presentations

REGION 4 – 12:05PM

REGION 8 – 12:30PM

REGION 1 – 12:55PM

REGION 11 – 1:20PM

REGION 7 – 1:45PM

REGION 10 – 2:10PM

ECONOMIC GROWTH REGION 8 WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL PLAN

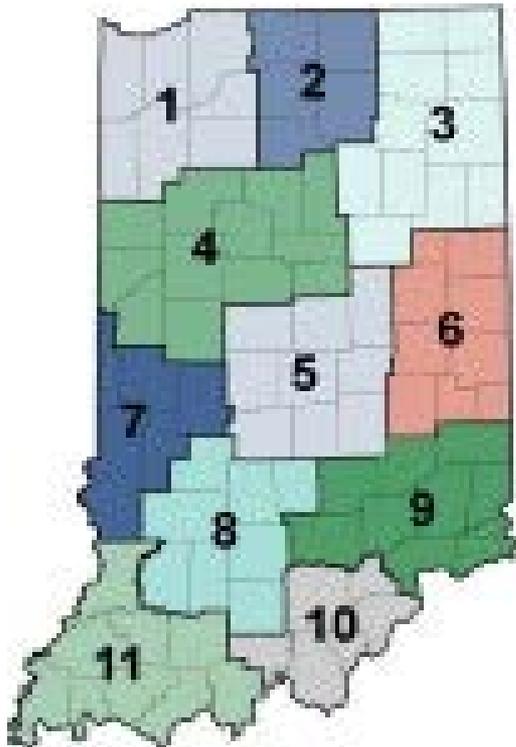


Presented by:

John F. Corcoran

Workforce Board Director

WHERE IS REGION 8?



- Eight Counties in South Central Indiana
- Owen, Monroe, Brown, Greene, Lawrence, Daviess, Martin, Orange
- 3,245 Square Miles or about 9% of IN
- A “small” region 5.4% of State WIOA Allocation



STRATEGIES TO TRAIN THE WORKFORCE FOR JOBS AVAILABLE IN 2025:

- Better engage workers who ***may not have been in the labor force*** or former workers that ***lack skills*** needed to become self-sufficient and/or retain employment.
- ***Collaborate*** with employers, educational institutions, economic development initiatives, sector partnerships, and others toward common goals.

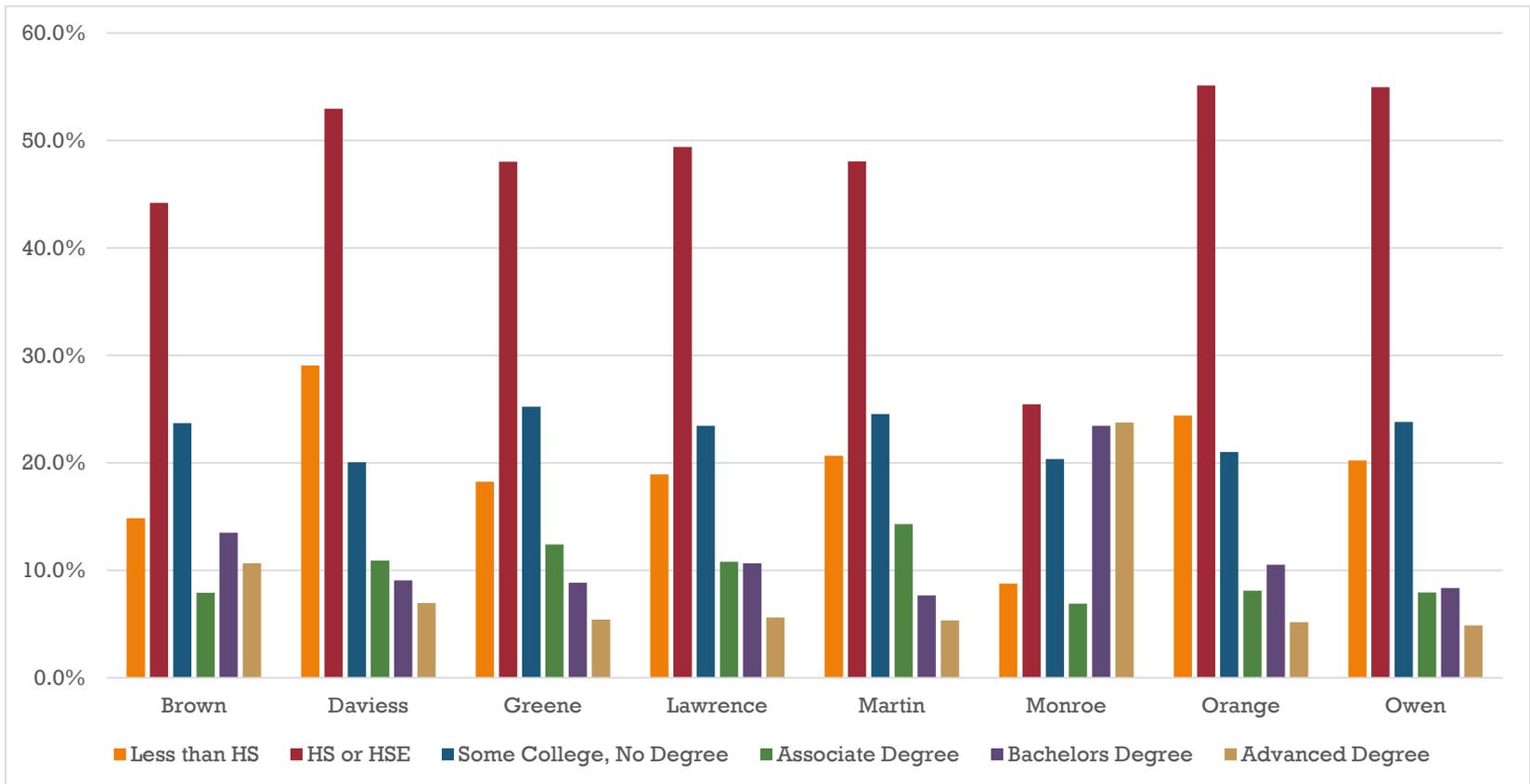


STRATEGY 1: DEVELOP POTENTIAL WORKERS

- Individuals receiving UI Benefits
- Encourage unemployed to utilize TAA, RESEA, Rapid Response services to become re-employed
- Engage community corrections and probation to serve offenders
- Recipients of public assistance
- Veterans
- In-School Youth
- JAG Programs
- Out-of-School Youth
- Individuals without a High School Education
- Underemployed
- Individuals with disabilities



A SIGNIFICANT CHALLENGE: 2013 EDUCATIONAL LEVELS BY COUNTY



STRATEGY 2: COLLABORATE WITH OTHER ORGANIZATIONS

- Employers
- Chambers of Commerce
- Economic Development Organizations
- Sector Partnerships
- Educational Institutions
- Private Training Providers
- Adult Education Providers and Literacy Groups
- Other Programs and Agencies: Voc. Rehab.; Div. of Family & Children; SCSEP; CAP; Housing Authorities



SECTOR PARTNERSHIPS:

- Regional Opportunity Initiatives, Inc.
- South Central Indiana Area Health Education Center
- Bloomington Tech Partnership (BTP)
- Radius Indiana
- West Gate@Crane
- Bloomington Life Science Partnership (BLSP)



BLOOMINGTON LIFE SCIENCES PARTNERSHIP



- The Bloomington Life Sciences Partnership (BLSP) is a collaborative effort dedicated to continued life sciences business growth in greater Bloomington, Indiana - a nationally recognized leading metro area in medical devices, contract pharma, biotechnology, basic research and life sciences workforce development.



BLSP HIGHLIGHTS:

- Established in 2004, BLSP is one of the Longest Existing Sector Partnership in Region 8
- Participating Employers include most of the Life Sciences Companies in Monroe and Owen Counties
- Life Sciences is the largest Advanced Manufacturing and Processing sector in Region 8
- Hosting a Life Sciences Summit in October 2016
- Collaborated with the Region 8 Workforce Board, DWD, Monroe County, Ivy Tech, BEDC and others to establish the Indiana Center for Life Sciences

Indiana Center for Life
Sciences



WHAT IS THE WORKONE ROLE?

- Sharing of Labor Market Information and Job Information
- **WorkOne** staff participate in various events, meetings and seminars
- **WorkOne** staff collaborate in training programs with the BLSP, BEDC, Ivy Tech and the Indiana Center for Life Sciences



REGIONAL DEMAND OCCUPATION LIST

- Training is provided only for in-demand occupations
- The demand occupation list is updated annually and approved by the Workforce Development Board
- An analysis of multiple data bases is performed to identify regional occupations with sufficient number of current or projected openings in the Region
- To ensure that training services are as accessible to as many customers as possible, including youth and individuals with disabilities, efforts are made to ensure that occupations on the list require varying levels of training ranging from short term training of a few weeks, to On-The-Job training, to more traditional long term training and degree programs.



PROCESS FOR ISSUING INDIVIDUAL TRAINING ACCOUNTS

- Career Advisors review the educational profile and work history
- Is training needed or does the customer already possess the credentials and marketable job skills needed to find employment in an in-demand occupation?
- If training is needed to compete for high demand jobs, the customer works with a Career Advisor. Career assessment services are provided to help identify a career plan that is a good fit for their interests, abilities and aptitudes.
- Financial literacy workshops will be provided to help customers select a career path that will lead to self-sufficiency.
- With the career plan, the Career Advisor reviews the DWD INTraining list with the customer to ensure they are aware of the available training options for their chosen career.



AND MORE PROCESS:

- In consultation with the Career Advisor, customers select an appropriate training provider taking into consideration location, class schedule and start date of the next training, additional costs such as transportation or child care necessary for participation, total cost of training and other factors that may affect their choice of training.



WHAT ABOUT THE COST OF TRAINING?

- The South Central Workforce Development Board is committed to providing as much direct financial assistance as possible to assist customers with the costs of tuition, books, transportation, child care and other items necessary for them to complete education and training activities that will help them obtain marketable job skills.
- As of 5/31/16 Region 8 spent \$715,376 or 27% of total expenditures.



Local Plan Presentations

REGION 4 – 12:05PM

REGION 8 – 12:30PM

REGION 1 – 12:55PM

REGION 11 – 1:20PM

REGION 7 – 1:45PM

REGION 10 – 2:10PM

Northwest Indiana Workforce Board

Local Workforce System Plan

2016 - 2020

State Workforce Innovation Council

Robyn Minton, VP Workforce Initiatives

July 21, 2016



Vision & Mission

- A NWI workforce that is highly skilled, motivated and diverse, earning sustainable or higher wages, and actively engaged in skill advancement and lifelong learning.
- To mobilize and integrate the leadership, services, and resources of the community to support workforce development.

Core Objectives

- Increase skills of current workforce to align with economic development strategies and key industry clusters
- Improve employer access to qualified workers and awareness of training resources
- Ensure youth in NWI are positioned for continued education/learning and workforce success
- Encourage and support an entrepreneurial spirit
- Assure compliance and efficient operations of a workforce development system.

Alignment with State Plan – Cont'd

SWIC's Strategic Goal	NWIWB Strategic Goal	WIOA Performance
Client-Centric Approach & Demand Driven Programs & Investments	Increase skills of current workforce to align with economic development strategies and key industry clusters	Credential Attainment, Measureable Skills Gains, and Wages
Demand Driven Programs & Investments	Improve employer access to qualified workers and awareness of training resources	Unsubsidized employment in Q2 & Q4 and Employer Satisfaction
Client-Centric Approach	Insure youth in NWI are positioned for continued education/learning and workforce success	Unsubsidized employment in Q2 & Q4, Credential Attainment, and Measureable Skills Gains
System Alignment	Assure compliance and efficient operations of a workforce development system	All Common Measures

Drivers of NWI Economy

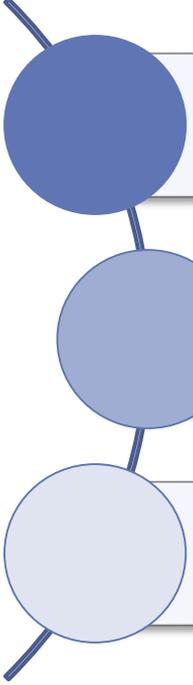
- Manufacturing
- Health Care
- TDL
- Construction
- HEART (Hospitality, Entertainment, Arts, Retail, & Tourism)



Meeting Employer Demand with Alignment: Our Process

- Gather Employer & Economic Development Intelligence
- Analyze LMI & Gaps
- Create Remediation Strategies with Employers and Education Partners (OID Policy)
- Communicate Across all Partners at All Levels
- Recruit and/or Train Workers
- Deliver Skilled Workers to Employers
- Follow-up to Ensure Employer Satisfaction

NWIWB Sector Strategy: A 3 Tiered Approach



1: Manufacturing, Retail, & Healthcare

2: Construction & Trades, TDL, IT & Agribusiness

3: All Other Industries

Existing NWIWB Sector Partnerships

- Manufacturing Consortium
- Retail Consortium
- Listening Forums with other Industries



Examples of Training Strategies to “Meet the 1 Million Jobs in 2025”

- Elevate and Sustain Partnerships Resulting in Production of Skills, Retention of Workers, and Attraction of Workers
- Create Messaging Around Careers Now and in the Future
- Influence & Mold Upskilling Offerings
- Provide Professional Development Across Partners that Includes Experiential Learning
- Engage and Embed Employers into the Education Process
- Build Work-Based Learning Opportunities

Service Goals

WIOA Adult, DLW, and Youth Trends and Est. Projections			
	PY14 Actual	PY15 (Jul - Feb) Actual	PY16 Projected
Foot Traffic in WorkOne Offices	138,545	75,380	52,000
Basic Career Services Customers	38,704	14,040	10,000
Individualized Career Services Customers (Includes Youth)	4,611	2,312	4,000
Up Skilling & Work Based Learning Customers	932	417	700



Local Plan Presentations

REGION 4 – 12:05PM

REGION 8 – 12:30PM

REGION 1 – 12:55PM

REGION 11 – 1:20PM

REGION 7 – 1:45PM

REGION 10 – 2:10PM



Region 11

- Nine counties
- Cities and towns
- Labor force=223,926; employed 95.9%;unemployed 4.1%; 2015 data



Challenges

- One urban area, remaining rural
- Transportation issues to meet job demand
- Access to technology in rural areas
- Loss of community-based organization funding
- Fluctuating employer staffing needs



Vision and goals

Partnerships:

- Collaborate with employers and educators to establish skills needs of jobseekers
- Educating and training jobseekers in those skills needed by the regional employers



Youth

- 1) Completion of a high school diploma or equivalency
- 2) Obtainment of a post-secondary credential within a career pathway
- 3) Employment in a high demand occupation within the career pathway



Strategies

Region 11's overarching strategy for training the workforce is to build the workforce pipeline through three major groups. These groups are:

- 1) K through 16 education
- 2) the 20,000+ adults aged 18-64 without a high school diploma or equivalent and
- 3) the incumbent (underskilled) worker



Strategies for Workforce Training

- Adult Education
- WorkINdiana
- In School and Out of School Youth
- HIRE
- Rapid Response
- TAA
- Veterans
- RESEA



Sector partnerships

- Energy
- Advanced Manufacturing
- Healthcare



Training for In Demand Jobs

- Combined state, state regional, regional list
- Comprehensive assessment and career plan including occupational assessments, academic testing, and labor market data
- Co-enrollment in all funding sources when appropriate and eligible

Local Plan Presentations

REGION 4 – 12:05PM

REGION 8 – 12:30PM

REGION 1 – 12:55PM

REGION 11 – 1:20PM

REGION 7 – 1:45PM

REGION 10 – 2:10PM



State Workforce Innovation Council

Region 7 Local Plan Presentation

July 21, 2016



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



BILLBOARDS throughout the region.



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



PROMOTIONAL
POSTERS for:

- Secondary Schools
- WorkOne Offices
- Economic Development Offices
- Chambers of Commerce
- Businesses

WVAMC Wabash Valley Advanced Manufacturing Cluster

World-Class Products

World-Class Careers

What do the following things have in common?

- Mead Spiral Notebooks
- PlayStation Games
- F16 Exhaust Components
- Clabber Girl Baking Powder
- Labels on Dasani Bottled Water
- Transmission Filters
- Zipper Plastic Storage Bags
- Antibiotics
- Parking Brake for the Toyota Camry & Lexus
- Support of Worldwide CD and DVD Club Membership
- World's Fastest Lawnmower
- Official Strategy Guides for PlayStation 2



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



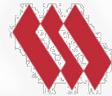
WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnership – The Wabash Valley Advanced Manufacturing Cluster



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster

Terre Haute Team :



City of Terre Haute

Clabber Girl Corporation

Hulman and Company

Ivy Tech Community College

Kellogg

Marion Manufacturing

Sony DADC

Terre Haute Chamber of Commerce

Terre Haute Economic Development Corp.

Tribune Star

Vigo County School Corporation

Wabash Valley Community Foundation

Western Indiana Workforce Development Bd.

YMCA



Sector Partnerships – The Wabash Valley Advanced Manufacturing Cluster



- The goal is to address the mid-skill gap, with focus on the manufacturing sector.
- The target audience:
 - Dropouts of post-secondary institutions
 - Underemployed
 - Veterans
- The program will be “boot camp” style.
 - “Coaches” from post-secondary schools



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN



- **Recruitment and Marketing**

- Post-secondary institution referrals
- Vigo County School Corporation teacher training and meetings
- WIOA Partners
- Vigo County Public Library – staff training, referrals, meeting space
- Terre Haute Boys and Girls Club - staff training, referrals, meeting space
- YMCA - staff training, referrals, meeting space



Sector Partnerships – Indiana Mineral Aggregates Association



- ❑ Serving the Indiana aggregates industry since 1934.
- ❑ IMAA represents over 90% of aggregate production in Indiana.
- ❑ In the last few years, Indiana aggregate companies have produced nearly 75 million tons of crushed stone, sand & gravel, slag and similar products. They employ approximately 2,300 workers and pay almost \$100 million in wages and over \$4 million in state income taxes.
- ❑ The purpose of the Indiana Mineral Aggregates Association is to solve common problems of the Indiana aggregate producing industry.



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN



The looming problem:

The mining industry is expected to lose 53% of skilled workers by 2029.





The Association recognizes
Indiana's WorkOne system as *the*
system to address both their short
and long-term workforce needs.

Sector Partnerships – Indiana Mineral Aggregates Association



- Invited DWD officials to speak at their annual conference & trade show.
- Hosted a meeting with Workforce Development Board representatives to discuss workforce issues.



Sector Partnerships – Indiana Mineral Aggregates Association



- Provided free trade show booth space to WorkOne.
- Invited WorkOne West JAG and WIOA staff to attend their annual “Teacher Training” at no cost.



Linking Training to In-Demand Industry Sectors & Occupations

The Western Indiana Workforce Development Board uses the following process to ensure training provided is linked to in-demand industry sectors and occupations:

- ✓ Annually reviews key industries (both existing and emerging) by researching and using various Labor Market Information resources.
- ✓ Keeps abreast of the global business climate and political environment related to business.
- ✓ Works in close partnership with partners in economic development.
- ✓ Meets often with partners in education to ensure coordination and creation of in-demand training.

Linking Training to In-Demand Industry Sectors & Occupations

- ✓ Holds periodic strategic meetings with the business community and/or specific sectors to ascertain the skills and credentials employers need.
- ✓ Conducts periodic gap analysis through surveys and discussions with the businesses to identify the skills and credentials employers in key industry sectors need in the short and long-term.
- ✓ Analyzes the outcomes of the actions that are taken in response to the needs of employers to ensure the such actions are achieving optimum results.

Strategies To Train The Workforce

Focus on the needs of employers.

Prioritize needs through sector strategies.

Meet the needs of our customers.

Recognize the unique strengths and challenges of all customers, in all programs.

Take strong, deliberate action.

Business has little tolerance for talk with no action or results.

Strategies To Train The Workforce

Customized CNC Training



Partnership between the WIWDB, Ivy Tech Community College and the Machining Group of the Wabash Valley.

Employer played a large part in creating the curriculum.

Strategies To Train The Workforce

Beyond curriculum, the employers agreed to:

- ✓ Visit the classroom on a regular basis.
- ✓ Provide at least one tour of a machining facility per class.
- ✓ Speak at the graduation ceremony upon class completion.
- ✓ Review the program on a regular basis with the partners.

The WIWDB and Ivy Tech agreed to market the program and support participants.

Strategies To Train The Workforce

“Before the economic downturn, I was employed in the construction industry. I wasn’t sure where to turn for help. Thanks to WorkOne, I was able to attend free training. Now I have been offered full-time employment with benefits by a premier manufacturing company in the Wabash Valley.”

Tabitha Rogers



THE RESULT

Just finished 10th class with 100% placement!

Strategies To Train The Workforce

YASKAWA

Motoman Partnership

- Employer identified need
- Region 7 has the only Yaskawa MERIT Site in Indiana.
- FSS 100 Certification – 2 Certified instructors
- Plan to expand certifications in the future

Strategies to Train The Workforce



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Western Indiana Workforce Development Board, Inc.

Thank You!



WORKFORCE
DEVELOPMENT BOARD
BUSINESS LED, QUALITY DRIVEN

Local Plan Presentations

REGION 4 – 12:05PM

REGION 8 – 12:30PM

REGION 1 – 12:55PM

REGION 11 – 1:20PM

REGION 7 – 1:45PM

REGION 10 – 2:10PM

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Here is Economic Growth Region (EGR) 10...



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

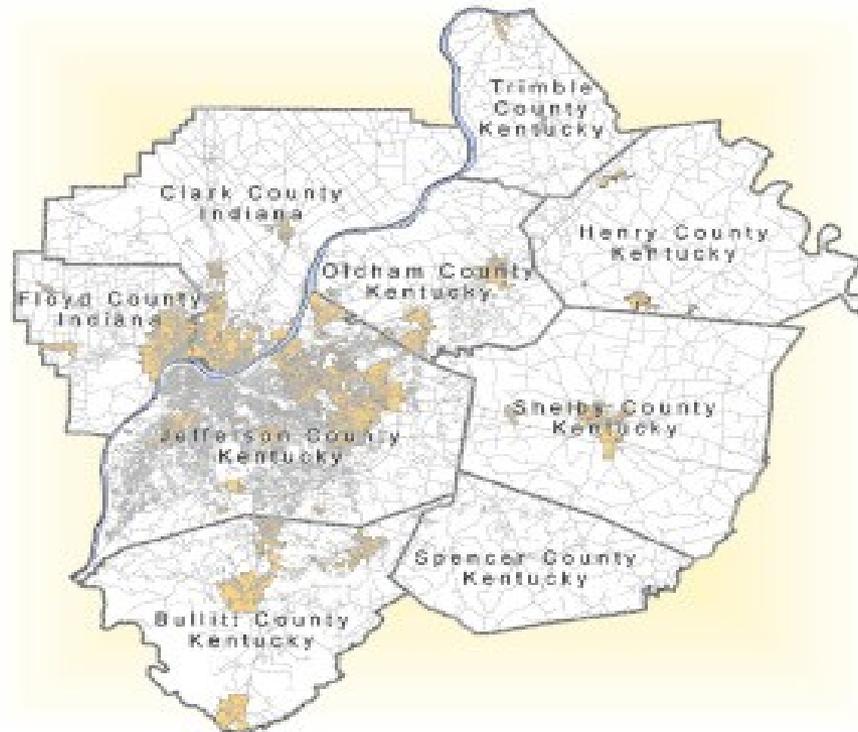
Presentation to State Workforce Innovation Council

July 21, 2016

Here is another configuration integral to/for EGR 10...

Welcome to the **Kentuckiana Regional Planning & Development Agency**

(KIPDA) The Kentuckiana Regional Planning & Development Agency (KIPDA) is an association of local Governments in a nine-county region of southern Indiana and north central Kentucky.



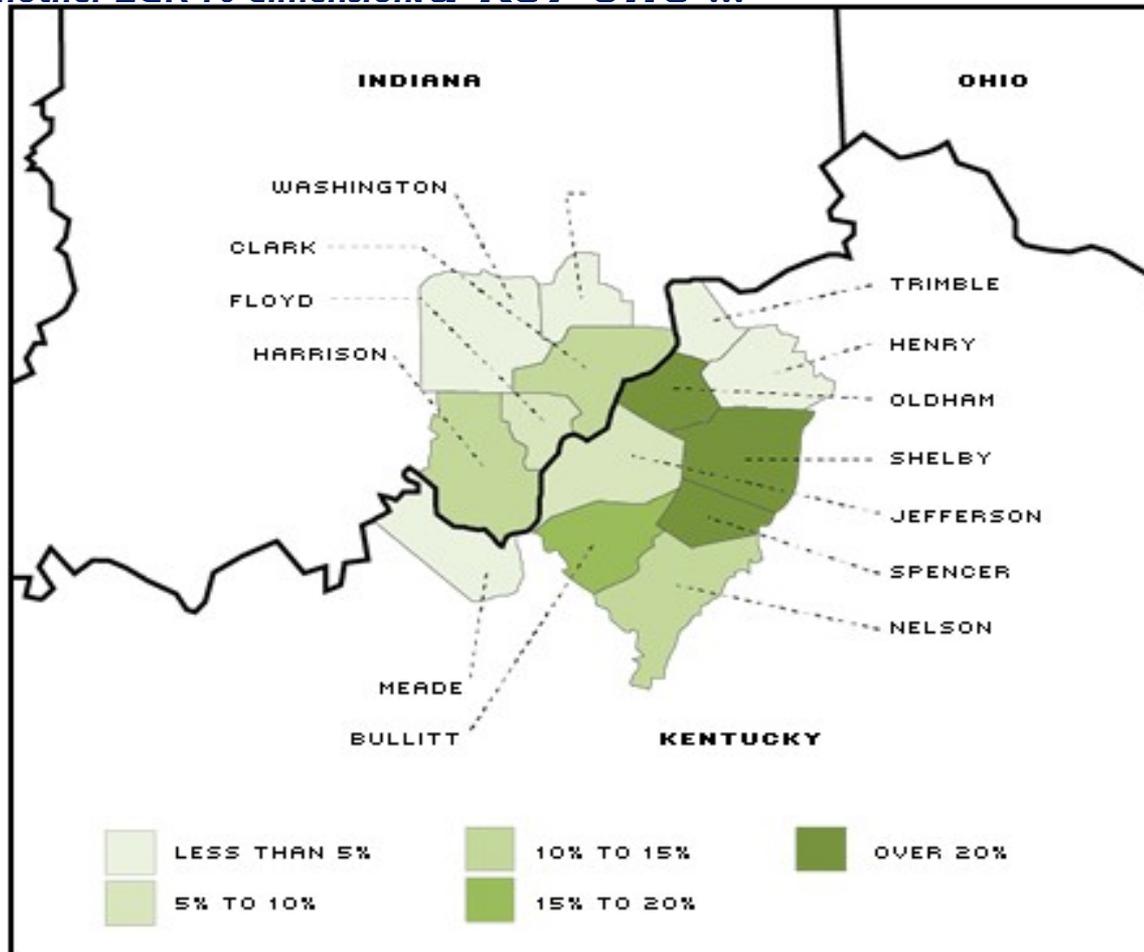
REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Here is another EGR 10 dimension. **a key one ...**



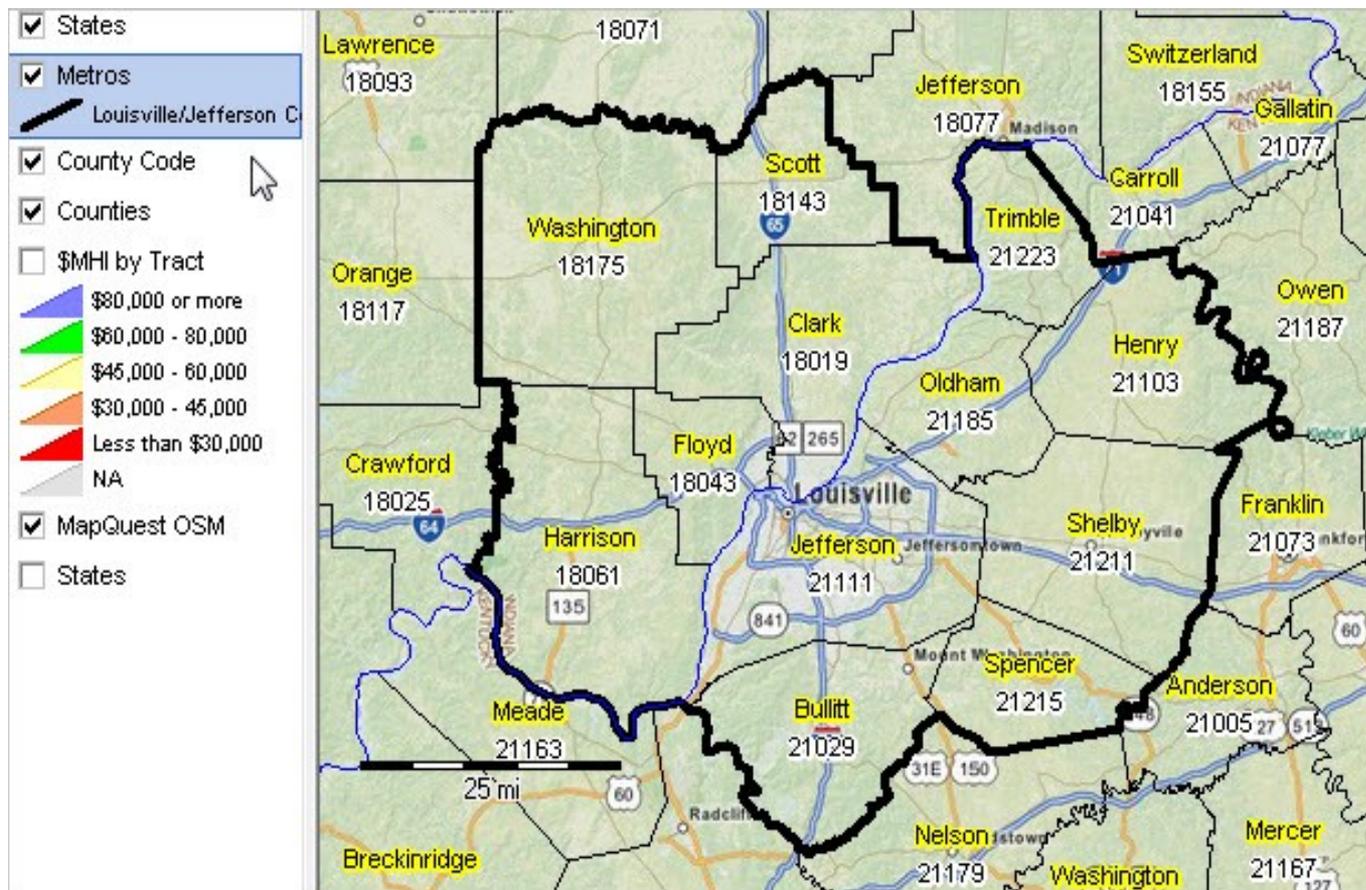
REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Another...the new Louisville MSA Metropolitan and Micro-politan Boundaries



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Another...WIRED 65 Geography: 26 County bi-state labor market; Interstate 65 as its "spine"... (see US DOL-funded TIP Regional Competitiveness Strategy Report, 2010)



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

And yet another...



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Why share this with you?

While we are “Southern Indiana”,

EGR 10 is integral to a larger area:

bi-state, inter-state, across federal regions et al



While we have a distinct and proud **Southern Indiana identity**,
we are part of a larger Quality of Place

We are uniquely a smaller, yet **WELL**-validated economic region

Participating, living and contributing in a big region

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

- **Bottom-line**, these larger geographies represent a shared, common Metropolitan Labor Market: bi-state, interstate, border....

The most salient, data-affirming view:

The Louisville Metropolitan Statistical Area (MSA)

- This geography best represents the scale and types of:
 1. Area Job and Career Opportunities for job-seekers
 2. Needs and Growth Potential of Business/Industry
 3. Regional assets such as Education, Transportation, Arts, Entertainment, Parks, Tourism...
 4. The associating of economics and Quality of Place

EGR 10, that is, the Workforce Board, Works Council, post-2ndary institutions, Chambers of Commerce and Economic Development, (and our fellow WDB: Kyiana Works), operates with several Labor Market lens. For example:

- Approx. 147,000 in the “Resident Workforce”, with 111,000+ employed in EGR 10 (Note: 25% employed outside Region 10)
- Approx. 625,000 in the MSA Workforce

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

This EGR 10 ↔ MSA workforce/talent development **lens** fuels:

- How the “Regional Economy” is viewed, analyzed and worked with
- Identifying the business/industry sectors that are the **PRIMARY Economic Drivers**

Whether studying DWD data, Hoosiers by the Numbers data, Economic Forecasts from IN University Southeast, the Kentuckiana Occupational Outlook, the Fast Forward Report, the BEAM Report, or the MSA Talent Demand vs. Supply Analysis, **six (6) Sectors are confirmed as area**

Economic Drivers:

1. Manufacturing

2. Healthcare (HC)

3. Transportation, Distribution, Logistics (TDL)

4. Information Technology (IT)

5. Construction

6. Professional & Business Services

All of these sectors provide numerous occupational and career opportunities with family-sustaining Wages and Career mobility

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

The status and direction of these Sectors in EGR 10 are amplified distinctively by factors like:

1. **Educational attainment lag** (Most recent data: R10 at 27% Associate Degree or higher; and another 22% with “some college” ...vs. projected LM need of 62% IN jobs requiring post-2ndary completion by 2020)
2. **Reference pt. of notable misaligning between MSA talent demands vs. supply based on post-2ndary completion production**
3. Our area’s share of the **Silver Tsunami**, i.e. Boomer retirements
4. A universal factor: The digital/technology revolution, radically **changing how work is done, and how education/training happens (K-16)**
5. **EGR10 is “on the brink” of a positive economic explosion; identified as near/at the top in IN for economic/jobs growth. Accurate LEDO ‘speak’: Southern Indiana (R10) has 20% of the MSA workforce, but has 80%+ of the economic opportunity. Note: For example, Clark County alone, in the past year, has accrued 80% of new job growth in the bi-state MSA. Clark County development alone will have positive ripple impacts long-term across EGR 10 and the MSA.**

Thus, the obvious, growing issue: Constraints in the quantity and quality of the workforce...in a time of significant economic/job growth trending

~~Key Examples of catalysts for this economic growth trajectory?~~

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

River Ridge Commerce Center: World-class business and manufacturing park with **6,000 prime acres** under development in The Midwest's **top-ranked business environment**. ...large parcels of land **along the Ohio River**...Easy access to **3 interstates and hub: I-265, I-65, I-64, and I-71**...Adjacent to new **East End Crossing Bridge**, the **Port of Indiana-Jeffersonville & Clark County Regional Airport**...minutes away from **UPS Worldport** at Louisville International Airport. **CSX railroad** also has connection via the Mid-American rail services along with the **U.S. Foreign Trade Zone** and Indiana Urban Enterprise Zone...RR notes **22 "top" companies**, with a **total workforce of approx. 6,000**...also has **90% of land still available for business development**. Recent gain of **Megasite designation**.



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

The Port of Indiana-Jeffersonville



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

The Port of Indiana-Jeffersonville: the fastest growing port on the Inland Waterway System. This intermodal transportation gateway is located on the northern bank of the Ohio River in Jeffersonville, Ind., directly across the river from Louisville, Ky. This location is within a one-day drive of more than two thirds of the U.S. market and is adjacent to the "automotive and appliance alley."

Port Facilities:

1.9 million bushel onsite grain storage

3,200 feet of riverfront access

On-dock rail service

Intermodal service for steel, grain, bulk, project cargo

Port Advantages:

Year-round ocean access to world markets via Ohio-Mississippi rivers

1,057-acre port with 320 acres available for industrial development

25 port companies

CSX, Louisville-Indiana rail service

11 miles of interior rail with switching via MG Rail

350-car rail sorting yard

Heavy-haul roads; no weight limit

Foreign-Trade Zone #170i

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Further perspective on these **6 Sectors**, per the **MSA Talent Demand vs. Supply Analysis** (Nov. 2015):

- Louisville **MSA Talent Demand** was quantified into **occupational listings**, per sector, based on **Job Openings data (Growth; Retirement; Job Postings)**

2 Demand Highlights :

1. Across the **6 key sectors**, based on 2014 **“Total Jobs in the Economy”** data, **61% have post-2ndary education requirements....in 2014...NOW**, not by 2020 or 2025.
2. Across the **6 key sectors**, based on 2014 **“Job Opportunities” (postings)**, **75% have post-2ndary education requirements....in 2014...NOW**, not by 2020 or 2025.

Talent Supply for approx. the same time period (most recent data available): Viewed 2 ways,

The green, yellow, red model was then applied to compare Talent supply to Talent demand.

MSA Demand vs. MSA based post-2ndary completion production (near 14,000

Degrees/credentials): **All Sectors RED**, indicative of a lack of talent supply

MSA Demand vs. 100 mile radius post-2ndary completion production (about

53,000 degrees/credentials): **4+ Sectors RED; GREEN** in 1) Healthcare and 2)

aspects of Professional and Business Services

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

For the WDB, WorkOne and the Area community, the EGR 10 MSA Labor Market perspective leads to specific Sector Partnerships, each:

- Aligned to a sector ID-ed as a key economic driver and
- In a different phase of development

1. Manufacturing

2. Information Technology

3. Healthcare

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

MANUFACTURING SECTOR PARTNERSHIP HIGHLIGHTS to date:

1. Near 3 years as an evolving operation, with different activity tracks
2. Have an ~~ongoing affiliation~~ with ~~Kentuckiana Works~~, the Louisville Workforce Board, around the partnership:
 - a. Both Boards/One-Stops have followed **Region 4's sector strategy model**, with usage of Purdue's 'Strategic Doing' process to build demand-driven employer engagement, growing the national Manufacturing Skills Standard Council's (MSSC) training capacity to grow Certified Production Technician (CPT) graduates to higher-paying mfg. positions with area employers
 - b. Partnering in a **National Fund for Workforce Solutions** (<http://nfwsolutions.org/>) initiative around MFG. sector strategies/training and up-skilling and **"System Change"** (**received National Award**)
 - c. MSSC training regularly with I-Stop customers at the WorkOne full service center in New Albany and at the Kentucky Mfg. Career Center in south Louisville. **Track outcomes jointly.**
3. **Region 10 MSSC training at WorkOne is in an ongoing partnership with Ivy Tech/Sellersburg over the past 2.5 years, and in affiliation with One Southern Indiana**, the region's largest Chamber of Commerce and Economic Development organization.
4. Ongoing affiliation with the **Metropolitan Manufacturing Alliance (MMA)**, with its **80+ employer member base**, around 1) National Mfg. Day events, growing career awareness and training program capacity in area High Schools, the MMA Summit, contributing to the MMA e-letter monthly, etc.

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

MANUFACTURING SECTOR PARTNERSHIP HIGHLIGHTS to date:

5. MSSC training via WorkOne-IvyTech's partnership has produced nearly 100 participants, with an 87% graduation rate and 85% of graduates into MFG. employment at an average entry wage of over \$30,000 a year. ROI is conservatively calculated at 9:1. The partnership's IvyTech instructor was named 2015 National MSSC Instructor of the Year.
6. WorkOne Business Services having conducted two (2) extensive employer (representative sample) surveys on Technical Skills Issues and Needs in 2015 and 2016. Findings cite
7. WorkOne-IvyTech **critical needs in CNC machining, welding and industrial maintenance** facilitating the designing of a **new area CNC Machining training**, with much employer input; slated to start in Summer 2016.
8. Affiliations with the **BEAM initiative**, given its geography going from Region 10 through Louisville down the I-64 corridor to Lexington, KY: 1) Extensive Labor Market research and research specific to the MFG. sector; 2) Employer-driven "Blueprint for Mfg. Talent (referencing MSSC train and apprenticeship model (KY FAME/Toyota))" strategies, and, more recently, "The Community Playbook for Greater Louisville Manufacturing Workforce Development (April 2016)

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

MANUFACTURING SECTOR PARTNERSHIP HIGHLIGHTS-FUTURE:

9. Continue **MSSC Certified Production Technician** trainings with **IvyTech**; project 4-5 classes per PY; average 8 participants per class; expect 85% graduation rate and 85% Mfg. entered employment rate.
10. **Operationalize and establish regular CNC machining Training locally**, leading to 3 NIMS credentials; then providing employment services as needed to graduates. Project to have at least 3 classes annually with 8-12 participants per class. CNC operators' area starting wage-\$18.57/hr
11. Working with one company currently toward a welding **registered apprenticeship** program. Project to assist in establishing programs with 5-10 companies in the next 3+ PYs.
12. Sector Partnership-National Emergency Grant (**SP-NEG**) **Work-Based Learning (WBL) grant**, awarded recently to R10 through mid-2017, focused on the **Manufacturing Sector, in conjunction with MSSC training.**
13. Affiliated with **new multi-state federal grant**, awarded to Jobs for the Future and IN- based Labor Institute for Training (LIFT): To promote and establish, with area employers, the Next Generation **Industrial Mfg Technician apprenticeship program**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

MANUFACTURING SECTOR PARTNERSHIP HIGHLIGHTS-FUTURE:

14. Affiliated with new federal grant awarded to LIFT: **Growing Opportunities for the Advancement of Latino Learners (GOAL)**, designed to expand functional, measurable **MANUFACTURING** career pathway access for new and incumbent entry-level workers facing English language barriers
15. Active contributor on **Region 10 Works Council** around growing **MFG** career awareness and interest, and growing related **MFG**. training program capacity within the region's Career and Technical Education system; WVKs Council currently crafting MFG.-focused SKILL UP regional proposal.
16. Partner/leader participant on **Greater Clark County Schools (GCCS) and South Harrison Schools "College and Career Readiness"** operations/platform, which includes focus on the MFG. sector. In 2016, GCCS is projected to become a **FORD Next Gen Learning Community** (1 of 30 in the USA), with the MFG. sector as an initial and abiding NGL "career academy" curriculum focus.
17. Participating in regional **Indiana Pathways Innovation Network (IN-PIN)** development workshops, with specific application projected/underway for Mfg. occupations and career.
18. Will **continue active affiliations with the Metropolitan Manufacturing Alliance and Kentuckiana Works MFG. training activities.**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

HEALTHCARE SECTOR PARTNERSHIP: Status/Direction

1. The **Board/WorkOne** is a **partner and contributor** to the **Greater Louisville Healthcare Career Collaborative (GLHCCC)**. The Collaborative is employer-driven; composed of larger Healthcare employers (Norton's; Baptist East, Trilogy, Clark and Floyd County Hospitals), as well as post-secondary institutions, workforce boards, etc.)
2. After 2+ years of relationship-building, research, development efforts, and site selection/prep, a **Healthcare (HC) One-Stop Career Center** opened in downtown Louisville.
3. Notably, the HC One-Stop has **clinical** management guiding the **Career coaching and case mgt. services of its staff.**
4. **WorkOne** projects to have **regular interfacing with the Louisville One-Stop**, have joint **staff development** with a *synergy of both clinical and workforce-professional content.*
5. WorkOne projects to shape out a **more distinct HC Career Service line at the main WorkOne** in New Albany, in conjunction with the Louisville One-stop operation, under the GLHCCC umbrella.
6. The R10 Workforce Board and Kentuckiana Works are, and will be, **applying for grant funding specific to building HC Career Service and Education/Training capacity, based on the MSA HC in-demand occupational needs and projections, in conjunction with the employer-based Collaborative.**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

INFORMATION TECHNOLOGY SECTOR PARTNERSHIP:

Status/Direction

1. **Partner with KentuckianaWorks** in a **5 yr** Workforce Innovation Fund grant
2. **Grow the metro talent pipeline for software developers** (web/ap development; coding...)
3. Only 8 months into Training Performance period
4. Utilizes Massively Open Online Courses (**MOOC**), via **Treehouse**, (<https://teamtreehouse.com/>) + **cohort approach** with weekly evening meet-ups for peer/mentoring/coaching support.
5. **Cohort is typically 12** persons, but can flex to larger #
6. **Completion of 2 modules in 24 weeks**; build one's coding projects **portfolio**; gain **employment** (at times w Work-Based learning component) , as a **junior coder**, with conservative **starting annual salary :\$45,000**
7. **Significant small and large employer engagement**, input and guidance (30+)
8. Treehouse adapts curricula quickly based on industry need and employer input
8. **WorkOne facilitated a new weekly cohort site in Jeffersonville, IN**, slated to begin in Sept. 2016
10. **WorkOne estimates hosting a cohort in New Albany**
11. **100s in training in metro area** (approx. 50 in southern IN); to date: **57 have gained coding employment**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

How the **BOARD** ensures training is linked to in-demand occupations in the regional economy

1. **EGR 10's In-Demand Occupational Listing/Policy: updated annually, using/relying on Multiple Labor Market Information/Intelligence Resources:** DWD data, Kentuckiana Occupational Outlook, MSA LMI Qrtly Reports; more recently MSA Talent Demand-Supply Analysis, and Sector Employer Input
2. **Board Criteria: Training and degree and/or credentialing to an IN-DEMAND, SKILLED Occupation, connected to a CAREER PATH/MATRIX and having career mobility, and near to/at a FAMILY SUSTAINING WAGE**
3. **A variety of quality, state approved training providers, available in the MSA, provide training options (to an in-demand, skilled occupation) to WorkOne customers**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

How the BOARD ensures training is linked to in-demand occupations in the regional economy

4. WorkOne Service Practices:

- a. **Customer-Centered coaching is well established in R10:** The customer-centered model, inclusive of, for example, academic assessment, skills assessing, work values/temperament self-assessing, past work experience and personal research by the customer; along with career coaching and guidance is **designed to facilitate the customer's empowered, informed choice** regarding field of work and occupational choice.
He/She owns the process and is relatively surer of making an informed, motivated and realistic choice regarding occupation and a career path. The customer's owning also includes the choice of area school, its cost, the training term and schedule, etc.
- b. **Plan is vetted and QA-ed by the Academic/Career Counselor and service provider mgt** (to insure criteria are met and individual makes informed choice), and monitored regularly by the the Data Management Coordinator

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Given the 2025 Goal for Indiana

Highlight Region 10 STRATEGIES to TRAIN the WORKFORCE

Key THEMES:

- 1. Take every expectation, obligation, goal, opportunity, service approach and (proven and best) practices, and available resource (both internal and external; direct, leveraged, etc.)...that applies and as is feasible...to *contribute measurably* to the Goal**
- 2. Do so in good stewardship and with due diligence**
- 3. Do so with our partners, especially regional community partners with whom we work with regularly**
- 4. Be an effective partner ourselves: Engage, perform, evaluate, improve...**
- 5. As we take stock of our changing resources as a system, leverage accurately/appropriately...but leverage**
- 6. Acknowledge, appreciate and operate within our metro/interstate, border context**
- 7. Understand area “workforce” as talent-building in our community, as economics, and as a Quality of Place matter**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Given the 2025 Goal for Indiana

Highlight Region 10 STRATEGIES to TRAIN the WORKFORCE

Per the THEMES:

1. **Continue a demand-driven, sector-based, employer-engaged approach: We are engaged in 3...what will be the 4th?**
2. **Continue and Improve Customer-Centered Service Strategy, Practices and Measurement**
3. **Continue and expand our Business Services: Listening, learning, engaging, building, performing, tracking**
4. **Sustain and improve our WorkOne service centers (facilities) and system (network) locally, serving individuals and businesses; use the main WorkOne center in new value-adding ways**
5. **Grow our One-Stop partner network, both via “required” partners and voluntary partners, in conjunction with DWD policy and WIOA. Purpose herein: To better recruit customers who have employment/training needs, to coordinate services to serve the customer better....all to increase and improve workforce training activities, customer persistence and positive outcomes**
6. **Sustain and grow capacity for assisting individuals through post-2ndary training to credentialing and gaining of higher-wage, skilled employment**
7. **Grow capacity, positive customer outcomes, and expertise in Work-based Learning**

REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

Given the 2025 Goal for Indiana

Highlight Region 10 STRATEGIES to TRAIN the WORKFORCE

Per the THEMES:

Regarding workforce research, planning, and workforce/talent resource development:

Continue growing workforce/talent development collaborations toward critical outcome measures with:

- 1. Southern Indiana partners and related Community Initiatives, (many stakeholders) such as:**
 - a. Education Matters Southern Indiana**
 - b. Cradle-to-Career**
 - c. Works Council**
 - d. Metropolitan Manufacturing Alliance and One Southern Indiana**
 - c. High-School College and Career Readiness Councils, platforms and operations**
 - d. Southern Indiana -SHRM**
 - e. MSA-based initiatives, as appropriate**
- 2. Our interstate/metro partners in Louisville, KY: Kentuckiana Works; Greater Louisville Project, etc.**



REGION 10 WORKFORCE BOARD, INC.

HIGHLIGHTS: LOCAL PLAN PYs 2016-2020

Presentation to State Workforce Innovation Council

July 21, 2016

THANKYOU!

Submitted by:

Ron McKulick, Executive Director

Region 10 Workforce Board, Inc.

Updates from SWIC Taskforces/Committees

- A. Employer Engagement I Taskforce**
~ Chair Brad Rohrer
- B. Career Counseling Taskforce**
~ Chair Blair Milo
- C. Work and Learn Taskforce**
~ Chair Chris Lowery
- D. Youth Committee and Work Ethic Taskforce**
~ DWD staff Leslie Crist/Brianna Morse
- E. WIOA Implementation Taskforce**
~ Chair Kent Kramer

State Workforce Innovation
Council Meeting
3.31.16