UPDATES FROM SWIC TASKFORCES/COMMITTEES

A. Career Counseling Taskforce
   ~ Chair Blair Milo

B. Work and Learn Taskforce
   ~ Chair Chris Lowery

C. Youth Committee
   ~ Chair Gretchen Gutman

D. Work Ethic Taskforce
   ~ Chair Kevin Wachtel

E. WIOA Implementation Taskforce
   ~ Chair Kent Kramer
Local Plan Presentations

REGION 9
REGION 6
REGION 2
REGION 3
REGION 5
REGION 12
Local Plan Presentation

State Workforce Innovation Council
September 15, 2016
Region 9 Profile

- Population 329,555
  - Bartholomew County 81k
  - Ohio County 6k

- Major Employment Sectors
  - Manufacturing
  - Health Care
  - Hospitality

- Low Attainment Rates
  - 41% have High School Diploma only
  - Only 27% have an Associates or Higher
R9 EDUCATIONAL ATTAINMENT

- 41%, High School Diploma
- 18%, Some College
- 8%, Associate's Degree
- 12%, Bachelor's Degree
- 7%, Graduate Degree
- 14%, Some High School
Region 9 Profile (continued...)

- 10% of the Indiana’s land mass, but only 5% Indiana’s population

- Smallest allocation (3.7%)
  - 29% WIOA reduction in the past 2 years

- Unemployment Rate 4.2%
  - Indiana 4.6%
  - U.S. 5.1%

- Worker Shortage
  - Skilled & Unskilled
  - Aging Population
Collaboration

• The right thing to do... and the only option

• All WorkOne offices co-located with key partners

• Partnerships beyond WIOA- R9 Works Council, Employers First (OH & KY), Local High Schools, Fellow Regions and Mental Health Facilities.

• EcO Network Partnership w/ WDB, Works Council & Area Health Education Center
Economic opportunity aligned to our region’s economic strengths...

- Adv. Manufacturing Network
- Health Care Network
- Emerging Networks

Coordinated and Aligned through educational attainment...

- High School Success and Transition to Post-Secondary Team
- Adult Education Team
- Post-Secondary Retention/Completion Team

EcO Network
Collaborative Structure

Network Representatives

served and supported by a regional guiding team.

THE REGIONAL PARTNER ORGANIZATIONS
Economic Opportunities Through Education
Southeast Indiana Works Council
Southeast Indiana Workforce Investment Board
Southeast Indiana Health Consortium

A GUIDING TEAM
Small leadership teams that serve and support a network. Teams are composed of a convening organization, backbone support staff, key stakeholders, content experts, and process facilitators.

AREAS OF FOCUS
- Recruitment
- Outreach
- Awareness
- Engagement
- Persistence
- Attainment

SHARED BACKBONE SUPPORT TEAM RESPONSIBILITIES:
- Strategic Alignment (common agenda)
- Continuous Communications (regular meetings)
- Data Coordination
- Leveraged Resource Development
- Shared Infrastructure
- Network Coordination
- Advocacy and Policy
- Partnership Development

Version Date: 10/26/2015
Sector Strategies

- EcO Network
  - Manufacturing, Health Care & Attainment Subgroups
  - Over 115 Employer Partners
  - Steering Committee

- $1.8 Million Skill Up Award in February 2016
  - 14 Workforce & Education Projects

- 4 Co-funded Dropout Prevention Pilots

- High School to Employer Talent Pipeline
Other Strategies & Innovations

- Launched two new Jobs for America’s Graduates (JAG) programs
  - Both co-funded with the school systems
  - First Bilingual JAG program in the State

- Unique Partnership with Local Mental Health Clinics w/ the Social Security Ticket to Work Program
  - New partnership with Region 1

- Employer’s First Collaboration (OH & KY WDBs) and joint Strategic Plan

- Attracted over $1.7m ($3.4m w/ Skill Up)
Link to In-Demand Jobs

- Private Sector Board Members
- Labor Market Information (LMI)
- Works Council & EcO Partners
- Local Elected Officials, Chambers of Commerce & Economic Development Groups
- Service Providers & DWD Staff
Strategies to Train the Workforce

• Forge strategic partnerships & leverage them

• Establish a reputation for excellence & attract investment in the Regional workforce
  • #1 in the State for WorkIN
  • 5 for 5 in JAG
  • Top 1/3 for WIOA Performance

• Expand Dropout Prevention & High School outreach efforts to attract and retain local workers

• Engage overlooked/underserved populations
Wrap-Up
Questions?
Local Plan Presentations

REGION 9

REGION 6

REGION 2

REGION 3

REGION 5

REGION 12
Economic Growth Region 6
Eastern Indiana Workforce Development Board
Local Plan PY 2016-19

Mike Row, President & CEO
Alliance for Strategic Growth, Inc.
Eastern Indiana Workforce Development Board
### EGR6
#### Socio-Economic Overview

<table>
<thead>
<tr>
<th>Annual Income</th>
<th>Per Capita</th>
<th>Med Household</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana</td>
<td>$ 39,578</td>
<td></td>
</tr>
<tr>
<td>EGR6</td>
<td>$ 35,178</td>
<td>$ 41,898</td>
</tr>
<tr>
<td>(11%)</td>
<td>- $ 4,430</td>
<td>- $ 4,307</td>
</tr>
</tbody>
</table>

(Notes: Rush County is below State Avg.; Jay County Ranks 1st)
(Source: The Indiana Youth Institute; Kids Count 2016 Data Book)

<table>
<thead>
<tr>
<th>Median Age</th>
<th>(Source: U.S. Census Bureau)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana</td>
<td>37.5</td>
</tr>
<tr>
<td>EGR6</td>
<td>41.4</td>
</tr>
</tbody>
</table>

(Notes: Rush County is below State Avg.; Jay County Ranks 1st)

<table>
<thead>
<tr>
<th>EGR6 Labor Market</th>
<th>(not seasonally adjusted)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>340,310</td>
</tr>
<tr>
<td>Labor Force</td>
<td>160,380</td>
</tr>
<tr>
<td>Employed</td>
<td>152,659</td>
</tr>
<tr>
<td>Unemployed</td>
<td>7,721</td>
</tr>
<tr>
<td>Unempl Rate</td>
<td>4.8%</td>
</tr>
</tbody>
</table>

(Source: July 2016 Indiana Department of Workforce Development)

| IN Percentage of Children in Poverty: | 21.7% |
| EGR6 Percentage of Children in Poverty: | 27.2% (+5.5%) |

(Source: The Indiana Youth Institute; Kids Count 2016 Data Book)
Economic Growth Region 6 Overview

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,000</td>
<td>IU Health – Ball Memorial Hospital</td>
</tr>
<tr>
<td>2,800</td>
<td>Ball State University</td>
</tr>
<tr>
<td>1,253</td>
<td>Indiana Marujun</td>
</tr>
<tr>
<td>850</td>
<td>Henry County Hospital</td>
</tr>
<tr>
<td>843</td>
<td>Muncie Community Schools</td>
</tr>
<tr>
<td>808</td>
<td>Richmond Community Schools Corporation</td>
</tr>
<tr>
<td>757</td>
<td>FCC (Indiana)</td>
</tr>
<tr>
<td>750</td>
<td>Fayette County Schools Corporation</td>
</tr>
<tr>
<td>750</td>
<td>New Castle Community School Corporation</td>
</tr>
<tr>
<td>707</td>
<td>Belden</td>
</tr>
<tr>
<td>610</td>
<td>Meridian Health Services</td>
</tr>
<tr>
<td>600</td>
<td>Fayette Regional Health Systems</td>
</tr>
<tr>
<td>530</td>
<td>New Castle Correctional Facility (The GEO Group)</td>
</tr>
<tr>
<td>524</td>
<td>Draper, Inc.</td>
</tr>
<tr>
<td>520</td>
<td>Indiana University East</td>
</tr>
</tbody>
</table>

*This data does not reflect ongoing Attraction Projects in EGR6. The Manufacturing And Logistics/Warehouse Sectors are projected to add 800 new jobs to the Regional Economy in 2016-17.
The Eastern Indiana Workforce Development Board convenes a highly integrated system of private and public sector partners to identify Targeted Sector Strategies based on Employer-demand Data and Economic Indicators:

- Health Care
- Advanced and Additive Manufacturing
- Food Processing
- Agri-business
- Logistics and Warehouse
- Information Technology
Value-add Employer Engagement  
(AKA: High-level Sector Partnerships) 
What is the EGR6 Objective? 

To obtain Employer Workforce Demand Data that is as close to “Real-Time” as possible.
Employer Engagement

“Real-Time” Employer-demand Workforce Data
Connecting Training to Employer-demand Occupations
Local Plan Section 4.9

**EGR6**
LEDOs, CLEOs, REDO & E IN WDB
- Employer BRE Visits
- EDC Prospect Visits

“Boots-on-the-Ground” Data Gathering Requires:
- Highest Level of Trust
- Confidentiality (Database Firewalls)
- Execution
- Assessment
- Employer & Client Surveys
- Continuous Improvement

**EGR6**
EMPLOYER WORKFORCE DEMAND DATA
(7 Questions)

**EGR6**
EMPLOYER WORKFORCE DEMAND DATABASE *
- Firewalls
- Confidential
- Aggregated
- “Real-Time”

*Cost Ranges: $1,500/yr. to $20,000/yr.

**Alliance for Strategic Growth, Inc.**
Eastern IN Workforce Development Board
(Convening of Multi-Sector; Public Private Partners)
Interpret & Integrate Data into Strategy
(ID Funding, Establish Budget for Program, etc.)

SINGLE POINT OF WORKFORCE DEV CONTACT
- Enhanced Fluidity, Responsiveness & Accountability
  in the Execution, Assessment and Continuous Improvement of Strategy
- Convener of Partners to Ensure Strategic Sustainability
Sector Partnerships
Linking “Real-Time” Employer Workforce Demand Data to Training
INDUSTRY EXAMPLE
EGR6 Local Plan
Section 3.9

USA Corporation
World Headquarters
Connersville, IN
September 9, 2016

PROCESS

1. **Stant** Partners with
   - Identify Talent Needs (5-10 yrs)
   - Identify Incumbent Skills Gaps
   - Identify Resourcing
   - Develop Training Timelines

2. **Stant** Submits Application for Training Funds to
   - Meets Wage Growth Objectives
   - Meets Incumbent Worker Objectives
   - Enhances Career Pipeline(s)

3. **Stant** Selects Training Provider(s) & Notifies
   Employer-selected Training Providers

4. Incumbent Worker Training Contract Offered to
   - 18 Industrial Manufacturing Technician Apprenticeships with Journeyman Credential (1st in Indiana)
   - $1.1 M Training Investment (ENFS & IWT Grant)
   - $17.22/hr. wage during training
Sector Partnerships
Linking “Real-Time” Employer Workforce Demand Data to Training
EXAMPLE
EGR6 Local Plan
Section 3.9

Jay-Blackford Manufacturing Alliance
• 13 Manufacturing Employers
• Jay County Schools
• Blackford County Schools
• Blackford County Economic Development
• Jay County Economic Development
• Blackford County Chamber of Commerce
• Jay County Chamber of Commerce
• Blackford County Chamber of Commerce
• John Jay Center for Learning
• Alliance for Strategic Growth, Inc.
• Ivy Tech Community College
• Vincennes University

Employer Risk Mitigation
• NCRC
• Work History
• Prior Learning Assessment
• Work Keys
• Golden Ticket

Foundational Skills Development
• Critical Thinking & Team Building
• Certified Production Technician
• OSHA 10
• LEAN Whitebelt
• Educational Support

Technical Skills Development
• Electrical
• Mechanical

Work Experience
• Work & Learn
• Internships
• Job Shadowing
• Direct Employment

Grant App(s)
$925,000
Private Match
$2.335 Mil
Sector Partnerships

Linking “Real-Time” Employer Workforce Demand Data to Training

EXAMPLE
EGR6 Local Plan
Section 3.9

Funding Partners: DWD, Local Governments, EDCs
Delaware, Randolph and Rush Counties
Certified Gold
- Henry County 97%
- Wayne County 99%
- Fayette County 99%

Since 2013:
- Over 200 Eastern Indiana Employers Convened
- Over 800 Participant Assessments
- Blackford, Rush and Wayne Counties
  - Judges, Sheriffs & Community Corrections
1 Million Employees by 2025
Transforming Challenges into Opportunities
EGR6 Local Plan
Section 2.6

CONTINUE TO...

• Pursue Vigorous Value-Added Employer Engagement Efforts to Gather Data and Assess “Real Time” Workforce Demand
• Identify Skills Gaps and Employability Deficiencies
• Assess Demand Occupations Lists and Make Fluid Adjustments
• Align Strategies and Workforce Trainings to meet “Real Time” Employer Demand
• Provide “Real Time” Employer Demand to Stakeholders to ensure current training/education offerings
1 Million Employees by 2025
Transforming Challenges into Opportunities
EGR6 Local Plan
Section 2.6

DEVELOP...
• New Partnerships
  • Township Trustees
  • Places of Worship
  • Food Pantries
• Youth Campaigns
  • Competitive Events
    • Blackford Coding Academy
  • Messaging
    • “Work Adds Value”

LAUNCH...
• S.C.O.R.E (Securing Community Outreach for Reemployment Enrichment) Sites
  • Township Trustees
  • Libraries/Community Centers
  • Charter Schools
  • Adult Education Centers
In 2013, there was a population of 16,600 inmates in jail and adult detention facilities in Indiana.
As of December 31, 2014, Indiana County Probation Departments supervised a probation population of 118,574 and the Indiana Department of Corrections supervised a parole population of 9,481.[6]

Taxpayers in Indiana paid about 54% lower ($14,829) than the other states per inmate in 2012.

The crime rate in Indiana (2014) is about 4% higher than the national average rate. Property crimes account for around 88% of the crime rate in Indiana which is about 4% higher than the national rate. The remaining 12% are violent crimes and are about 5% higher than other states.

Source: U.S. Department of Justice (National Institute of Corrections)
Nine Eastern Indiana Counties with One Goal: 
**ECONOMIC GROWTH**

New Capital (Private Sector) Investment that Results in:
- New Jobs Creation
- Increases in Per Capita Income
- Sustainable Increases in Median Household Income
- Expansion of the Local Tax Base
Mission
Alliance for Strategic Growth, Inc. convenes regional private/public partners to provide funding for credential, certificate and degree programs that empower job seekers to meet the current and future workforce needs of Eastern Indiana Employers.

Purpose
To prepare the Eastern Indiana workforce for high-demand, high-wage employment.

Credo
Our primary responsibility is to align resources with stakeholders to design, implement and manage exemplary worker-centric, cost-efficient, sector-driven programs and services.

Our second responsibility is to provide a workplace that values the safety, health, professional development and fair compensation of our employees.

Our third responsibility is to serve our region as a resource for strategies that result in sustainable private sector growth.
Board of Directors
2016-17

Nominated by Chambers of Commerce, EDCs, Labor Orgs & Public Sector Orgs
Appointed by the EGR6 Chief Elected Officials Executive Council

Jamen Bales, Vocational Rehabilitation Services
** Ron Best, Communications Electronics
Dr. Andy Bowne, Ivy Tech Community College
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Fred Davis, U.A.W.C.A.P.
Jason Edwards, Ardagh Group
Joseph Evans, Carpenters Local #1016
Bob Hobbs, New Castle Area Career Programs
Dr. Rob Jeffs, ECI Innovation Connector
Mindy Kenworthy, ECI Regional Partnership
Craig Kinyon, Reid Hospital & Health Care Services
Jimmy Lytle, 3M
Vickie McCreary, Grede
Jack Neal, Plumbers & Steamfitters Local 440
Mayor Mike Pavey, City of Rushville
Kevin Polivick, Interlocal CAP, Inc.
Josh Richardson, IN Department of Workforce Development
* Jim Riggle, Indiana Michigan Power
Kirk Robbins, Magna Machine & Tool Co.
Rick Tudor, First Merchants Bank
Rob Weaver, WPGW Radio
Bob Williams, Bader Mechanical, Inc.
Brad Wilson, Wilson Lawson Myers

* Chair
** Vice-Chair
EGR6
Chief Elected Officials
Executive Council

Fiduciaries for Public Funds

Commissioner Butch Baker, Henry County
Mayor Kathy Bantz, City of Montpelier
Gerry Brown, Town of Liberty
* Commissioner Dennis A. Burns, Wayne County
Mayor Shon Byrum, City of Winchester
Commissioner Scott Confer, Blackford County
Mayor Bryan Conklin, City of Union City
Mayor Randy Geesaman, City of Portland
Mayor Harold Gordon, City of Connersville
Mayor Ben Hodgin, City of Hartford City
Commissioner Leota King, Fayette County
  Rich Lee, Town of Yorktown
Commissioner Bruce Levi, Rush County
Commissioner Faron Parr, Jay County
** Mayor Mike Pavey, City of Rushville
Commissioner Sherry Riggin, Delaware County
  Mayor Gene Ritter, City of Dunkirk
  Mayor Dave Snow, City of Richmond
  Mayor Dennis Tyler, City of Muncie
Commissioner Mike Wickersham, Randolph County
Commissioner Paul Wiwi, Union County
Mayor Greg York, City of New Castle

* Chair
** Vice-Chair
Board of Directors
2016-17

Nominated by Chambers of Commerce, EDCs, Labor Orgs & Public Sector Orgs
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Bob Williams, Bader Mechanical, Inc.
Brad Wilson, Wilson Lawson Myers

* Chair  
** Vice-Chair
Thank you.  
It is an honor to serve with you.  

Questions?
Local Plan Presentations

REGION 9
REGION 6
REGION 2
REGION 3
REGION 5
REGION 12
Region 2 SWIC Presentation

• Vision:
  – Develop the skilled workforce our local employers want and need by removing workforce barriers!

• Mission:
  – Get job seekers into the workforce as quickly as possible at the highest possible wage!

• Goals:
  – Seamless pipeline for all unemployed or underemployed!
  – Helping Youth be ready to enter the workforce today and preparing them for tomorrow!
Region 2 SWIC Presentation

- 17 In-School JAG Programs
- 9 Out-of-School Youth Specialists
  - 6 Distinct Programs
  - 2 Mobile Programs
  - 3 Programs in Development
- 3 Youth-focused Business Services Reps
- 1 Career Pathways and Transition Director
- 1 Youth Outreach Director
Region 2 SWIC Presentation
Northern Indiana Workforce Board

Elkhart, Fulton, Kosciusko, Marshall & St. Joseph Counties
Office in each county

Labor force of 322,000 with an employment rate of 95.7%
Region 2 SWIC Presentation

Share a border and workers with Michigan, Over 38% of St. Joe County and 25% of Elkhart County commuting workers come from Michigan.

Blessed with a lot of good Educational Partners (15 Universities/colleges)

Notre Dame, Saint Mary’s, Holy Cross, Bethel, Three IVTCC Campuses

Trine, IUSB (Incl Purdue), Annabaptist, Goshen, Ancilla, Grace,

Lake Michigan College, Vincennes

Healthy Adult Ed programs including traditional, online and new Excel
FAB LAB
ideas are brought to life, dreams are laser cut from unassuming materials, and start-ups are forged in 3D printers

ROBOTICS
harnessing the power of machines, freeing humans to change the world

CNC
numbers are controlled to tame technology and turn design into reality

WELDING
flame and metal are disciplined in the service of science and industrial arts

ON THE NAPIER AVENUE CAMPUS
2755 E. Napier Avenue
Benton Harbor, MI 49022

VISIT
lake michigan college.edu

CONNECT
facebook.com/lake michigan college
@lake michigan college
instagram.com/lake michigan college
Region 2 - Sectors of Importance

Manufacturing as a whole continues to dominate Region 2

Logistics & Transportation

Manufacturing jobs represent over 140,000 of the 300K+ jobs in the region
Manufacturing Diversity
Region 2 - Sectors of Importance

Manufacturing as a whole continues to dominate Region 2

Logistics & Transportation

Healthcare

Two largest employers, Notre Dame and Beacon Health

Emerging IT Sector – Driven New Board Membership

Hospitality – Pokagon Band of the Potawatomis

Export workers to New Buffalo

Hiring for South Bend

$250,000 for youth programs

Agriculture Important, New forms of agriculture.
Important Partnerships/Programs Sector/Employer Demand Driven

- Sibley Center
- HEA Skill Up Manufacturing
- Skill Up Counselling Program
- Pathways Grant
- Enfocus/South Bend Coding School – NIWB Youth
- 211/311 Community Cooperation Program
- Indiana Plan/Bethel College
## Major Concerns/Impacts

The region has recently been hit pretty hard with downsizing/closure announcements

<table>
<thead>
<tr>
<th>Company</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana Tool &amp; Manufacturing, ITAMCO</td>
<td>30</td>
</tr>
<tr>
<td>Chore Time Brock</td>
<td>26</td>
</tr>
<tr>
<td>Dalton Foundry</td>
<td>26</td>
</tr>
<tr>
<td>Chassix/Diversified Machine</td>
<td>500</td>
</tr>
<tr>
<td>CTS Electronics</td>
<td>230</td>
</tr>
<tr>
<td>Evergreen RV</td>
<td>200</td>
</tr>
<tr>
<td>Brown Mackie</td>
<td>55</td>
</tr>
<tr>
<td>Harman (Formerly Crown Electronics)</td>
<td>100</td>
</tr>
<tr>
<td>Hi-Tech Duravent</td>
<td>20</td>
</tr>
<tr>
<td>Goshen Coach</td>
<td>159</td>
</tr>
</tbody>
</table>
Local Plan Presentations

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REGION 12
Workforce Plan Presentation

Northeast Indiana – Region 3

Presented to the State Workforce Innovation Council
September 15, 2016
Northeast Indiana – Region 3

Region 3 includes 11 counties in northeast Indiana

Workforce Board Mission
To develop, attract and retain talent to meet the needs of regional industries in northeast Indiana
Critical Workforce Strategies

- Operate a demand-driven system, ensuring employer customer needs are met through the development of a trained workforce

- Support the regional “Big Goal” to increase the percentage of residents with high-quality degrees and credentials to 60%

- Align with and support economic development activities, including significant talent development support for the targeted sectors of manufacturing and the skilled trades

- Streamline customer flow to ensure workers can quickly access needed skill development services

- Ensure strong collaboration with partners to enhance talent development system in the region
Northeast Indiana employers are facing significant worker and skill shortages

- Projected need for new workers due to job growth: 32,413 workers
- Projected need for replacement workers due to retirements: 75,566 workers
- Total additional workers needed: 107,979
- Many key occupations have double-digit projected growth and retirement rates
The Workforce Challenge

- More than 1 in 5 workers are retirement eligible in the next decade

- Young workers are not entering key sectors at rates needed to meet projected needs for workers

- Talent development networks are not fully aligned with the needs of the labor market

- Jobs are evolving and require higher levels of multi-disciplinary technical proficiency (e.g. robotic welders)
Strategy #1: Sector Partnerships

- Key manufacturing and skilled trades sector partnerships include:
  - Adams-Wells Manufacturing Alliance (AWMA)
  - Industrial Guild of Steuben County
  - Gateway Coalition in Allen County
  - Grant’s Got Talent in Grant County
  - Manufacturing & Education Alliance (MEA) in Noble County

- Northeast Indiana Defense Industry Association (NIDIA)

- Northeast Indiana Specialty Insurers (NISI)

- Other sector partnerships are in development
Meeting the Workforce Challenge

Strategy #1: Sector Partnerships

- Work with K-12 systems to engage with students and promote career pathways and opportunities

- Work with K-12 systems to create teacher/counselor externships

- Support work-based learning programs for students

- Work with the workforce board to develop new adult training programs in key occupations (e.g. maintenance, machining)

- Work with postsecondary institutions to inform curricula specific to critical career pathways
Meeting the Workforce Challenge

Strategy #2: Training activities linked to targeted sectors

- Targeted sectors identified through data analysis and agreed to regionally by workforce and economic development systems
- On-the-job training activities for new workers
- Skill-Link training activities for high-potential workers early in their career pathway
- Individual Training Accounts (ITAs) support training leading to degrees or certifications in high-wage, high-demand occupations
Meeting the Workforce Challenge

Strategy #2: Training activities linked to targeted sectors

- Strong collaboration with other resources (OCRA grants, Skill UP grants, CEDIT funding, others)

- Development of new and innovative training programs – Noble County’s Manufacturing Entry Training Academy (META) for workers new to the sector

- Development of new pre-apprenticeship programs to increase age, gender and racial diversity in the skilled trades
Meeting the Workforce Challenge

Strategy #3: Collaboration with other regional efforts

- Collaborate with Career & Technical Education (CTE) programs to improve alignment with targeted sectors
- Collaborate with adult education programs, offender re-entry programs and others to ensure their alignment to targeted sectors
- MADEBYME regional campaign to promote specific career pathways in manufacturing and the skilled trades
- Youth program collaboration – Jobs for America’s Graduates (JAG)
Local Plan Presentations

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Region 5
WIOA Plan
Program Years 2016-2019

WorkOne
Region 5
Workforce Board Regions
Region 5
WIOA Plan

**Eight Central Indiana Counties**

- Boone County - Lebanon
- Hamilton County - Fishers & Noblesville
- Hancock County - Greenfield
- Hendricks County - Plainfield
- Johnson County - Franklin
- Madison County - Anderson
- Morgan
- Shelby County - Shelbyville
Region 5
WIOA Plan

**DEMOGRAPHICS**

- Population  931,279  (2013 estimate)
- Labor Force*  536,604
  - Employed  515,910
  - Unemployed  20,694
*June 2016 estimates
- Business Establishments  21,131

- Education
  - Less Than HSD  11.5%
  - HSD no college  30.7%
  - Some College or AS  32.0%
  - BS or more  25.0%

- Per Capita Income
  - $21,527 - $39,521
Also sometimes referred to as the...
Region 5
WIOA Sector Partnership- TDL

GOAL: Prepare certified workers for in demand entry level positions in the Transportation, Distribution and Logistics Sector

Sector Employer Partners-
- Ozburn- Hissy Logistics (OHL)
- Full Beauty Brands
- MD Logistics
- Frito Lay
- Coca Cola
- Napa Belknap
- The Home Depot
Employer Roles

- Industry knowledge and validation of curriculum
- Interviewing for employment
- Applicant job shadowing
Region 5
WIOA Sector Partnership - TDL

LEDO Partner-
Hendricks County Economic Development Partnership
Role: Publicize and promote program to employers and job seekers

Training Partner-
Vincennes University, Logistics Training and Education Center
Roles:
- Provide Work-based learning- 80 hours classroom and hands on lab
- Certify GLA, PITO, OSHA 10 attainments
- Work Experience- up to 4 weeks after training completion
Region 5
WIOA Sector Partnership - TDL

WorkOne Partner-
Roles:
- Publicize program
- Recruit trainees
- Case management, support services
- Placement assistance

Region 5 Workforce Board, Inc. Partner-
Role: Grant recipient and fiscal agent
Region 5
Training Link to In-Demand Occupations & Sectors

Region 5 targeted sectors (7) for training
  Health Care, Manufacturing, Administrative Support Services, Transportation and Warehousing, Wholesale Trade and Warehousing

Priorities for Sector Partnership Training
  Health Care, Logistics, Manufacturing

Eligible Training Provider Registry
DWD Hoosier Hot 50 Jobs Region 5 / state
Onet Online- Bright outlook occupations
OJT Opportunities with Employers
Region 5
Training Link to In-Demand Occupations & Sectors

WorkOne Career Advisors

- Develop Individual Employment Plan (IEP) with each individual when training is funded based on demand occupation data
- Promote Career Pathways
Region 5
Strategies to Fill the Talent pipeline

Understand Employers’ Needs
- Look at the data on needed hard and soft skills
- Communicate with employers, economic development leaders and trade associations

Expand the Labor pool
- High School Graduations programs: JAG
- Engage Out-of-School youth in career planning and skill development
- Veterans transition to civilian employment
- ExOffender populations
- Retraining dislocated workers
Region 5 Workforce Board, Inc.

Lance Ratliff, Executive Director
lratliff@workonecentral.org
Local Plan Presentations

REGION 9
REGION 6
REGION 2
REGION 3
REGION 5
REGION 12
Trends in the 21st Century Workforce

• Employment is taking on varied forms
• Workers can be located anywhere
• Increased labor market volatility = unprecedented long-term unemployment and underemployment
• Workers’ success depends on attaining a postsecondary credential and lifelong learning
• Technology is being used to aid and drive hiring decisions
Realities of the 21st Century Workforce System

- Patchwork quilt of programs
- Integrating resources is hard to do well
- Outdated Metrics
- Underinvestment
Our Vision

• 80/20 paradigm shift
• Collective impact model
• Build a one stop system
• Quality assurance
• Communities of practice
• Shared metrics of success
Grow US productivity and competitiveness by:

• Meeting employer skill requirements
• Improving workforce quality
• Creating an aligned system
• Serving all individuals, and increasing access for those with barriers
Employer Demand

- Key wealth-driving sectors
  - Advanced Manufacturing
  - Healthcare
  - Technology – Computer and IT
  - Life Sciences
  - Logistics
- Employment in Central Indiana’s key sectors is 75% of total employed
- Advanced industry technical skills gap in post-secondary credentials is projected to be 24,476 in 2025
Middle Skills Demand

Job Openings by Skill Level, Indiana, 2010-20

- High-Skill: 28%
- Middle-Skill: 55%
- Low-Skill: 17%

Source: NSC analysis of long-term occupational projections from state labor/employment agency.
## Serve All Residents

<table>
<thead>
<tr>
<th>Categories</th>
<th>Indiana</th>
<th>Marion County</th>
<th>Region 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>6,596,855</td>
<td>903,393</td>
<td>931,279</td>
</tr>
<tr>
<td>Age</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 18</td>
<td>24.80%</td>
<td>25.10%</td>
<td>25.70%</td>
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<tr>
<td>Over 18</td>
<td>75.20%</td>
<td>74.90%</td>
<td>74.30%</td>
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<tr>
<td>Gender</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Female</td>
<td>50.70%</td>
<td>51.80%</td>
<td>50.7%</td>
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<tr>
<td>Male</td>
<td>49.30%</td>
<td>48.20%</td>
<td>49.30%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
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</tr>
<tr>
<td>White</td>
<td>86.10%</td>
<td>66.30%</td>
<td>91.30%</td>
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<tr>
<td>African American</td>
<td>9.60%</td>
<td>27.80%</td>
<td>4.00%</td>
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<tr>
<td>Other/Multiple</td>
<td>4.30%</td>
<td>5.90%</td>
<td>4.70%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>6.60%</td>
<td>9.80%</td>
<td>3.30%</td>
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<tr>
<td>Income &amp; Poverty</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Median Household Income</td>
<td>$48,248</td>
<td>$42,234</td>
<td>$43,120-82,468</td>
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<tr>
<td>Poverty Rate</td>
<td>15.20%</td>
<td>21.30%</td>
<td>9.60%</td>
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<tr>
<td>Living in Poverty</td>
<td>1,002,722</td>
<td>192,423</td>
<td>89,723</td>
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<tr>
<td>Business</td>
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<tr>
<td>Employer Establishments</td>
<td>143,515</td>
<td>22,741</td>
<td>21,131</td>
</tr>
<tr>
<td>Total Employment</td>
<td>2,555,979</td>
<td>508,703</td>
<td>311,000</td>
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<tr>
<td>Total Annual Payroll</td>
<td>$103,134,350</td>
<td>$25,210,547</td>
<td>$12,322,818</td>
</tr>
</tbody>
</table>

DWD: Data for Region 5 was not available; county range from low to high was used
Priority Zip Codes
Neighborhood Prioritization

Target Zip Codes
• 46201 – IndyEast Promise Zone
• 46205 – Butler-Tarkington
• 46208 – Martin Luther King
• 46218 – Martindale-Brightwood
• 46235 – Far Eastside

Focus on Quality of People Initiatives
• Education
• Training
• Work Experiences

% of Marion County (pop. 912,242)

- Population: 15%
- High School Dropouts: 22%
- Total # Living in Poverty: 24%
- Unemployment: 24%
- w/o H.S. Diploma: 20%
- w/Bach. Degree: 11%
Coordinated Services: Target Neighborhoods
EmployIndy Funding

PY 16 Budget $19,747 K
PY 15 Budget $18,782 K

Total Revenue Budget

- DWD – WIA/WIOA: 58%
- Department of Labor: 56%
- City of Indy/CDBG: 8%
- Philanthropic: 4%
- PY 16 Budget: 14%
- PY 15 Budget: 4%

PY 16 Budget $19,747 K
PY 15 Budget $18,782 K

PY 15 Budget: 32%
PY 16 Budget: 22%
Leverage Partnerships

New Leadership

Regional Workforce Stakeholders

Community Initiatives
Impacting the State of Indiana's goal of 60% acquiring a post-secondary credential by 2025