



GROW SOUTHWEST INDIANA
WORKFORCE

Annual Report

July 1, 2020—June 30, 2021

Vision, Mission, Values

Vision

A talented and skilled workforce engaged in meaningful work that contributes to the prosperity of Southwest Indiana.

Mission

Grow Southwest Indiana Workforce Board develops and promotes strategies that provide a skilled workforce for employers in Southwest Indiana. We support and train job seekers to pursue careers with competitive wages that lead to self-sufficiency.

Values

Permanent employment
Integrity
Dignity
Inclusion and Equity
Lifelong learning



This WIOA Title 1 –financially assisted program/activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

EO / TTY: Relay Indiana: 800-743-3333

WorkOne Southwest Assisted Service: 812-428-4476

About Us

Grow Southwest Indiana Workforce Board, Inc. is the Workforce Development Board (WDB) certified by the Governor of Indiana to provide oversight of workforce development activities including those activities prescribed by the Workforce Innovation & Opportunity Act (WIOA) in the nine-county region of Southwest Indiana: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer Vanderburgh, and Warrick (designated as “Region 11” by the Indiana Department of Workforce Development). Appointed by the Local Elected Officials (LEOs) in Region 11, the 2020-21 Board consists of 29 members, with at least one member from each county representing business and additional individuals to represent Community-Based Organizations, Labor, Vocational Rehabilitation, Youth, Government & Economic Development, and Education & Training. Grow Southwest Indiana Workforce Board Inc. supports job growth in the region through employer engagement, career pathway development with educational partners, technology strategies for service access, and alignment of all with the Local Plan.

Under the umbrella of oversight, the Local Workforce Development Board certifies the WorkOne offices, procures the service provider(s) and One-Stop Operator, develops the budget and local policy, and evaluates program performance. To meet federal and state performance measurements of WIOA in a demand-driven workforce system, the Board manages the WorkOne Southwest offices in the region; WorkOne Southwest centers provide local resources for job postings, candidate recruitment and development including skills training, job placement, job retention, and other workforce needs.

Special Message

Regional Chief Elected Official

Over the last year as communities began re-opening, returning to work and workforce development grew even more attention than pre-pandemic months. Employers from every industry posted the infamous “Now Hiring” signs and some even competing on starting wages. Attention from key industries quickly shifted to headlines of modified hours or closed businesses. The need for workforce was not exclusive to certain industries but now all industries felt an impact of labor shortages.

Grow Southwest Indiana Workforce Board has been able to quickly respond to workforce events in our communities and without fail, have been able to shift in aiding with employers hiring needs. To encourage more people to visit the offices and learn about services available, additional funds were received to increase digital marketing. Alternative dollars were also received to help individuals overcome barriers to employment – things many of us take for granted including required tools or uniform for day one of employment. These services are essential to each community in our Region.

The work is not over, and I say it has just started, but with the community leaders represented on the Board along with the Fund Diversification plan developed last year, the Region is well positioned to continue and expand the work to help our communities continue to thrive and grow.

Joe Yochum, Vincennes Mayor



Special Message

Workforce Development Board Chair

The last year has been critical for Grow Southwest Indiana Workforce. Not only in terms of how we served a critical need in the time of a pandemic, but more so in defining who we are as an organization. Historically, our organization has been viewed solely as WorkOne and the “the unemployment office.” In reality, our organization’s capability is so much more than that. The infrastructure we have in place, the relationships we have developed and the role we play in Region 11 have expanded over time, and we are outgrowing our funding capabilities due to constraints of current dollars. We recognize that to continue to serve the businesses and people of Region 11, we must pivot in who and how we serve. In order to do that, the Board took on a substantial effort in establishing a Fund Development committee to focus on a rebrand and diversification/development of funding.

We want the region to understand that they can come to the Board for more than unemployment or help when they have lost their job. Our residents can use the board for an expansion of skills to grow their career. Our businesses can come to us as a tool to train and grow their existing workforce. Our educational institutions can come to us as a collaborative partner for providing multiple strategies for youth and others in this community. This diversification of funding will allow us to provide stability and expansion to crucial existing programs such as JAG, while also allowing us to provide support for those just outside our scope. A pair of steel toed boots, while inconsequential to some, is a barrier to entry into a higher paying job for others, and Grow Southwest Indiana Workforce would like to help with those barriers.

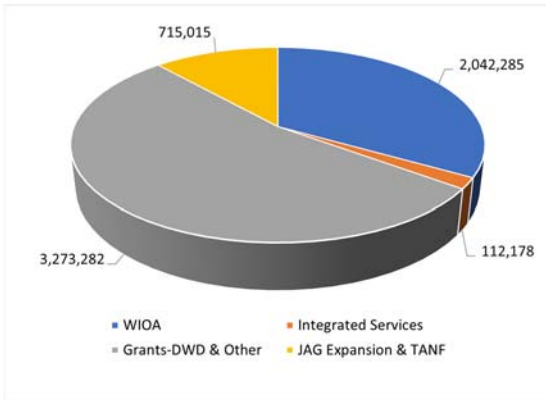
This upcoming year, we will continue to focus on diversification/ development of funding and our rebrand. We will also work to meet our clients and businesses where they are at, whether that is through partnerships with existing organizations, outreach efforts, satellite events, etc., In pivoting on who we are as an organization, we must also pivot in how we serve the needs of Region 11, and that may mean outside of the four walls of the office. I look forward to seeing how this organization continues to grow over the next year and cement itself as a critical partner in Region 11.

- Makenzie Coulter, FLANDERS

Financials

Budget

Workforce Investment & Opportunity Act (WIOA) Funds	\$2,042,285
Infrastructure Agreement	112,178
Jobs for America's Graduates (JAG)	715,015
Others	3,273,282
TOTAL Funding Budget	<u>\$6,142,760</u>

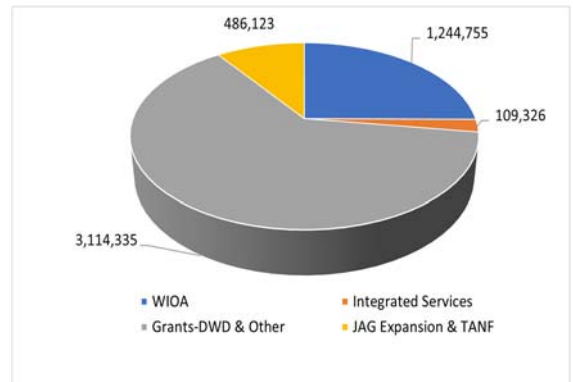


Unaudited financial data for year ended June 30, 2021 provided by Crowe LLP, Fiscal Agent. Crowe LLP has been the Fiscal Agent for Grow Southwest Indiana Workforce since 2007.

Financials

Actual

Workforce Investment & Opportunity Act (WIOA) Funds	\$1,244,755
Infrastructure Agreement	109,326
Jobs for America's Graduates (JAG)	486,123
Others	3,114,355
TOTAL Expenses	<u>\$4,954,539</u>
Balance	\$1,188,221
<i>Available for Next Program Year</i>	



As Fiscal Agent, Crowe conducts financial monitoring of all contracts and sub-recipients. Crowe assists Grow Southwest Indiana Workforce in turn when it is being monitored by the Indiana Department of Workforce Development (DWD) and the Department of Labor (DOL).

County Statistics

	Workforce Services		
	Enrolled Residents	Services Provided	Placements
Dubois	127	1,218	73
Gibson	157	1,1175	69
Knox	145	1,647	94
Perry	75	977	29
Pike	53	442	29
Posey	38	263	9
Spencer	41	289	11
Vanderburgh	569	3,552	146
Warrick	90	542	36
Other	93	651	49
Total	1,388	10,756	545

Metrics are based on county of residence not office location.

County Statistics

	Business Services		
	Businesses Registered	Job Orders	Job Openings
	7	1,384	1,560
	9	497	784
	16	574	1,055
	4	234	288
	2	135	139
	4	161	244
	2	102	107
	87	4,417	4,899
	14	671	700
		-	-
Total	145	8,175	9,776

Registered businesses, job posting, and job opening numbers are retrieved from Indiana Career Connect.

Jobs for America's Graduates

Jobs for America's Graduates (JAG) is a state-based, national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. The program is with the Indiana Department of Workforce Development (DWD). In Region 11, the JAG program is offered in nine schools – Evansville Bosse, Mount Vernon, Southridge, Vincennes Lincoln, Pike Central, Tell City, Princeton Community, Gibson Southern, and Jasper.

JAG students receive adult mentoring while in school and one year of follow-up counseling after graduation. JAG aims for all participants to receive a high school diploma or equivalent, secure a quality entry-level employment or pursue post-secondary education/training. The JAG specialist leads and guides the students as they participate throughout the school year in several classroom activities and projects, including career presentation, critical thinking, public speaking, creative solutions, writing, and financial literacy.

5 of 5 Regional Performance Metrics

JAG Measures	Actual	Goals
Graduation	96.4%	90%
Employed	70.8%	60%
Full Time Employment	82.6%	80%
Full Time Positive Outcome	79.8%	60%
Full Time Placements	95.6%	80%

During the 2020-2021 program year, the National 5 of 5 award was won by the region. Region 11 also had four students place at our State Career Development Conference. This included Brooklyn King, Tell City JAG, second place in Creative Solutions, Fernando Hernandez, Southridge JAG, third place in Public Speaking, Aaryn Palermo, Princeton Community JAG, third in Writing Skills, and Chantel Johnson, Princeton Community JAG, honorable mention in the Outstanding Senior category for the State. JAG Specialist Kyela Jones, Lincoln JAG Specialist, received the Glynn Hines Lifetime Achievement Award for State JAG. The award goes to staff who have gone above and beyond for JAG.

Jobs for America's Graduates

Career Development Conference Regional Winners

Chapter Marketing Campaign

Southridge High School

Entrepreneurship Plan

Southridge High School

Digital Invitation/Save the Date

Kali Haynes, Lincoln High School

Career Presentation

Randi Moeller, Southridge HS

Creative Solutions

Brooklyn King, Tell City High School

Critical Thinking

Isaac Jean, Lincoln High School

Employability Skills

Sydney Loveless, Pike Central High School

Financial Literacy

Caleb Hochgesang, Southridge High School

Public Speaking

Fernando Hernandez, Southridge HS

Writing Skills

Aaryn Palermo, Princeton Community HS

Outstanding Senior

Chantel Johnson, Princeton Community HS



Chantel Johnson



Highlights

- ◆ Secured \$1,032,330 additional funding for pandemic related needs
- ◆ Opened Evansville Office July 1, 2020
- ◆ Held the first drive thru job fair in Evansville and followed up with additional events in Knox, Gibson, Dubois and Perry Counties
- ◆ Conducted first virtual job fair
- ◆ 17 teachers participated in the Grow Southwest Indiana Teachers Manufacturing Bootcamp
- ◆ Develop a 4-year strategic local plan
- ◆ Served as fiscal agent for Southern Indiana FAME (So. INFAME) chapter and 4T Manufacturing
- ◆ Five WorkOne offices were certified
- ◆ Governor's Work Ethic Certification was awarded to 33 high school seniors
- ◆ 10 virtual re-employment workshops were recorded in response to pandemic
- ◆ Maintained communication with community partners on unemployment updates and resources available for businesses and individuals
- ◆ Assisted businesses to access \$1,774,000 in training funds through Next Level Jobs Employer Training Grant
- ◆ Sponsored 2 new registered apprenticeships programs with Hutson, Inc and Perry Central Commodore Manufacturing with assistance from Waupaca Foundry.
- ◆ Created "Did You Know..." campaign to promote the board and employer services
- ◆ Virtual Rapid Response sessions were held for White Stallion Energy and Parker Hannifin; 195 total impacted workers

Highlights

Fund Development Committee - As federal Workforce Innovation and Opportunity Act (WIOA) dollars have been on the decline over the last six years, seeking alternative dollars is of great importance to continue the work of aiding local citizens in finding employment leading to self-sufficiency. Region 11 issued a Request for Proposals and Dr. Timothy Dickel, T.A. Dickel Group, LLC, was awarded the contract to lead the Board's efforts. Dr. Dickel has extensive knowledge regarding the non-profit sector and strategies that can position an organization to be well suited for funding diversification.

Fund Development Committee was formed to position the Grow Southwest Indiana Workforce Board to seek alternative funds. Theo Boots and Darin Lander serving as co-chairs worked to build the committee with required expertise recognizing members do not have to be Board Members. First steps for the Committee included creating mission, vision, values and case statement for the Board.

Successful fund development requires a consistent message and Board Members need to have a good understanding to deliver the message of vision, mission and goals. A change in strategy evolved resulting in the need to rebrand with a new logo, new website and improved social media. A request for proposals was issued to acquire a vendor to rebrand Grow Southwest Indiana Workforce Board.



Grow Southwest Indiana Workforce Board was awarded \$5,000 in grant funding from the Vanderburgh Community Foundation, an affiliate of the Community Foundation Alliance, Inc. The funds will be utilized as Barrier Busting funds to help individuals overcome barriers to employment that are not allowable with WIOA funding.

Pictured: Sara Worstell, Executive Director and Sidney Hardgrave, Regional Director of Community Engagement & Impact, Community Foundation Alliance, Inc.

Business of the Year

Since 1982, Infinity Molding and Assembly, based in Mount Vernon Indiana, consists of two manufacturing facilities: Automotive / Industrial and Medical / HealthCare. Both facilities are located on the same property and work together to provide our clientele with custom environments that fit their particular requirements.

Infinity Molding actively post jobs to Indiana Career Connect, has participated frequently in job fairs hosted by WorkOne Evansville, and has consistently utilized the WorkKeys testing with many clients throughout the year.

In 2020, Infinity Molding took a chance on a youth client who had very little skill level and had trouble finding employment during the last year after being laid off. A current On-The-Job Training (OJT) client who had completed training and retention has received a promotion and a pay increase as well.

Infinity Molding has three more OJTs. Two of the three clients are Adult and another Out-of-School Youth in the program. One of the clients had an attendance issue and was missing multiple days of work. We were able to deduce the issue and help the client with some leniency from the employer, for the client to resolve the issue and get back to training. The client is now doing very well and proceeding nicely through the OJT.



Clients of the year

WorkOne Southwest employment specialists provide intensive and individualized career services that include but not limited to, resume assistance, interview skills training, job search assistance, and job retention skills. Post-secondary training based on career interests, knowledge skills, work values, skill gaps, and prior work experience is provided to eligible individuals as a tool for successful employment placement.

As they work with WorkOne customers, these career counselors acknowledge the challenges and barriers that must be resolved for successful job placement and retention at self-sufficient wage levels. Each year, WorkOne staff members have the honor to nominate an outstanding Client of the Year in the categories of Adult, Dislocated Worker and Youth.

For the Program Year 20-21 Region 11 presents the following awards.

Dislocated Worker Services

Christopher Conner

A single father with an autistic child under 18 years of age, Christopher thought the only employers that would accept him with a felony record would not be a career like others. He always dreamed of becoming a CDL Driver and this opportunity changed both his life and his child's life. Through his WorkOne experience, his child kept him grounded. Throughout his training and work with the case manager, many times he could not make appointments because of home schooling needs. Without a computer at home, he accomplished his assignments and resume building with the case manager. He now enjoys driving and being home every evening with his child. Christopher achieved more than just a job; he achieved a lifetime in-demand career.



Clients of the Year

Adult Services

Matthew Krack

Matthew came into the WorkOne office with no job; he was discouraged that he would never obtain any expectations he had to become a Commercial Driver and have a better life. His first barrier would be his driving record. The employment specialist provided resources to explore expungement of charges. After several months, the charges were expunged. Matthew felt he had been given a second chance. Matthew followed through on every task given and stayed positive no matter what others thought of him. He continued to work through his barriers, obtained the CDL, and found employment with a good wage to start a new chapter in his life. Matthew proved to himself that he could make changes for a better life.



Youth Services

Alexis Zimmerman

When Alexis was very young, her father was in prison; her mother was involved in drugs. Alexis lived with her grandfather who gained guardianship and helped her move forward. At 16, she dropped out of high school. Wanting to pursue her HSE diploma, she visited the Princeton WorkOne in January 2020. Her daughter was due in March 2020, so she attended adult education classes as long as she could. Once the baby arrived, she began attending online classes. Alexis continued to study and passed the HSE exam in late August and early September 2020. She did not stop there. Seventeen and caring for her dependent daughter, she enrolled in C.N.A. classes at Ivy Tech; Alexis successfully completed the classes in January 2021. She is now enrolled in General Studies at Ivy Tech part-time and expects to complete her Work Experience very soon.



Clients of the Year

Youth Services

Nikolai DeWig

When Nikolai visited WorkOne, he was a minor facing school issues and expecting to withdraw from school. Adopted at an early age from an orphanage in Russia, he worked with the ABE instructor to improve his testing scores in preparation for the HSE exam. Living in Haubstadt, he worked full-time at Burger King. After a move to Newburgh, IN, he would drive from Newburgh to Princeton, attend ABE class for one to two hours, and then drive to Evansville to work. In October 2020, Nikolai passed his HSE and began to attend a Work Experience Boot Camp in preparation for his Work Experience. He interviewed with a local HVAC company in the Princeton/Owensville area and was willing to drive from Newburgh to participate. During this time, he was also working part-time at Burger King. Beginning in January 2021, he completed this Work Experience activity, but he determined this was not something that suited him. Staff discussed his Indiana Career Explorer assessment result to determine a different career path. He chose retail management. Nikolai obtained full-time employment and plans to take advantage of an on-the-job retail management training program at a company in Newburgh.



Find Employment
Find Success

Workforce Development Board

Business Representatives

Dubois County

Sue Habig, Kimball Electronics
Jason Nord, Jasper Engines

Gibson County

Elaine Graber, Toyota
Terry Marsh, Gibson County Coal

Knox County

Amy O'Dell, Knox County ARC
Brittney Kirwer, Farbest Foods
Chris Pfaff, KCDC

Perry County

Rene Kreisle, ATTC Manufacturing

Posey County

Lauren Kern, SABIC

Spencer County

Rhonda Broerman, Jasper Memorial

Vanderburgh County

Eric Ahlbrand, Parkview Care Center
Theo Boots, American Red Cross
Makenzie Coulter, Flanders, Inc.
Darin Lander, Old National Bank
Heather Watts, CenterPoint
Jon Keck, Manpower
Lawrence Taylor, Fifth Third Bank

Regional Representatives

Marcia Forston, Junior Achievement
Drew Gerth, Warrick Education Center
Sara Worstell, Grow Southwest Indiana Workforce
Tim Martin, YouthBuild
Ryan McRoberts, IBEW Local 16
Bob Birge IN Dept of Workforce Development
Stephanie Norrick, AARP Senior Employment
Michelle Schaefer, Vocational Rehabilitation
David St. Clair, Southern IN Career & Technical Center
Kyla Dowell, Tech Community College
Chris Thorsen, IBEW Electrical JACT

County Chief Elected Officials

Dubois County

Steve Schwinghamer, Mayor, City of Huntingburg

Gibson County

Ken Montgomery, County Commissioner

Knox County

Joe Yochum, Mayor, City of Vincennes

Regional Chief Elected Official

Perry County

Tom Hauser, County Commissioner

Pike County

Ryan Coleman, County Commissioner

Posey County

Randy Thornburg, County Commissioner

Spencer County

Heather Gries, County Commissioner

Vanderburgh County

Ben Shoulders, County Commissioner

Warrick County

Terry Phillippe, County Commissioner

WDB Staff

Sara Worstell

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Linda Jones

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Mary Hamilton

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Dana Gustafson

Business Services &
Communications Specialist
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Angie Sheppard

Business Services
& Communications Specialist
Angie.sheppard@workonesw.org

GROW SOUTHWEST INDIANA
WORKFORCE

WDB Committees

Executive

Makenzie Coulter

Board Chair
Youth Committee Chair

Sue Habig

Board Vice Chair

Stephanie Norrick

Operations Committee Chair

Brittney Kirwer Business Services Chair**Theo Boots and Darin Lander** Fund Develop**Lawrence Taylor**

Board Treasurer
Finance Chair

Jason Nord

Board Secretary

Amy O'Dell

HR Chair

Business Services

Brittney Kirwer, Chair
Elaine Graber
Sue Habig
Darin Lander
Jon Keck
Jason Nord
David St. Clair

Associate Members:

Thomas Donahue
Alyssa Weisbrock

Operations

Stephanie Norrick, Chair
Amy O'Dell
Michelle Schaefer
Ryan McRoberts
Kyla Dowell

Finance

Lawrence Taylor,
Chair
Eric Ahlbrand
Chris Thorsen

Youth

Makenzie Coulter, Chair
Marcia Forston
Drew Gerth
Sara Worstell
Tim Martin

Associate Members:

B.J. Watts
Wade Lowhorn
Lori McIntire
Mark Miller
Joe Shrode
Patricia Weinzapfel

Human

Resources

Amy O'Dell, Chair
Heather Watts
Sara Worstell

Fund Development

Theo Boots and Darin
Lander—Co-chairs
Elaine Graber

Associate Members:

Tad Dickel
Tiffannie Hedin
Bob Renock

WorkOne Southwest Services

Re-Employment Services

Workshops: Customers receive valuable tips on how to be noticed by employers and land the job they really want. Workshop topics include: Job Searches, Resume Development, and Interview Techniques.

Computer Classes: Customers can strengthen their computer knowledge or learn the basics.

Training Programs: Customers can expand their skills and increase their education. WorkOne Southwest can assist customers to find a training program to obtain a high-wage, in-demand career. Staff will also help determine eligibility for financial assistance.

Indiana Career Explorer: An online tool available to all Hoosiers to explore career interests and skills by identifying occupations, establishing educational strategies and connecting with employers.

Indiana Career Connect: Customers can utilize the #1 source of job openings in the state to find a career through IndianaCareerConnect.com.

Hoosiers with Disabilities

Employment Assistance: Provides services in both group and individual settings.

Reasonable Accommodations: Materials in alternate formats and reasonable accommodations are provided to job seekers upon request.

Assistive Technology: Locations are equipped with a variety of accessible equipment.

Individualized Services

- Resume Development
- Job Search Assistance
- Interview Coaching
- Current Labor Market Information
- Career Planning
- Scholarships
- Skills Evaluation

Business Services

- Candidate Assessment & Training
- Worker Displacement Assistance
- Current Labor Market Information
- Hiring Events
- Seminars
- Recruiting Tools



WorkOne Southwest Locations

Dubois County

850 College Avenue
Jasper, IN 47546
P: 812-634-1599

Gibson County

2429 S. Crabtree Drive
Princeton, IN 47670
P: 812-386-7983

Knox County

2437 6th Street
Vincennes, IN 47591
P: 812-882-8770

Perry County

1034 31st Street
Tell City, IN 47586
P: 812-548-4870

Vanderburgh County

4600 Washington Ave Suite 113
Evansville, IN 47713
P: 812-424-4473



www.WorkOneSouthwest.com

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