



**INDIANA REGION 5**  
**WORKFORCE BOARD, INC.**

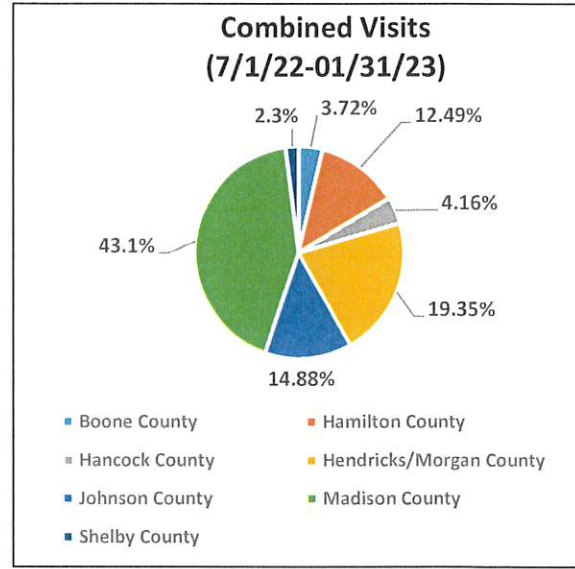
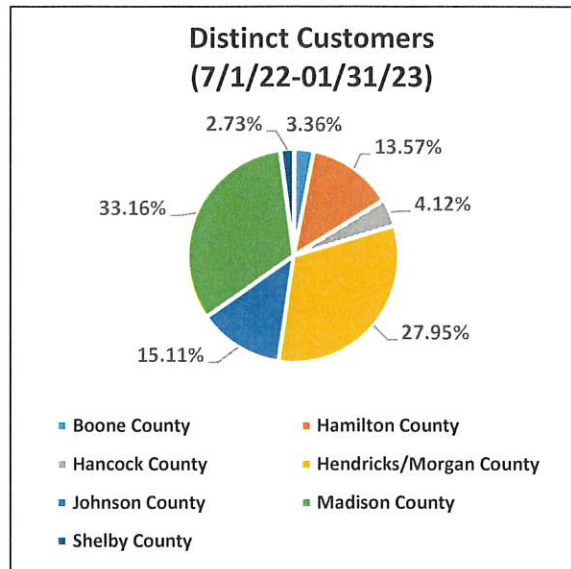
Jeff Williams, Chair  
VP Facility Operations  
Major Health Partners, Shelbyville

Jeff Wolfe, Regional Chief Elected Official  
Boone County Commissioner

Lance D. Ratliff, Executive Director

**REGION 5**

Eight counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Morgan, Shelby  
 Seven WorkOne Offices: 14,313 Customer Visits through January 2023



Distinct Customers		
Office	Total	%
Boone County	201	3.36%
Hamilton County	811	13.57%
Hancock County	246	4.12%
Hendricks/Morgan County	1,670	27.95%
Johnson County	903	15.11%
Madison County	1,982	33.16%
Shelby County	163	2.73%
<b>Total:</b>	<b>5,976</b>	<b>100.00%</b>

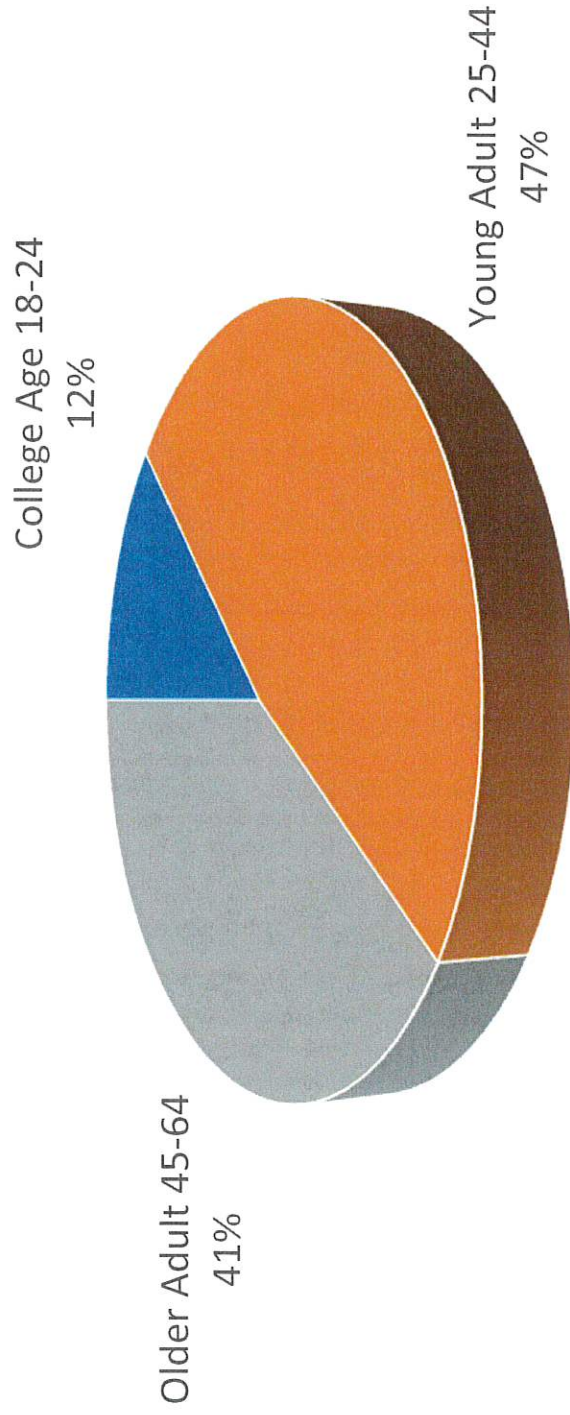
Combined Visits*		
Office	Total	%
Boone County	533	3.72%
Hamilton County	1,788	12.49%
Hancock County	596	4.16%
Hendricks/Morgan County	2,770	19.35%
Johnson County	2,130	14.88%
Madison County	6,170	43.10%
Shelby County	326	2.30%
<b>Total:</b>	<b>14,313</b>	<b>100.00%</b>

\***Combined Visits:** the total number of times customers have come into the offices for assistance based off of the VOS Greeter reports

# Labor Force Participants

Region 5

2021



- College Age 18-24
- Young Adult 25-44
- Older Adult 45-64

## **Program Performance**

Region 5 has achieved high employment, retention and earnings performance with WIOA Adult, Dislocated Worker and Youth programs

Region 5 also provides career focused high school graduation programs, Jobs for America's Graduates (JAG). There are eleven programs in ten high schools throughout the region with **369** students participating this year.

Exemplary Outcomes: 5 of 5 National Standards met for last several years

### ***Graduates of 2021***

- High School Graduation Rate: 97.7%
- Employment Rate: 71.9%
- Full Time Employment Rate 80.8%
- Positive Outcome Rate 86.9%
- Further Education Rate 50.0%

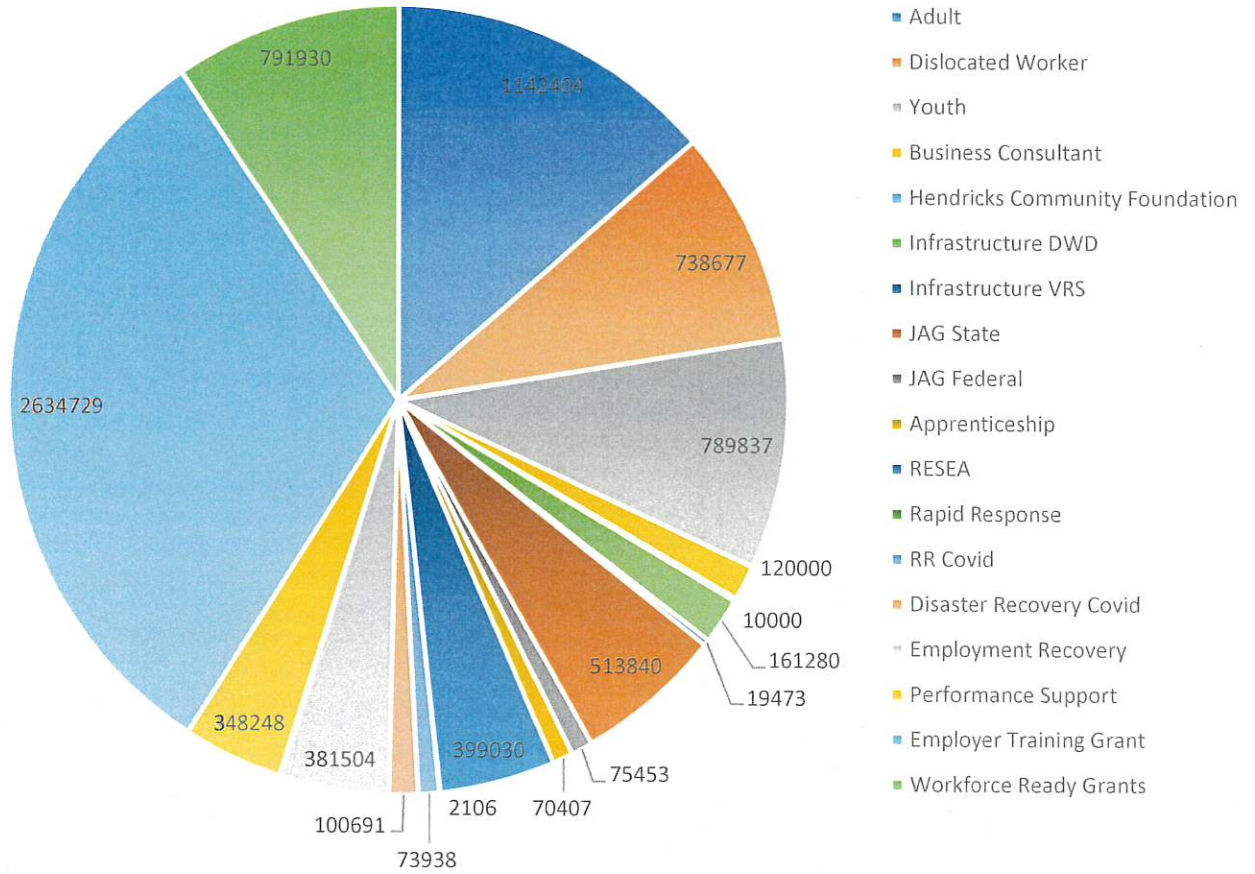
***Graduates of 2022 : \$2,171,054 Scholarships Earned***



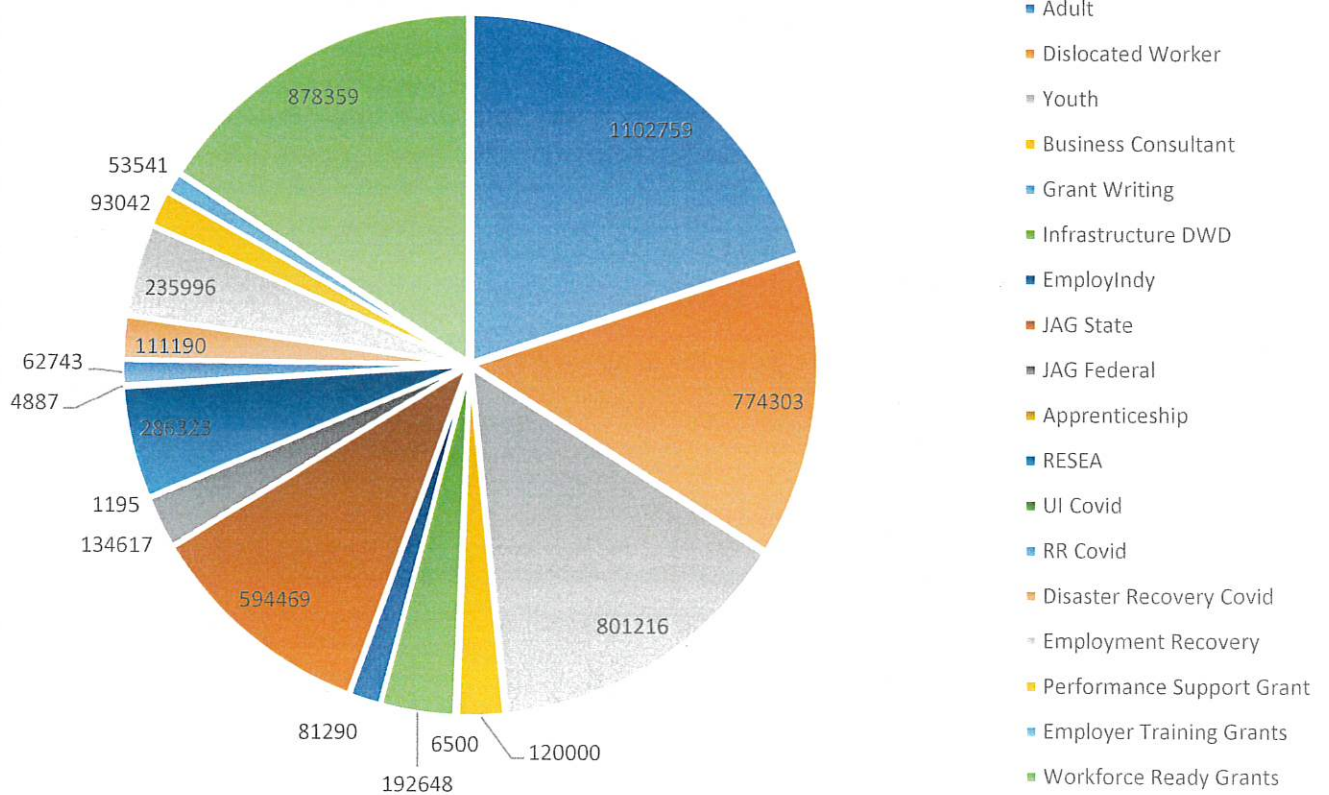
**REGION 5 operates several other programs with specific grants achieving high participation, training completion, certification rates and earnings.**

Specific Grants PY22 Report Date: November 30, 2022	Enrolled Participants		Placed/Completions		Earnings/Certifications	
	Goal	Actual	Goal	Actual	Goal	Actual Avg.
<b>Workforce Ready Grant-WRG 2105(#4)</b> Term: 7-1-22 through 9-30-23	104	106	80%	84%	70%	85%
		102%	Completed	67 of 80	Certification	57 of 67
			Employed at Exit		Wage at Placement	
<b>Employment Recovery</b> Term: 7-1-22 through 5-15-23	184	139	142	103	\$ 16.33	\$ 23.81
		76%		73%		146%
			Placement Rate	103 of 120= 86%		
			Training Completion		Certification Attained	
<b>Performance Support Grant #3</b> Term: 9-1-21 through 3-31-23	50	72	80%	85%	70%	60%
		144%	44 of 52			26 of 44
			Training Completion		Certification Attained	
<b>Performance Support Grant- PSG 2205 (#4)</b> Term: 8-1-22 through 12-31-23	53	11	80%	100%	70%	71%
		21%	7 of 7			5 of 7
<b>Apprenticeship Expansion- ASEDRI 2005</b> Term: 7-1-19 through 11-15-22 COMPLETED	Goal	Actual	Goal	Actual	Goal	Actual Avg.
	67	74	67	74	\$ 12.00	\$ 13.66
		110%		110%		114%
<b>Employer Training Grant (ETG 5.0) 2105</b> Term: 5-1-21 through 12-31-22	Employers		Awards		Trainees	
	Goal	Actual	Goal	Actual	Goal	Actual
	53	92	\$ 2,784,489	\$2,661,581	526	608
		174%		96%		116%
<b>Minority, Veteran, Women Businesses</b>	25%	22%				
<b>Term: 7-1-21 through 12-31-23</b>	Goal	Actual	Goal	Actual	Goal	Actual
<b>Pending DWD Policy Issuance</b>	32		\$ 1,581,210		320	
		0%		0%		0%
<b>Minority, Veteran, Women Businesses</b>	25%					

## Region 5 PY 2021 Expended



## Region 5 PY2020 Expended





## DIVERSIFIED ECONOMY

SECTOR EMPLOYMENT- Q3-2021				
Total Jobs	1013403	Percent of jobs		Weekly
Industry Sector	Jobs			Wage
Health Care & Social Services	154807	15.3%		\$ 1,216
Retail Trade	98732	9.7%		\$ 736
Manufacturing	90224	8.9%		\$ 1,480
Admin Support & Waste Mgt	85373	8.4%		\$ 791
Accomodations & Food Services	83517	8.2%		\$ 447
Transportation & Warehousing	82876	8.2%		\$ 1,028
Prof, Scientific & Tech Services	64559	6.4%		\$ 1,676
Educational Services	64173	6.3%		\$ 945
Construction	56631	5.6%		\$ 1,328
Finance & Insurance	47648	4.7%		\$ 1,609
Public Administration	45606	4.5%		\$ 1,211
Wholesale Trade	43890	4.3%		\$ 1,467
		90.6%		

### Sector Employment Q3 2021 EGR 5

- Health Care & Social Services
- Retail Trade
- Manufacturing
- Admin Support & Waste Mgt
- Accomodations & Food Services
- Transportation & Warehousing
- Prof, Scientific & Tech Services
- Educational Services
- Construction
- Finance & Insurance
- Public Administration
- Wholesale Trade



12 Sectors comprise over 90% of employment, range 4.3% to 15.3%  
 Health Care and Social Services is largest sector but does not dominate employment  
 Sector employment is well diversified, however several larger employment sectors have wages below regional median income (retail, accom/food serv,admin support)

## **REGION 5 WORKFORCE BOARD BUSINESS ENGAGEMENT METRICS**

- Region 5 has four Business Services Representatives (BSR), each dedicated to two counties
- BSRs interact with local Chambers and Economic Development Organizations
- BSRs meet with employers to learn their workforce needs and to promote WorkOne services
- There are 23,801 employer establishments in Region 5.

*The WDB measures employer engagement with the following metrics:*

### **EMPLOYER USE OF WORKONE FACILITIES**

Including job postings, LMI, interviewing, hiring events, ETG employer applications, virtual hiring fairs

### **STAFFING AGENCIES USE OF WORKONE FACILITIES**

Recruiting events, job orders, promotional materials, joint hiring fairs

### **WORKONE AS AN INITIAL APPLICATION POINT FOR EMPLOYERS**

People wishing to apply for employment with an employer can do so at the WorkOne office as one point of initial application. WorkOne does not have to be the exclusive initial point of application.

### **PRESCREENING OF APPLICANTS FOR EMPLOYERS**

WorkOne staff review/prescreen applicants (including virtually) before referral for employment consideration. Includes services such as resume review for appropriate match, WorkKeys, and other assessments.

### **WORK EXPERIENCE/ INTERNSHIP SITES**

Employers who provide opportunities for Work Experience or Internships for WIOA Adult, Dislocated Worker & Youth participants.

### **SECTOR TRAINING PARTNERSHIPS**

Sector Training partnerships are relationships where WorkOne staff are working with a training provider or providers to train individuals to meet the skill needs of an Industry Sector Employer or Employers. WorkOne could provide trainee referral, financial assistance, or training facilitation. Examples are the Next Level Jobs-Employer Training Grants, Anderson Advanced Manufacturing Program and the Hancock Physicians training program in Hancock County.

### **ON the JOB TRAINING (OJT) MASTER AGREEMENTS**

Employers which have executed an agreement to the terms of an on-the-job training agreement in preparation for future hiring of an eligible OJT client.

### **EMPLOYERS HIRING OJT CLIENTS**

Employers who hire OJT clients or are training employees on the job with resources from WorkOne.



## Walmart Rapid Response

Rapid Response is a pro-active, business-focused, and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response teams will work with employers and any employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss. Rapid Response can provide customized services on-site at an affected company, accommodate any work schedules, and assist companies and workers through the stressful transitions associated with job loss.

## Walmart Fulfillment Center Plainfield

Catastrophic Fire March 16, 2022 destroyed facility

**2089** Associates affected, 957 continued employment with Walmart in other locations and roles

**1132** required outplacement and re-employment assistance

Virtual RR Orientation Session was provided coordinated with Region 12- Indianapolis to explain and connect individuals with services of WorkOne and other providers

**300** registered- survey of language needs

Embassy Suites and Event Center job Fair on June 15, 2022 in Plainfield

**25** employers recruited by Region 5 and 12 participated- **175** job seekers attended

Pre- Job Fair Events with translators for four groups to assist with resume preparation and job fair readiness

-  Burmese, Haka Chin, Myanmar
-  Hatian Creole, French
-  Amharic, Tegrinya, Kinyarwanda
-  Hindu, Spanish

## **Elementary School Teacher Registered Apprenticeship Program**

Region 5 Workforce Board, Inc. is the Sponsor

Approach: *Competency Based*

**51** competencies evaluated on the job by the employer- Boys and Girls Club

**2152** hours of Training Related Instruction by Ball State University

Start in High school

3 years to complete

Ready for employment as a Teacher

RAP was developed by a collaboration of The Pursuit Institute of Hamilton County, Ball State University and the Boys and Girls Club, with the Workforce Board as the sponsor with the Department of Labor.

*This model was shared statewide through the Indiana Workforce Board Alliance (INWBA) with other regions for their consideration developing similar programs.*



## MADE@Plainfield

This 100,000 sf higher education facility was developed by the Town of Plainfield to offer adults of all ages the opportunity to receive training, certifications and degrees that align with and support local industries.

The vision for the Center was to provide a wide variety of educational learning and collaboration spaces, including specialty labs for robotics, PLC, warehousing, industrial maintenance, testing and health occupations. Multiple educational partners were recruited to share this facility to ensure a wide variety of program offerings. Entities include Vincennes University, Ivy Tech Community College, **WorkOne**, Hendricks College Network, and the Indiana Department of Homeland Security.

## Thoughts on how the GWC and State can drive change more quickly and efficiently

- Provide clear direction and resources
- Move resources to the local level

The existing statewide network of local business led workforce boards have a track record of being responsive and effective in delivering initiatives. The statewide alliance of Boards, INWBA, promotes and shares best practice and technical assistance with one another for efficient implementation of programs and services.

**Example:** The pivot in service delivery during the pandemic. In a matter of days local WorkOne offices overseen by the WDB moved from in-person services mode to virtual customer services using readily available off the shelf technology. Further, with additional state resources infection protective measures were implemented for employee and customer health.

**Example:** Walmart Rapid Response. Local staff quickly planned and executed a large hiring fair for dislocated workers from the distribution center closure due to the fire with the additional resources provided by the state.