IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION
at the SPEED OF LIFE

Proactive Collaboration:
Developing a Model Strategy to Support Employees Pre-WARN Notices

Key Partnerships

Roles & Service Offerings

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

- **WARN Notices-** Worker Adjustment & Retraining Notification helps ensure advance notice in cases of qualified plant closings and mass layoffs.
  - Companies with 100 or more Full-Time employees laying of at least 50 people at a single site of employment are required by law to submit a WARN Notice.
- **Rapid Response Team (Business Services):** WorkOne activates a Rapid Response team to assist in WARN Notices. Team reaches out to employers within 48 hours of the notice to conduct discovery sessions designed to learn about the population of workers, skill sets, and provide onboarding for affected individuals & share resources available to support.
- **WorkOne WIOA Partners:** While local WIOA funding can support Career Counselors, decreases are making this challenging for some workforce areas.
- **Assessments:** Test for Adult Basic Education (TABE) readiness for post-secondary education. ACT WorkKeys- employers utilize this assessment as a screening tool. WorkOne sites support those employer requests and can also do job profiling to identify skill levels needed for positions. WIN Career Readiness System & Indiana Career Explorer are other free resources.

Roles & Service Offerings

EmployIndy
GUIDING MARION COUNTY'S WORKFORCE

Ascend
INDIANA

- **Career Development for Professional Roles:** Provide coaching on communicating effectively, interview prep, resumes, networking, and partners with Ascend Indiana to leverage their job board to connect job seekers to open positions for which they are qualified.

- **Referrals** to community-based organizations for wrap around support.
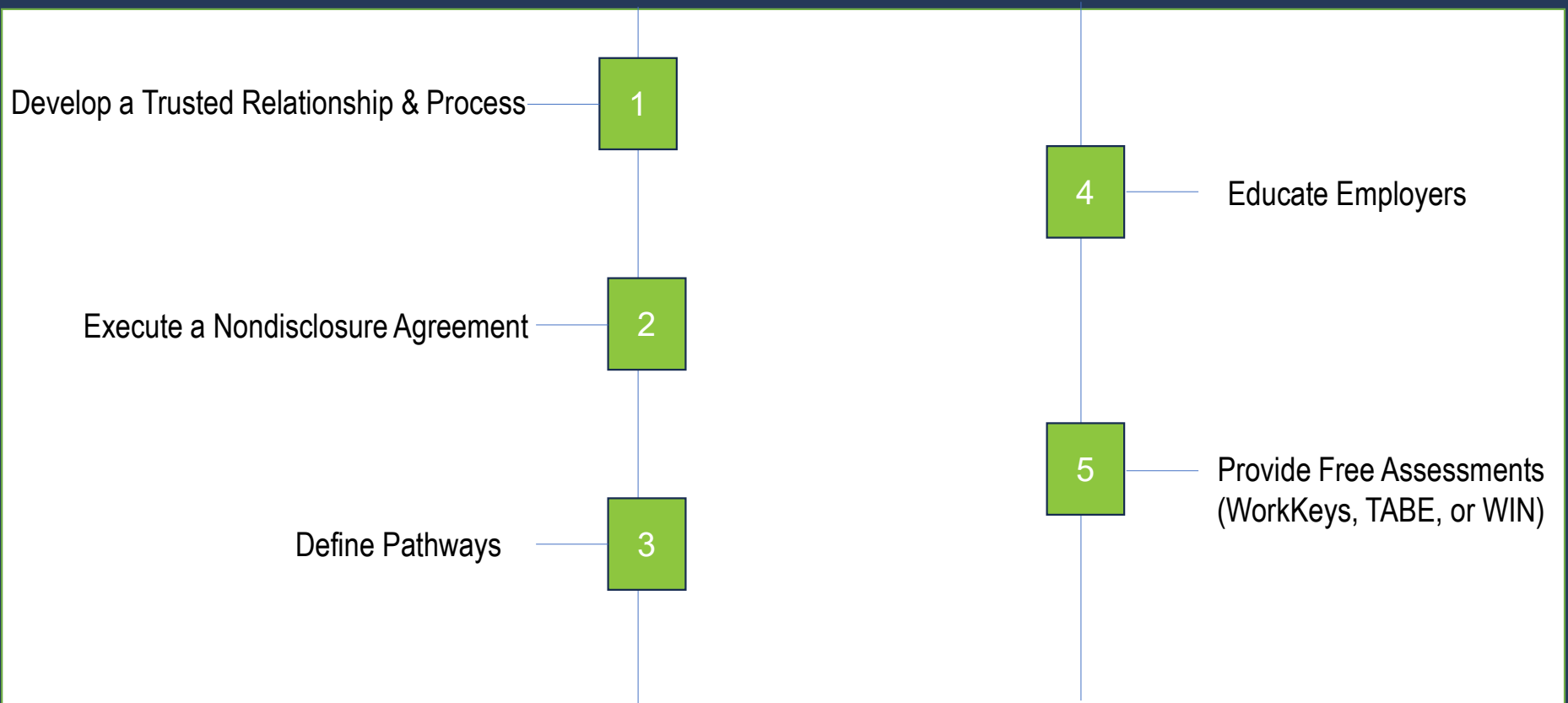
Roles & Service Offerings

Ivy+ Career Link

- **Career Coaching:** Certified career coaches that help individuals identify their strengths and interests through the career strong interest assessment that is mapped to Ivy Tech programs of study.
- **Engagement with Affected Workers:** One-on-One coaching sessions and pre-appointment skills assessments.
- **Professional Coaching:** Providing guidance on skills training and academic enrollment.
- **Profile Matching:** Posting worker profiles to facilitate connections with potential employers.
- **Facilitating Connections:** Virtual and in-person hiring events with pre-scheduled appointments.
- **Leverage Workforce Ready Grant, private scholarships/grants, and other funding** available to support upskilling and/or educational degree offerings.
- **Alignment with Industry Demands:** Coaches can ensure individuals align their educational choices with the evolving needs of the job market.

Co-Creation of

Proactive Test Case Strategy, Marion Co.

Collaborative Test Case Strategy

Develop a Trusted Relationship & Process — 1

2 — Execute a Nondisclosure Agreement

Define Pathways — 3

4 — Educate Employers

5 — Provide Free Assessments (WorkKeys, TABE, or WIN)

Benefits to Affected Workers

- **Early Support:** Proactive assistance before WARN notices.

- **Tailored Guidance:** Personalized coaching and skills assessment for informed decision-making.

- **Employment Connections:** Facilitated connections with potential employers through a targeted approach.

Benefits to Employers

Informed Workforce Transition: Navigating layoffs with clarity and support.

Access to Skilled Talent: Early identification and connection with skilled workers.

Pathway Awareness: Education on available pathways for employees in transition.

Outcome Measurement

Model Replicability:

Creating a scalable model and toolkit that can be replicated across various industries and organizations statewide

Next Steps & Conclusion

Workshop and Planning Session: Convene a workshop to further discuss the details of collaboration, define roles, & establish a timeline for implementation.

Evaluation and Iteration: Regularly evaluate the pilot program's success, gather feedback, and make necessary adjustments for continuous improvement.

Pilot Program Launch: Develop a pilot program based on the agreed upon strategy & launch it within a selected group of companies and affected workers.

Economic Development/WorkOne lead and develop a non-disclosure agreement to allow all parties to begin developing a roadmap.

THANK YOU!

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