

ANNUAL TRAINING REPORT

PROGRAM YEAR 2014



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne**.CENTERS

Issued December 2015

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A Message from Commissioner Steve Braun

The Indiana Department of Workforce Development respectfully submits this Program Year 2014 Annual Training Report. The contents of this report reveal what was a notable year helping Hoosier workers and job seekers acquire skills that prepare them to flourish in today's economy.

Notable accomplishments within this report include:

Indiana's Jobs for America's Graduates (JAG): JAG continues to thrive with 118 active programs across Indiana thanks in large part to the continued support of the Indiana General Assembly and Governor Mike Pence. JAG targets at-risk youth with the primary goals of increasing high school graduation rates, work-and-learn opportunities, and post-secondary education/employment attainment. JAG achieved a graduation rate of 93 percent (state average 89 percent) in 2014 and won the national award for highest scholarship dollars earned by students (\$15 million) for the third-straight year. For the very first time, 11 of Indiana's 12 regions received the prestigious "5 of 5" Award for exceeding national goals in the following categories: graduation, post-secondary education, enrollment, securing entry level jobs leading to career advancement opportunities, and positive student outcomes.

Adult Basic Education (ABE): ABE welcomed 27,561 adult learners through its programs in 2014. Nearly half (13,539) of these students completed at least one level gain, with a majority advancing multiple levels (22,658 advancing levels achieved). Over 4,400 earned their Indiana High School Equivalency. The cost per Adult Education student attaining a level gain, which is equivalent to two K-12 grade levels, was \$1,612. For perspective, the average cost per year for public K-12 students in School Year 2013 was \$9,556. Among the 1,101 students participating in WorkINdiana, which enables students to earn an occupational certification while studying for their High School Equivalency (HSE), over 70 percent completed training and nearly 57 percent earned an industry-recognized credential.

Hoosier Initiative for Re-Entry (HIRE): HIRE, a collaborative effort of the DWD, local court systems, business partners and the Department of Corrections, is dedicated to reducing recidivism among ex-offenders and locating full-time employment opportunities for nearly 1,500 program participants. With an astounding 84 percent retention rate, participants are monitored for employment retention on a rolling basis. The DWD estimates that the HIRE program accounts for more than an \$8 million return on investment due to savings on incarceration costs and increases in state economic productivity. The evaluation of a program expansion is currently underway.

I invite you to take an in-depth look at these aforementioned projects as well as other vital DWD programs and initiatives listed in this report that support the needs of Hoosier jobseekers, employees, and employers. We made great strides in 2014 which contributed to a consistent decline in Indiana's unemployment rate and also resulted in a better alignment of the state's education and workforce training pipeline based on the needs of Indiana's employers. As DWD drives to improve its systems and services, we salute our partners and participants as we collaboratively strive to enhance the further development of Indiana's workforce.

Respectfully,



Steve Braun, Commissioner
Indiana Department of Workforce Development

MISSION

The mission of the Indiana Department of Workforce Development (DWD) is to develop a premier workforce that will allow Indiana employers to flourish and entice businesses from outside our state to relocate to Indiana.

INCREASE PRIVATE SECTOR EMPLOYMENT

- Identify, Align and Connect Indiana Employers with qualified workers
 - A. Contribute resources to the success of the Governor’s Jobs Cabinet, Indiana Works Councils and the Indiana Economic Development Corporation
 - B. Focus resources on identified key industry high growth and demand sectors
 - C. Ensure qualified workers are referred for job openings

IMPROVE THE QUALITY OF THE HOOSIER WORKFORCE

- Ensure Hoosiers achieve occupational goals that advance Indiana’s Economy
 - A. Ensure all customers receive skills assessments, career exploration, and career counseling
 - B. Promote college and career readiness and lifelong learning, focusing on occupational certifications
 - C. Improve coordination among secondary education, higher education and workforce development
 - D. Develop career pathways through career, technical and vocational education
- Achieve a cohesive workforce investment system that focuses on delivering high quality services with great efficiency
 - A. Establish a system of partnerships at the state and local level
 - B. Maintain partnerships with organizations promoting workforce and economic development, educational attainment, and career preparation
 - C. Expand the current performance-based funding model into additional programs
 - D. Invest in technology and training to enhance the overall customer service experience
 - E. Improve the integrity of the unemployment insurance system, including rapid reemployment of unemployment insurance recipients

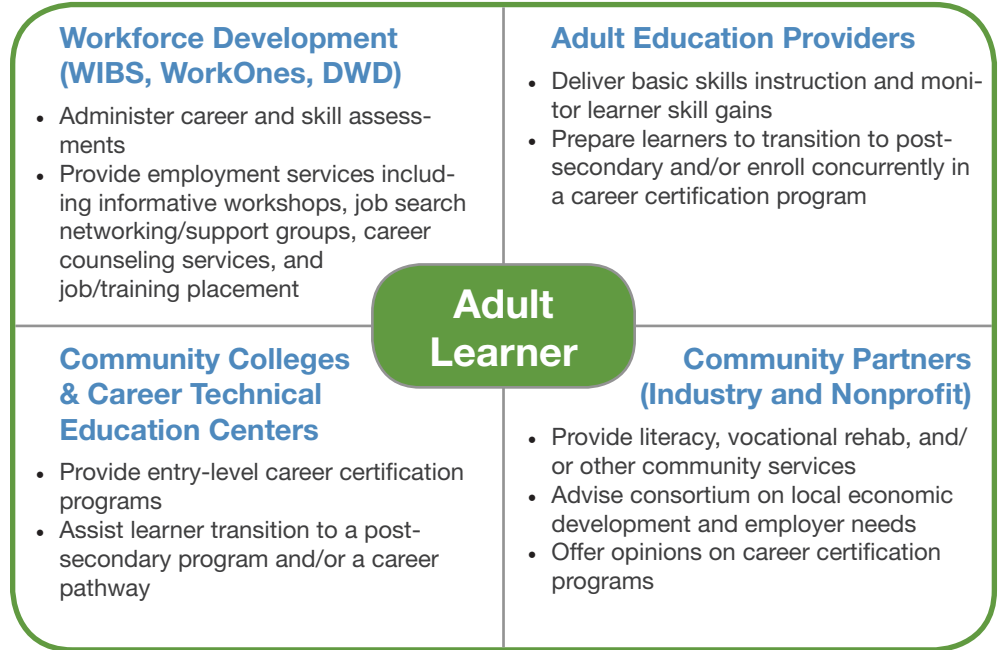
Per IC 22-4-18-7, the 2013-2014 Annual Training Report summarizes the numerous state and federally-funded training programs awarded, administered, and implemented through the Department of Workforce Development or workforce investment boards from July 1, 2014 to June 30, 2015.

Adult Basic Education

The Adult Basic Education (ABE) program is charged with ensuring delivery of foundational skills development, career pathways, and academic and career counseling services to adults and out-of-school youth for the purpose of employment, reemployment, or enhanced employment. Throughout the state, there are roughly 500,000 individuals who do not have a high school diploma or its equivalent (according to the American Community Survey – U.S. Census Bureau).

The ABE program consists of regional consortia throughout the state constructed within the Department of Workforce Development (DWD) economic growth regions. Each consortium is responsible for ensuring that all adult learners within its service area have access to both educational and career advising services.

A formula allocation system is utilized to ensure federal and state funds are awarded in a similar manner to adult basic education providers. The formula is weighted to consider the unemployment population, the number of enrollees in adult basic education, and regional performance outcomes. The chart to the right outlines the responsibilities of each partner group, with the focus of services supporting the adult learner.



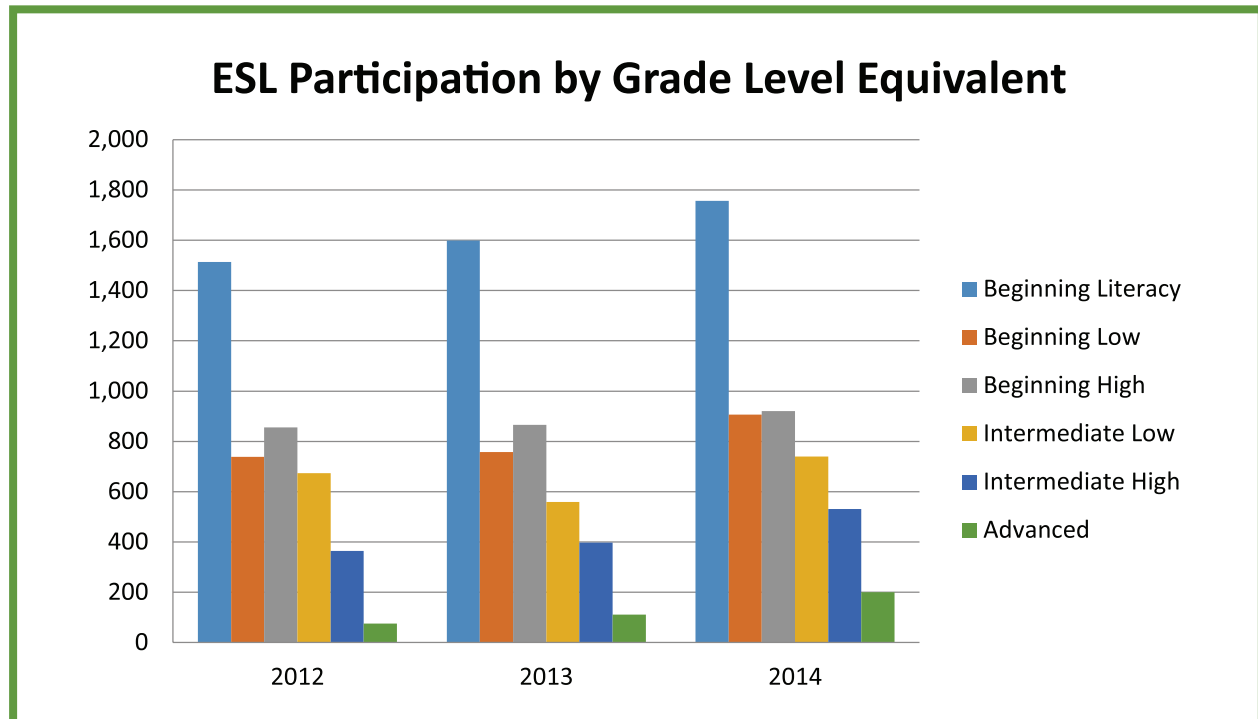
Program Year 2014 Results

TRAINING FUNDS	\$22,436,036
STUDENT ENROLLMENT	28,103
• Adult Basic Education	18,866
• Adult Secondary Education	4,182
• English as a Second Language	5,055
STUDENTS WITH AT LEAST ONE LEVEL GAIN	13,763
• Total Level Gains	22,846
HSE/DIPLOMAS AWARDED* ¹	5,349
ENTERED EMPLOYMENT* ²	3,343
ENTERED POST-SECONDARY EDUCATION* ³	1,666
COST PER STUDENT ATTAINING A LEVEL GAIN (Equivalent to two K-12 grade levels)	\$1,630

*These metrics include only Adult Learners who have exited from Adult Education Programs. They do not include current enrollees.

1 - Adult Learners who do not have a High School Diploma upon enrollment in an Adult Education program AND have taken and passed all sections of the HSE tests. 2 - Adult Learners who were not employed upon enrollment in an Adult Education program. 3 - Adult Learners who have an HSE/D upon enrollment into an Adult Education program OR earned an HSE/D while enrolled in an Adult Education program.

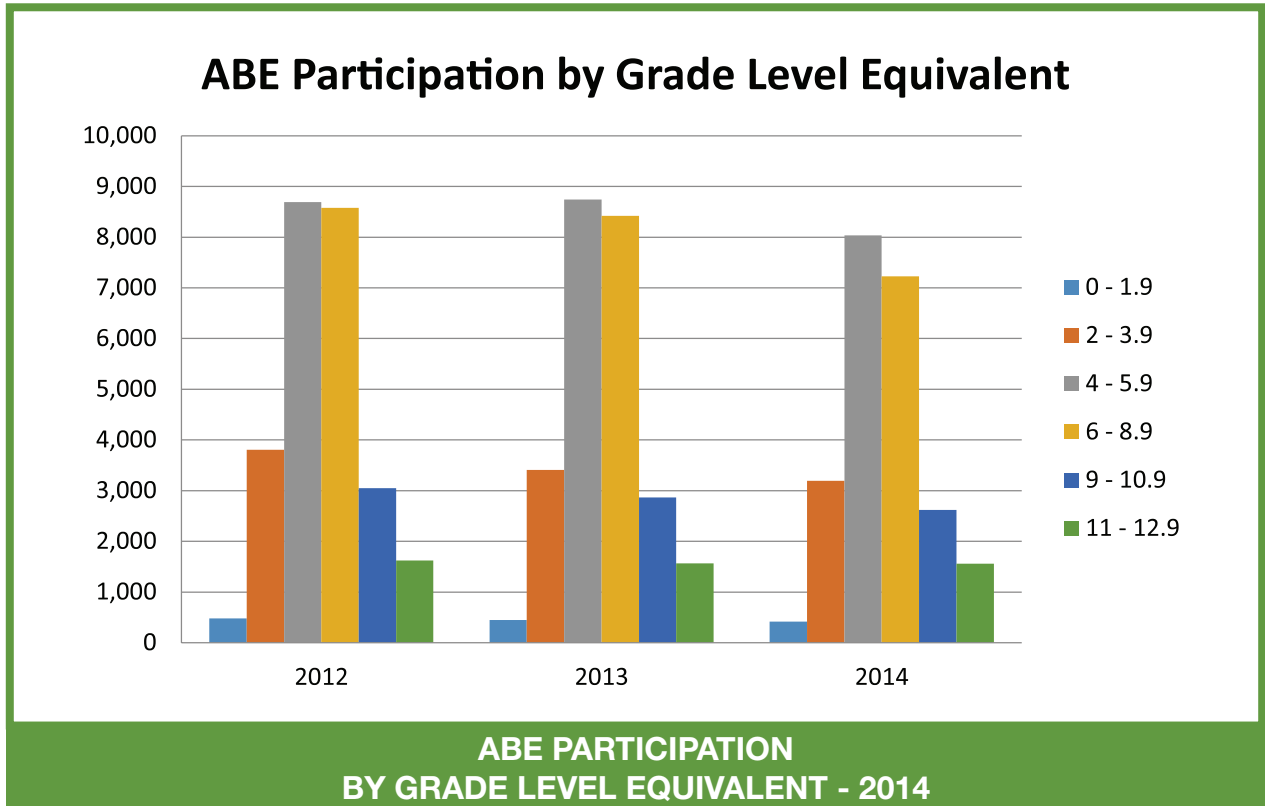
Adult Basic Education (continued)



ESL PARTICIPATION BY GRADE LEVEL EQUIVALENT - 2014

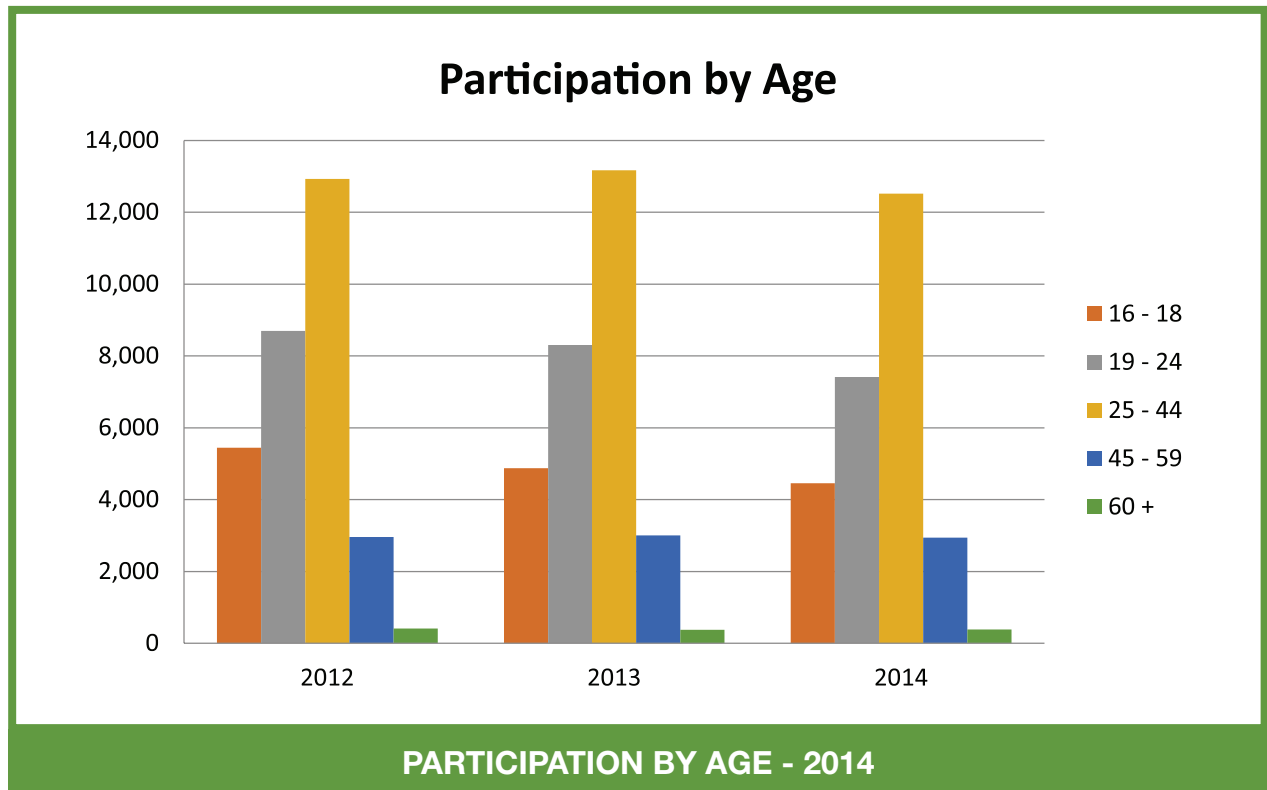
Level	Trainees
Beginning Literacy	1,756
Beginning Low	906
Beginning High	921
Intermediate Low	740
Intermediate High	531
Advanced	201

Adult Basic Education (continued)



ABE PARTICIPATION BY GRADE LEVEL EQUIVALENT - 2014	
Level	Trainees
0-1.9	415
2-3.9	3,191
4-5.9	8,035
6-8.9	7,225
9-10.9	2,620
11-12.9	1,562

Adult Basic Education (continued)



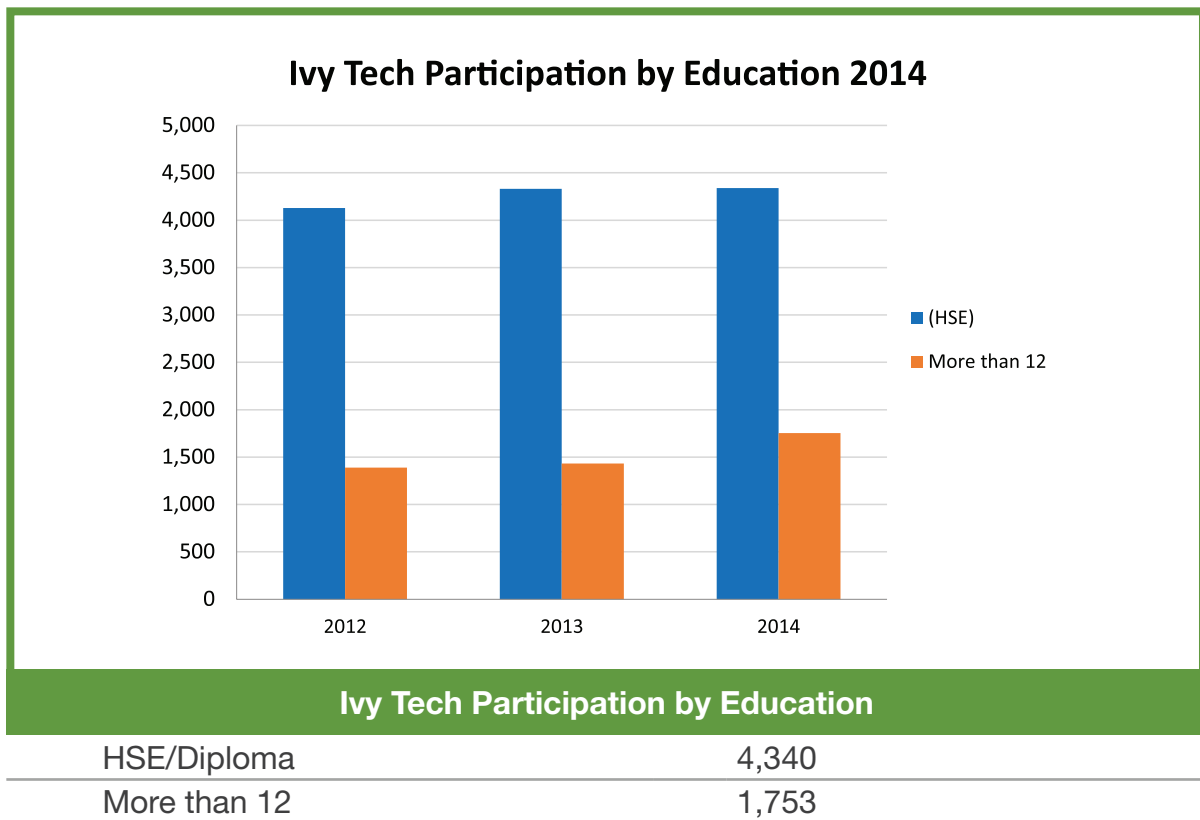
Age Group	Participants
16-18	4,568
19-24	7,519
25-44	12,668
45-59	2,964
60+	384

Apprenticeships

Per IC 22-4-25-1, DWD provides funding for training in apprenticeship programs approved by the United States Department of Labor Bureau of Apprenticeship and Training, which lead to an associate degree, as well as journeyman upgrades training. This training is provided through Ivy Tech Community College and Vincennes University. The multi-year training is designed to provide upgrades for persons in approved apprenticeship programs at various employers across the state. Some programs offer certificates equal to a year of training and others only upon completion of the entire program. Funding is provided from the Unemployment Insurance Penalty and Interest fund.

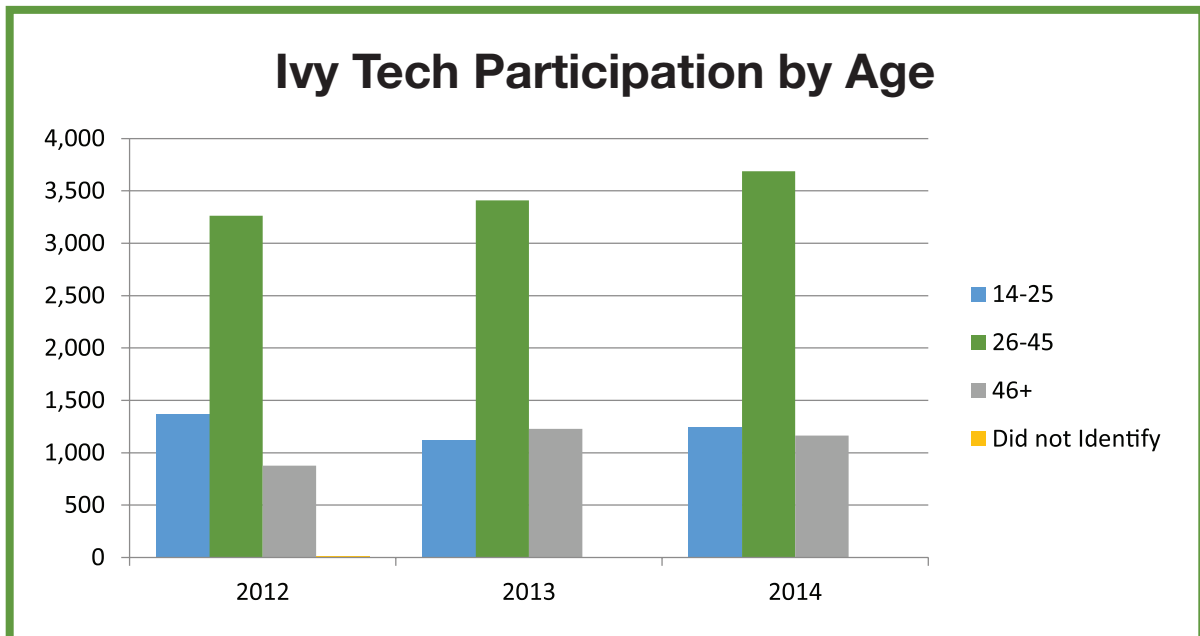
Ivy Tech Results - Program Year 2014	
Training Funds	\$4,250,000
Enrollment	6,093
Associate Degrees	619
Certifications	620
Journeyman Level Upgrades	2,264

Ivy Tech Community College Apprenticeship Program
 \$4,250,000 Awarded Program Year 2014
 Total Enrollments - 6,093

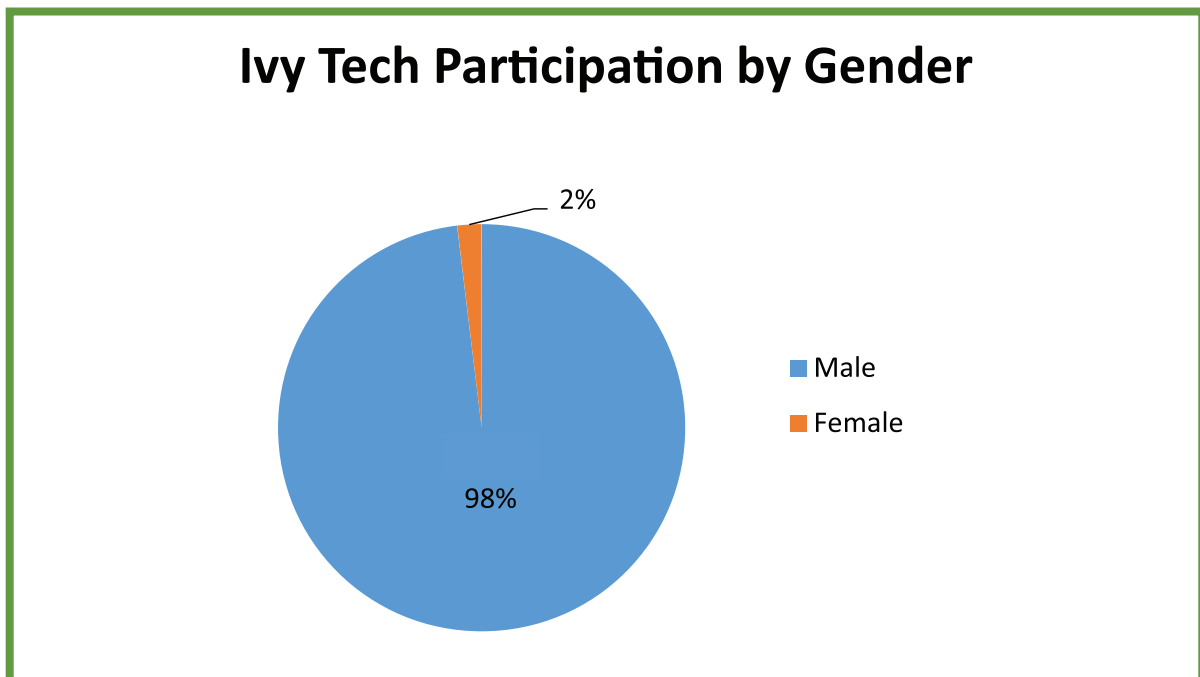


Ivy Tech Participation by Education	
HSE/Diploma	4,340
More than 12	1,753

Apprenticeships (continued)

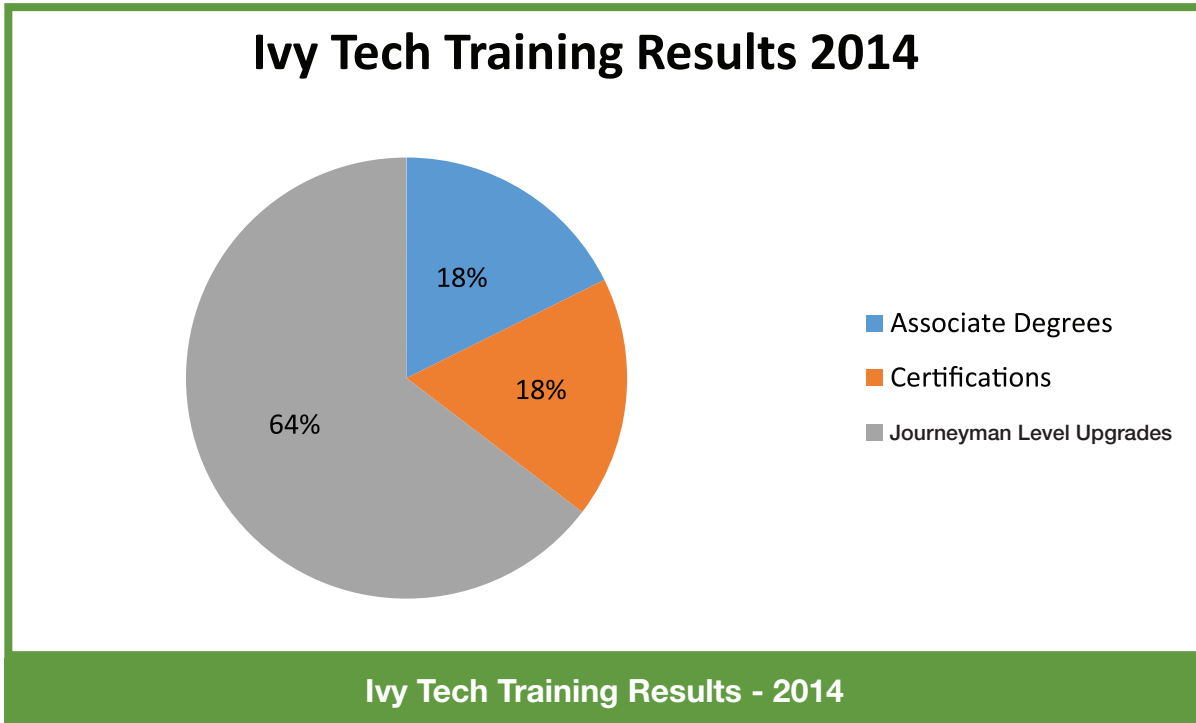


Ivy Tech Participation by Age - 2014	
14-25	1,244
26-45	3,686
46+	1,163
Did Not Identify	0



Ivy Tech Participation by Gender - 2014	
Male	5,976
Female	117

Apprenticeships (continued)



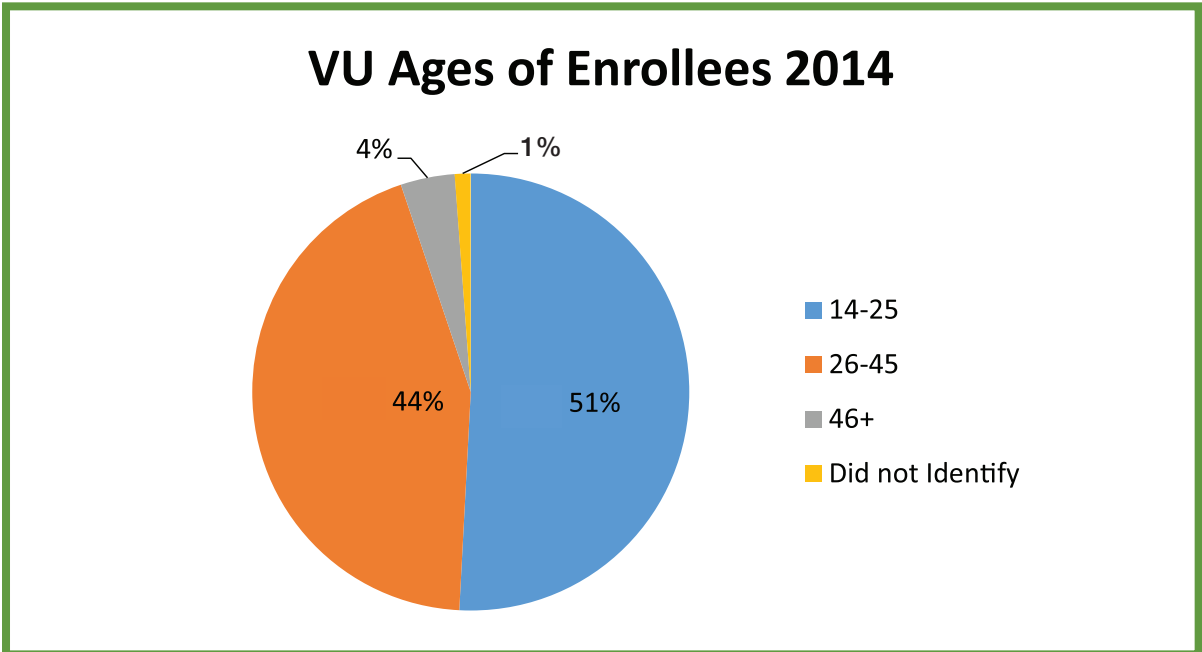
Ivy Tech Training Results - 2014	
Associate Degrees	619
Certifications	620
Journeyman Level Upgrades	2,264

Apprenticeships (continued)

Vincennes University Apprenticeship Program
 \$1,250,000 Awarded Program Year 2014
 Total Enrollments - 598

Vincennes University Results - Program Year 2014

Training Funds	\$1,250,000
Enrollment	598

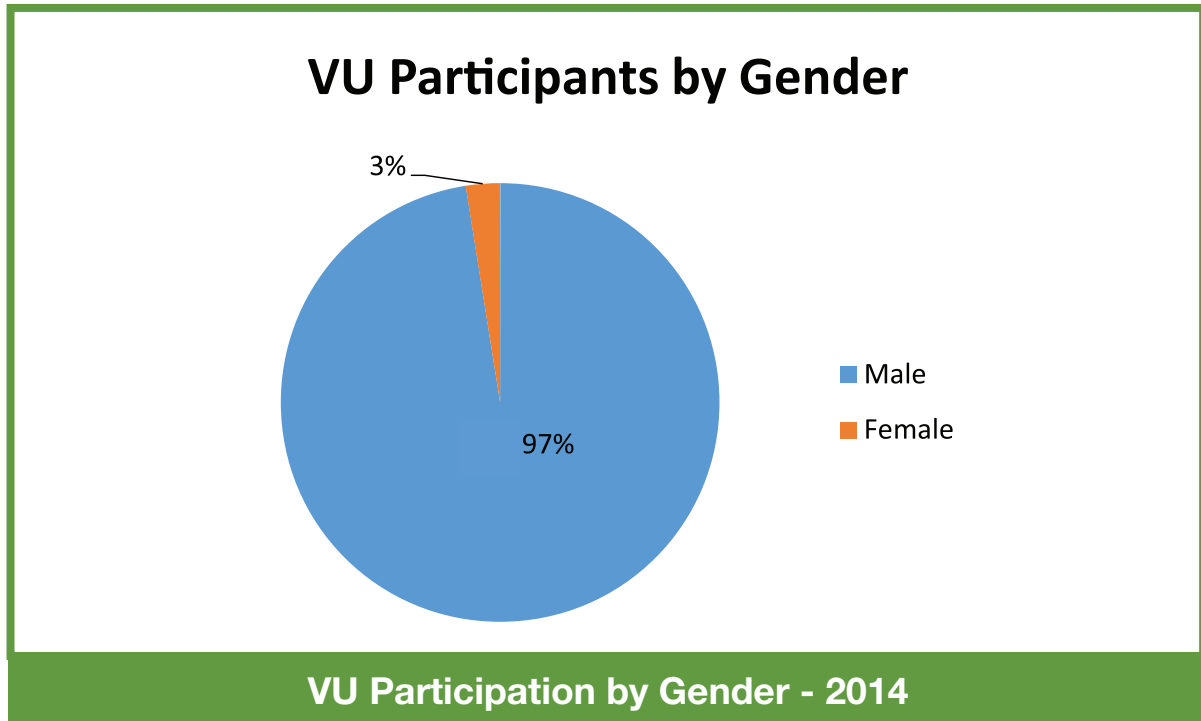


VU Participation by Age - 2014

14-25	304
26-45	263
46+	24
Did not Identify	7

*All Enrollees have a HSE/GED or above

Apprenticeships (continued)



VU Participation by Gender - 2014	
Male	583
Female	15

Summary By Program Area	YR 1	YR 2	YR 3	YR 4	Totals
Carpentry	11	13	5	5	34
Electrical	172	106	64	42	384
HVAC	24	16	13	9	62
Pipefitting	7	14	4	4	29
Plumbing	38	22	9	12	81
Sheetmetal	2	4	0	0	6
TOTALS	254	177	95	72	598

Career and Technical Education (CTE)

Career and Technical Education is funded through the federal Carl D. Perkins program along with state funding. The program prepares students in secondary and post-secondary education for industry-recognized credentials and transition to higher education and/or workplace readiness. Indiana's CTE delivery system consists of 46 area Vocational districts, nearly 300 school corporations and post-secondary institutions offering certification and two-year degree programs, administered by the Indiana Department of Workforce Development and the Indiana Department of Education.

Following the Perkins Act two-plus-two model the CTE program encourages secondary and post-secondary institutions to develop instructional plans that provide a minimum of two years of secondary CTE study followed by two years of post-secondary instruction, with an associate degree and accompanying certification as the preferred goal of the latter.

In accordance with the state's vision for all post-secondary CTE students to achieve challenging academic and technical standards as well as to prepare them for placement in current or emerging professions, the following career pathways were identified in which post-secondary funds were to be obligated: Science, Engineering and Technologies, Health Services, Business, Management and Administration, Information Technology, Transportation and Logistics, Architecture and Construction, and Manufacturing and Processing.

In addition to focusing on delivering "plus two" educational opportunities within defined pathways, the importance of credential attainment including both educational credentials and occupational certifications is also emphasized. To that end, graduation-enhancing strategies, including intensive academic advising, study skills development, content area tutoring, and early intervention are particularly encouraged. In recognition of the value of objectively assessed, industry recognized certifications, activities that prepare students to successfully complete the certification exams are likewise encouraged. Finally, there is also strong emphasis on job placement for post-secondary CTE students. Accordingly, placement-enhancing activities are encouraged, including the development of experiential education (job shadowing, internships, co-operative experiences) and employment services and counseling (job-seeking skills instruction, development of on-the-job-training experiences, and other placement activities).

DWD Data Responsibilities for Secondary Career and Technical Education

As a result of an annual MOU with the DOE during the last 10+ years, DWD has retained the responsibility for several essential duties. They include data collection, reporting and oversight of vendor contracts. The MOU covers the cost of several collection and reporting duties. These items include, but are not limited to; technical support, education and training related to data collection and custom reporting. Additionally, DWD oversees the completion of the Form 30A report which is utilized for allocation of Indiana's CTE funds (approximately \$98 million), completion of the Federal year- end Perkins report and ad hoc reports (as requested by DOE, end users, schools, administrators, third parties and internal customers)

CTE (continued)

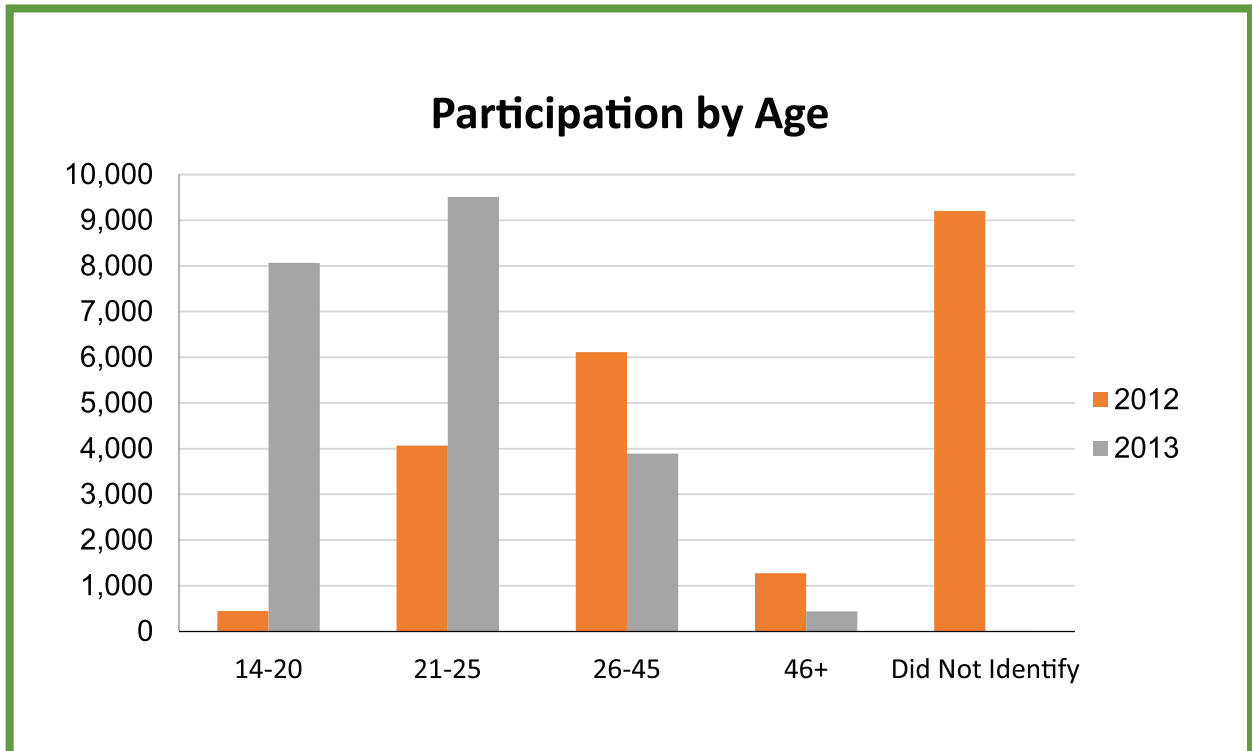
Program Year 2013 Results

TRAINING FUNDS

- \$24 million Federal Funds \$122 million
- \$98 million State Funds

ENROLLMENT	21,926
Technical Skills Attainment/Certifications	92.59%
Graduation/Completion	27.78%
Postsecondary Retention Rate	66.58%
Entered Employment Rate	99%

*Note PY14 data will be provided January 2016



CTE Participation by Age - 2013

14-20	8,069
21-25	9,511
26-45	3,894
46+	441
Did Not Identify	11

Indiana's Disability Employment Initiative Grant

In October 2012, the state was awarded nearly \$2.4 million to implement Indiana's Disability Employment Initiative (IN-DEI) grant. Social Dynamics, a contractor of the US Department of Labor (USDOL), was tasked with conducting a random selection to determine which of the nine (9) participating Workforce Development Boards (WDBs) would receive funding to implement the grant. Regions 1, 2, 4, 7 and 9 were selected as pilot areas and received funding to hire a full-time staff person (referred to as a Disability Resource Coordinator or DRC) to oversee the grant at the local-level. Regions 5, 6, 11, and 12 (Marion County) were selected as the control/comparison areas and did not receive funding. Originally the grant was scheduled to end September 30, 2015, however the Indiana Department of Workforce Development (DWD) requested and received approval for a no-cost six month extension and the grant will now be implemented through March 31, 2016.

All nine (9) regions are required to participate in USDOL's data collection and evaluation activities, which are comprised of phone interviews, on-site visits, and reporting specific IN-DEI, Workforce Investment Act (WIA), and Wagner-Peyser (W-P) data. Due to the evaluation component of the grant, DWD is unable to share IN-DEI activity and outcomes until the grant ends and findings are released by Social Dynamics. However, below is a general overview of the grant and anticipated activity of the five (5) pilot areas.

Project Scope

The pilot areas will serve adult Hoosiers who may have physical, developmental, psychiatric or other non-visible disabilities, in particular persons who have a Ticket to Work, a disabled veteran or eligible spouse, and persons with additional barriers to education, training, or employment success.

Ticket to Work (TTW)

A component of the grant revolves around the TTW program, which focuses on decreasing the client's dependence on cash benefits by increasing their work efforts and achieving self-sufficiency. This program is offered at no cost and on a voluntary basis. Individuals must be between the ages of eighteen and sixty-four, receiving Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI).

Outreach Efforts

- Pilot areas target persons without a high school diploma or its equivalency, who are basic skills deficient, have a criminal record, homeless, and/or receive Temporary Assistance for Needy Families (TANF) benefits. In addition, Community Mental Health Centers will provide enhanced services to participants with moderate to severe mental illness, a sub-group of persons facing extreme levels of unemployment and poverty. Pilot areas will deliver IN-DEI services through the local WorkOne offices. Participants will have increased access to:
 - » Adult basic education and high school equivalency assessment;
 - » Advanced training and credential opportunities;
 - » Asset development, including counseling related to benefits, work incentives, financial literacy, budgeting, and tax credits and filing;
 - » Job readiness training and certification;
 - » Integrated case management to coordinate services and support across service providers;
 - » Work experience, supported employment, and on-the-job training; and
 - » Assistive technology equipment to better meet the needs of individuals with disabilities.

Anticipated Outreach

- Expanded partnerships and co-enrollment among systems servicing adults with disabilities;
- Enhanced accessibility and usability of the WorkOne system;
- Increased use of the Ticket to Work program;
- Increased use of the WorkOne system by adults with disabilities; and
- Improved education, training and employment outcomes.

Hoosier Initiative for Re-Entry (HIRE)

The HIRE program is a collaboration with the Indiana Department of Workforce Development and the Indiana Department of Correction dedicated to creating a cohesive relationship between ex-offender clients, WorkOne Centers, businesses, non-profit organizations, and local law enforcement agencies. The collective goal of this group is to help place rehabilitated, trained, and determined clients back into the workforce.

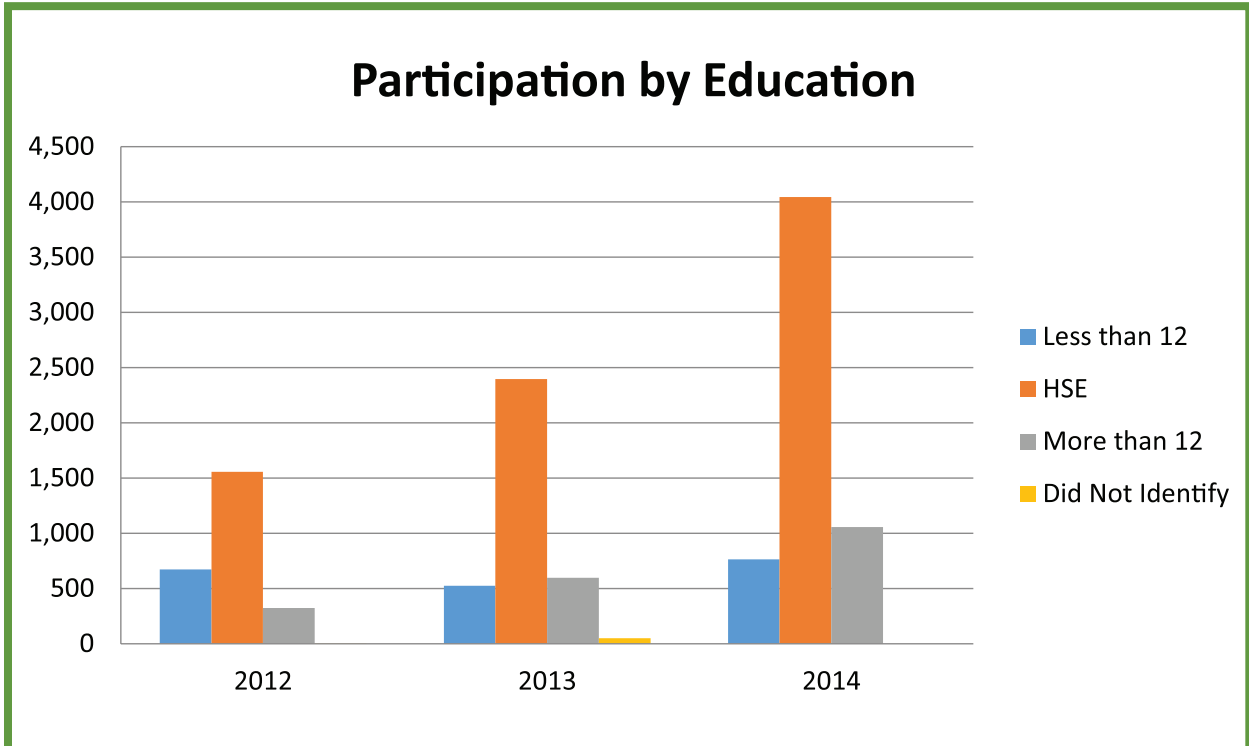
Re-Entry Coordinators meet with clients in individual and group training sessions to develop the strong work ethic skills that employers are seeking. Basic skills such as integrity, sense of responsibility, emphasis on quality, discipline, and a sense of teamwork are vital to keep a company functioning at its peak. These five key work ethics are in demand, yet often missing in many job seekers.

Benefits of working with the HIRE program include grooming the employee for the position they are applying for, providing support, continued training, and coaching from the designated Re-Entry Coordinator for one year after placement. HIRE works with the employer and employee to create and support both entities so they have the best chance at a successful relationship in the work place. After release and job placement, DWD staff meets regularly with participants and employers to identify work related issues or needs, and to discuss any program changes. It costs Indiana roughly \$20,000 per year to incarcerate one offender. Department figures show the state's cash return to the economy during the past year is more than \$8M due to savings on incarceration costs and increases in state economic productivity.

In addition, many of the HIRE participants may qualify for WOTC (Work Opportunity Tax Credit) and/or free Federal Bonding. These two valuable US Department of Labor programs offer savings and added value to employers who are willing to give our clients a second chance to rebuild their future.

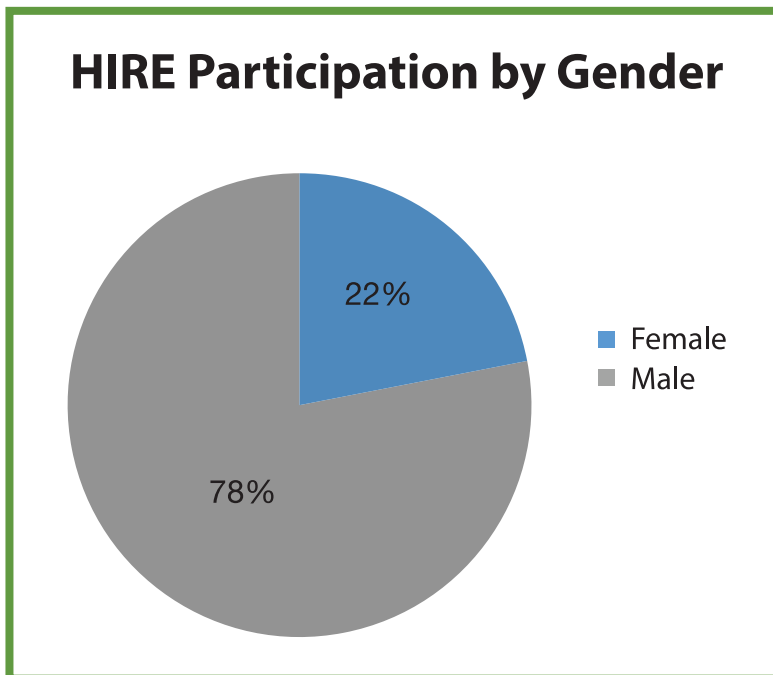
HIRE Results - Program Year 2014	
Program Funds	\$278,585
Participants	5,860
Entered Employment	1,490
Retained Employment	84%
Average Hourly Earnings	\$9.59

HIRE (continued)



HIRE Participation by Education - 2014

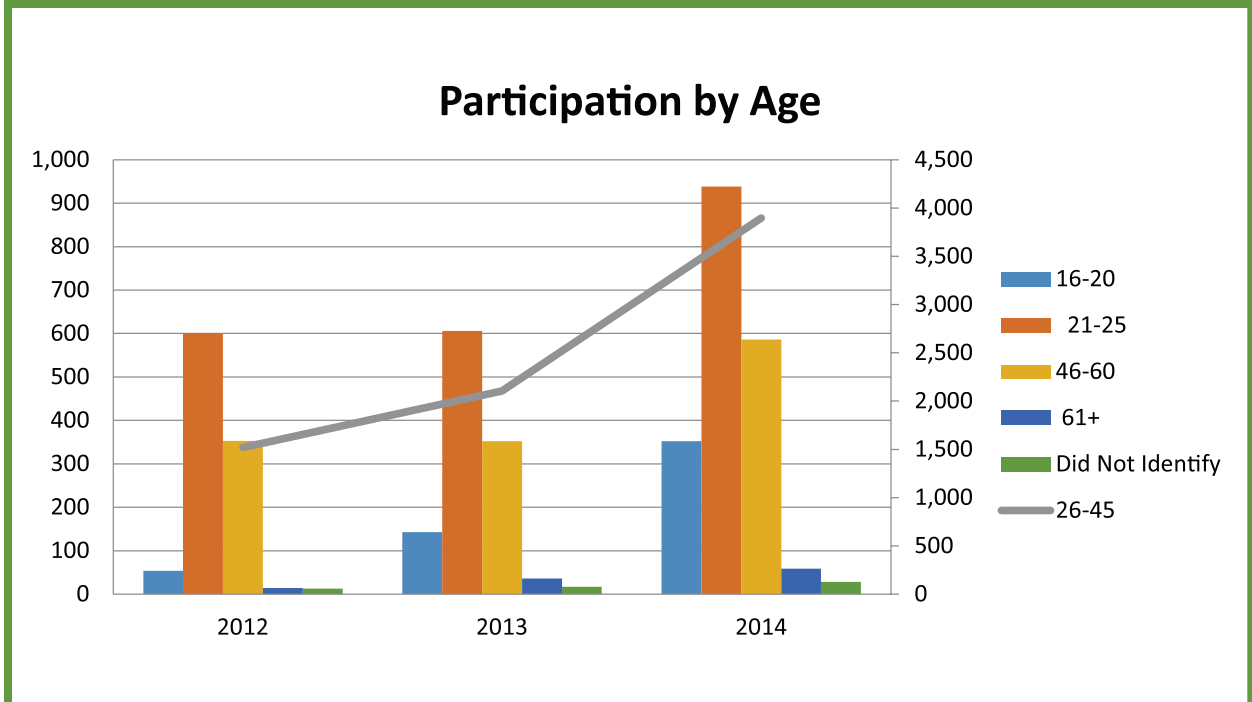
Less than 12	763
Certifications	4,043
More than 12	1,055
Did Not Identify	0



HIRE Participation by Gender - 2014

Female	1,289
Male	4,571

HIRE (continued)



HIRE Participation by Age - 2014

16-20	352
21-25	938
26-45	3,897
46-60	586
61+	59
Did Not Identify	28

Jobs for America's Graduates

Jobs for America's Graduates (JAG)-Indiana is a statewide drop-out prevention program that targets at-risk high school juniors and seniors, and out-of school youth who have dropped out of high school. The program's goals are as follows:



1. Provide basic skills assessment and remediation to ensure program participants receive a high school diploma or its equivalent;
2. Assist in the attainment of employability skills needed to find a job and/or pursue postsecondary education. Students are taught 37 core competencies (skills) to assure a strong attachment to the labor market; and
3. Help to ensure graduates are placed in full-time employment, transition to post-secondary education or training or enlist in the military.

Indiana's JAG model provides tutoring assistance and adult mentoring. Participants receive individualized attention and identification of specific barriers to success, which include academic problems, deficient life and personal skills, and social or economic barriers.

Each high school senior completes the Free Application for Federal Student Aid (FAFSA), applies to two colleges and has the opportunity to take the American College Testing (ACT), Scholastic Aptitude Test (SAT) or other postsecondary enrollment examination. Last year, 43% of the students in follow-up were enrolled in post-secondary education. The 2015 high school graduates earned \$15M in scholarships. JAG Indiana was recognized by the national organization for having the highest amount of earned scholarships by its students.

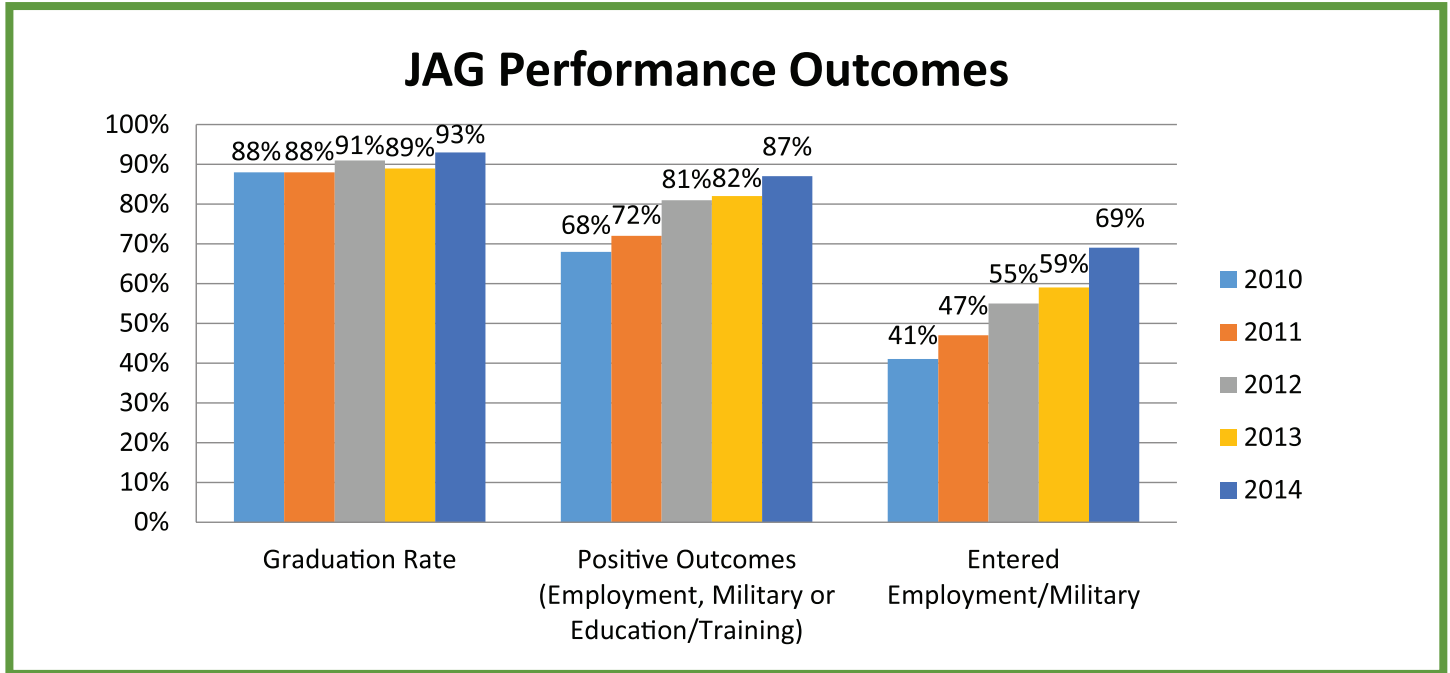
In addition to class work, students participate in a highly motivated student-led JAG Career Association at their high schools that promotes community involvement, civic and social awareness and leadership. Through their Career Association, students are invited to participate in a statewide event sponsored by DWD, the Career Development Conference.

The State Career Development Conference was held March 13, 2015 at Ivy Tech Community College in Indianapolis. The event provided students the opportunity to visit the campus and compete in employability skills events. Twelve regional conferences were held prior to the statewide conference. Ninety-two schools participated in the regional conferences with the top 150 students attending the State conference. The State Career Development Conference featured competitive events designed to demonstrate employability skills learned through program competencies, employer and community connections. Thirty-six students received awards ranging from \$250 to \$3,000.



Jobs for America’s Graduates (continued)

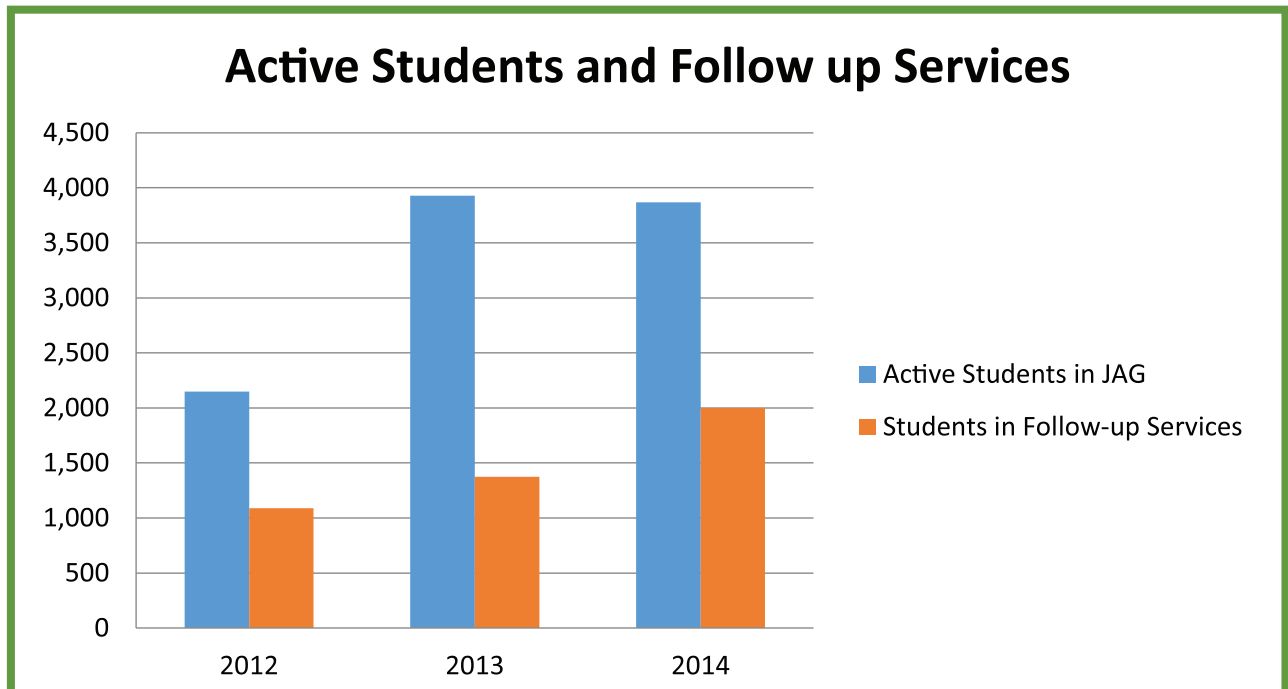
During the 2013 session of the Indiana General Assembly, state funds were allocated for the first time for JAG. This enabled the program to essentially double in size. Programs were sustained with additional state funds from the General Assembly in 2015.



Since its inception in 2006, JAG has served more than 13,000 Hoosier students. Over 5,200 students participated in JAG at 118 programs throughout the State during the 2014-2015 school year.

Program Year Results	2014
Training Funds	\$9,762,886
Total Participants	5,867
Active Students in JAG	3,869
Students in Follow-up Services	1,998
Programs	118
Multi-Year Graduation Rate	93%
Multi-Year Employment Rate	69%
Multi-Year Post-Secondary Education Rate	43%
Alternative Ed Graduation Rate	80%
Alternative Ed Employment Rate	76%
Alternative Ed Post-Secondary Education Rate	18%

Jobs for America’s Graduates (continued)



JAG Participation by Gender - 2014

Male	1,703
Female	2,166

Migrant and Seasonal Farmer Workers

As a part of the Department of Workforce Development's (DWD) commitment to serve migrant and seasonal farm workers seeking work and skill enhancements, the following job-related information and assistance was provided:

- Job search, job referral and placement, referral to training and skill building activities;
- During the harvest season, 2,500 flyers were distributed; and
- The agency worked to coordinate outreach services and funds for emergency services to farm workers via contract renewal with Proteus®, Inc.
- Work continues toward renewing MOU with Indiana State Department of Health to provide pre-occupancy housing inspections for H-2A workers.

Rapid Response

DWD provides services and resources that are brought to dislocated workers on-site at a downsizing company prior to a mass layoff event. These customized services are part of a program called Rapid Response, which is designed to meet the needs of dislocated workers. The goal is to get the dislocated worker back to work as soon as possible and minimize the disruptions in their life a layoff can cause. A Rapid Response event is initiated when the State learns of impending layoffs or closures. Many companies will contact the Rapid Response team to notify them of a layoff and invite them to come on-site to help the workers.

During PY14, 108 notices of closures or layoffs were received. The WorkOne centers working in conjunction with Regional Workforce Investment Boards provided services that included rapid response orientations, community coordination of resources, job preparedness workshops, career planning, resume development, interview coaching, skill evaluations, training, computer classes, and job service assistance.

DWD has an online tool for Rapid Response that is being utilized at all WorkOne centers. It is designed to assist dislocated workers in understanding the transferability of their knowledge, skills, and abilities when seeking employment opportunities. All WorkOne offices have been fully trained and are utilizing the tool with their dislocated workers. The tool creates a personal development plan for the dislocated worker that can be accessed from any computer with internet access. This tool has also been utilized on site with the employer to assist these workers facing job losses. It is designed to transition workers to their next employment as soon as possible. In addition to providing services on site and as the WorkOne offices, the tool also assists labor market analysts, career counselors, and others with analyzing, understanding, and exploring skills associated with each occupation measured and published by the Occupational Information Network (O*NET) sponsored by the U.S. Department of Labor's Employment and Training Administration. This new tool now is going through its next generation which will provide mobile online applications for smartphones.

Reemployment Eligibility & Assessment (REA) and Jobs For Hoosiers (JFH)

DWD's goal for the 2014 program year was to provide some level of Reemployment Services to nearly every qualified Unemployment Insurance (UI) recipient. Indiana was one of seven states selected to participate in an elite USDOL REA study, administered by Abt Associates. This study was designed to compare the "Full REA" program of more intensive services with mandatory follow up and additional assignments to the Jobs for Hoosiers (JFH) state REA program, which was the "Partial REA" program in the study.

The Jobs for Hoosiers program is an initiative that began October 1, 2013. It is a program that works

in tandem with REA and requires individuals receiving unemployment benefits to report to a local WorkOne after their fourth week of receiving benefits. The program introduces unemployed Hoosiers to WorkOne services and training opportunities during a one day orientation and provides access to additional reemployment services, if desired.

The Full REA goal in 2014 was 25,000, and JFH was 20,300. The Full REA program surpassed its PY14 goal by serving 29,480 claimants, and the JFH program served 30,069 UI recipients. This was an approximate 58% increase in customers served at some level of Reemployment Services.

Federal Bonding Program

The Federal Bonding program has proven to be a valuable tool in removing barriers to reemployment. Examples of employment barriers include poor credit history, criminal background, being a disadvantaged youth or dislocated homemaker, and history of substance abuse. Indiana's Federal Bonding program has established key partnerships both inside and outside the WorkOne system. In PY14, 66 bonds, valued at \$5,000 each, were issued for a total of \$330,000, which allowed 31 jobseekers with serious barriers to return to meaningful work, which was not possible without bond approval.

VETERANS PROGRAM

In Indiana, there are approximately 258,000 Veterans in the workforce. DWD has 66.5 funded veteran staff positions divided between Disabled Veteran Outreach Program Specialists (DVOPs) and Local Veterans Employment Representatives (LVERs) to serve Veterans throughout the state. During PY14, DWD provided statewide services to more than 8,933 Hoosier Veterans through operations at full-service WorkOne Centers, and the Regional Veterans Administration Office in Indianapolis.

Seamless Transition Program

During PY14, DWD continued its agreement with the USDOL to provide employment, unemployment, reemployment, and training services to National Guard soldiers returning from deployment and demobilizing at Camp Atterbury. In partnership with the Indiana Department of Veterans Affairs (IDVA), The Indiana National Guard Transition Assistance Advisors, and DWD; the state continues to work with the Indiana National Guard Yellow Ribbon Seamless Transition Program throughout the state. Under this program, DVOPs provided the following services:

- Assistance in filling out veteran's transition forms for demobilizing soldiers;
- Dissemination of forms to veteran's state employment and training offices;
- Informational services in regards to the soldier's rights, and
- Enrollment and job search assistance.

In addition, DVOPs provide continuous support services through the Indiana National Guard Yellow Ribbon Seamless Program, including support services for the Indiana Air National Guard units in Fort Wayne and Terre Haute. Additionally, DWD has partnered with the IDVA for Community Outreach Events throughout the State. These events are designed for Veterans to connect with various organizations.

Vocational Rehabilitation and Employment (VR&E) Services (Chapter 31):

Chapter 31 is a unique program designed specifically for disabled Veterans and has two primary goals: The program assists service-disabled Veterans to prepare for, obtain, and maintain suitable employment. For those Veterans who are severely disabled and for whom gainful employment is not an option, assistance may be provided to allow these veterans to live more independently in his or her community. During PY14, 172 Veterans participated in this program. Under this program, DVOPs

provide case-management services to Veterans entering the employment phase of the rehabilitation process.

Operation Hire a Hoosier Veteran

DWD and several Workforce Investment Boards supported Operation Hire a Hoosier Veteran's career fair on April 15, 2015, which was attended by several hundred Hoosier Veterans. In preparation for the career fair, two regional workshops were conducted at various locations throughout the central Indiana area. The workshops included presentations on resume preparation, professional work attire, and interviewing skills. The concept of veteran-focused workshops, plus the cooperation and coordination among Workforce Service Areas (WSA) and Society for Human Resource Management (SHRM), proved to be a success and will become a standard procedure prior to other Hoosier Veteran Career Fairs. Approximately 120 vendors, which included various employers and area post-secondary institutions, participated in the event. There were a total of 49 job offers that were made at the event and we had approximately 670 Veterans and Service members check in/attend the 2015 event.

Gold Card Initiative

The Gold Card provides unemployed post-9/11 era Veterans with the intensive and follow-up services they need to succeed in today's job market. The Gold Card initiative is a joint effort of the Department of Labor's Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS), DWD provided over 2,000 Veterans Gold Card services in PY14.

The Gold Card program is consistent with all Veterans Services by providing Priority of Service as outlined in DOL/VETS guidance. Gold Card Veterans are made aware of the intensive services made available. Post 9/11 Veterans, provided the services listed below, are closely monitored once employment is obtained for retention and to insure a satisfactory outcome.

The enhanced in-person services available for Gold Card holders at local WorkOne offices may include:

- Job readiness assessment, including interviews and testing;
- Development of an Individual Development Plan (IDP);
- Career guidance through group or individual counseling that helps Veterans in making training and career decisions;
- Provision of labor market, occupational, and skills transferability information to inform educational, training, and occupational decisions;
- Referral to job banks, job portals, and job openings;
- Referral to employers and registered apprenticeship sponsors;
- Referral to training by WIA-funded or third party service providers; and
- Monthly follow-up by an assigned case manager for up to six months.

DOL/VETS Veteran Program Letter 03-14, Ch. 1 & 04-14

Veteran Program Letter 03-14 was introduced to refocus the roles and responsibilities of JVSG Staff (DVOPs and LVERs). This letter introduces six significant barriers that DVOP specialists use for eligibility criteria to see Veterans and eligible persons:

1. A special disabled or disabled veteran, as those terms are defined in 38 U.S.C. 4211(1) and (3); Special disabled and disabled veterans are those:
 - Who are entitled to compensation (or who but for the receipt of military retired pay

- would be entitled to compensation) under laws administered by the Secretary of Veterans' Affairs; or,
 - Were discharged or released from active duty because of service-connected disability;
1. Homeless, as defined in Section 103(a) of the Stewart. B. McKinney Homeless Assistance Act (42 U.S.C. 11302(a))
 2. A recently-separated service member, as defined in 38 U.S.C. 4211(6), who has been unemployed for 27 or more weeks in the previous 12 months;
 3. An offender, as defined by WIOA Section Section 3 (38), who is currently incarcerated or who has been released from incarceration;
 4. Lacking a high school diploma or equivalent certificate; or
 5. Is low income (as defined by WIA at Sec. 101(25) (B)).

VPL 03-14 was also complemented by VPL 04-14 that added an additional target of Veterans age 18-24, to be serviced by DVOPs.

Additionally, LVERs are now refocused to conduct employer outreach and job searches, workshops, planning and participation in hiring events, and coordination with Federal Contractors, Unions, apprenticeship programs and business organizations to promote and secure veteran employment and training.

Business Services

DWD has a long standing commitment to engaging the State's employers and working to meet the needs of this important workforce development partner. In PY14, WorkOne business services delivery personnel averaged over 250 onsite business visits per month, hosted more than 100 employment fairs per month and posted more than 5,000 jobs per month on IndianaCareerConnect.com to help promote employment across the state.

Through their leadership, WorkOne Business Services teams in each of Indiana's 12 regions have been able to focus their efforts to drive more business engagement through quality delivery of services, more frequent interaction, and more repeat customers. The Business Services team also includes the functional leadership of the Local Veteran's Employment Specialists (LVERs) and 12 specially funded Hoosier Initiative for Re-Entry (HIRE) Employment Coordinators.

DWD engages several key partners from around the state to enhance the reach and effectiveness of Business Services. Some, but not all, of the key partners are listed below:

- Regional Workforce Investment Board Directors
- Regional Business Services Representatives
- Workforce development leaders
- Veterans representatives
- Key leaders in the Indiana business community including representatives from manufacturing, medical services, logistics and other key industries within the state
- Indiana Economic Development Corporation
- Local and Regional Economic Development Professionals
- The Indiana Chamber of Commerce
- The Indiana Manufacturing Association

On-the-Job Training (OJT)

OJT is an occupational skills training program. Individuals earn wages while learning new occupational skills. Employers are reimbursed for costs associated with training new employees. During PY14, 671 Indiana participants were enrolled in OJT. The number of OJT participants for PY14 is listed below by region:

OJT PY14	
Region	Count
1	52
2	54
3	153
4	53
5	49
6	11
7	4
8	5
9	6
10	5
11	77
12	66
Total	535

Mainly WIA Adult, Dislocated Worker and Youth dollars were used to fund OJTs. Collectively 414 OJTs were funded by WIA Adult, 48 for WIA Dislocated Workers and 3 for WIA Youth. A few other funding sources such as Rapid Response and Trade Act were also used to finance OJTs. The occupations that participants were trained in varied greatly, from Quality Control Systems Manager to Shipping & Receiving Clerk to Electronic Repairer to Team Assembler to Plastic Machine Tool Operator.

Trade Adjustment Assistance (TAA)

In PY14, Indiana had 13 authorized TAA petitions. Approximately 1,500 workers were eligible for employment services, supportive services and training consideration. During PY14, 1,349 individuals participated in TAA. 619 new training participants were added PY14; while 716 participants exited training during the same period. 72.81% of training participants successfully completed their individualized training programs.

It should be noted that during PY14, TAA was operating under the more restrictive 2014 Reversion Benefits Law (2014R). This meant that the second 6 months of PY14, only the manufacturing sector (not service sector as under 2011 Law) was potentially eligible for TAA. Workers also had to be separated from their employer (instead of just being under ‘threat of layoff’ as under 2011 Law). This accounts for the lower number of new training participants in PY14.

TAA was renewed under the Trade Adjustment Assistance Renewal Act of 2015 (TAARA 2015) on June 29, 2015. The program was renewed through June 30, 2021 under the 2015 law. The 2015 benefit law is very similar to the 2011 benefits law, with some minor differences. All clients who were eligible under 2014R benefit law have been transitioned to the 2015 law as of September 28, 2015. All required notifications are being sent to current and potential TAA clients.

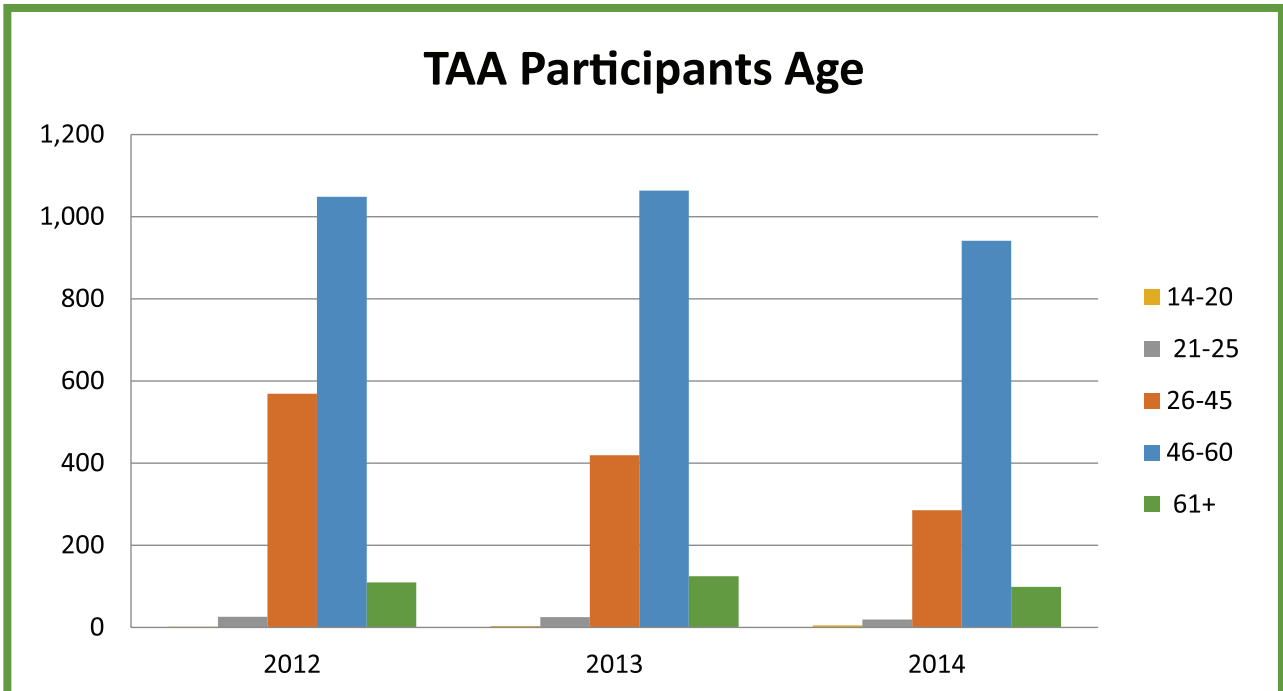
While economic conditions have generally improved, the expanded pool of potential TAA participants is expected to increase in PY 2016. This is due to the broader eligibility requirements of the 2015 benefit law, which includes both the Manufacturing and Service Sectors. Another factor for the expected increase is that workers certified under a TAARA 2015 law petition by the United States Department of Labor (USDOL), only have to meet the “threat of layoff” eligibility threshold. An increase in TAA petitions filed and certified has been seen in the second half of PY15 and the beginning of PY16 as a result of the Dislocated Worker Unit’s (DWU) strategic initiative to proactively aid companies, unions and workers file TAA petitions. This trend is expected to continue. Regional assistance in implementing this initiative has been invaluable.

TAA participants may also be co-enrolled in Workforce Investment Act funded programs based on their need for services not allowed under TAA.

USDOL/TAA Common Measures - Indiana FFY14

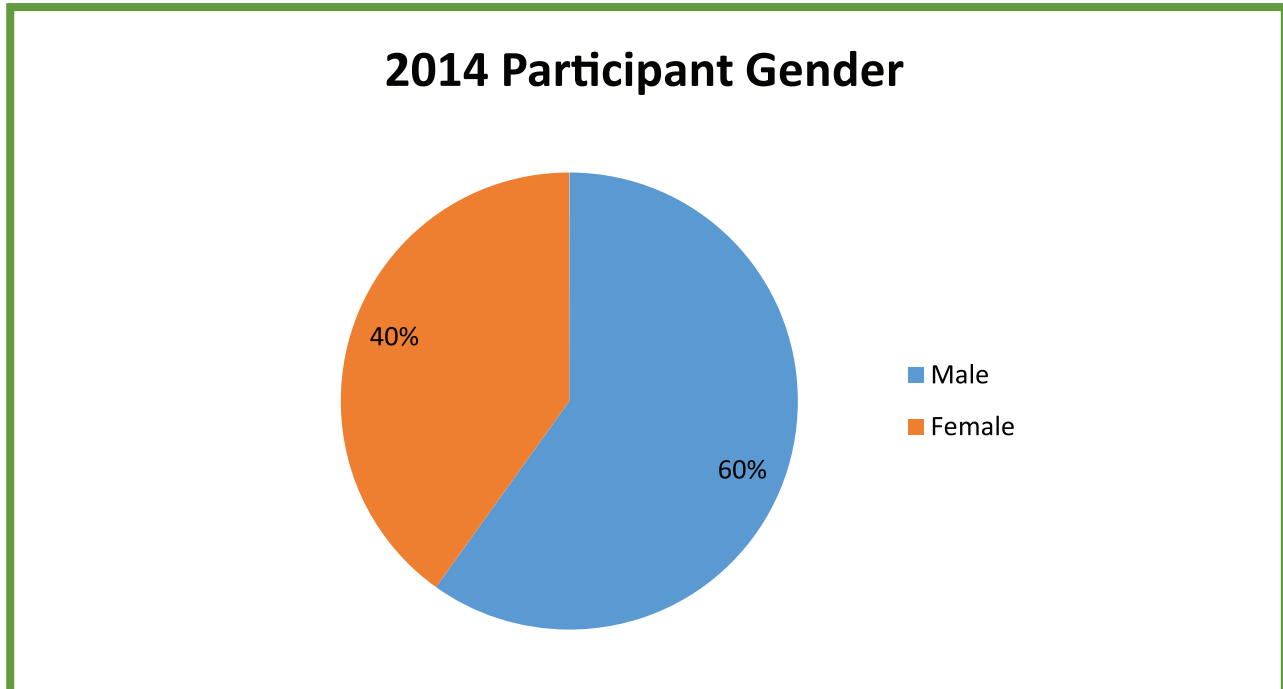
Entered Employment Rate	75.84%
Employment Retention Rate	91.91%
6-month Average Earnings	\$19,011.99

Trade Adjustment Assistance (TAA) (continued)



TAA Participants by Age - 2014

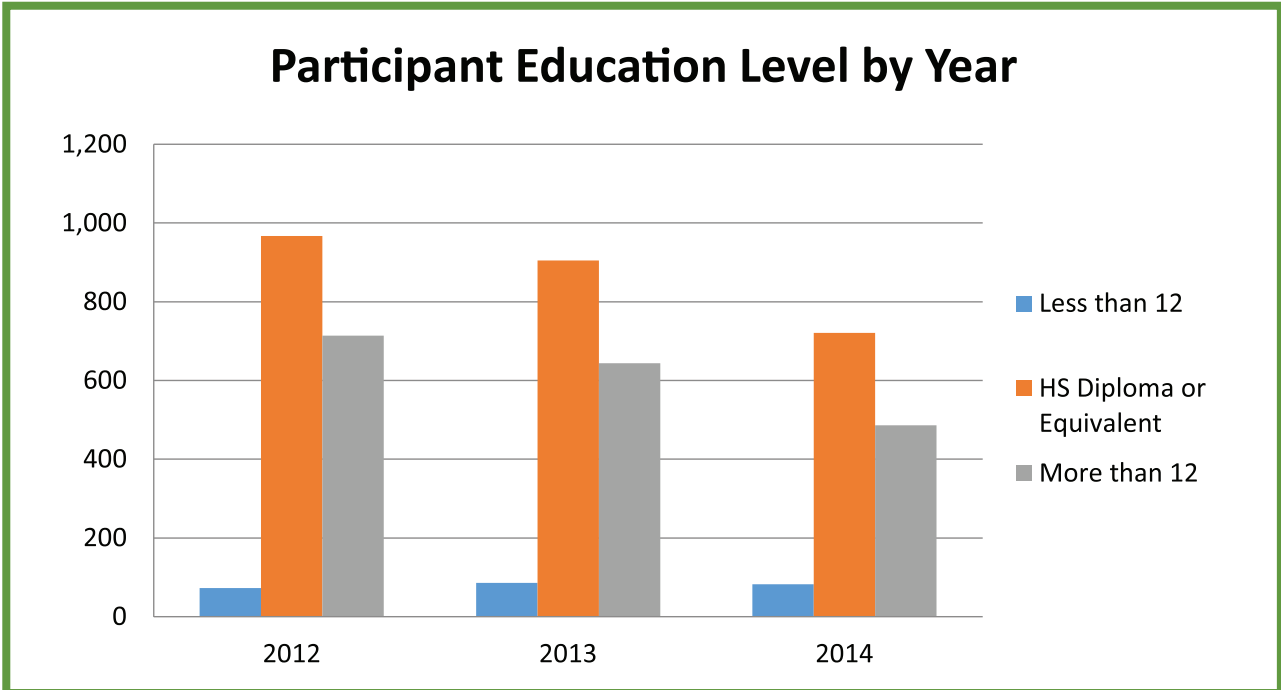
14-20	5
21-25	19
26-45	285
46-60	941
61+	99



TAA Participants by Gender - 2014

Male	808
Female	541

Trade Adjustment Assistance (TAA) (continued)



TAA Participants by Education - 2014

Less than 12	82
HS Diploma or Equivalent	721
More than 12	486

Trade Adjustment Assistance Community College and Career Training

TAA CCCT Grant Program

In 2009, the American Recovery and Reinvestment Act amended the Trade Act of 1974 to authorize the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program.

TAACCCT provides community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, are suited for workers who are eligible for training under the TAA for workers program, and prepare program participants for employment in high-wage, high-skill occupations.

Round Three (FY 2013)

On September 18, 2013, the US Department of Labor announced \$474.5 million in grants to community colleges and universities around the country for the development and expansion of innovative training programs in partnership with local employers. The grants are part of the Trade Adjustment Assistance Community College and Career Training grant program, a multiyear nearly \$2 billion initiative to expand targeted training programs for unemployed workers, especially those impacted by foreign trade.

Purdue University received \$2,741,491 for project AWAKE, Assisting Workforce by Advancing Knowledge for Employment.

Round Four (FY 2014)

On September 29, 2014, the US Department of Labor announced \$450 million in grants to community colleges and universities around the country for the development and expansion of innovative training programs in partnership with local employers. The grants are part of the Trade Adjustment Assistance Community College and Career Training grant program, a multiyear, nearly \$2 billion initiative to expand targeted training programs for unemployed workers, especially those impacted by foreign trade.

Ivy Tech Community College of Indiana received \$2,496,003 for Information Technology Pathways in Indiana (IVY IT)

National Emergency Grant (NEG)

Beginning July 1, 2013, Indiana was awarded an approximate \$2 million National Emergency Grant (NEG) from the United States Department of Labor. The Indiana Dislocated Worker Training (DWT) NEG award was utilized to provide education and training in in-demand occupations to Hoosiers who are experiencing long-term unemployment, have been profiled as likely to exhaust benefits and have barriers to employment.

Indiana's strategic focus included on-the-job training and occupational skills training that resulted in industry-recognized credentials. Both training strategies have proven to be effective tools in returning program participants to work more quickly and to help match their skills with employer needs.

Ten of the twelve WIBs participated in the NEG. As of June 30, 2015, the Workforce Investment Boards have enrolled 227 participants into On-the-Job Training and expended \$765,417. On June 19, 2015 a one-time extension to June 30, 2016 was approved by the Department of Labor.

WorkINDiana

The Indiana Department of Workforce Development invested over \$2 million in state funds to support the WorkINDiana initiative during PY14

The WorkINDiana program enables Adult Basic Education students working toward their high school equivalency or improving their basic skills to simultaneously earn an industry-recognized occupational certification.

Students may select certification training from a list of approved certifications (see below). To ensure success WorkINDiana requires regional partnerships between WorkOne Centers and Adult Basic Education centers, career and technical education centers, community colleges, and local economic development representatives. Together these partners determine which careers from the certification framework are most relevant to their regions and then implement the requisite training programs. Students must be co-enrolled in Workforce Investment Act programs to ensure a full range of supports and financial services are made available.

Since WorkINDiana's inception in August 2011, 3,378 students have enrolled in certification training, with 87% completing and 75% achieving a certification. In PY14, 1,101 students enrolled in WorkINDiana training. There are more than 400 approved career certification programs located at 84 sites across the state with additional programs being added throughout the year.

(Source: WorkINDiana Monthly Report for June 2015, reported to DWD by the Regional Operators.)

Framework: WorkINDiana Career Certifications

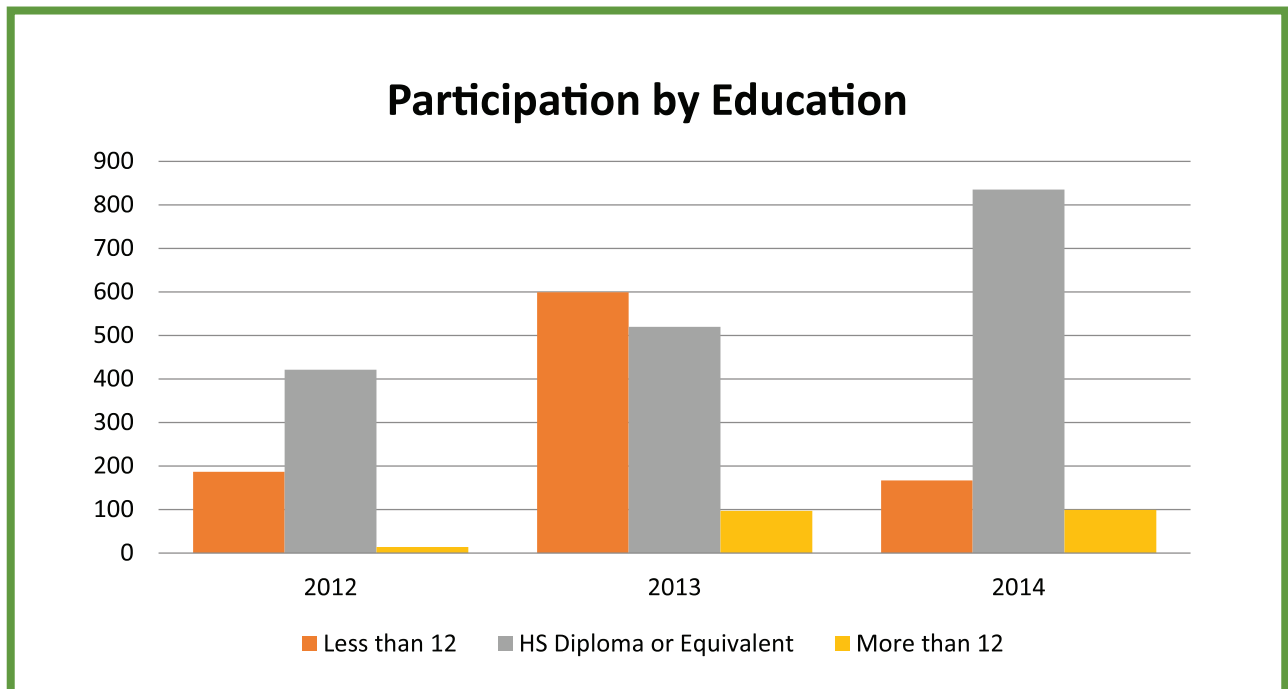
Industry Sectors	Certifications	P14
Health Care	Certified Nurse Aide (CNA)	164
	Emergency Medical Technician (EMT-B)	2
	Dental Assistant with Limited Radiography License (LRC)	14
	Home Health Aide (HHA)†	
	Medical Assistant (CCMA)†	23
	Medical Coder/Billing Specialist (CPC, CCA† or CBCS)	1
	Patient Access (CHAA)	6
	Pharmacy Technician (C.Ph.T.)	11
Information Technology	Phlebotomy Technician (CPT† or PBT†)	
	Computer Support Specialist (CompTIA A+ or with CompTIA Security+ or Network+†)	1
Business Administration & Support	Electronics Technician (EST, ESA-4† or CET)	
	Administration Assistant (IC3 or MOS)	27
	Bookkeeper (QuickBooks†)	3
Advanced Manufacturing	Customer Service/Call Center (TSIA CSP-1†, NRF Customer Service and Sales†, CBP +IC3†)	
	CNC Machine Operator (CNC)	13
	Entry Welder (AWS)	46
	Heating and Cooling Technician (EPA 608)	6
	Production Worker (MSSC CPT)	5
	Underground/Surface Coal Mining (MSHA 5023)	
Transportation and Logistics	Maintenance (CMRT)†	
	Automotive Service Technician (ASE)	
	Laborers and Material Movers (MSSC CLA or MSSC CLA + Forklift Driving)	2
	Truck Driver, Heavy and Tractor Trailer (CDL-A)	128
Hospitality	Truck Driver, Light and Tractor Trailer (CDL-B)	4
	Hospitality Staff (START)	161
Construction	Pre-apprenticeship Training (OSHA+INPlan)†	

† Conditional, pending results of pilot

WorkINDiana (continued)

Program Year 2014 Results

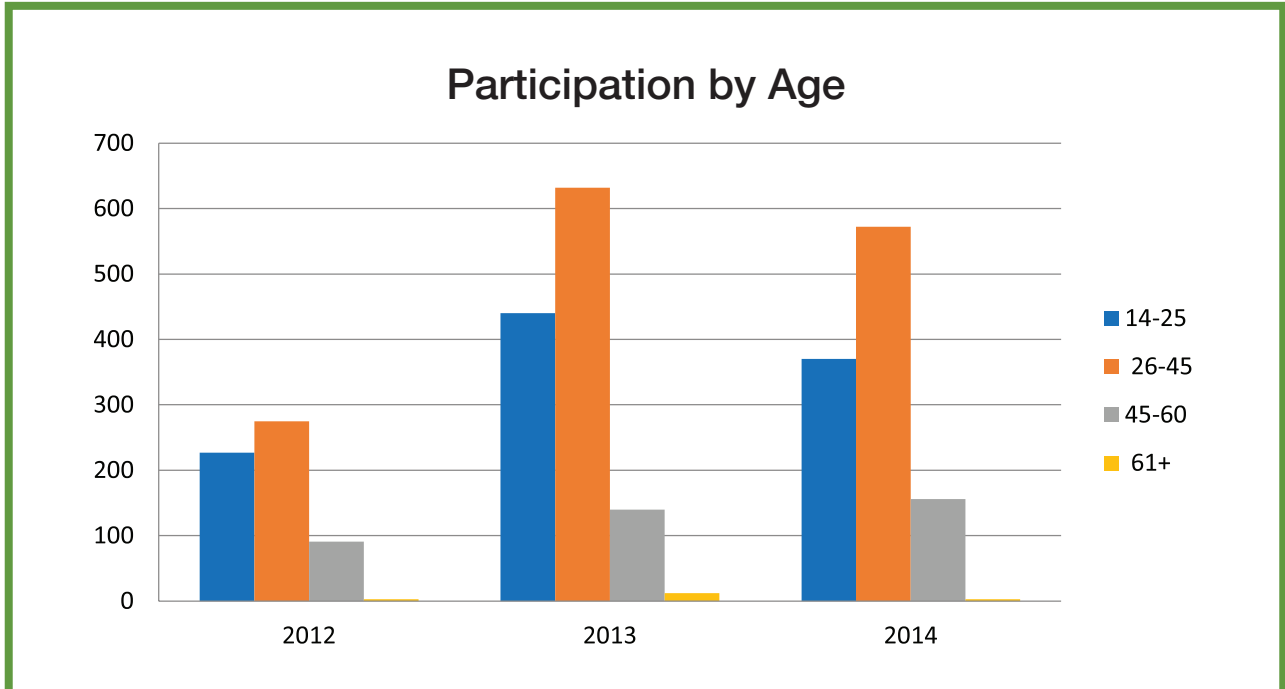
Training Funds	\$1,956,946
Participants	1,101
Completed Training	877
Earned Credential	626



WorkIN Participation by Education - 2014

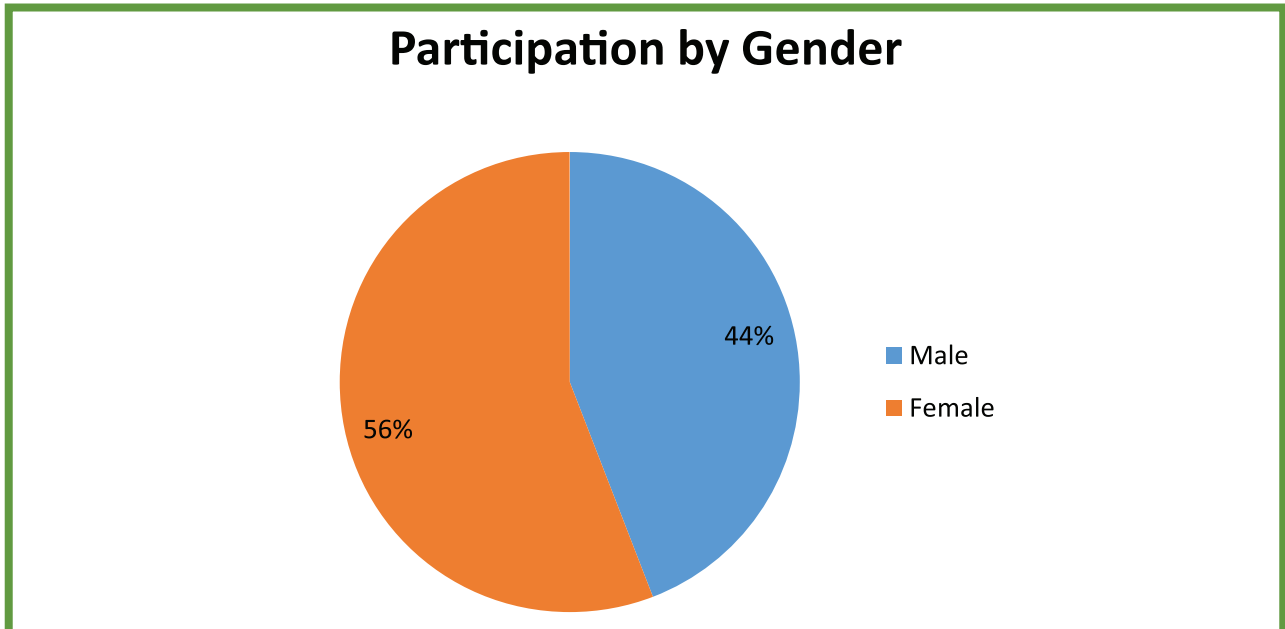
Less than 12	167
HS Diploma or Equivalent	835
More than 12	99

WorkINDiana (continued)



WorkIN Participation by Age - 2014

14-25	370
26-45	572
45-60	156
61+	3



WorkIN Participation by Gender - 2014

Male	483
Female	612
Did not Identify	6

WorkINdiana (continued)

Areas of Training Program Year 2014	
Type	Number of Trainees
Advanced Manufacturing	138
Business Administration and Support	75
Health Care	511
Hospitality	187
Information Technology	16
Transportation and Logistics	174
Total	1,101

Serve Indiana

AMERICORPS STATE : Community-building service opportunities

AmeriCorps grants are awarded to eligible organizations proposing to engage AmeriCorps members in evidence-based or evidence-informed interventions to strengthen communities. An AmeriCorps member is an individual who engages in community service through an approved national service position. Members may receive a living allowance and other benefits while serving. Upon successful completion of their service, members earn a Segal AmeriCorps Education Award from the National Service Trust that members can use to pay for higher education expenses or apply to qualified student loans.

- Volunteers have a 27% higher likelihood of finding a job after being out of work than non-volunteers.*
- Volunteers without a high school diploma have a 51% higher likelihood of finding employment.*
- Volunteers living in rural areas have a 55% higher likelihood of finding employment.*
- Since 1994, more than 14,000 Indiana residents have served in AmeriCorps and have volunteered more than 18 million hours and have qualified for Segal AmeriCorps Education Awards totaling more than \$42,650,000.

*Source: Corporation for National and Community Service

PROGRAM YEAR 2014 RESULTS	
Grant Dollars Awarded	\$4,050,883
Community Match	\$2,265,433
Number of members - enrolled	691
Number of members - completed	571 (83% retained)
Number of hours volunteered	636,126
Education award earned	\$1,914,567

INDIANA’S KIDS: Helping students in K-8 bridge the achievement gap

This program provides support, resources, guidance and tutoring services to help at-risk students succeed in school and participate in career exploration. It strives to bridge the achievement gap by increasing the quality and quantity of completed homework and improving student behavior and attitudes about school and learning.

- Every year since the program began, the State of Indiana has committed \$1 million in Temporary Assistance for Needy Families (TANF) funds to Indiana’s Kids, which works in conjunction with the Boys & Girls Club after school POWER Hour program at 77 clubs throughout the state.
- Students are provided after school tutoring, homework help and career-related study. The focus of the program is to reach TANF eligible children, grades 1-8. Boys & Girls Clubs administer a pre-test and a post-test in reading and math to gauge the progress of each student enrolled.

Workforce Investment Act

Oversight Data Element Validation

Oversight Resolution completed Wagner-Peyser data element validation in August 2014. WIA data element validation and TAA data validation was completed by Oversight Resolution in February 2015.

Cost of Workforce Investment Act Program Activities Relative to Program Outcomes

When reviewing the cost effectiveness of Workforce Investment Act programs, consideration should be given to the participant data that is collected. Many Hoosiers are receiving Workforce Investment Act funded services that are largely self-service. While many of these customers are assisted in gaining employment, outcomes for these clients are not reported to the Department of Labor. In the calculations below, all costs are included while only a subset of outcomes is used (i.e., outcomes for those participants for whom outcomes are reported to the Department of Labor).

	Exiters (10/1/13-9/30/14)	Exiters with Positive Outcomes (10/01/13-9/30/14)	Program Year 2014 Expendi- tures	Program year 2014 Cost per Positive Outcome
Adult Program	33,896	24,787	\$15,512,038	\$623.81
Dislocated Work- er Program	4,443	3,398	\$15,110,084	\$4,446.76
Youth Program	2,767	2,273	\$13,668,839	\$6,013.57

While many adults and dislocated workers gained valuable skills and credentials, the calculation of cost effectiveness is based on employment. The cost of providing adult services was calculated by dividing the number of adult exiters who gained employment by the year's adult expenditures. The cost per entered employment was \$625.81. For dislocated workers, the cost per entered employment was \$4,446.76.

Positive program outcomes for youth were considered placement in employment or education, and attainment of a degree or certification. The cost per positive youth outcome was calculated by taking the youth expenditures and dividing them by the number of youth exiting the program with a positive outcome. That cost was \$6,013.57.

Performance Results

Indiana's statewide performance for Program Year 2014 reported in the Appendix of this report includes all required cohorts for each measure. Indiana exceeded all of its nine (9) Common Measures performance goals for Program Year 2014.

Workforce Investment Act (continued)

PY14 Goals	
WIA Adults	
Entered Employment Rate	62%
Employment Retention Rate	83%
Average Earnings*	\$13,000
WIA Dislocated Workers	
Entered Employment Rate	69%
Employment Retention Rate	88%
Average Earnings*	\$15,000
Wagner-Peyser	
Entered Employment Rate	60%
Employment Retention Rate	83%
Average Earnings*	\$13,000
WIA Youth	
Placement in employment or Education	66%
Attainment of Degree or Certification	62%
Literacy & Numeracy Gains	43%

*Of those participants who are employed in the first, second and third quarters after the exit quarter

Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter.

WIA Program Expense 7/1/14 - 6/30/15 (Program Year 2014)				
Region	Adult	Dislocated Worker	Youth	Total
1	2,350,384	2,072,750	1,855,865	6,278,999
2	1,248,237	2,208,672	1,443,704	4,900,613
3	2,180,900	1,704,376	1,560,644	5,445,920
4	1,118,349	992,877	1,160,848	3,272,074
5	1,201,785	1,379,769	1,112,455	3,694,009
6	950,789	991,822	1,029,092	2,971,703
7	557,831	671,095	725,388	1,954,314
8	528,656	804,326	844,559	2,177,541
9	652,147	845,845	590,710	2,088,702
10	691,250	562,466	533,259	1,786,975
11	503,954	914,942	844,315	2,263,211
12	3,527,756	1,961,144	1,968,000	7,456,900
Total	15,512,038	15,110,084	13,668,839	44,290,961

Note: The following tables have areas with omitted data not required by the U.S. Department of Labor for PY14 because Indiana was approved to report only Common Performance Measures Outcomes per Employment and Training Administration, United States Department of Labor, Training and Employment Notice No. 31-09, dated June 11, 2010. For this same reason, Tables A, H-2, I, J, and K have been emitted from this report.

Table B: Adult Program Results

Reported Information	Negotiated performance Level	Actual Performance Level	
Entered Employment Rate	62%	73.13%	24,787
			33,896
Employment Retention Rate	83%	85.85%	24,470
			28,502
Average Earnings	\$13,000	\$13,279	\$324,532,527
			\$24,439

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans	
Entered Employment Rate	69.34%	1,916	72.37%	2,137
		2,763		2,953
Employment Retention Rate	82.32%	2,202	86.26%	2,091
		2,675		2,424
Average Earnings	\$9,917.91	\$21,819,398.42	\$15,379.94	\$32,144,071.01
		\$2,200.00		\$2,090.00

Reported Information	Individuals with Disabilities		Older Individuals	
Entered Employment Rate	53.47%	640	60.83%	3,160
		1,197		5,195
Employment Retention Rate	80.84%	561	85.85%	2,797
		694		3,258
Average Earnings	\$12,220.78	\$6,843,636.00	\$14,118.82	\$39,391,502.34
		\$560.00		\$2,790.00

Table D: Other Outcomes Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	82.2%	2,064	73.07%	6,250
		2,511		8,554
Employment Retention Rate	88.91%	2,765	85.13%	6,933
		3,310		8,144
Average Earnings	\$14,142.33	\$38,905,540.62	\$12,985.69	\$89,835,035.51
		\$2,751.00		\$6,918.00

Evaluation of State Programs

The State recognized the importance of accountability in the delivery of all workforce investment services and continues to push for the highest performance outcomes it can achieve. To that end, the State Workforce Innovation Council (SWIC) and the Department of Workforce Development (DWD) performs detailed analysis of performance levels at the state, local, and regional level.

DWD worked closely with the local Workforce Investment Boards (WIBs) to develop a performance reporting process that enables DWD to compare performance among both performance outcomes measures and financial data. The reporting process enables DWD, the SWIC, and local WIBs to not only review Common Measure outcomes, but also to review other information such as the number of individuals that enter employment relative to the total number of unemployed, and cost-per-service and per-outcome data.

Table E: Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	69%	76.48%	3,398
			4,443
Employment Retention Rate	88%	88.99%	4,057
			4,559
Average Earnings	\$15,000.00	\$15,603.08	\$63,192,474.11
			\$4,050.00

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities	
Entered Employment Rate	74.7%	369	61.17%	87
		494		141
Employment Retention Rate	85.11%	383	86.21%	100
		450		116
Average Earnings	\$17,115.59	\$6,555,270.52	\$14,804.38	\$1,480,438.03
		\$383.00		\$100.00

Reported Information	Older Individuals		Displaced Homemakers	
Entered Employment Rate	66.17%	669	61.9%	13
		1,011		21
Employment Retention Rate	86.34%	695	84.21%	16
		805		19
Average Earnings	\$15,610.23	\$10,833,499.27	\$12,838.23	\$205,411.69
		\$694.00		\$16.00

Table G: Other Outcomes Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	85.67%	861	74.6%	1,448
		1,005		1,941
Employment Retention Rate	92.47%	1,031	87.99%	1,546
		1,115		1,757
Average Earnings	\$15,991.51	\$16,399,500.85	\$15,430.48	\$23,840,086.20
		\$1,025.00		\$1,545.00

Table H 1: Youth (14-21) Program Results

Reported Information	Negotiated Performance Levels	Actual Performance Levels	
Placement In Employment or Education	66%	71.55%	1,703
			2,380
Attainment of Degree or Certificate	62%	67.28%	1,686
			2,506
Literacy and Numeracy Gains	43%	45.12%	310
			687

Table L: Other Reported Information

Reported Information	12 Month Employment Retention Rate	12 Month Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)	
Adults	87.22%	\$2,621.76	\$56,449,072.95 21,531
Dislocated Workers	90.08%	\$103.02	\$67,818,031.59 65,829,954

Reported Information	Placements in Non-Traditional Employment		Wages at Entry into Employment for those Individuals who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of those who Completed Training Services	
Adults	0%	0 24,787	\$5,630.35	\$139,373,573.60 24,754	0%	0 2,064
Dislocated Workers	0%	0 3,398	\$7,321.35	\$24,804,736.15 3,388	0%	0 861

Table M: Participation Levels

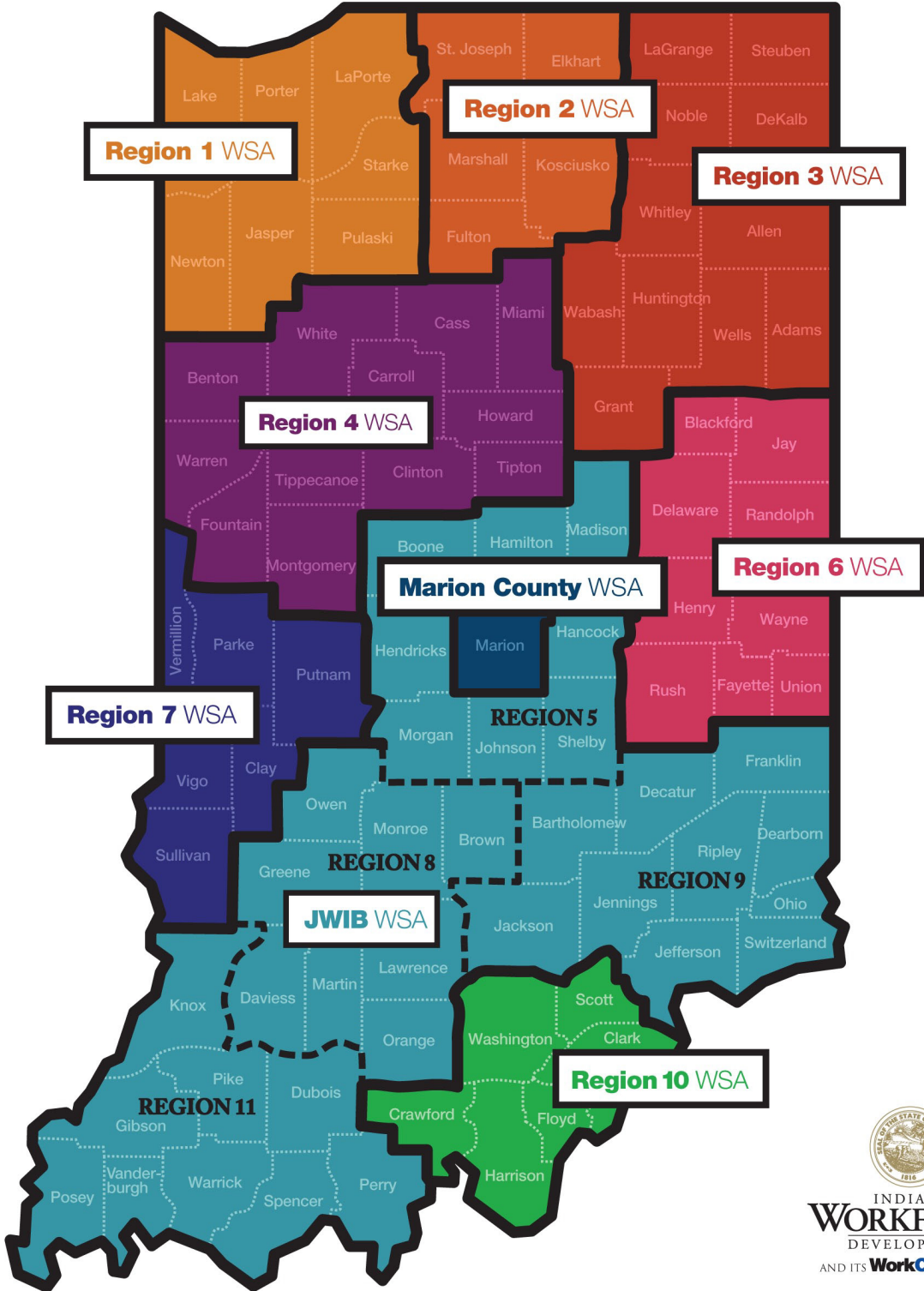
Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	166,799	153,881
Total Adults (self-service only)	114,368	110,237
WIA Adults	166,799	153,881
WIA Dislocated Youth	7,112	4,689
Out-of-School Youth	2,175	1,343
In-School Youth	3,500	1,603

Table N: Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$15,512,038
Local Dislocated Workers	\$15,110,084
Local Youth	\$13,668,839
Rapid Response (up to 25%) WIA Selection 134(a)(2)(B)	\$1,909,592
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	\$3,198,140

Department of Workforce Development

Workforce Service Areas (WSA)



Statewide Workforce Service Area Summary

Each of Indiana's Workforce Service Areas (WSAs) submitted a snapshot of regional activities during PY14. See below for an update on all regions.

WORKFORCE INVESTMENT ACT PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE STATEWIDE

	Participants Served	Training Participants
Adults	166,799	5,206
Dislocated Workers	7,112	1,468
Youth	5,675	4,464
Totals	179,586	11,138
WIA Rapid Response Grants *	312	143

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	10,769	588	72	22	5,303	4,200
	21 - 25	22,716	959	402	115	372	264
	26 - 30	20,836	749	626	173		
	31 - 35	20,003	674	701	188		
	36 - 40	17,764	560	725	193		
	41 - 45	17,635	514	852	192		
	46 - 50	17,419	463	974	208		
	51 - 55	17,815	407	1,246	226		
	56 - 60	13,455	219	1,020	113		
	61 +	8,387	73	494	38		
	Not collected	0	0	0	0		
Education	Less than 12 years	21,593	276	313	45	4,747	3,820
	Received Diploma/ GED	90,017	2,661	3,187	694	800	542
	More than 12 years	54,812	2,268	3,612	729	124	101
	Not collected	377	1	0	0	4	1
Gender	Male	94,500	2,350	3,615	793	2,400	1,867
	Female	72,289	2,856	3,497	675	3,275	2,597
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	73.13%
	Dislocated Workers	76.48%
Retention Rate	Adults	85.85%
	Dislocated Workers	88.99%
Six Months Average Earnings	Adults	\$13,279
	Dislocated Workers	\$15,603
Placement in Employment or Education	Youth (14-21)	71.56%
Attain Degree or Certification	Youth (14-21)	67.28%
Literacy and Numeracy Gains	Youth (14-21)	45.12%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants. Includes administrative 10% and carry-in funds available.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 1 – NORTHWEST INDIANA WORKFORCE SERVICE AREA

ECONOMIC DEVELOPMENT

The Northwest Indiana Workforce Board (NWIWB) and the regional WorkOne system have become key players in the economic growth and competitiveness of our region. The NWIWB and WorkOne Northwest Indiana have provided demand driven education and training, employment and reemployment assistance, and youth focused initiatives; all which provide a solid contribution to local economic development efforts. Whether it's a focus on making sure our youth are getting the right skills and selecting the right career paths to be competitive in the region's labor market, or helping employers access the skilled labor they need, the NWIWB works to capture several mechanisms of support for regional economic development.

TRAINING & EDUCATION

- Presented 3,792 National Career Readiness Credentials (NCRC) in line with employer expectations.
- A total of 657 customers were sent to skills training and 55 customers participated in on-the-job training. Training included the following:
 - Computerized Numerical Control Operator (CNC)* training in Lake County resulting in National Institute for Metal Working Certification (NIMS)
 - Certified Production Technician (CPT)* training in Jasper and La Porte Counties resulting in Manufacturing Skill Standards Council Certifications (MSSC)
 - Commercial Driver License (CDL)* training in Lake and La Porte Counties resulting in CDL certifications
 - Certified Nursing Assistant (CNA)* training in Jasper, Lake, and La Porte Counties
 - Pharmacy Technician* training took place in Jasper and Lake Counties resulting in Certified Pharmacy Technician (PTCB/CPHT) certificates
 - Emergency Medical Technician (EMT)* training took place in Jasper and Lake Counties resulting in EMT-B Certifications
 - Electronic Health Records Specialist* training took place in Porter County resulting in certifications for Certified Billing & Coding Specialists and Electronic Health Records Specialists
 - Skills, Task and Results Training (START)* took place in Lake and La Porte Counties resulting in American Hotel & Lodging Educational Institute (AHLEI) Certificates
 - Welding Training* training took place in Lake, La Porte, and Starke Counties resulting in certifications
- Through the Disability Employment Initiative, an informational summit was held drawing over 160 attendees and featuring a resource fair, breakout sessions, and luncheon. Randy Lewis, former Vice President with Walgreens and author of *No Greatness Without Goodness* was the luncheon presenter. Breakout sessions included: Work Incentives & Opportunities for Disabilities, How to Deal with Non Disability Barriers and Potential Solutions, and Financial Building Programs for Disabilities.

RE-EMPLOYMENT ASSISTANCE

- **U.S. Steel Corporation** issued two Worker Adjustment & Retraining Notification Act (WARN) notices. One at their East Chicago Tin Plant and the other at the Gary Coke Plant. The notices were based on the company's decision to temporarily reduce or idle operations, affecting a total of 692 workers. WorkOne Northwest Indiana conducted two Rapid Response sessions for close to 400 of the workers, providing an overview of the WorkOne services, guidance on filing for unemployment insurance, and invitations to three hiring events, featuring manufacturing employers. Trade Adjustment Assistance was approved and DWD and the WorkOne Northwest Indiana staff delivered four sessions at a Gary location. Three hiring events were held and were specifically organized for the US Steel workers affected by the layoff. Events were held in Portage, Hammond, and Gary and drew close to 90 individuals.
- Three hiring events were held and were specifically organized for the US Steel workers affected by the layoff. Events were held in Portage, Hammond, and Gary and drew close to 90 individuals.
- A **Veteran's Job Fair** was hosted by WorkOne Northwest Indiana, featuring 30 area employers and drawing 200 veteran job seekers.
- WorkOne Northwest Indiana continues to serve job-seekers through the **Northwest Indiana Professional Network (NIPN)**. Going into its 10th year, NIPN is a weekly networking and job hunting group for currently enrolled WorkOne clients who possess an associate degree or higher. It operates as a hybrid for improving job search skills, building confidence, and giving participants an opportunity to network with a diverse group of professionals with similar experiences. This past year NIPN has welcomed over 650 participants at their meetings throughout four WorkOne locations in the region.
- More than 70 small scale hiring events with regional employers were conducted at WorkOne locations throughout Northwest Indiana.

YOUTH

- Served 951 students through funding from WIA
- Worked closely with READY NWI on connecting 28 school systems in NW Indiana and universities with regional employers, in order to continue development and refinement of a pipeline; aligning K-12 and higher education goals with employer needs and insuring college and career success plans for students.
- 110 participants from schools in Gary, East Chicago, Hammond, Knox, and Michigan City participated at the Regional Jobs for America's Graduates (JAG) Career Development Conference on January 30, 2015 at Indiana University Northwest in Gary. The Career Development Conference (CDC) is one way to prepare the at-risk youth for the future by allowing them to compete in events to showcase employability related skills. Awards were presented and several youth moved on to the state competition in Indianapolis, resulting in a second place and a third place award.
- NW Indiana JAG students captured \$1.5 million in scholarship awards to help them move on to the next chapter of their lives—post secondary education.

WORKONE NORTHWEST INDIANA

- Over 38,700 individuals received services at a WorkOne Northwest Indiana location. PY14 client satisfaction rating exceeded 86%.
- Over 2,613 local enrolled adult education students received services this past year.
- Over 8,511 individual received services from one of the 20 WorkOne Access Point locations in the region. Access Points provide self-services to individuals who are unable to visit a full service WorkOne due to transportation. Services include access to Indiana Career Connect (ICC) and job searches through designated computers, career planning, job training information, and workshop schedules.

**WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE**

**The Indianapolis Private Industry Council
The Workforce Investment Board For Region 1**

	Participants Served	Training Participants
Adults	51,128	682
Dislocated Workers	612	80
Youth	790	632
Totals	52,530	1,394

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	2,602	51	2	1	710	579
	21 - 25	6,233	150	29	10	80	53
	26 - 30	6,284	103	49	6		
	31 - 35	6,450	95	61	9		
	36 - 40	5,829	75	62	7		
	41 - 45	5,557	64	68	9		
	46 - 50	5,467	53	99	15		
	51 - 55	5,622	59	110	14		
	56 - 60	4,401	23	96	6		
	61 +	2,683	9	36	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	6,063	24	18	2	525	482
	Received Diploma/ GED	26,429	320	227	41	234	134
	More than 12 years	18,504	338	367	37	31	16
	Not collected	132	0	0	0	0	0
Gender	Male	28,197	267	298	38	297	239
	Female	22,929	415	314	42	493	393
	Not collected	2	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	70.30%
	Dislocated Workers	68.63%
Retention Rate	Adults	86.70%
	Dislocated Workers	87.17%
Six Months Average Earnings	Adults	\$14,851
	Dislocated Workers	\$13,955
Placement in Employment or Education	Youth (14-21)	71.57%
Attain Degree or Certification	Youth (14-21)	65.51%
Literacy and Numeracy Gains	Youth (14-21)	57.41%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 2 – Northern Indiana Workforce Service Area

PARTNERSHIPS

In PY14, the Northern Indiana Workforce Board (NIWB) and staff continued to work diligently to develop partnerships and build trust with other organizations within the region. Building on the tremendous success of our Businesses Services Team and continued work with our local businesses and economic development partners, NIWB entered into a formal WIOA Partners Consortium with FSSA, Vocational Rehab, Regional Adult Ed and Career Tech Ed programs, United Way, several post-secondary institutions, Goodwill, ResCare and their IMPACT programs, SCSEP, Proteus, Bridges Out of Poverty, and other regional resource programs devoted to assisting individuals in getting into or back into the workforce. The goal of the Consortium has been to develop a seamless delivery system model between all partners. The monthly meetings, well-attended by all partners, has brought to light many areas that indicate the need for better partnering and smoother entry points into each entity. In preparing for the DOL “Customer-Centered Service Delivery” project, the overwhelming message from customers, businesses, and participating partner agency representatives, is that once you arrive “inside the entry gates of all programs” the service and assistance received is beyond the general expectation. The team is currently working together to develop a Customer-centered, Customer-driven (both job seekers and employers) workforce system. The WIOA Partners Consortium continues to expand its membership and mission. As a result of this, joint professional development sessions continue to be developed and delivered. The first was the Human Search Engine job search training in which all agencies were trained on better networking techniques for the hard-to-serve populations. The second was a case management training delivered by Dr. Beverly Ford where case managers from all agencies were trained on best practices for case managing the hardest to serve population. Upcoming trainings include Bridges out of Poverty training and Goodwill’s Poverty Simulation. The Region 2 WIOA Partners Consortium holds to the idea that services provided in each of the partnering agencies must be in-line with one another for the regional workforce development system to ensure success. The WorkOne Business Services Team has begun to work with employers on this new and emerging workforce and the need for work and learn experiences. The WorkOne Business Services Team is working with all partner agencies and their Employer Network agencies to locate employment opportunities, On-the-Job Trainings, work experiences, internships, and Registered Apprenticeships.

In addition to these activities, all partners came together to assist ResCare’s IMPACT program hit with high numbers due to the increase in ABAWD (able-bodied-with-no-dependents, age 18-49) population called in as a result of filing for HIP 2.0. The numbers served went from approximately 4,000 to over 67,000 being called in for services. The partner agencies developed workshops and training programs that would satisfy the services customers needed to attend in order to be compliant. With only 22% of those called in actually arriving for services, the remaining 78% will be hitting WorkOne and other agency offices in mid-October when they lose all benefits as a result of failure to participate. Agencies are preparing together on service delivery models and referral best practices to ensure individuals receive the services they will need, when they are not able to reapply for benefits for 36 months. This influx of traffic is expected to begin in October 2015 and continue through March 2016.

The Region 2 Partners Consortium continues to meet monthly.

TALENT ROADMAP

A lot of regional work went into the Talent Roadmap that was developed by the NIWB, economic and educational partners that is still valid today. The sector work that was done has now been adopted by the Works Council in their plan and training is being developed to meet those needs. The Talent Roadmap plan also identified the needs for regional “Quality of Life” improvements. This fit very

well into the Regional Cities Initiative. The Northern Indiana Workforce Board participated heavily in the activities surrounding this initiative. These included the listening sessions, Project development, presentations, project screening and the formation of the RDA (Regional Development Authority). Multiple board members were involved as well as staff. One of the NIWB board members is now on the RDA board and the President/CEO of NIWB was one of the small committee that selected the final projects for the proposal submittal. Many of the projects have important workforce development components that will impact the region in a positive manner.

EDUCATION & WORKFORCE INNOVATION NETWORK (EWIN) GRANT

The funding for this very important project ended in June 2015. However, it must be noted that the success of this program in the four (4) participating schools was nothing short of amazing. Of the 50% of students being turned away from dual credit programs, 67% were up-skilled and able to successfully participate in programs and earn college credit. The greatest outcome was locating the need indicators for these students early enough to provide the remedial training while completing high school to avoid remediation in post-secondary and the use of grant money on these classes. The students that participated walked away with better educational opportunities and with the skills necessary for future success.

REGIONAL TRAINING PROGRAMS

To increase the outreach and relevance of trainings being offered in Region 2, Board Committees were re-ignited to guide and direct this work. One committee is tasked to work with local leaders to determine the needs they are hearing from constituents and bring this information back to WorkOne to develop programs that are appropriate. One example of this was the development of a new business in South Bend that provides transportation assistance to individuals who cannot get to their place of employment due to lack of bus lines or times. This agency takes individuals to work no matter what shift they are working and returns them at the end of their shift. Through partnering with SCORE and other agencies, a need has been met with a new and emerging business!

A second Board Committee is charged to work with local business to determine the trainings needed in the region, while a third is working with local post-secondary institutions to see to it that these trainings are developed. As a result of this work, the area post-secondary institutions are coordinating their training offerings to become “specialists” for specific training. For example, while IUSB had begun a Hospitality program called START, with the loss of their key instructor, the program fell apart. Bethel College heard of the need and began developing a new and improved Hospitality program that will be offered in conjunction with Goodwill and their new “kitchen” to allow students to experience and explore all areas of the hospitality industry from food service, to visitor bureaus, to high level customer service skills. Harrison College is now developing a logistics program to meet the needs of St. Joe County suppliers. Holy Cross is developing Cyber-security, Healthcare Coordination, and residency programs for better skills attainment. The St. Joe County Mayor’s grant to NIWB has now expanded to include Hospitality, Healthcare, Truck Driving, and Manufacturing. These are just a few of the training developments that are currently occurring in Region 2.

CAMPUS TO CAREER PROGRAM

Since PY12, NIWB has worked hard to partner with our eleven (11) area colleges and universities and other vocational training providers. As a result of this work and the work of local Intern Specialist based in the St. Joe Chamber of Commerce, Kate Lee, Workone was able to put seven college students in paid summer internships with local employers to increase their skills-based learning. Also, the WorkOne Business Services Team has partnered with the post-secondary Career Services Centers to provide job readiness workshops and to assist in placing recent college graduates in jobs based in Region 2.

YOUTH SERVICES

This will continue to be a very strong focus for the board. A large part of PY14 was spent developing plans to expand services for Out of School youth. This included staffing changes, new partnership arrangements and a dedicated adult education instructor for out of school youth. We also added a work based learning coordinator and began OJTs for youth. Our internship program for youth continues to be strong and has expanded through partnership meetings with area employers to include year-round internship possibilities for out of school youth. We continued the JAG in a day program that our youth participated in the previous program year. We have provided our youth staff with multiple training offerings. We have also started a day long training sessions for the student officers of the JAG programs to focus on leadership and civic responsibility.

SCSEP- Senior Community Service Employment Program

This grant was received in May 2014. It is a federal program for individuals 55 and older, who are low-income and lacking the skills necessary to enter the workforce easily. The program provides up to 4 years of workforce training through community service work experiences. Individuals are placed into 501(c) 3 organizations where they learn computer skills, receptionist skills, and other job skills necessary to secure viable employment. The participant works 20-24 hours per week making minimum wage – all funded by the SCSEP program. Having taken on one of the least successful programs in the state, the NIWB program has been able to place 14 participants and are moving to full program participation in PY15 with many more placements as a result of improved employment skills training and coordination with WorkOne and partner agencies.

OPERATION: JOB READY VETERANS

Region 2 chose to be a pilot region for a new program aimed at providing intensive job readiness service to Vets. Job Ready Vets works in conjunction with our WorkOne veteran staff and Business Services Team to provide a one week extremely intensive boot camp for veterans to prepare them for a strong job search. The number of participants and structure of the class was continually evaluated and improved to reach a success rate of 87% placements for veterans attending this training. This has vastly increased the success of Region 2 veterans programs.

REGION 2 WORKS COUNCIL

The Northern Indiana Workforce board passed a resolution to work with and support the Region2 Works Council relative to Career Tech Ed improvement in the region. This is something the board strongly believes in and is willing to commit personnel resources, data sharing, analysis and general partnership to the Works Council effort. The NIWB President/CEO, while not being a member of the Works Council, is a much-needed resource and conduit for the Works Council to WorkOne services and the Partners Consortium. In preparing for the Skill Up grant, the Works Council has now expanded their scope to include many initiatives being developed in the Partners Consortium to truly meet the needs of our hardest to serve population. The Works Council has developed two amazing opportunities for area superintendents and counselors to actually experience work inside local manufacturers. This will occur in October 2015. A second “Career Day”, will bring up to 800 local students to an event occurring on a Saturday in November, providing them the opportunity to tour local manufacturing facilities and speak with local employers about manufacturing.

**WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE**

The Workforce Investment Board For Region 2

	Participants Served	Training Participants
Adults	6,755	546
Dislocated Workers	443	120
Youth	577	532
Totals	7,775	1,198

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	484	60	3	1	567	524
	21 - 25	770	97	16	5	10	8
	26 - 30	684	72	38	17		
	31 - 35	707	52	32	12		
	36 - 40	619	59	36	16		
	41 - 45	727	62	51	22		
	46 - 50	773	59	54	18		
	51 - 55	815	45	89	16		
	56 - 60	692	27	80	8		
	61 +	484	13	44	5		
	Not collected	0	0	0	0		
Education	Less than 12 years	1,484	43	35	7	555	514
	Received Diploma/ GED	3,235	324	226	67	20	16
	More than 12 years	2,016	179	182	46	2	2
	Not collected	20	0	0	0	0	0
Gender	Male	3,585	205	273	70	245	225
	Female	3,170	341	170	50	332	307
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	74.30%
	Dislocated Workers	87.18%
Retention Rate	Adults	89.52%
	Dislocated Workers	97.21%
Six Months Average Earnings	Adults	\$13,674
	Dislocated Workers	\$16,311
Placement in Employment or Education	Youth (14-21)	69.20%
Attain Degree or Certification	Youth (14-21)	54.02%
Literacy and Numeracy Gains	Youth (14-21)	12.82%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 3 – Northeast Indiana Workforce Service Area

SECTOR PARTNERSHIPS

In PY14, the regional Workforce Investment Board made a strong commitment to supporting sector partnerships in the area of advanced manufacturing. While the region is committed to working together as a region, the workforce board has learned that commitment to action often takes place at a sub-regional level (very often the county level). As such, the workforce board has worked with local economic development organizations to bring together manufacturers and educators in specific counties throughout the region to begin the all-important conversation about aligning educational programming with industry needs. This has led to the support of four new manufacturing associations/alliances in the region including the Adams Wells Manufacturers Alliance, the Noble County Manufacturers Educators Alliance, the Grant's Got Talent Initiative and the Gateway Coalition (focused on the Fort Wayne area). The workforce board works in support of these industrial alliances to help them create campaigns promoting careers in advanced manufacturing, to create teacher/counselor externship programs, to improve connections to CTE programs and to create speaker's bureaus of manufacturers available to visit high schools within a specific county. While there is much work to be done to grow these industry-led associations, all four of these organizations are tackling projects aimed at improving the talent pipeline in the region that supports advanced manufacturing.

ADULT EDUCATION PARTNERSHIPS

In PY14, the regional Workforce Investment Board continued its focus on adult education services as a critical component of the regional workforce system. By serving as fiscal agent for all adult education resources in the region, the WIB and the regional adult education consortium were able to provide over 2,500 adult education students with access to both adult education and WorkOne services (390 of which earned their High School Equivalency and 930 found employment). All participating students also had the opportunity to receive job placement assistance, career counseling support and career assessment activities and had full access to resume writing, interview preparation, technology classes and many other WorkOne delivery services. Of note, during the past program year, 89 adult education students accessed WorkINdiana skills training programs such as Certified Nursing Assistant (CNA), welding, machining and others. Of these students, 77% successfully completed all training activities and 76% earned an industry-recognized credential.

ECONOMIC DEVELOPMENT & BUSINESS SERVICES

To ensure the economic health of the region, a continuous focused has been placed on aligning workforce services and funding investments designed to support economic development activities within the region. As evidence of this, over the past year the regional workforce system has provided financial and workforce service support to 104 economic development projects, demonstrating the strong alignment that exists between economic and workforce development in the region. Overall, more than 1,000 employers were assisted this past year through hiring events, applicant referrals, candidate pre-screening and incumbent worker and On-The-Job training activities. Of interest, the workforce system provided these employers with nearly 200 customized hiring events/job fairs during the past year at which thousands of applicants were identified and pre-screened for these employers.

COHORT-BASED TRAINING

During the past year, regional cohort training programs were utilized extensively to teach specific skill-sets required by area employers. Utilizing the WorkOne delivery system, customized training classes in areas such as welding, CNC machining and industrial maintenance were conducted at multiple locations throughout the area. Implementing this program has allowed job seekers to

participate in short term training (typically 10-26 weeks) designed around job opportunities currently available within their communities.

OJT TRAINING

Of importance, over the past year the region continued to make extensive use of OJT programs to support multiple economic development projects. This strategy has connected hundreds of unemployed and underemployed workers to permanent high wage jobs. The availability of resources to specifically support these employers lead to opportunities to introduce this program to dozens of new employers to the WorkOne system.

INCUMBENT WORKER TRAINING

Over the past several years, the region has experienced an increasing sense of urgency around the need to address the “skills gap” within the advanced manufacturing sector (the largest employment sector by far in the region). To continue addressing this skills gap during this past year, the region continued its support of a new incumbent worker training program that has been branded Skill-Link. The basic premise of the Skill-Link program is to work with a small consortium of employers with similar skill needs (such as industrial maintenance) and then work with training partners to custom-build a curriculum to address the identified need. Employers in the consortium then identify lower-wage or entry-level workers whom they believe have the potential to complete the curriculum and move into higher-skilled and higher-paid positions.

Skill-Link is an evolution of incumbent worker training that is built on the premise that custom-built training programs are simply more effective than their off-the-shelf counterparts. Significant components of the Skill-Link incumbent worker training model include the following:

- All training activities lead to an industry-recognized credential; however, the specific curriculum to be used is developed with significant input from employers to ensure that incumbent workers are learning the precise skills required to move up within the organization.
- All training activities are offered on a schedule that is adjusted to the needs and work schedules of workers being trained. This means that Skill-Link classes may be offered in the afternoon as well as evenings or even in the early hours of a morning.
- All Skill-Link incumbent worker training activities are delivered using a cohort model, meaning a small group of similarly situated workers will work together as a team as they progress through a technical curriculum.
- To ensure worker access to training activities, regional postsecondary and high school CTE resources and locations are utilized to ensure that training programs are portable and offered at locations throughout northeast Indiana.
- As lower wage incumbent workers are trained and promoted, these workers will experience an increase in personal income to support themselves and their families. However, equally compelling is the fact the promotion of these workers will create entry-level job openings for new workers.

Over the past year, multiple Skill-Link incumbent worker training programs were developed which focused on the development of the critical skills sets required for workers to be effective as industrial maintenance technicians, CNC machinists and welders.

YOUTH SERVICES

The continuous focus on regional youth programming needs this past year included investing available youth resources in two specific programs designed to ensure that young adults achieve either a high school diploma or a graduate equivalency degree.

- The Be SomeOne Now program is delivered through a youth focused organization, serving young adults between the ages of 16-21 who have withdrawn from high school, enrolled in or need to be enrolled in HSE classes. In this program, Be SomeOne Now young adult advocates work with eligible youth to establish and work through short and long term educational and employment goals. Additionally, eligible youth participate in small group sessions covering topics such as getting and keeping a job, resume writing, interview skills, post-secondary fit/FAFSA, financial literacy/budgeting, and leadership development. Young adults may receive up to \$200 in incentives for achieving outcomes, session attendance, meeting goals and attendance in WorkOne workshops. Along with these incentives, young adults are also eligible to receive up to \$1,000 in tuition assistance, paid HSE test fees, intensive case management support and twelve months of follow-up upon program completion. In total, 226 out-of-school youth participated in this education-focused youth program.
- The Jobs for America's Graduates (JAG) program was operated on site at ten regional high schools and provided 456 in-school youth with the support and assistance they needed to stay in school and graduate on time. Additionally, 290 JAG Graduates were provided follow-up services. Overall, the regional JAG program saw a 92% graduation rate from students initially assessed to be at-risk of failing to complete high school graduation requirements.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE

The Workforce Investment Board For Region 3

	Participants Served	Training Participants
Adults	27,720	821
Dislocated Workers	1,130	305
Youth	670	582
Totals	29,520	1,708

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	1,617	48	16	4	639	569
	21 - 25	3,739	106	60	20	31	13
	26 - 30	3,484	133	74	35		
	31 - 35	3,311	109	109	43		
	36 - 40	2,871	95	101	37		
	41 - 45	2,917	95	121	41		
	46 - 50	2,952	98	168	44		
	51 - 55	3,110	86	220	55		
	56 - 60	2,365	40	189	22		
	61 +	1,354	11	72	4		
	Not collected	0	0	0	0		
Education	Less than 12 years	3,690	33	43	11	665	577
	Received Diploma/ GED	14,852	367	493	122	4	4
	More than 12 years	9,118	421	594	172	1	1
	Not collected	60	0	0	0	0	0
Gender	Male	16,646	456	628	182	309	268
	Female	11,072	365	502	123	361	314
	Not collected	2	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	74.75%
	Dislocated Workers	78.96%
Retention Rate	Adults	85.80%
	Dislocated Workers	88.50%
Six Months Average Earnings	Adults	\$12,991
	Dislocated Workers	\$16,410
Placement in Employment or Education	Youth (14-21)	72.80%
Attain Degree or Certification	Youth (14-21)	67.82%
Literacy and Numeracy Gains	Youth (14-21)	30.58%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 4 – WEST CENTRAL INDIANA WORKFORCE SERVICE AREA

YOUTH SERVICES

The Region 4 WIB continued its focus in PY14 on directing the awareness of members of the emerging workforce to the extraordinary career opportunities available to them in the region's manufacturing sector, if they prepare for them.

As part of the Youth Council's mission of improving the academic and workforce prospects of youth, the Council assisted emerging workers prepare for occupations in advanced manufacturing. The regionally developed publication on careers in manufacturing, *Careers in Advanced Manufacturing: Your life, your career, can be this Advanced!* was distributed to area schools and at all WorkOne-sponsored events for youth.

Over 370 Students from 28 area high schools and career centers learned about careers in manufacturing in Region 4 during PY14 as they toured industries, viewed production in process and participated in team-building and career-readiness workshops. Local participation in Manufacturing Day was organized in all 12 Region 4 counties in partnership with WorkOne, area school corporations, economic development organizations, and industry. By going inside a modern manufacturing facility, seeing the high-tech processes and experiencing the work environment, students visualized what it would be like to work there and the rewards they might expect. Fourteen (14) regional industries opened their doors to student tours and provided meals to students.

The Region 4 Youth Council, in coordination with Lafayette Jefferson High School, Kokomo High School, WorkOne, and area employers, held two regional *Youth Summit and Networking Events: What About You?* The Summit was a free, full-day, interactive and high impact conference for 500 high school students. The events offered youth the opportunity to learn about skills employers value, summer jobs and internships, and the critical need for skilled workers in the manufacturing industry. Students attending the Summit had the opportunity to meet with employers such as SIA, Caterpillar, Chrysler, Haynes International, and Alcoa, hear Mayors Greg Goodnight and Tony Roswarski speak about local employment opportunities, and attend various workshops. Workshops offered throughout the day included: 'Show Me the Money' - understanding the skills and training youth need for high-skill/high-wage jobs and how those jobs support real-world living costs, and 'You're Fired' - helping youth understand the critical importance of having soft skills as well as technical skills. A panel of employers discussed what they looked for in future employees, the growth opportunities in Advanced Manufacturing, and answered questions from the audience. Students attended pre-event sessions on topics ranging from networking and resume-writing to learning how to make a good first impression. The *Summit* culminated in a job fair for summer employment and internship opportunities.

Region 4's Jobs for America's Graduates (JAG) program, a high school drop-out prevention strategy, served 282 students in seven schools around the region, helping at-risk youth stay in school to achieve academic, career, and life success. The Region 4 program received accolades for meeting all performance metrics, including a 95% graduation rate.

The Manufacturing Effect

The Region 4 WIB also sponsored *The Manufacturing Effect Day* which is devoted to introducing high school faculty, counselors and administrators to their local manufacturing employers. The day included a tour of manufacturing facilities, an employer panel discussion and additional manufacturer presentations. Information shared included products made, product use, international markets, supply chain, and career opportunities for students immediately graduating high school and those pursuing postsecondary education and training. This information helped educators better inform students of the role manufacturing plays in their community and the many career opportunities available to them in their own backyard.

ADVANCING MANUFACTURING

The critical need influencing the most significant investment of workforce development resources in Region 4 during PY14 was for a well-skilled, entry-level, manufacturing workforce. A partnership of 23 manufacturing employers has been formed to support the Advancing Manufacturing Initiative (AMI). The AMI partnership also includes local economic development organizations, local elected officials, and Ivy Tech Community College representatives. Each employer or organization partner has a role to play and a contribution to make.

During PY14 the Region 4 WIB provided training leading to a Certified Production Technician (CPT) credential. AMI is one solution to meeting manufacturing sector employers' demand for skilled workers. The AMI/CPT model, thanks in part to the generous support of Duke Energy Foundation, Alcoa Foundation, and local units of government, has graduated 245 certified production technicians over the past three years. Seventy-two percent (72%) of graduates have become employed in entry-level manufacturing career pathway occupations at an average hourly wage of \$15.97. A \$382,000 WIB investment thus far has leveraged \$487,000 from other partners. The training pipeline is continually being replenished at training locations throughout Region 4 and other local areas around the state that have adopted the model.

Using the sector partnership framework developed around AMI/CPT, another training model was developed in PY14 by the AMI sector partners that provides an *Advanced Manufacturing Standardized Work* certification offered by Purdue University through its Polytechnic Institute. *The Rapid Reemployment in Advanced Manufacturing Positions (RAMP)* program has received H-1B funding through a USDOL Ready to Work Grant with co-funding provided by WIA and its successor, WIOA. RAMP will serve 800 long-term unemployed individuals over the four-year life of the grant in an intensive 14-week paid internship experience that combines classroom instruction, work simulations, work hardening, and hands-on work and learn opportunities. The first cohort of trainees began training in the PY14 Q4. The program is proving its effectiveness and sustainability. As RAMP is further developed and refined over time it will likely become the preferred training model for WIOA adults and dislocated workers, while AMI/CPT will become a the primary model for Region 4 youth.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE

The Workforce Investment Board For Region 4

	Participants Served	Training Participants
Adults	15,403	446
Dislocated Workers	527	147
Youth	526	509
Totals	16,456	1,102

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	1,180	53	8	3	477	463
	21 - 25	2,877	75	29	11	49	46
	26 - 30	2,247	62	41	14		
	31 - 35	1,801	54	54	21		
	36 - 40	1,605	55	52	23		
	41 - 45	1,467	47	52	19		
	46 - 50	1,418	40	79	21		
	51 - 55	1,361	34	91	20		
	56 - 60	900	21	71	11		
	61 +	547	5	50	4		
	Not collected	0	0	0	0		
Education	Less than 12 years	1,370	21	53	2	407	398
	Received Diploma/ GED	9,473	237	283	66	104	96
	More than 12 years	4,538	188	191	79	14	14
	Not collected	22	0	0	0	1	1
Gender	Male	9,361	202	247	69	231	219
	Female	6,042	244	280	78	295	290
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	73.32%
	Dislocated Workers	65.77%
Retention Rate	Adults	85.33%
	Dislocated Workers	87.31%
Six Months Average Earnings	Adults	\$13,010
	Dislocated Workers	\$15,337
Placement in Employment or Education	Youth (14-21)	79.43%
Attain Degree or Certification	Youth (14-21)	63.13%
Literacy and Numeracy Gains	Youth (14-21)	60.00%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

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***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 5 – CENTRAL INDIANA WORKFORCE SERVICE AREA

PARTNERSHIPS

At each of the seven WorkOne Offices Business Services Team members strengthened ties with local Economic Development Directors and staff. Business Consultants have been part of the local teams that meet with site selectors to present the services of WorkOne and to provide detailed labor market information. Business Consultants made new contacts with over 1,100 employers in the region to promote WorkOne services. Staff have participated with local initiatives throughout the region including Workforce and Education Councils, Learning Initiatives and hiring fairs initiated by local Chambers and Communities. Nearly 300 employers used WorkOne office facilities for employee recruitment and hiring. Over 60 employers agreed to partner in offering work experience opportunities for WIA participants

Regional staff promoted the use of Job Profiling and administered 469 WorkKeys assessments in WorkOne offices during the program year for employers.

Customers participated in numerous workshops and innovative program offerings such as Lean Six Sigma. Some workshops were designed specifically for targeted populations including veterans, senior workers and white-collar workers. An Adult Education program started up with WIA funds in the prior year continued to provide these educational services to Noblesville area residents.

INDUSTRY SECTOR INITIATIVES

The National Aviation Consortium (NAC) is an expansive public-private sector partnership which has identified competencies needed by entry level aviation assembly workers and mechanics. A DOL grant has funded the development of a 12 – 16 week training curriculum for students to learn both general and aviation core competencies and earn portable national credentials. Region 5 is partnering with IVY Tech to recruit and fund students for this program in central Indiana to address the shortage of skilled workers in this sector.

Demand for trained workers in the Health Care Sector remains strong. Region 5 partnered with several local care facilities to support their in house training programs for Certified Nursing Assistants. C N A is an initial occupational certification for those pursuing a career in health care.

YOUTH SERVICES

The JAG program in Region 5 succeeded in meeting all five JAG national standards in PY14, the first year to include results for five new programs added with the expansion from six to eleven programs the previous year. Region 5 operates eleven JAG programs, in nine high schools and served 398 students. Students were exposed to college through campus visits, as well as field trips to businesses, manufacturing and health care facilities, to learn about careers and how to prepare for them.

Region 5 sent eight JAG students to the JAG National Student Leadership Academy in Washington D.C. where they met with legislators, toured national monuments, gleaned from other JAG programs across the country, participated in competitive events, and learned leadership techniques to bring back to their JAG classmates.

Fourteen students won the opportunity to compete at the State JAG Career Development Conference, held in March, and three of those students placed in their area of competition as follows: 1st place Cover Design, 2nd place Critical Thinking, and 3rd place Outstanding Senior for the State of Indiana.

JAG class of 2015 students were awarded more than 2.2 million in post-secondary scholarships. Region 5 had 28 JAG students complete Work Experiences and five students complete CNA

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training – four utilizing WorkIN Incentive Grant funds and one utilizing State JAG funds. Two of these students entered post-secondary with majors in Nursing while the other three entered the workforce. More than 2.2 million in post-secondary scholarship money was awarded to seniors in the JAG class of 2015.

For the class of 2014, Region 5 had a 91% graduation rate with five of the eleven programs achieving 100% graduation. Additionally, five JAG programs exceeded all JAG national goals for graduation, post-secondary education enrollment, securing entry level jobs leading to career advancement opportunities and positive outcomes. As a result, Region 5 was one of 20 Regions in the United States to receive the JAG “5 of 5” award, for the third year in a row. At the 2015 JAG National Training, Region 5 JAG program management staff received recognition for being a national high performer and one specialist was presented with an Outstanding Specialist Award in recognition.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE

The Workforce Investment Board For Region 5

	Participants Served	Training Participants
Adults	13,075	489
Dislocated Workers	1,261	202
Youth	667	582
Totals	15,003	1,273

Participants Demographics	Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***	
Age Distribution	14 - 20	880	36	7	2	615	541
	21 - 25	1,669	80	59	14	53	41
	26 - 30	1,578	82	122	29		
	31 - 35	1,539	71	119	26		
	36 - 40	1,357	54	132	27		
	41 - 45	1,461	57	184	31		
	46 - 50	1,380	38	162	18		
	51 - 55	1,493	44	199	34		
	56 - 60	1,056	19	172	15		
	61 +	662	8	105	6		
	Not collected	0	0	0	0		
Education	Less than 12 years	1,962	24	57	5	531	499
	Received Diploma/ GED	6,989	243	521	95	128	76
	More than 12 years	4,086	222	683	102	8	7
	Not collected	38	0	0	0	1	0
Gender	Male	7,114	183	624	88	301	261
	Female	5,961	306	637	114	367	321
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	74.65%
	Dislocated Workers	82.45%
Retention Rate	Adults	84.35%
	Dislocated Workers	89.89%
Six Months Average Earnings	Adults	\$12,766
	Dislocated Workers	\$17,016
Placement in Employment or Education	Youth (14-21)	72.47%
Attain Degree or Certification	Youth (14-21)	67.38%
Literacy and Numeracy Gains	Youth (14-21)	43.31%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

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WSA 6 – EASTERN INDIANA WORKFORCE SERVICE AREA

FOUNDATIONAL PYRAMID

The Eastern Indiana Workforce Development Board has implemented the following Foundational Workforce Development Initiatives Pyramid:

LEVEL 1: The ACT Work Ready Communities - National Career Readiness Certificate (NCRC).

LEVEL 2: Work Ethic/Soft Skills Training for high-demand, high-wage industry sectors.

LEVEL 3: Entry level training for high-demand, high-wage industry sectors.

LEVEL 4: Occupation specific skills training for high-demand, high-wage sectors.

LEVEL 5: Mastery of Occupation specific skills for high-demand, high-wage sectors.

REGIONAL INITIATIVES

ACT Work Ready Communities: The Eastern Indiana Workforce Development Board is focused on enhancing regional employability skills by leading a public/private sector partnership to attain ACT Work Ready Communities Certification in all nine EGR6 counties.

215 EGR6 Employers are engaged in this endeavor.

Two counties (Randolph and Rush) in EGR6 have achieved ACT Work Ready Communities Certification. Four additional EGR6 counties (Delaware, Fayette, Henry and Wayne) are currently pursuing ACT Work Ready Communities Certification. The remaining EGR6 counties (Blackford, Jay and Union) are strongly considering the pursuit of ACT Work Ready Communities Certification.

The ACT Certified Work Ready Communities initiative provides regions and communities with the data, tools and processes that create a regionally aligned ecosystem of education, economic development (local and state) and workforce development. To that purpose, the goal is for regional implementation of a common tool – the ACT National Career Readiness Certificate (NCRC) – to certify the foundational work skills of the emerging, transitioning and current workforce of Eastern Indiana. The NCRC mitigates some of the hiring risk incurred by Eastern Indiana businesses, which adds immense value and expeditiousness to employment transition processes.

Additionally, policy makers are able to use data from these key demographic groups as an analytic road map to address existing and potential skills gaps. In short, the ACT Certified Work Ready Communities initiative produces data sets that align the Eastern Indiana workforce in a uniformed manner that produces consistent, reliable analytics for the purposes of economic development capacity and workforce development planning.

Str8t2wrk: The Eastern Indiana Workforce Development Board partners with Randolph County Local Elected Officials, Private-sector Manufacturers (IMPACO and ECO, Inc.) and the Randolph Eastern School District to provide Str8t2wrk. Str8t2wrk is an Employer-driven and designed program that utilizes Work and Internship-based experiential learning to prepare participants for full-time, sector-specific (manufacturing) employment. Participants are required to work 3 hours per day, 4 days per week for one semester. Work Ethic is emphasized throughout Str8t2wrk.

REGIONAL SECTOR SPECIFIC INITIATIVES

CDL-to-Work Program: The Eastern Indiana Workforce Development Board is partnering with SAGE/Ivy Tech Community College to provide CDL training that meets the rapidly growing regional demand for this credential in EGR6. More specifically, Candidate recruitment support and training dollars through the WorkIN funds have resulted in nine (9) Adult Education Customers earning their CDL through WorkOne Eastern. All of these Customers have accepted offers of full-time employment

at Dot Foods (Wayne County). PY14 represents the first year of this program, but its success has resulted in the participation of additional EGR6 Logistics Partners.

Regional Advanced Manufacturing Partnership (RAMP) & Manufacturing Matters: The Eastern Indiana Workforce Development Board partners with over 20 Advanced Manufacturers and nine Local Governmental Units in EGR6 to develop entry level training programs that match the existing needs of regional employers. RAMP and Manufacturing Matters are sector-specific designs that require 128 to 150 hours (depending on the sector) of training with experiential, simulated training modules required for completion. A Manufacturing Skills Standards Council (MSSC) Certified Production Technician (CPT) Credential is awarded upon completion of this course.

The CPT Credential represents knowledge in four key areas common to all manufacturing: Safety, Quality, Manufacturing Processes and Maintenance Awareness, and includes critical thinking, problem solving and teamwork components that are delivered through workshops. Manufacturing Plant Tours are also included in the course. Interviews with Employer(s) are guaranteed to those who complete these programs. The CPT Certification translates into six academic credits at Ivy Tech Community College.

YOUTH SERVICES

Jobs for America's Graduates (JAG): The Eastern Indiana Workforce Development Board provides JAG programming for seven school districts in EGR 6. JAG focuses on empowering high school students (at-risk juniors and seniors) to graduate from high school. JAG helps students find entry level jobs leading to a career and/or postsecondary education. JAG provides students with the opportunity to earn credit towards graduation, while offering opportunities to enhance their employability through business contacts, unpaid & paid internships, guest speakers, mentors, and community service opportunities.

Youth Leadership and IC3: Each summer, the Eastern Indiana Workforce Development Board provides Youth Leadership and Internet and Computing Core (IC3) programming for low-income high school youth in EGR6. In PY14, 23 EGR6 High School Students participated. 100% of the Students completed the programs and earned Certifications in Leadership and IC3. Students who complete the Youth Leadership and IC3 programs and earn Certifications in both are awarded a computer tablet.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE

The Workforce Investment Board For Region 6

	Participants Served	Training Participants
Adults	14,132	312
Dislocated Workers	392	110
Youth	484	381
Totals	15,008	803

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	1,266	21	6	2	441	350
	21 - 25	2,256	67	27	13	43	31
	26 - 30	1,823	42	30	10		
	31 - 35	1,681	50	39	18		
	36 - 40	1,514	42	53	19		
	41 - 45	1,445	31	50	15		
	46 - 50	1,375	28	45	13		
	51 - 55	1,231	16	73	10		
	56 - 60	922	11	54	10		
	61 +	619	4	15	0		
	Not collected	0	0	0	0		
Education	Less than 12 years	2,148	7	20	1	393	311
	Received Diploma/ GED	8,274	139	197	50	84	63
	More than 12 years	3,692	166	175	59	7	7
	Not collected	18	0	0	0	0	0
Gender	Male	8,463	88	176	45	202	150
	Female	5,666	224	216	65	282	231
	Not collected	3	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	73.52%
	Dislocated Workers	80.41%
Retention Rate	Adults	84.08%
	Dislocated Workers	93.45%
Six Months Average Earnings	Adults	\$12,575
	Dislocated Workers	\$15,234
Placement in Employment or Education	Youth (14-21)	65.95%
Attain Degree or Certification	Youth (14-21)	76.73%
Literacy and Numeracy Gains	Youth (14-21)	47.78%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

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***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 7 – WESTERN INDIANA WORKFORCE SERVICE AREA

YOUTH SERVICES

JAG Program Receives 5 of 5 Award – The Region 7 JAG program was recently awarded the 5 of 5 Award for the third straight year. The 5 of 5 Award recognizes JAG programs that meet or exceed the national standards in Five Categories that measure student success:

Category	Standard	Region 7
Graduates	90%	94.16%
Total Civilian Job Placements and Military Service	60%	77.24%
Total Positive Outcomes	80%	85.52%
Total in Full Time Placement (Includes Full Time Work, Full Time School, Full Time Military, or combination of Part Time School and Part Time Work)	80%	89.29%
Total in Full Time Jobs	60%	70.5%

WIA and WorkINdiana SERVICES

The Western Indiana Workforce Investment Board, Inc. is also very proud of the fact that Region 7 not only met, but exceeded all nine WIA Program Year 14 performance measures. In addition to outstanding PY14 WIA program performance, Region 7 ranked second in the state in the percent of Adult Education students enrolled in the WorkINdiana

REGIONAL INITIATIVES

Demand-Driven Training Programs - Region 7 continues to partner with area businesses and Ivy Tech Community College to maintain a Computer Numerically Controlled (CNC) Machining program which is aligned with the needs of area businesses. Completion of the 225 hour program helps provide students with machining skills that employers are looking for. Employers are encouraged to visit the class and speak with students while they are learning. Employers also provide tours of their facilities as part of the learning experience. Upon completion, students have earned several NIMS certifications, which makes them valuable to area employers. Ivy Tech holds graduation ceremonies at the end of each class, which employers attend. The class has a very high job placement rate.

Education and Workforce Innovation Network (EWIN) Grant – In PY12, Region 7 was awarded an EWIN grant. The program which the grant has funded is named “Classroom to Careers.” The grant has resulted in the creation of a regional strategic plan to support workforce development as it relates to manufacturing. The goals of the plan are to: 1) establish a regional talent pipeline, 2) create a deliberate mechanism to increase industry-education partnerships that can fill skill gaps, and 3) increase marketing and outreach to build awareness and create excitement for manufacturing.

Through this grant a number of new initiatives have been created:

- The creation and distribution of an “Employer Roadmap” that directs employers to ways in which they can connect with career-related activities at local schools, at a level of involvement that works best for them.
- Regional CTE teacher training has occurred through a peer training program.
- A regional high school counselor academy has been created and is active.
- Monthly N.E.A.T. Newsletters are sent out to students, parents, counselors, teachers, WorkOne customers and specialist, and business leaders. The newsletter highlights demand

- sectors and careers and spotlights employers offering such jobs. The newsletters are produced through a partnership between the region’s CTE Directors, WorkOne, and Ivy Tech Community College.
- Two new career pathways have begun in the region. Two more are pending state approval.
- National Manufacturing Day is celebrated annually, with middle and high school counselors from throughout the region visiting local facilities throughout the day. Area manufacturers who opened their doors during the 2014 National Manufacturing Day included Sony DADC, Clabber Girl Corporation, and Thyssen Krupp.
- All Parke County 7th, 8th, and 9th grade students learn about demand business sectors and related career opportunities through monthly “career workshops.” At these workshops area business people talk about their businesses and careers, displaying products, and answering student questions.

The EWIN Grant was successfully completed in PY14 and the activities initiated through these funds are continuing throughout PY15 and beyond. .

Robotics/Automation Programs – In PY14 both the Vigo County School Corporation and Ivy Tech Community College were awarded grants through the State of Indiana to begin robotics/automation training and certifications programs at the high school, college, and adult learner levels. Jointly, these schools have established a unique partnership with Yaskawa Motoman Robots, who will train local instructors, provide program support, and initially oversee the certification process. Classes should be up and running sometime during PY15.

“Workforce Fit” – In PY14 the City of Terre Haute, in partnership with several community organizations, entered the “America’s Best Communities” contest, sponsored by Frontier Communications and their partners. Terre Haute made it to the quarter-final round by entering a winning proposal aimed at community revitalization through a targeted, holistic approach to workforce development. The Western Indiana Workforce Investment Board is leading the city’s team on this project. Much work is underway thanks to the \$50,000.

**WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE**

The Workforce Investment Board For Region 7

	Participants Served	Training Participants
Adults	6,830	321
Dislocated Workers	227	85
Youth	374	352
Totals	7,431	758

Participants Demographics	Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***	
Age Distribution	14 - 20	598	45	0	0	357	336
	21 - 25	1,045	70	6	3	17	16
	26 - 30	889	30	13	7		
	31 - 35	784	37	18	9		
	36 - 40	675	24	23	7		
	41 - 45	723	30	24	7		
	46 - 50	648	29	31	15		
	51 - 55	684	30	49	20		
	56 - 60	501	21	49	15		
	61 +	283	5	14	2		
	Not collected	0	0	0	0		
Education	Less than 12 years	1,036	21	13	5	299	283
	Received Diploma/ GED	3,804	153	120	41	59	53
	More than 12 years	1,978	147	94	39	16	16
	Not collected	12	0	0	0	0	0
Gender	Male	3,763	150	133	59	162	152
	Female	3,067	171	94	26	212	200
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	71.23%
	Dislocated Workers	77.21%
Retention Rate	Adults	87.77%
	Dislocated Workers	93.89%
Six Months Average Earnings	Adults	\$14,509
	Dislocated Workers	\$16,077
Placement in Employment or Education	Youth (14-21)	72.63%
Attain Degree or Certification	Youth (14-21)	81.13%
Literacy and Numeracy Gains	Youth (14-21)	45.00%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 8 – SOUTH CENTRAL INDIANA WORKFORCE SERVICE AREA

ADULT EDUCATION

WorkIndiana - In an effort to improve the end result of placement for WorkIndiana participants, Region 8 has worked closely with training providers (Ivy Tech, Monroe County Schools, Vincennes University, and others), businesses, and community partners to create additional courses and provide more training opportunities within WorkIndiana. Utilizing the Business Services Teams in the WorkOne Centers throughout the region, businesses with specific training needs such as CNC Machine Operation, Certified Medical Assistants, Heating, Ventilation and Air Conditioning repair and maintenance, and ASE Brake Certification were identified. Training providers were encouraged to create new training programs that met the needs of businesses and at the same time, met the needs of the WorkIndiana program. An approach encompassing WorkIndiana funding, private pay, WIA funding, and other funding sources allowed training providers to establish courses requiring small enrollment cohorts. Individuals participating in Adult Education programs were more interested in Adult Education and WorkIndiana when they knew there were potential jobs for them when they finished the training.

REGIONAL INITIATIVES

Expansion of Community Partnerships – During PY14, Region 8 took significant steps to increase the partnerships with Community organizations. Although partnering has been a focus of Region 8 for years, expansion and enhancements of the partnerships are proving to be beneficial in meeting the community involvement that is desired. Expanded partnerships with Monroe County Public Library resulted in access for individuals under Microsoft Information Technology Academy, increased participation in the Monthly Job Search at the Library, and participation in multiple community panels and presentations. New partnerships with Hoosier Uplands and continuing partnerships with South Central Community Action Program are resulting in an increase in participation of people working themselves out of poverty. Strong activities with Housing Authorities result in connection for individuals to move from subsidized employment into home ownership and unsubsidized employment

All of our WorkOne Centers count Local Economic Development Officials (LEDO's) as a primary partner. We have moved over the years to ensure all of our Centers are represented and participate with the LEDO's and have made efforts to enhance the partnerships by combining to apply for grants, jointly developing new training programs, serving on each others' boards, and providing assistance throughout the region. Programs initiated include Code School utilizing partnerships between economic development and the public library with WorkOne serving as a referral partner have proved successful at very low costs. The Advanced Manufacturing Program training in cooperation with Ivy Tech and WorkOne continues to have sufficient numbers of participants again with support from local economic development entities throughout the region.

Most recently, Region 8 has entered into a partnership with IU School of Public Health to provide free online training to individuals interested in health careers and expansion of their knowledge in that field. Not only is this training for candidates in that field but it is also available to employers as an opportunity to enhance the skills of their current employees.

**WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE**

The Workforce Investment Board For Region 8

	Participants Served	Training Participants
Adults	8,429	282
Dislocated Workers	315	51
Youth	225	190
Totals	8,969	523

Participants Demographics	Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***	
Age Distribution	14 - 20	760	102	6	3	194	172
	21 - 25	1,154	54	19	5	31	18
	26 - 30	885	23	32	6		
	31 - 35	952	22	29	3		
	36 - 40	816	26	29	9		
	41 - 45	858	17	34	7		
	46 - 50	890	19	48	12		
	51 - 55	912	15	52	6		
	56 - 60	697	4	31	0		
	61 +	505	0	35	0		
	Not collected	0	0	0	0		
Education	Less than 12 years	1,245	25	23	1	142	125
	Received Diploma/ GED	4,605	142	172	31	56	41
	More than 12 years	2,571	115	120	19	27	24
	Not collected	8	0	0	0	0	0
Gender	Male	4,968	99	167	23	93	77
	Female	3,459	183	148	28	132	113
	Not collected	2	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	69.28%
	Dislocated Workers	72.26%
Retention Rate	Adults	84.30%
	Dislocated Workers	92.71%
Six Months Average Earnings	Adults	\$12,396
	Dislocated Workers	\$13,981
Placement in Employment or Education	Youth (14-21)	78.85%
Attain Degree or Certification	Youth (14-21)	74.38%
Literacy and Numeracy Gains	Youth (14-21)	60.00%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

WSA 9 – SOUTHEAST INDIANA WORKFORCE SERVICE AREA

PARTNERSHIPS

The Southeast Indiana Workforce Board has developed a robust network of partners in and outside of its designated region. Most notably, the Board has formed a formal partnership with the Eco15 Network, the Columbus Education Coalition, the Region 9 Works Council and the Area Health Education Center (AHEC). The Leadership of these entities has formed a regional steering committee that meets regularly to align these regional efforts, and on a biannual basis host “large group” meetings for all groups combined. The Board views this collaboration as truly unprecedented and all of the Boards activities are viewed within this context.

Additionally, the Southeast Indiana Workforce Board participates in a long-running formal partnership with the WDBs in Cincinnati area and Northern Kentucky. This tri-state initiative, called Employers First is designed to coordinate regional responses to employer needs regardless of geographic or programmatic boundaries. It is understood that the employer community is not interested in the imaginary boundaries that exist between workforce regions or even across state lines, and this group aims to coordinate services accordingly.

WORKONE SERVICES

The Board selected a new Operator midway through PY13 and placed emphasis on reducing overhead expenses and increasing the percentage of funds available for Direct Client Training. This continued in PY14, most notably by tripling the percentage of funding going directly to training as compared to the old model. WorkIN is a notable contributor to that—with 3 extra rounds of funding being utilized in PY14. Throughout the year, Region 9 has been #1 in the state for the percentage of ABE clients that utilize WorkIN.

With PY15 allocations substantially lower than previous years, the Board is presently reviewing its current infrastructure and operational models to establish an innovative and sustainable solution. WIOA presents both challenges and opportunities in this regard, and the board is committed to fulfilling its new mandate within the available means, and to leverage its robust partner network to attract additional investments into the region.

YOUTH SERVICES

The Southeast Indiana Workforce Board was given a unique opportunity to expand its JAG operations to a 5th high school this year via a one-time grant from the AT7T Foundation and the Indiana Department of Workforce Development. When combined with our existing JAG schools, they expect to serve ~215 students this year. Great energy has been applied to shift focus towards out-of-school youth per WIOA’s mandate. Thankfully, the partnerships are already in place to achieve this and the process is already underway.

Regional youth programs and initiatives included: Summer Employment Opportunities Program, an Internships/ Paid Work Experience Program, and a Post-Secondary Scholarship program. All are designed to help the students build working relationships within the community, explore career opportunities and develop personal connection and a sense of community involvement.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE

The Workforce Investment Board For Region 9

	Participants Served	Training Participants
Adults	5,748	125
Dislocated Workers	143	34
Youth	222	185
Totals	6,113	344

Participants Demographics	Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***	
Age Distribution	14 - 20	414	10	1	0	212	179
	21 - 25	768	27	7	2	10	6
	26 - 30	734	17	8	2		
	31 - 35	631	18	14	6		
	36 - 40	634	13	14	5		
	41 - 45	649	13	18	5		
	46 - 50	644	12	24	7		
	51 - 55	595	7	23	3		
	56 - 60	416	5	19	1		
	61 +	263	3	15	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	854	5	4	1	183	173
	Received Diploma/ GED	3,679	67	75	15	39	12
	More than 12 years	1,194	53	64	18	0	0
	Not collected	21	0	0	0	0	0
Gender	Male	2,960	42	76	18	81	68
	Female	2,788	83	67	16	141	117
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	68.33%
	Dislocated Workers	80.30%
Retention Rate	Adults	86.97%
	Dislocated Workers	86.79%
Six Months Average Earnings	Adults	\$12,668
	Dislocated Workers	\$15,398
Placement in Employment or Education	Youth (14-21)	75.00%
Attain Degree or Certification	Youth (14-21)	73.45%
Literacy and Numeracy Gains	Youth (14-21)	58.82%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

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WSA 10 – WEST CENTRAL INDIANA WORKFORCE SERVICE AREA

MANUFACTURING SECTOR PARTNERSHIP

Region 10 Workforce Board has continued to build its manufacturing sector partnership and WorkOne has become a satellite training center for the (Kentuckiana Manufacturing Center) in partnership with Ivy Tech Community College to offer Certified Production Technician Training. WorkOne Southern Indiana had 23 participants that completed the MSSC Certified Production Technician Training this program year. The Region 10 Partnership conducted a Regional Manufacturing Technical Skills Survey, to gain additional insight of the areas of training needed for the Manufacturing Sector. A Manufacturing Technical Skills Focus Group continues to meet to work on curriculum development for the highest priority training areas of the survey. Region 10 staff participate on the Region 10 Works Council and provide a variety of labor market information and sector demand information.

BUSINESS SERVICES

The Business Service Team hosted 56 on-site recruiting events at WorkOne in PY14 with various employers. The team had 436 Business Retention and Engagement contacts for the program year, and 1,235 Job Orders were posted. The Business Service Team facilitated eight Business Seminars on a variety in-demand human resource topics, with a majority receiving SHRM certification for the 175 business participants.

REGION 10 JOB FAIR

WorkOne hosted a regional job fair in May with 59 businesses and 6 educational institutions participating. Approximately 260 were in attendance for the Spring Job Fair. WorkOne partners with the Charlestown Chamber of Commerce to offer a Fall Job Fair in October at River Ridge Economic Development District, with approximately 275 job seekers attending.

EMPLOYABILITY SKILL PREPARATION

Region 10 has a robust employability skill workshop calendar for WorkOne and Express Sites with a variety of workshops offered each week. 541 customers attended Employability Workshops, and 466 customers attended computer training workshops on a variety of Microsoft Office courses to include word, excel, power point, access, html and QuickBooks. Over 306 certificates were awarded for successfully completing the Microsoft Office coursework. Seventy-Four (74) WorkOne customers attained a post-secondary credential during the program year with 67 or 90.5% entering employment as of June 30, 2015.

WORKONE YOUTH CAREER EXPO:

WorkOne hosted its annual Youth Career Expo in April, 2015 with over 345 participants representing seven area high schools, and older youth attending to explore career options with area businesses and training institutions. The Expo included mini-workshops on professional dress, career exploration, hot 50 careers, and CODE Louisville. Over 40 businesses and training institutions participated to inform youth about career opportunities available now and into the future, to include some immediate hiring opportunities.

WORKONE SOUTHERN INDIANA HANDS-UP PROGRAM:

Four area Community Foundations (Clark/Floyd, Harrison, Scott and Washington Counties) have partnered with Region 10 Workforce Board to offer gap funding to WorkOne customers who are attending training for a degree/certification in their targeted counties. The funding is to assist students with additional tuition and support funding needed to complete their training program.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE

The Workforce Investment Board For Region 10

	Participants Served	Training Participants
Adults	3,620	120
Dislocated Workers	137	29
Youth	87	51
Totals	3,844	200

Participants Demographics	Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***	
Age Distribution	14 - 20	204	5	3	0	67	39
	21 - 25	452	26	9	2	20	12
	26 - 30	467	20	10	6		
	31 - 35	418	16	10	3		
	36 - 40	364	10	13	3		
	41 - 45	402	11	18	3		
	46 - 50	406	10	18	4		
	51 - 55	384	12	24	3		
	56 - 60	307	9	25	4		
	61 +	217	1	7	1		
	Not collected	0	0	0	0		
Education	Less than 12 years	402	4	4	1	58	37
	Received Diploma/ GED	1,713	54	64	14	19	7
	More than 12 years	1,495	62	69	14	10	7
	Not collected	11	0	0	0	0	0
Gender	Male	1,809	59	59	15	37	24
	Female	1,812	61	78	14	50	27
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	72.11%
	Dislocated Workers	69.34%
Retention Rate	Adults	86.83%
	Dislocated Workers	88.76%
Six Months Average Earnings	Adults	\$13,094
	Dislocated Workers	\$13,547
Placement in Employment or Education	Youth (14-21)	65.00%
Attain Degree or Certification	Youth (14-21)	67.65%
Literacy and Numeracy Gains	Youth (14-21)	30.00%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

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WSA 11 – WEST CENTRAL INDIANA WORKFORCE SERVICE AREA

Youth Services

JAG: Region 11 continued the eight JAG programs at Princeton Community, Gibson Southern, Evansville Harrison, Evansville Bosse, Evansville Central, Tell City, Vincennes Lincoln, and Pike Central high schools. Region 11's JAG program achieved 4-of-5 Performance Goals; measuring graduation rates, job placements, and positive outcomes for the program year.

Youth Employment Services (YES) - Continued third year of program to assist youth obtain the High School Equivalency Diploma, job placement, job retention, and post-secondary education placement.

REGIONAL INITIATIVES/PARTNERSHIPS

Innovation Corridor/Brainpower Task Force - Goal to raise the Innovation Index Score 20% by 2025 to develop a culture and environment that supports a regional I-69 Innovation Corridor from Evansville, IN (Vanderburgh County) to Crane, IN (Martin County).

HIRE - Continued collaboration with the Hoosier Initiative for Re-Entry Employment (HIRE) for recently released ex-offenders where 274 participants were placed in meaningful employment.

STEM Challenge - Organized the Second Annual Southwest Indiana STEM Challenge in conjunction with Mead Johnson Nutrition, Oakland City University and the Brainpower Task Force. High school students from across the region competed in the day-long event with several problem-solving and trouble-shooting challenges utilizing their Science, Technology, Engineering, and Math skills. Southern Indiana Career & Technical Center took home the honors.

Workforce Pipeline - Organized the third Innovative Conversations About Our Workforce Pipeline event in conjunction with the Brainpower Task Force. These events are a collaboration of legislative, business and education representatives to discuss the regional workforce pipeline issues.

Business & Professional Exchange (BPE) - Throughout the program year over 50 professionals in job transition attended weekly information sharing meetings. Through learned networking methods, more than half are now working at their new opportunity.

CTE Videos - Partnered with WEHT Channel 25 to develop videos to promote career and technical education and the high demand careers available in Southwest Indiana. Funding provided by a grant through the Indiana Works Council. The videos can be found at www.TriStateHomepage.com/WorkOne.

Tri-State Manufacturers Alliance - Helped organize the Tri-State Manufacturer's Alliance 4th quarter event highlighting workforce & education with keynote speaker Dr. James Stone from the National Research Center for Career and Technical Education (NRCCTE).

Alcoa Foundation Teachers' Manufacturing Bootcamp - The Alcoa Foundation Teachers' Manufacturing Bootcamp was held from June 15 – June 26, 2015. The 2-year program, funded by a grant through the Alcoa Foundation along with a financial contribution from the participating manufacturers and Oakland City University, is a continuing education program for educators to get hands-on instruction regarding manufacturing and the skills needed for today's workforce. Manufacturer participants for year-one included: Alcoa-Warrick Operations, Berry Plastics Corporation, SABIC Innovative Plastics and Toyota Motor Manufacturing, Indiana. Partners included: Alcoa-Warrick Operations, Oakland City University, Ivy Tech Community College and University of Southern Indiana.

Work Ethic Certification Program - A Work Ethic Certification program was adopted on April 7, 2015 by the Workforce Investment Board to be the grantor of the certificate. A Work Ethic

Certificate will be awarded to eligible high school students who have met an established criteria. The certificate will serve as a validation to employers that those students possessing this credential have successfully displayed strong work habits that will foster success in higher education and the workplace.

Immigration Clinic - On February 14, 2015 seven attorneys and two trained counselors from Indianapolis, Bloomington and Evansville who specialize in immigration issues donated their services to meet one-on-one with members of the Hispanic community to inquire about documentation needed to work at local companies. Partners included: Catholic Charities with the Diocese of Evansville, Community Action Program of Evansville, Holy Name of Jesus Catholic Church in Henderson and Ivy Tech Community College.

Tour of Opportunity - The 1st Annual Tour of Opportunity was held on October 18, 2014. Thirty-two businesses across the region opened their doors to the public or assembled at the Children’s Museum of Evansville to showcase in-demand careers, highlighting the education and technical skills needed to obtain employment.

**WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE**

The Workforce Investment Board For Region 11

	Participants Served	Training Participants
Adults	6,302	263
Dislocated Workers	248	70
Youth	587	207
Totals	7,137	540

Participants Demographics	Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***	
Age Distribution	14 - 20	337	32	2	0	198	198
	21 - 25	788	47	16	4	9	9
	26 - 30	785	41	17	6		
	31 - 35	765	29	21	3		
	36 - 40	628	19	18	6		
	41 - 45	620	22	20	6		
	46 - 50	724	30	46	13		
	51 - 55	750	29	60	25		
	56 - 60	530	10	34	4		
	61 +	375	4	14	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	761	7	9	2	533	166
	Received Diploma/ GED	3,454	160	126	43	45	35
	More than 12 years	2,069	96	113	25	7	6
	Not collected	18	0	0	0	2	0
Gender	Male	3,946	131	119	31	238	63
	Female	2,356	132	129	39	349	144
	Not collected	0	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	82.97%
	Dislocated Workers	85.28%
Retention Rate	Adults	87.80%
	Dislocated Workers	94.44%
Six Months Average Earnings	Adults	\$13,195
	Dislocated Workers	\$15,900
Placement in Employment or Education	Youth (14-21)	65.18%
Attain Degree or Certification	Youth (14-21)	65.32%
Literacy and Numeracy Gains	Youth (14-21)	15.79%

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

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WSA 12 – MARION COUNTY WORKFORCE SERVICE AREA

SPECIAL GRANTS

During PY14, EmployIndy received three significant, special grants to assist in building the Marion County workforce:

- August 2014 YouthBuild Grant \$1.1M U.S. Department of Labor
- November 2014 Employ Up Grant \$8.3M U.S. Department of Labor
- December 2014 YES Grant \$1.0M Lilly Endowment, Inc.

REGIONAL INITIATIVES

Hire Up Indy - EmployIndy continued its work with the Hire Up Indy Council to address critical issues in economic growth and career opportunities in Central Indiana. The Hire Up Indy initiative is research focused with the objective of using the data to better align both the existing and emerging workforce skill sets with projected employer skill needs. In PY14 Hire Up Indy focused on the Information Technology sector. Future efforts will expand research to other sectors.

To date Hire Up Indy has issued three white papers:

- Supporting Our Wealth Driving Sectors: The Supply of Technical Talent in Central Indiana
- Supporting Our Wealth Driving Sectors: Demand for Technical Talent in Central Indiana
- The Challenge Ahead: Developing Talent for 51,500 New Technical Jobs in 2025

Hire Up Data has been used by multiple organizations and initiatives in Central Indiana including:

- The Regional Works Council
- Plan 2020
- Indianapolis Chamber of Commerce Community Economic Development Strategy
- Community Development Systems Advisory Group
- IUPUI School of Informatics and Computing
- iDEW IT Diversity Enhanced Workforce Initiative
- Purdue Polytechnic Indianapolis High School

Hire Up Indy data was also used and was instrumental in obtaining the Employ Up grant for \$8.3 million discussed in the next section.

The above referenced white papers and other Hire Up Indy information can be found at www.hireupindy.org.

Employ Up – Funded by an \$8.3 million grant from the U.S. Department of Labor, Employ Up is a comprehensive skills training program to help long-term unemployed residents reconnect with the workforce, in the high-demand healthcare and information technology industries. This grant is the largest ever received in EmployIndy’s history. The operational portion of the grant did not start until May 2015.

PowerTrain Indy - PowerTrain Indy matched businesses in need of skilled talent with jobs for residents in their neighborhood. Launched in 2013 and operated through PY14, PowerTrain Indy offered training to qualifying residents through collaboration with Downtown Indianapolis employers. The program is funded by \$1.5 million created from the establishment of an expanded tax increment financing (TIF) district. Residents accessed PowerTrain Indy through the WorkOne Indy network. Engaged employers committed to hiring program participants and assisted in the development and execution of training programs. This engagement allows the organization to develop a workforce

through customized training programs and on-the-job training, ensuring individuals will have the skills needed to succeed. PowerTrain Indy enrolled 381 residents and engaged 25 employers to place 258 residents in training programs, resulting in 160 job placements at an average wage of \$15.08/hr.

WorkOne Indy

The WorkOne Indy system has three primary methods for job seeker service delivery:

- Physical WorkOne Locations – WorkOne Indy - East, WorkOne Indy - North and WorkOne Indy - West
 - » 3,668 adult job seekers served
 - » 3,611 in-office workshops attended
 - » 573 credentials earned
 - » 2,588 job placements
 - » \$14.14/hour average wage
- Mobile WorkOne Indy Operations - Comprised of staff, mobile technology, and resources, it is partnered with community-based organizations, the Indianapolis Marion County Public Libraries and community events to increase access to services.
 - » 1,122 site visits
 - » 40 mobile locations
- Virtual WorkOne – WorkOneIndy.org is an on-line portal that provides workforce services for Marion County employers, workers and job seekers.
 - » 10,277 new registrations
 - » 121,840 logged in sessions
 - » 856 new users per month
 - » 8.23 average page views per session
 - » 1,003,023 total pages viewed
 - » 4,135 users completed the personal assessment for WIA eligibility
 - » 3,400+ resumes created
 - » 6,326 virtual workshops attended

Business Solutions and Recruiting

EmployIndy also has an in-house Business Partnerships division which focuses on recruiting, screening and training to fill open positions with local employers. Hiring projects and business focused training projects are operated through this division. Accomplishments during PY14 include:

- 120 business partnerships (70 added since February 2015)
- 19 hiring projects since February 2015
- 85 job placements since February 2015
- \$16.75 average placement wages since February 2015
- \$108,000 highest placement salary

YOUTH SERVICES

Jobs for America's Graduates (JAG) - This program targets youth who are at risk for dropping out of school by providing in-school classes that help develop the students' interest in education and careers while also teaching them critical work readiness and life skills. Key success indicators include graduation rate and placement in employment or postsecondary education/training.

EmployIndy provided in-school JAG services at 11 area high schools in PY14 and received its first ever 5 of 5 rating for exceeding national performance standards in five key areas, which included a 92.7% graduation rate.

Youth Employment Services (YES) - This program is provided at no cost and is open to young adults, ages 18-24, who have a desire to secure and grow in a job. YES, funded by the Lilly Endowment, Inc., helps remove barriers to successful employment by providing vouchers to assist in childcare, transportation, work clothing, training and education. Since its inception in 2003 the YES program has invested \$13,965,000 in services for 4,490 participants, leading to 900 high school equivalency completions and 1,932 job placements.

YouthBuild Indy - This is a national education, work readiness and leadership training program which EmployIndy manages for Marion County. Participants receive support towards a high school equivalency diploma and pathways to college or vocational training, including credentialed construction training. Participants also worked toward improving the quality of life in Indianapolis by transforming abandoned, blighted homes into valuable housing for low income families. In August 2014, EmployIndy was awarded a \$1.1 million grant from the U.S. Department of Labor to continue YouthBuild Indy through 2017.

**WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2014 SUMMARY OF PERFORMANCE**

The Indianapolis Private Industry Council

The Workforce Investment Board For Marion County

	Participants Served	Training Participants
Adults	7,656	799
Dislocated Workers	1,677	235
Youth	466	261
Totals	9,799	1,295

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth***
Age Distribution	14 - 20	427	125	18	6	453	250
	21 - 25	965	160	125	26	12	11
	26 - 30	976	124	192	35		
	31 - 35	964	121	195	35		
	36 - 40	852	88	192	34		
	41 - 45	809	65	212	27		
	46 - 50	742	47	200	28		
	51 - 55	858	30	256	20		
	56 - 60	668	29	200	17		
	61 +	395	10	87	7		
	Not collected	0	0	0	0		
Education	Less than 12 years	578	62	34	7	456	255
	Received Diploma/ GED	3,510	455	683	109	8	5
	More than 12 years	3,551	281	960	119	1	1
	Not collected	17	1	0	0	0	0
Gender	Male	3,688	468	815	155	204	121
	Female	3,967	331	862	80	261	140
	Not collected	1	0	0	0	0	0

WIA Common Measures Results for Participants Served

Entered Employment Rate	Adults	73.21%
	Dislocated Workers	77.23%
Retention Rate	Adults	85.69%
	Dislocated Workers	86.01%
Six Months Average Earnings	Adults	\$13,821
	Dislocated Workers	\$15,519
Placement in Employment or Education	Youth (14-21)	71.03%
Attain Degree or Certification	Youth (14-21)	64.88%
Literacy and Numeracy Gains	Youth (14-21)	69.39%

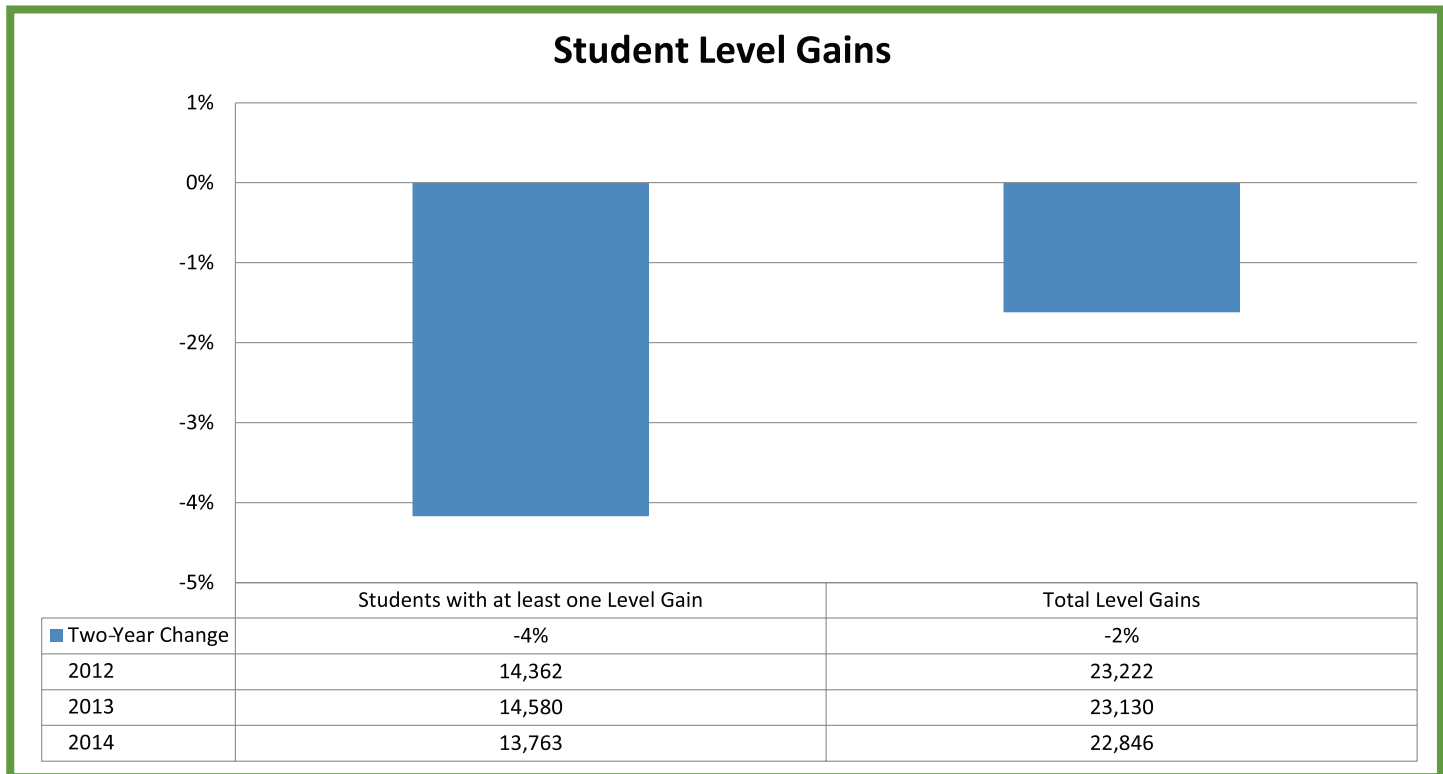
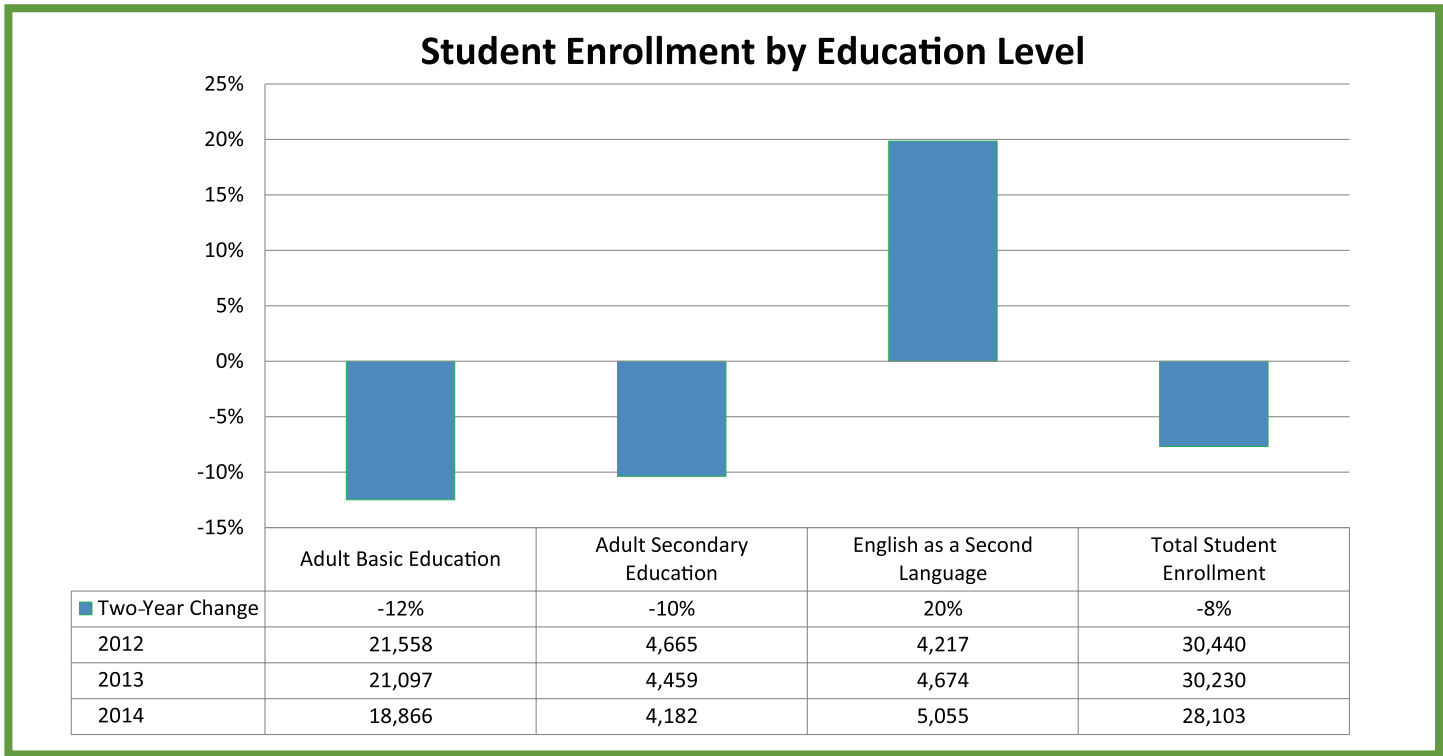
*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants. Includes administrative 10% and carry-in funds available.

***Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains. Youth co-enrolled as adults may receive training.

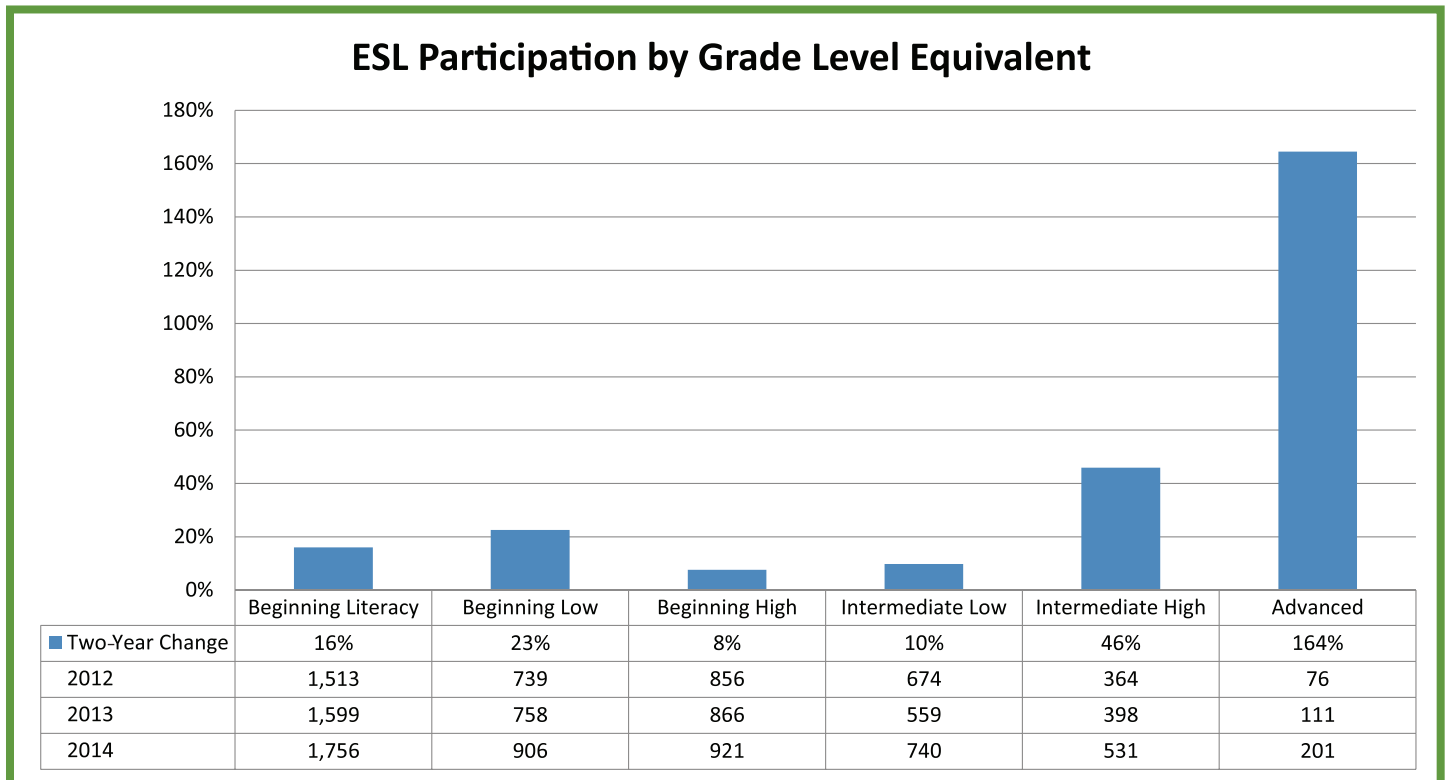
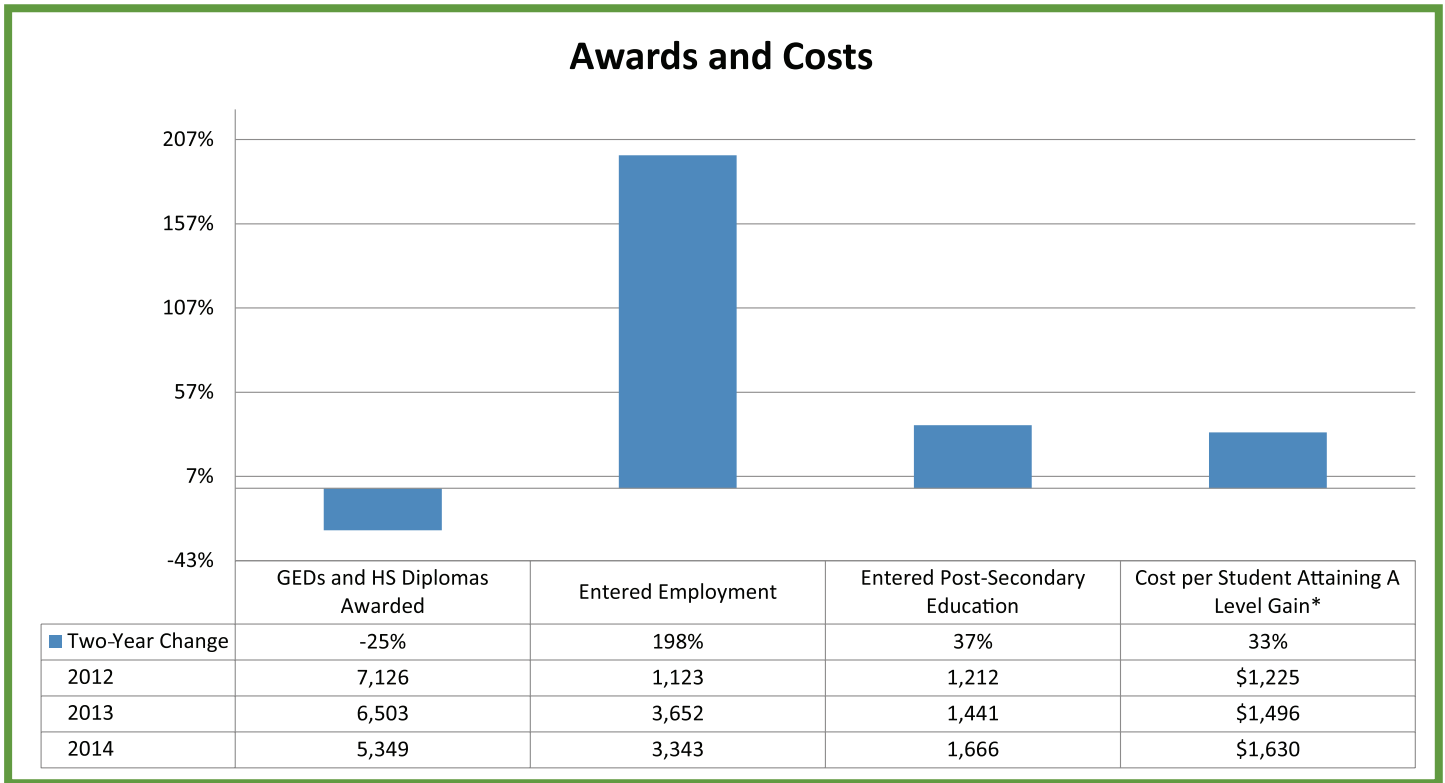
Appendix A - Adult Basic Education

2012-2014 Two-Year Change



Appendix A - Adult Basic Education (continued)

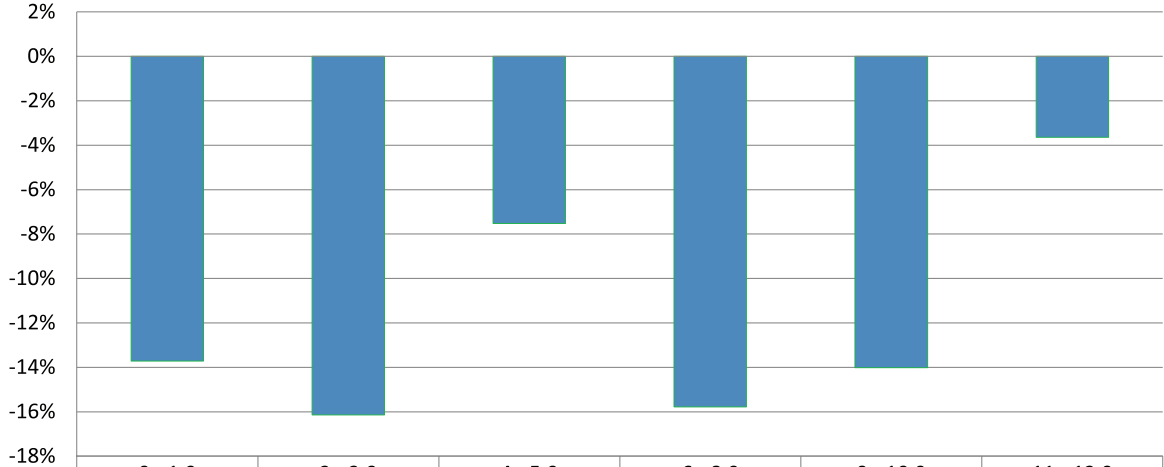
2012-2014 Two-Year Change



Appendix A - Adult Basic Education (continued)

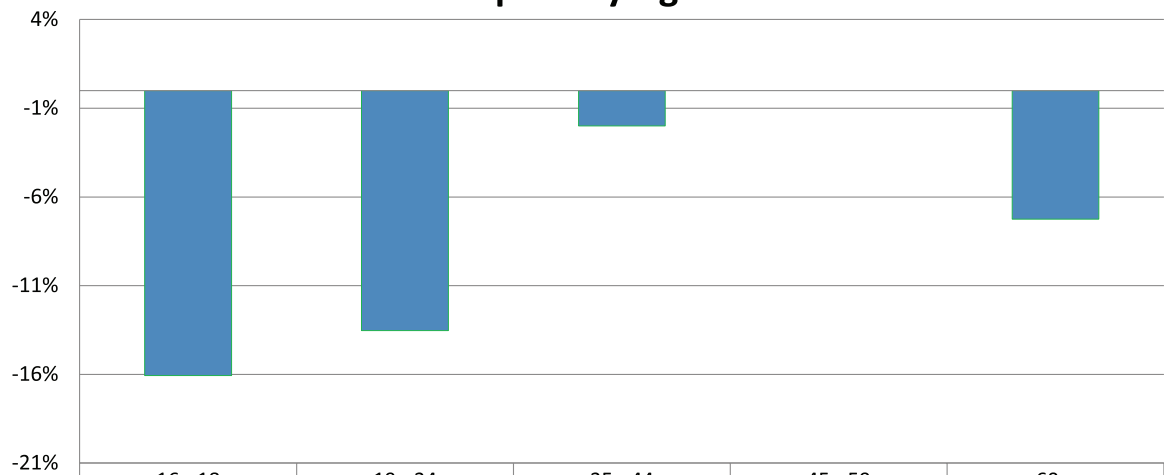
2012-2014 Two-Year Change

ABE Participant by Grade Level



	0 - 1.9	2 - 3.9	4 - 5.9	6 - 8.9	9 - 10.9	11 - 12.9
Two-Year Change	-14%	-16%	-8%	-16%	-14%	-4%
2012	481	3,805	8,689	8,579	3,047	1,621
2013	449	3,410	8,740	8,420	2,866	1,564
2014	415	3,191	8,035	7,225	2,620	1,562

Participant by Age

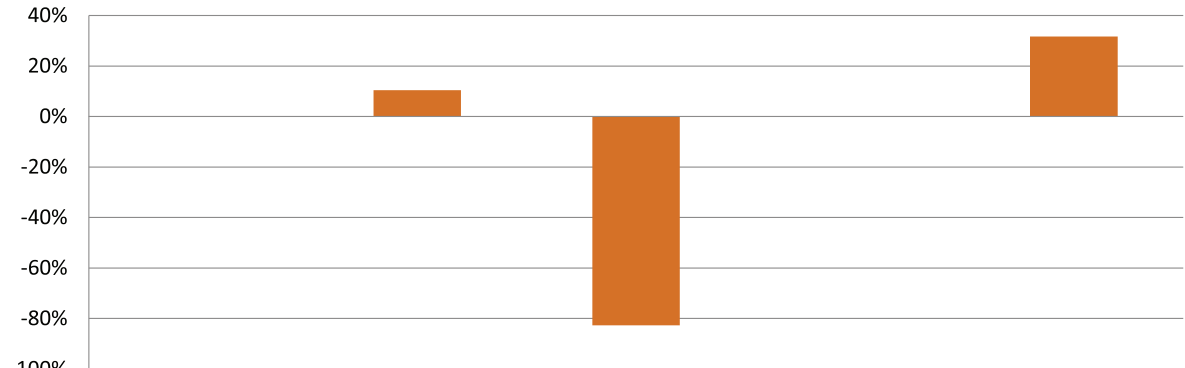


	16 - 18	19 - 24	25 - 44	45 - 59	60 +
Two Year Change	-16%	-14%	-2%	0%	-7%
2012	5,442	8,695	12,925	2,964	414
2013	4,879	8,307	13,165	3,006	381
2014	4,568	7,519	12,668	2,964	384

Appendix B - Apprenticeships

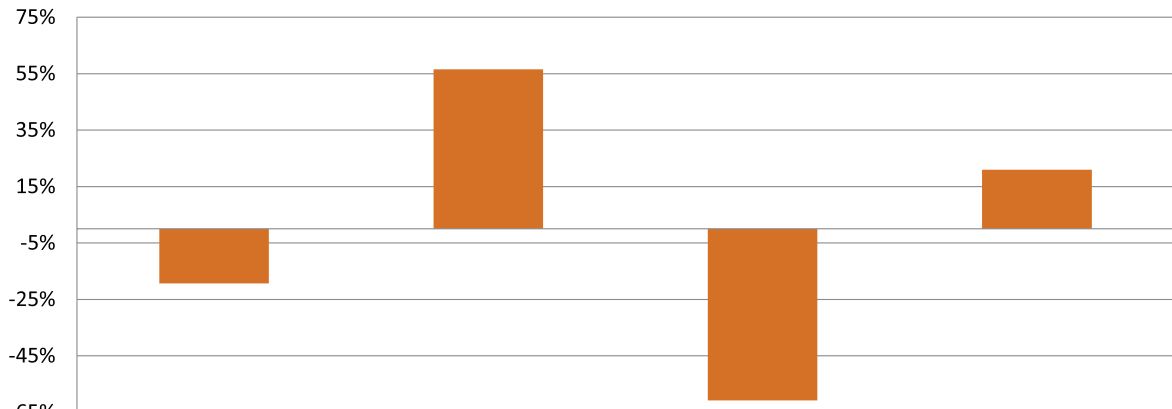
2012-2014 Two-Year Change

Ivy Tech: Training Funds, Enrollment, Associate Degrees, Certifications and Upgrades



	Training Funds	Enrollment	Associate Degrees	Certifications	Journeyman Level Upgrades
Ivy Tech					
■ Two-Year Change	0%	10%	-83%	0%	32%
2012	\$4,250,000	5,516	3,566	1,028	1,720
2013	\$4,250,000	5,761	605	5,163	2,093
2014	\$4,250,000	6,093	619	620	2,264

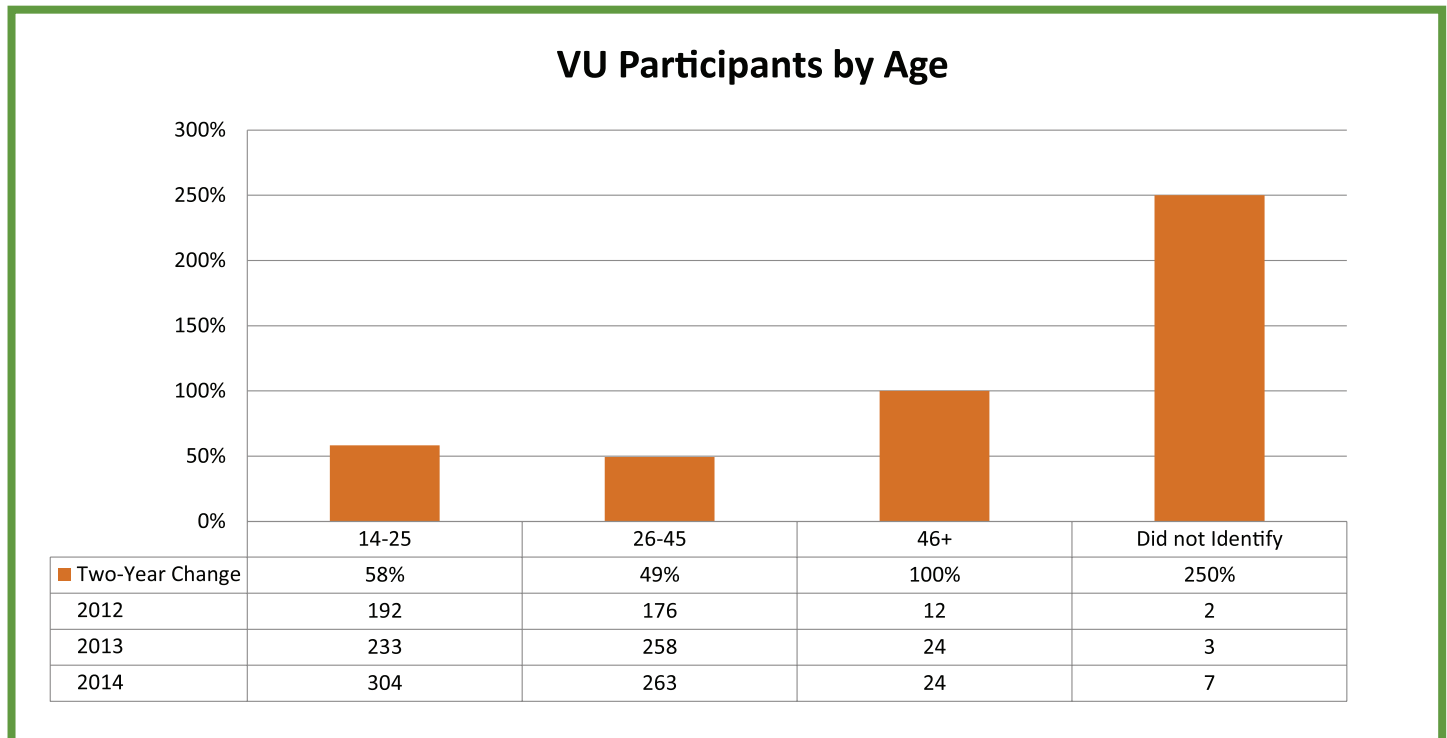
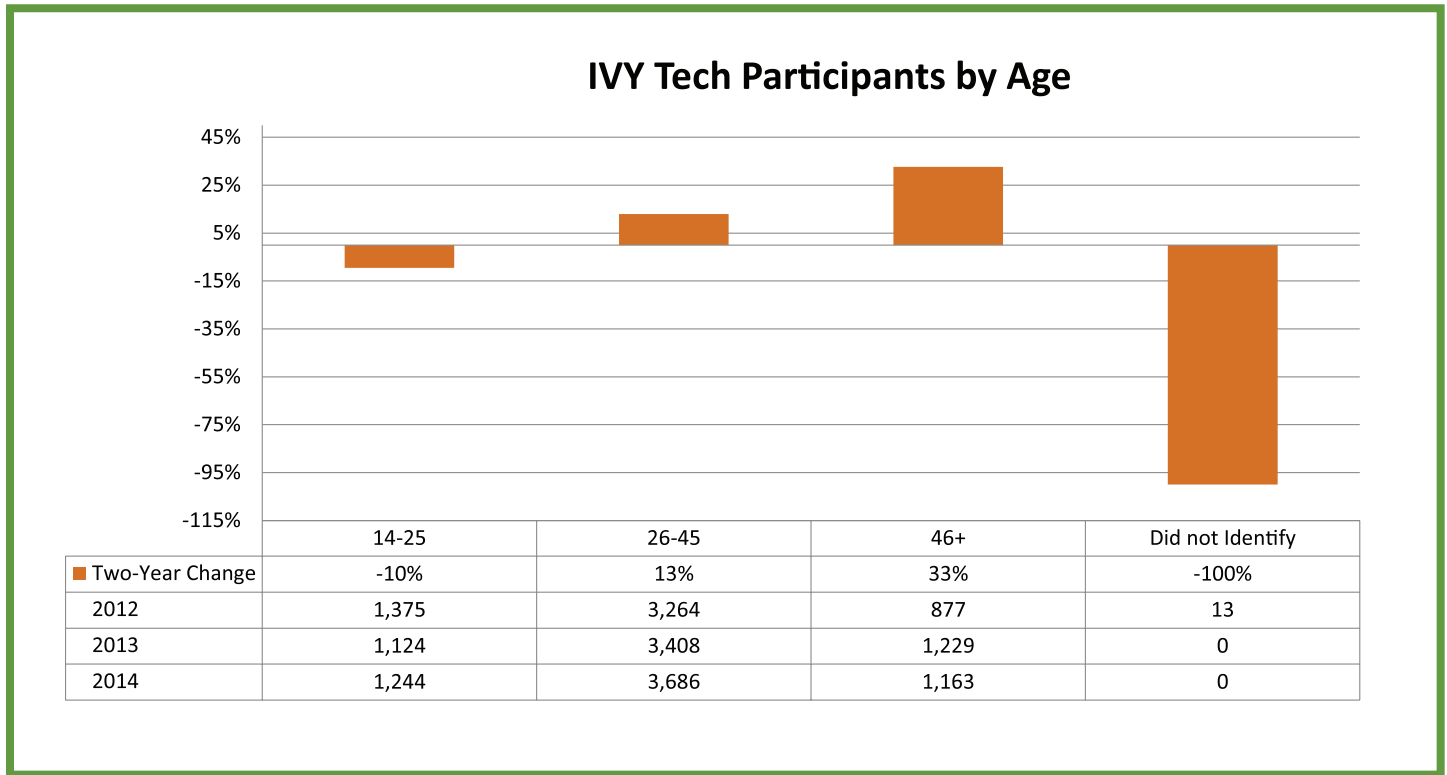
VU: Training Funds, Enrollment, Associate Degrees, Certifications



	Training Funds	Enrollment	Associate Degrees	Certifications
VU				
■ Two-Year Change	-19%	57%	-61%	21%
2012	\$1,550,000	382	51	62
2013	\$1,250,000	518	46	77
2014	\$1,250,000	598	20	75

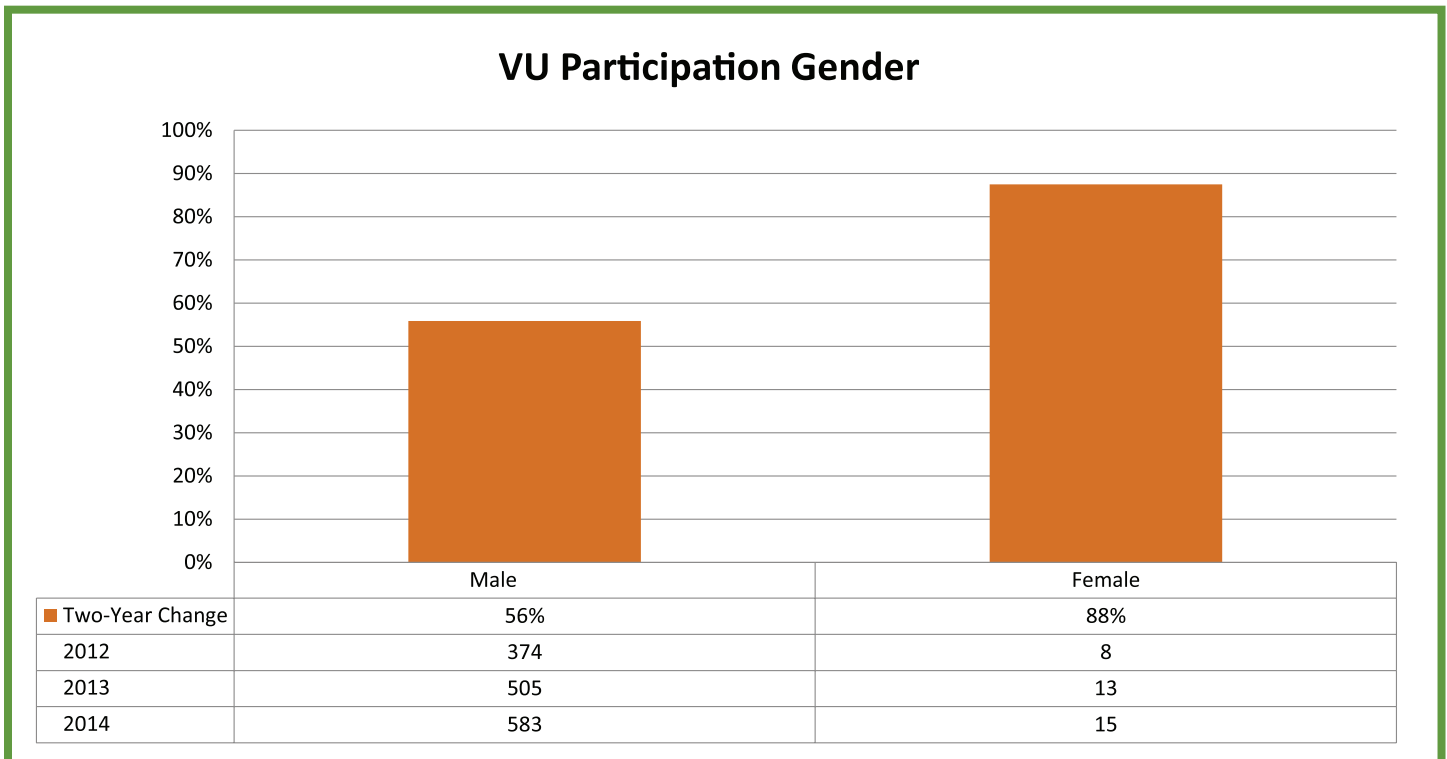
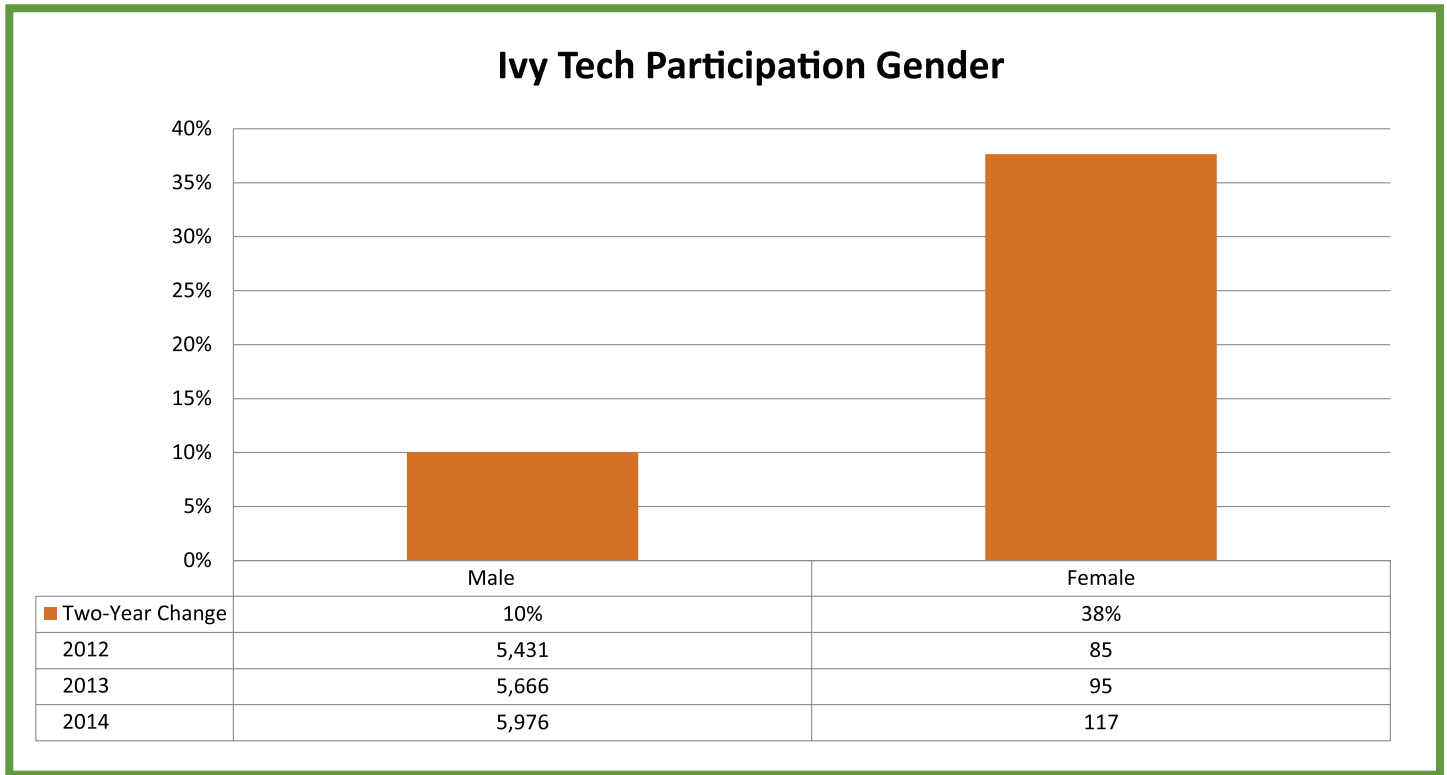
Appendix B - Apprenticeships (continued)

2012-2014 Two-Year Change



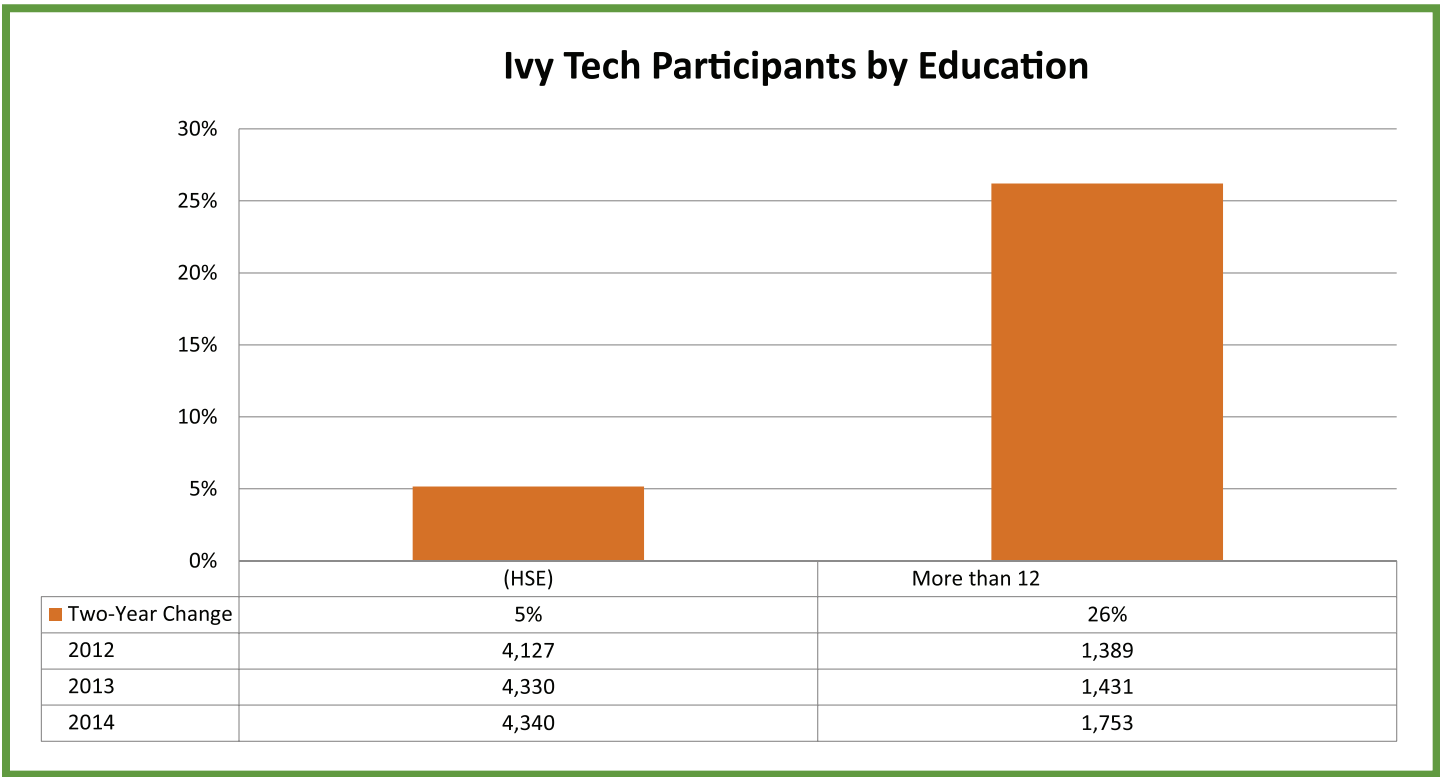
Appendix B - Apprenticeships (continued)

2012-2014 Two-Year Change



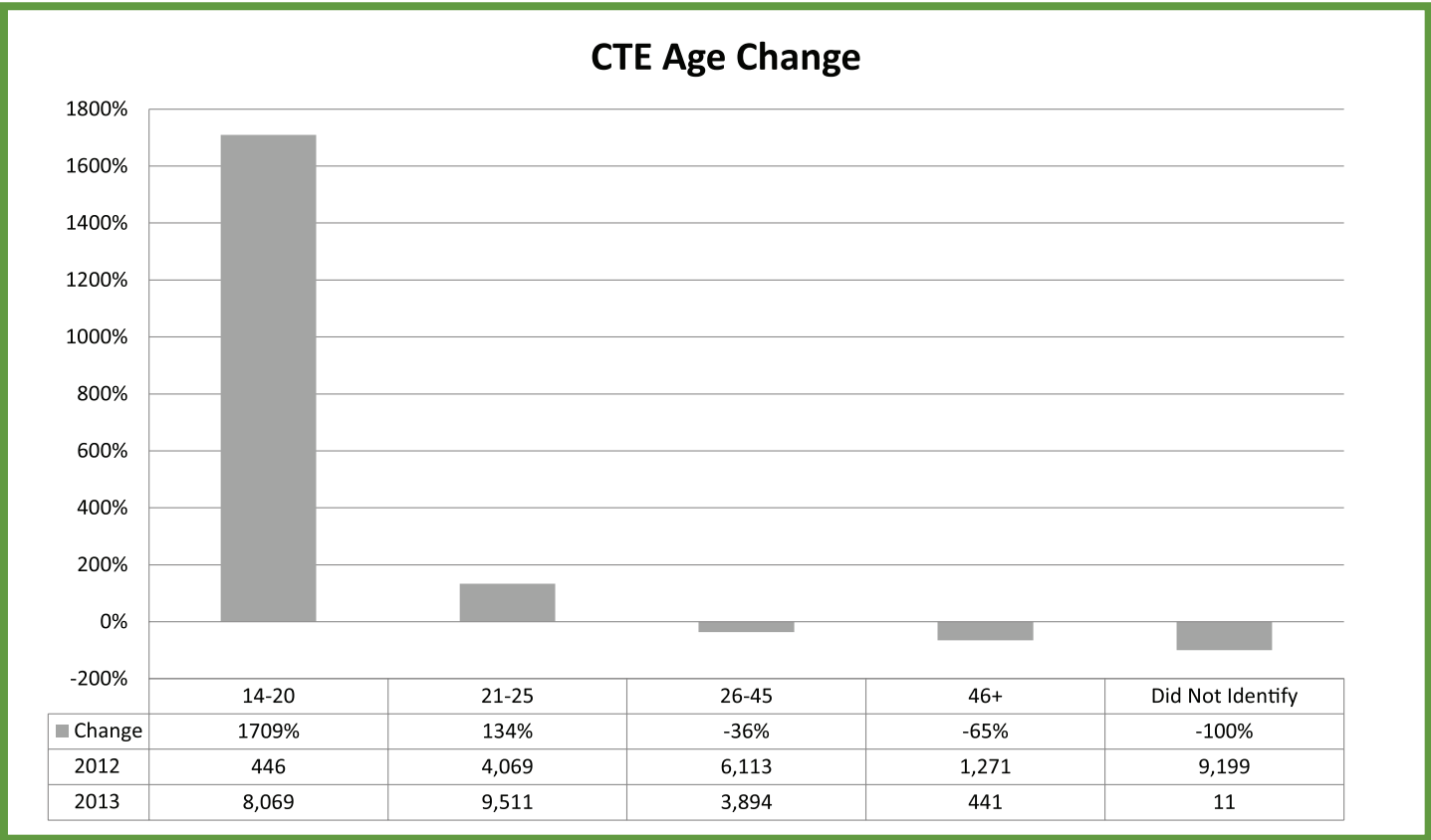
Appendix B - Apprenticeships (continued)

2012-2014 Two-Year Change



Appendix C - Career and Technical Education (CTE)

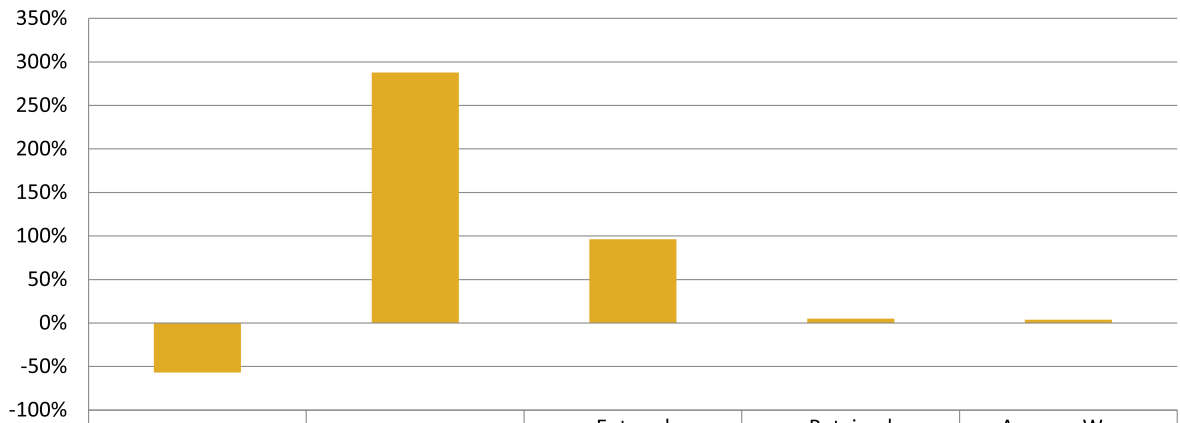
2012-2013 Change



Appendix D - Hoosier Initiative for Re-Entry (HIRE) Program

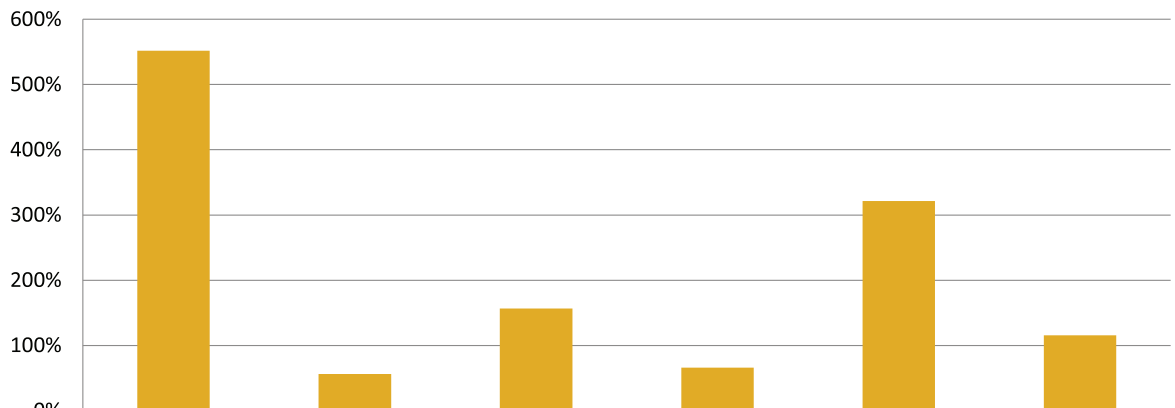
2012-2014 Two-Year Change

Hoosier Initiative for Re-Entry (HIRE) Program



	Training Funds	Participants	Entered Employment	Retained Employment	Average Wage Earnings
■ Two-Year Change	-57%	288%	96%	5%	4%
2012	\$644,000	1,511	759	80%	\$9.23
2013	\$259,900	3,565	1,098	76%	\$9.26
2014	\$278,585	5,860	1,490	84%	\$9.59

HIRE Program Participant Age

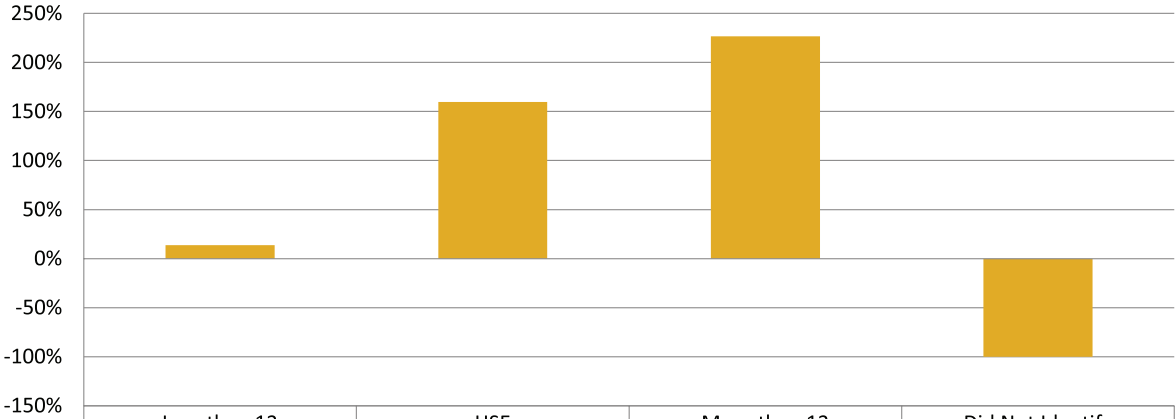


	16-20	21-25	26-45	46-60	61+	Did Not Identify
■ Two-Year Change	552%	56%	157%	66%	321%	115%
2012	54	601	1,519	353	14	13
2013	143	606	2,103	352	36	17
2014	352	938	3,897	586	59	28

Appendix D - Hoosier Initiative for Re-Entry (HIRE) Program (continued)

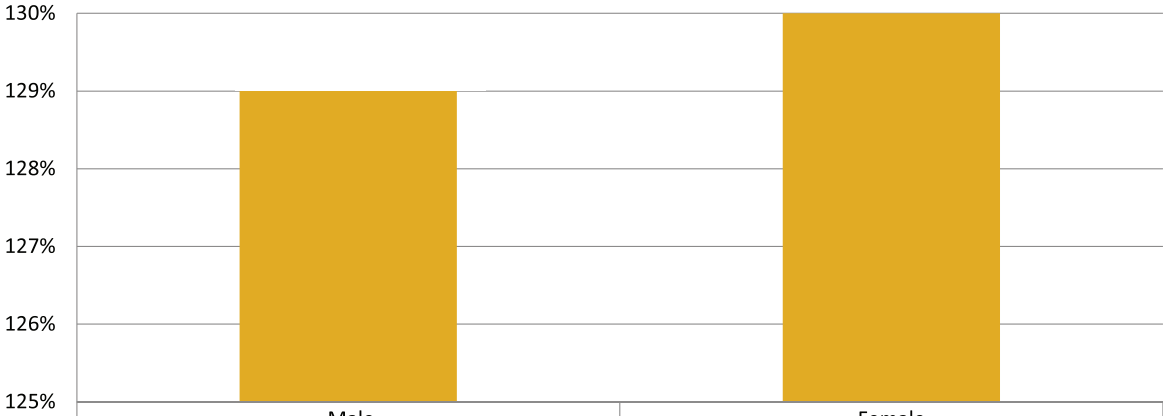
2012-2014 Two-Year Change

HIRE Program Participant Education



	Less than 12	HSE	More than 12	Did Not Identify
Two-Year Change	14%	160%	227%	-100%
2012	671	1,557	323	3
2013	525	2,394	597	49
2014	763	4,043	1,055	0

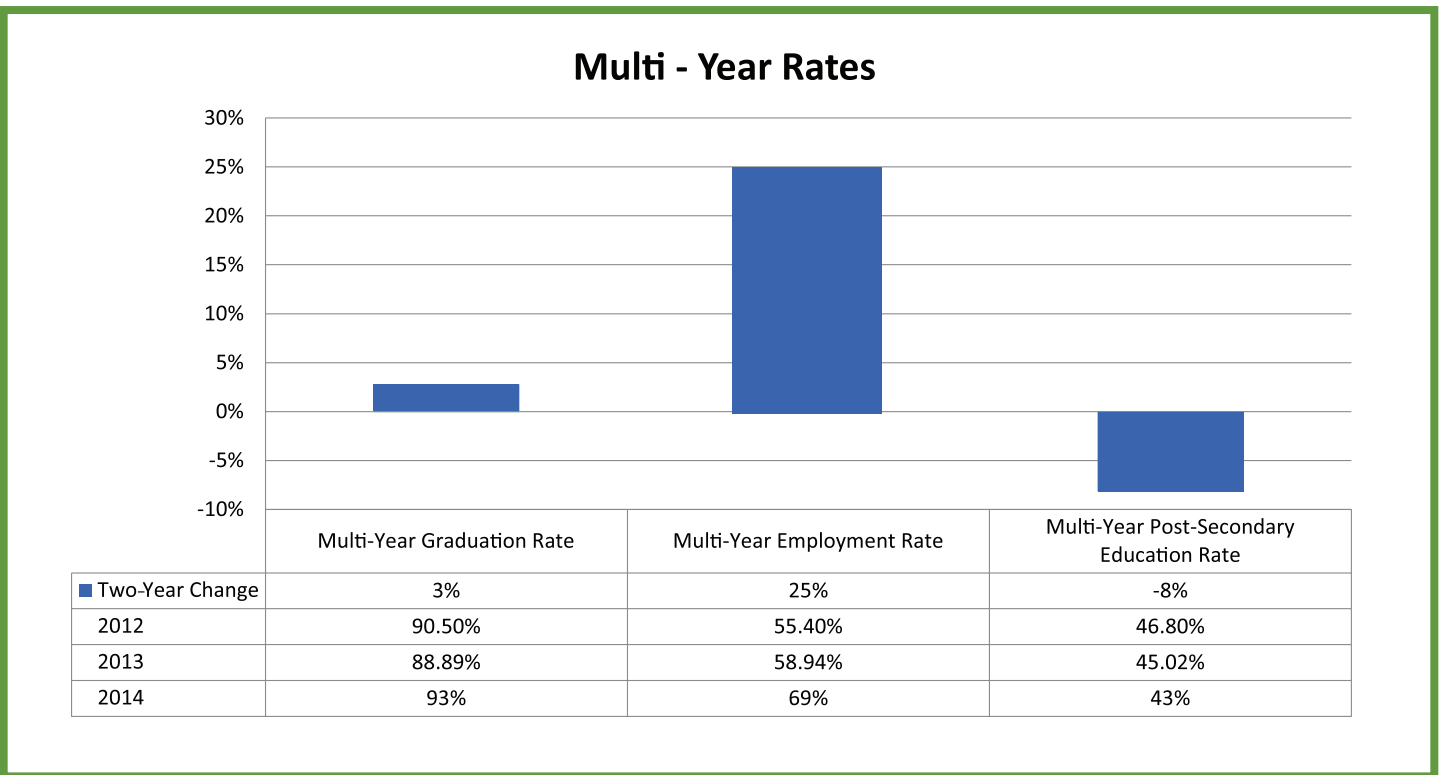
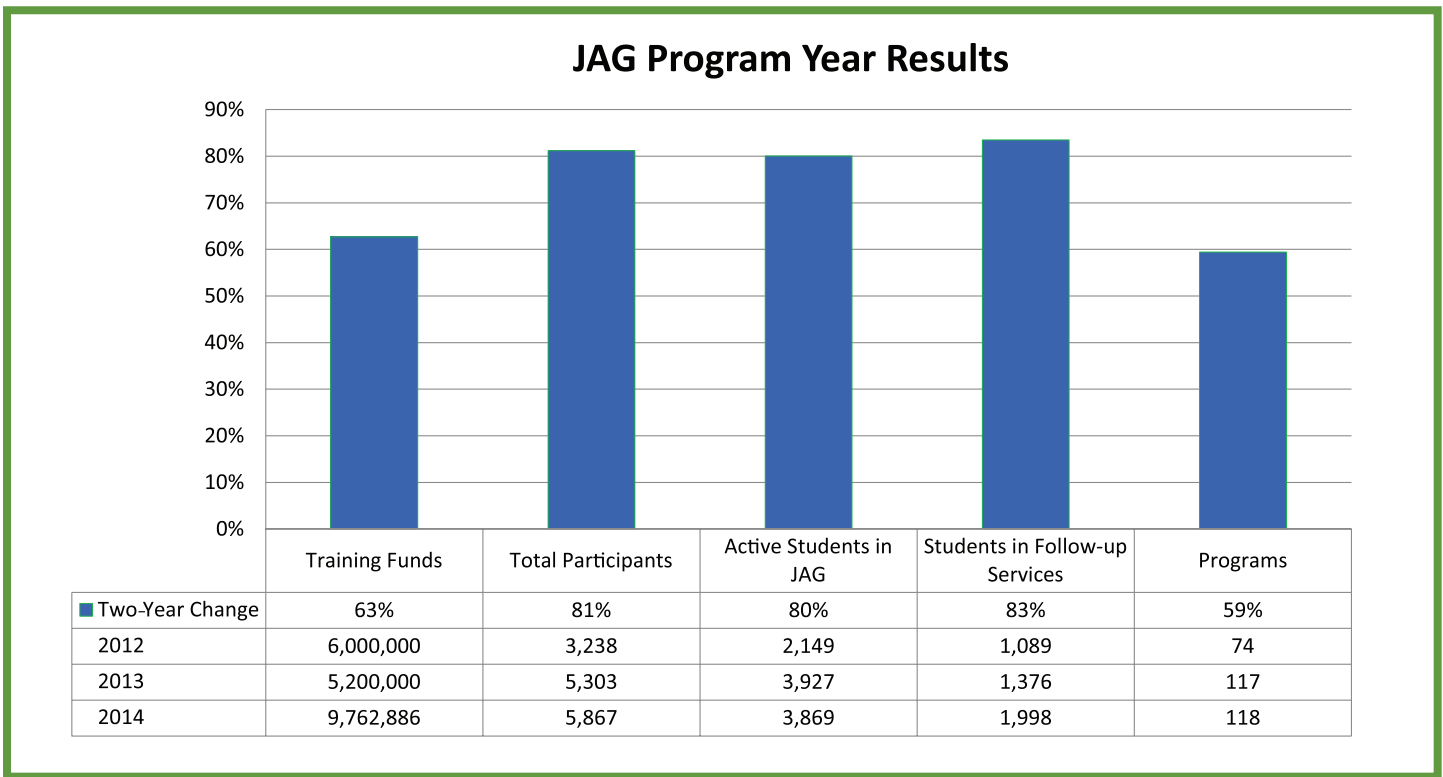
(HIRE) Participant Gender



	Male	Female
Two-Year Change	129%	130%
2012	1,994	560
2013	3,044	521
2014	4,571	1,289

Appendix E - Jobs for America's Graduates (JAG)

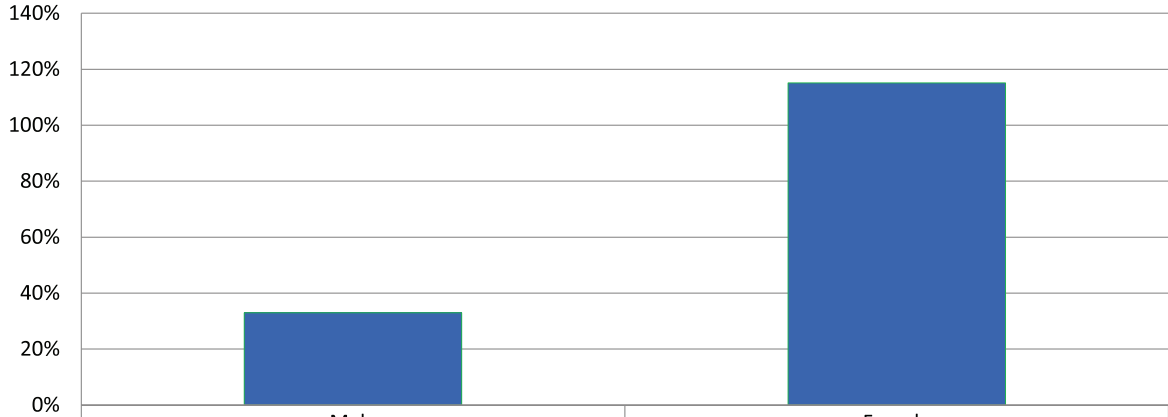
2012-2014 Two-Year Change



Appendix E - Jobs for America's Graduates (JAG) (continued)

2012-2014 Two-Year Change

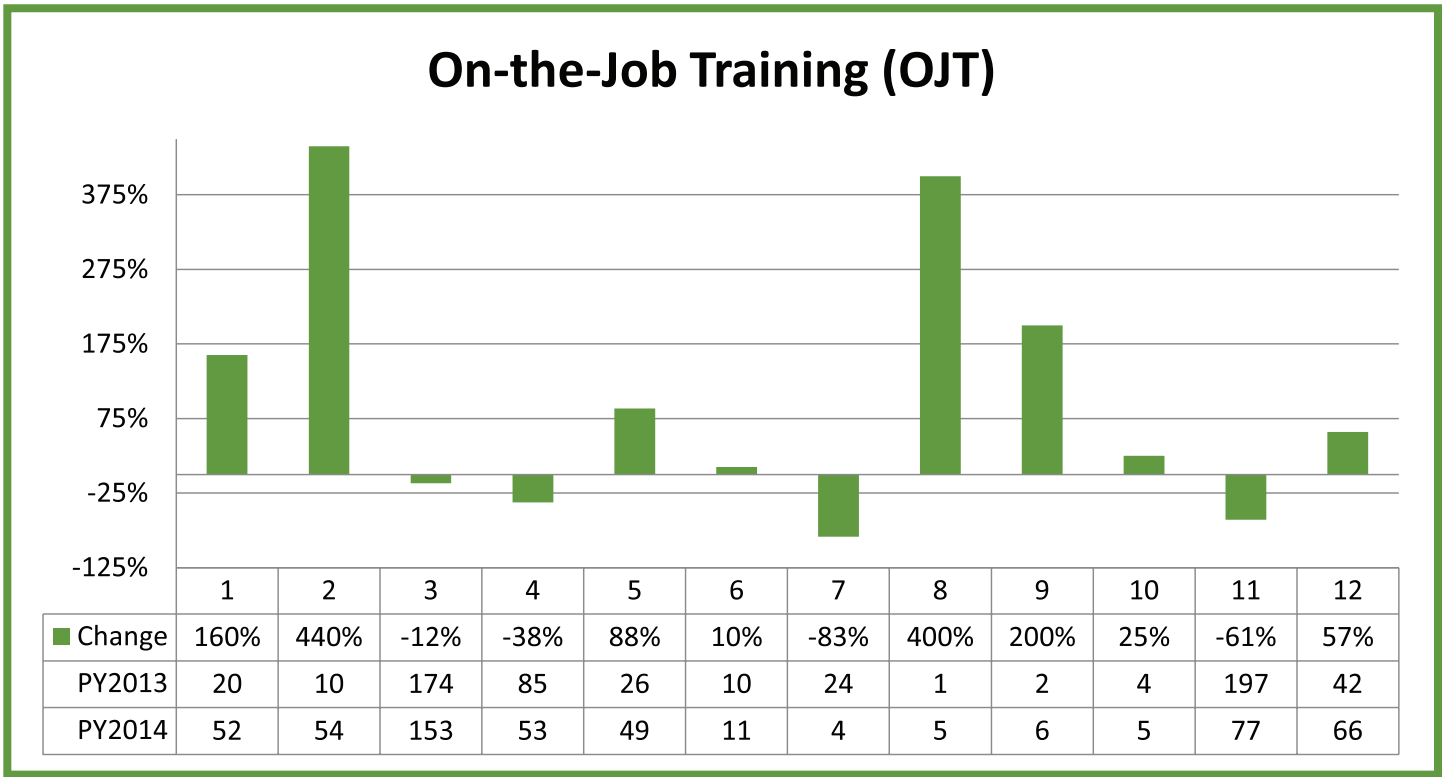
JAG Participants by Gender



	Male	Female
■ Two-Year Change	33%	115%
2012	1,281	1,007
2013	1,761	2,166
2014	1,703	2,166

Appendix F - On the Job Training (OJT)

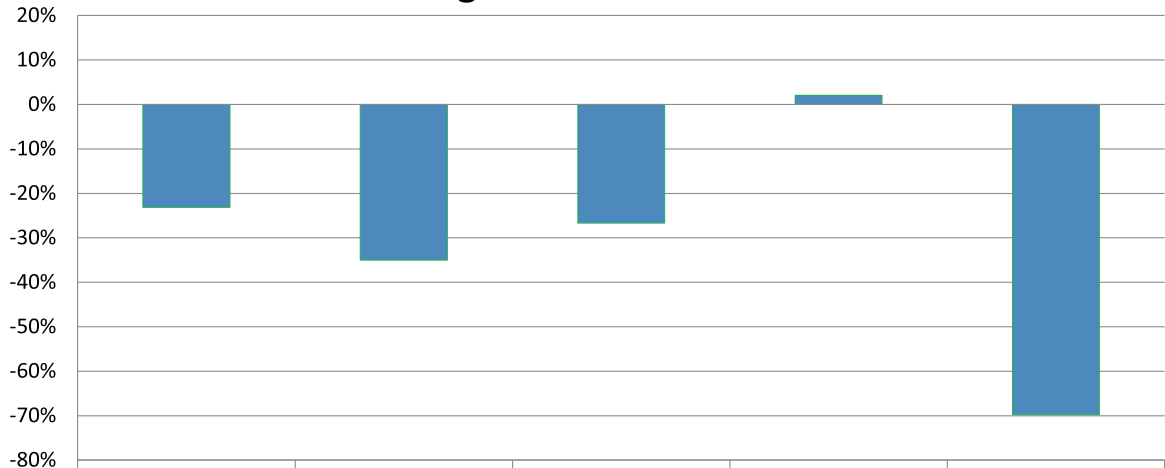
2012-2014 Two-Year Change



Appendix G - Trade Adjustment Assistance (TAA)

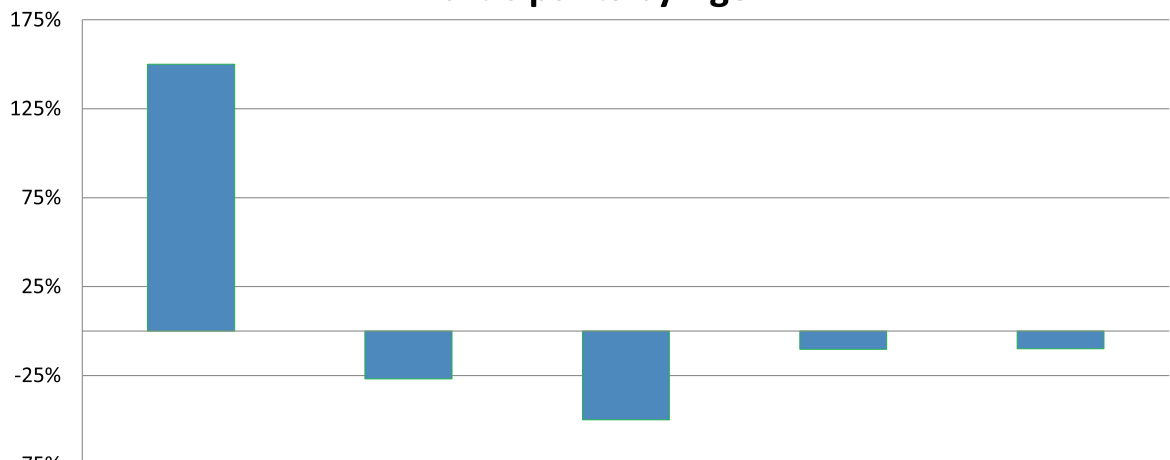
2012-2014 Two-Year Change

TAA Program Year Results



	Participants	Authorized Petitions	Completed Training	Credentials Awarded	Associate Degrees Awarded
■ Two Year Change	-23%	-35%	-27%	2%	-70%
2012	1,755	20	574	97	248
2013	1,635	29	267	46	38
2014	1349	13	421	99	75

TAA Participants by Age

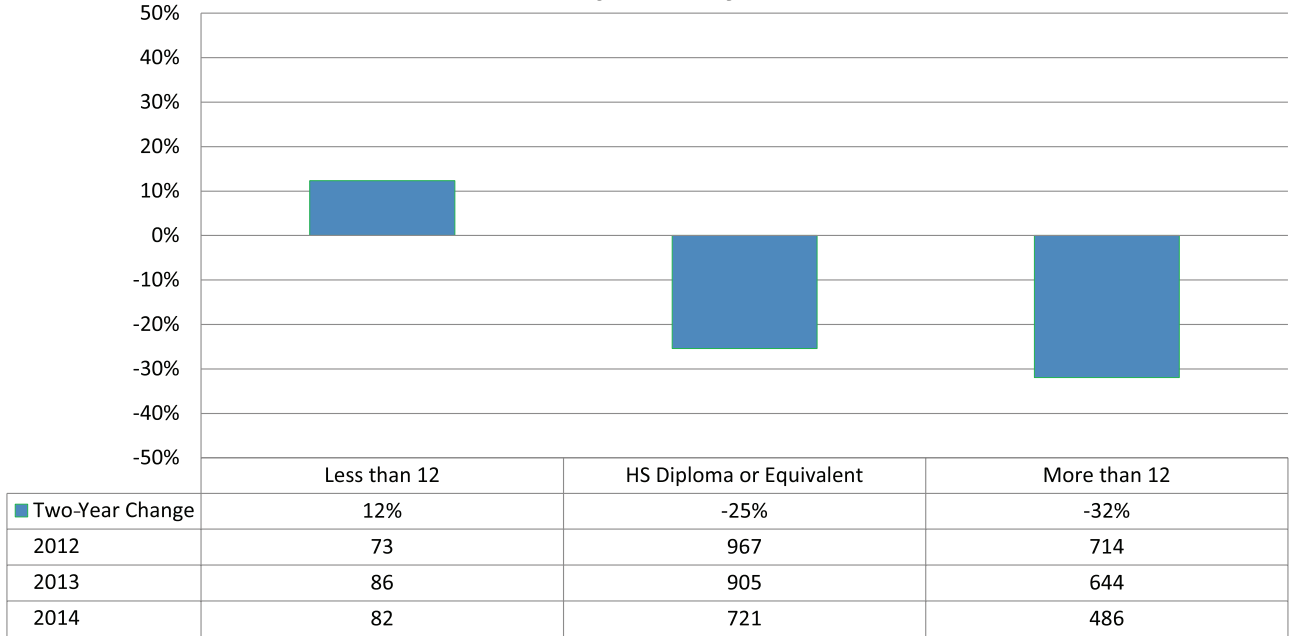


	14-20	21-25	26-45	46-60	61+
■ Two Year Change	150%	-27%	-50%	-10%	-10%
2012	2	26	569	1,048	110
2013	3	25	419	1,063	125
2014	5	19	285	941	99

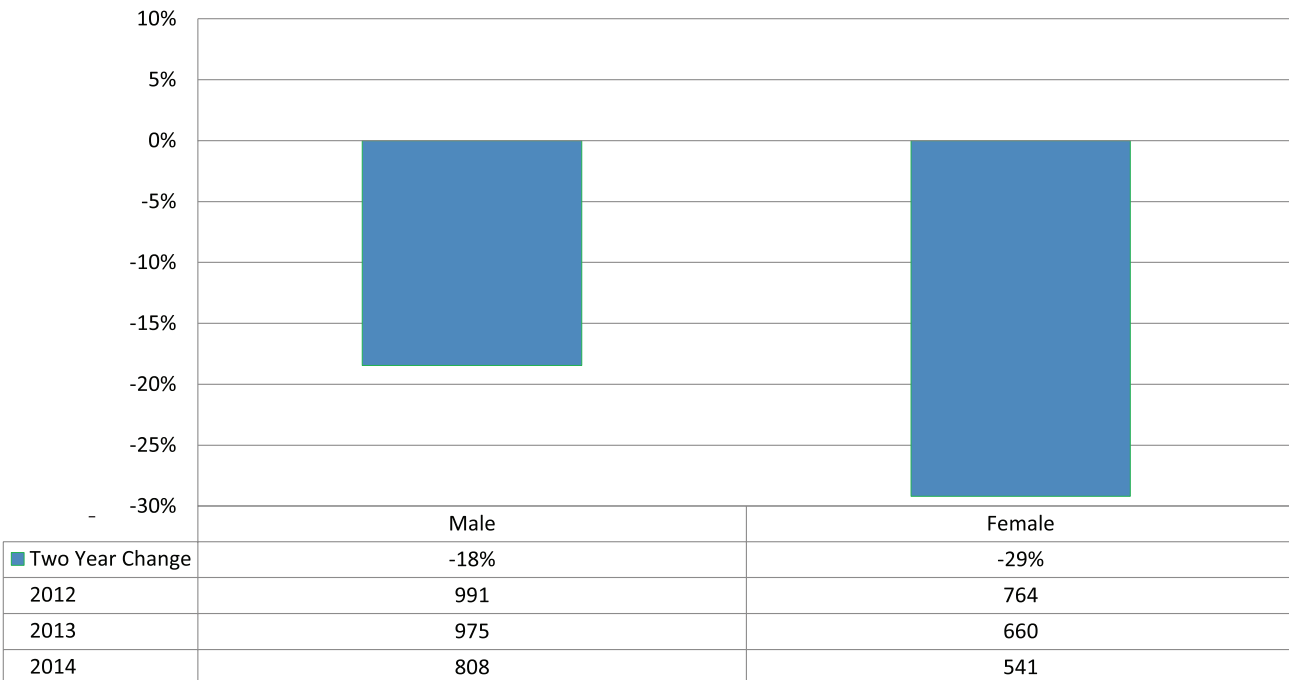
Appendix G - Trade Adjustment Assistance (TAA) (continued)

2012-2014 Two-Year Change

TAA Participants by Education



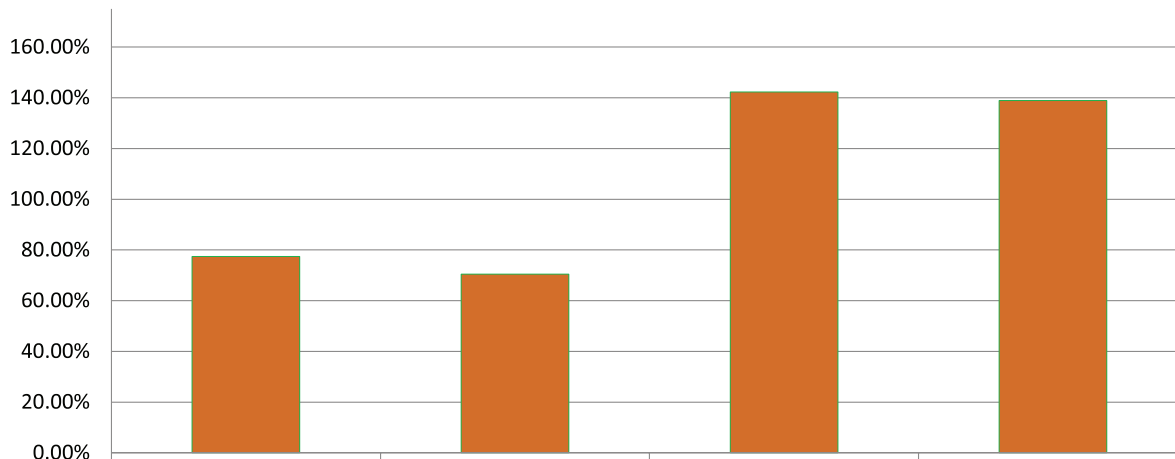
TAA Participants by Gender



Appendix H - WorkINDiana

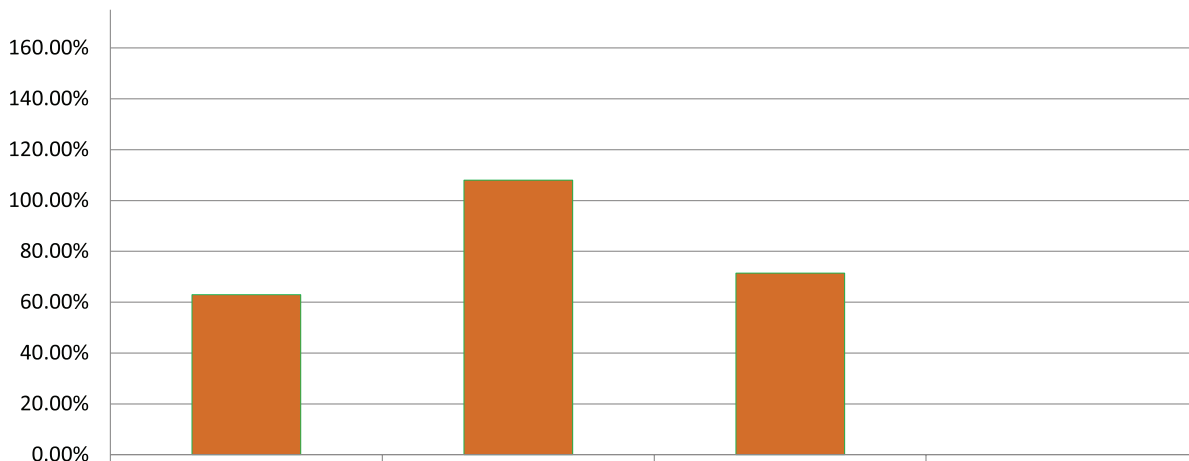
2012-2014 Two-Year Change

Work Indiana Program Year Results



	Training Funds	Participants	Completed Training	Earned Credential
Two-Year Change	77.37%	70.43%	142.27%	138.93%
2012	\$1,103,332	646	362	262
2013	\$1,685,681	1,224	1,038	808
2014	\$1,956,946	1,101	877	626

Work Indiana Participant Age

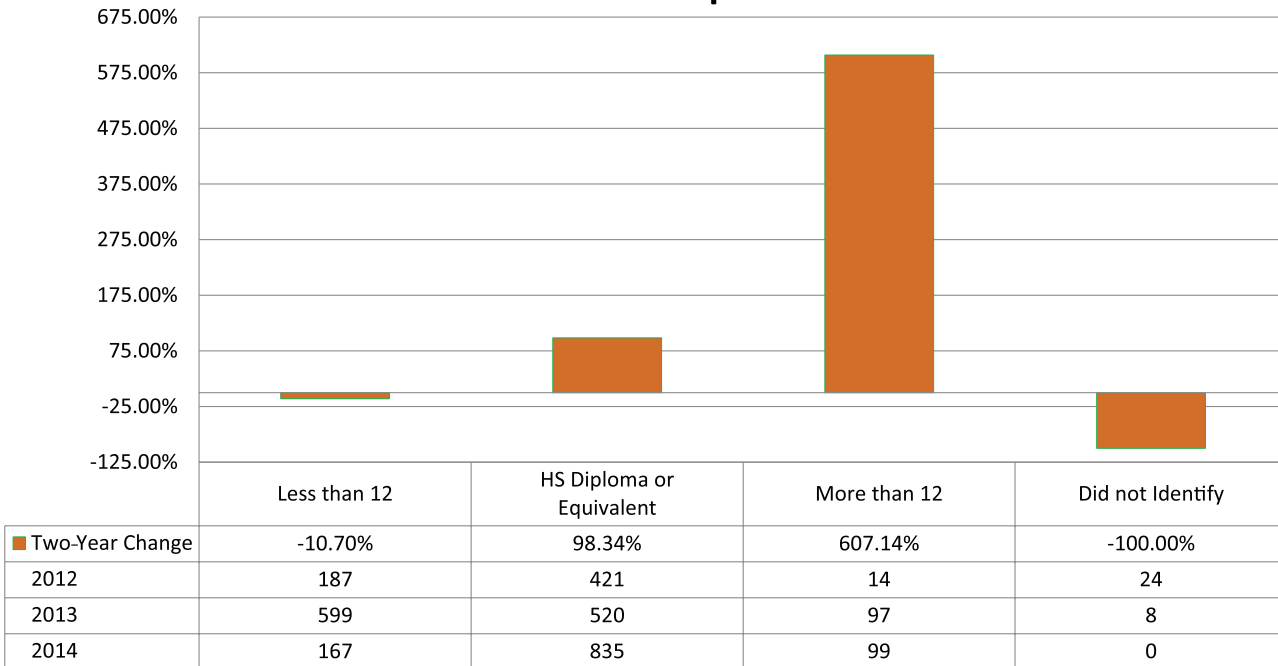


	14-25	26-45	45-60	61+
Two-Year Change	63.00%	108.00%	71.43%	0.00%
2012	227	275	91	3
2013	440	632	140	12
2014	370	572	156	3

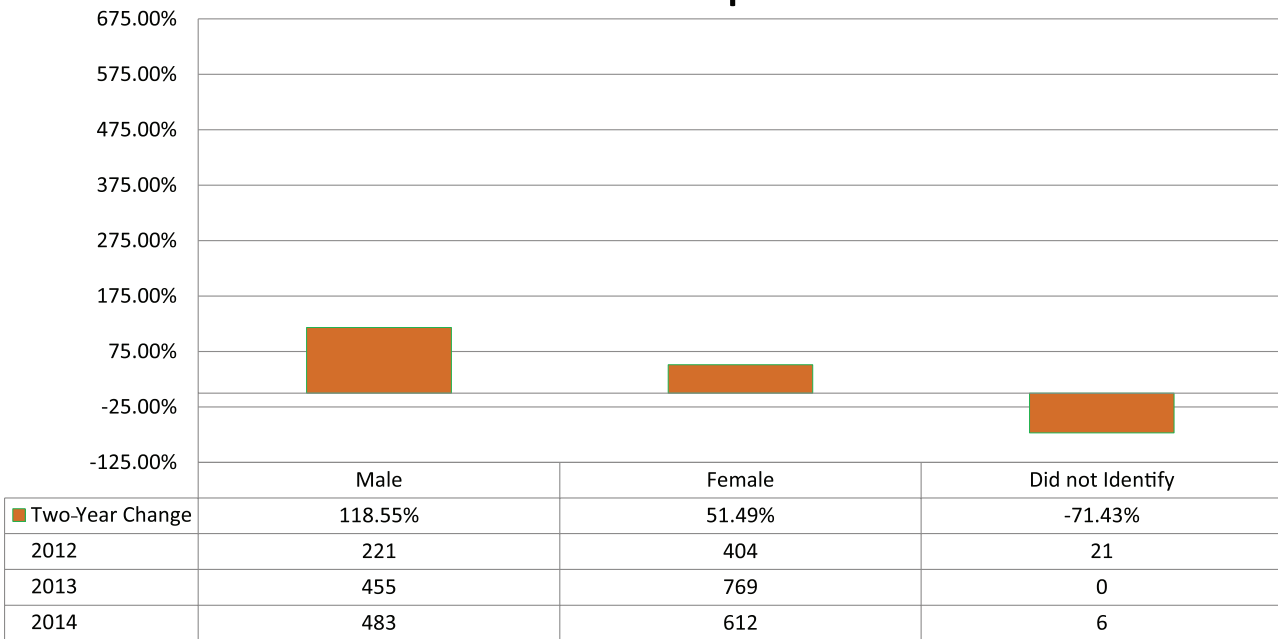
Appendix H - WorkIndiana (continued)

2012-2014 Two-Year Change

Work Indiana Participant Education

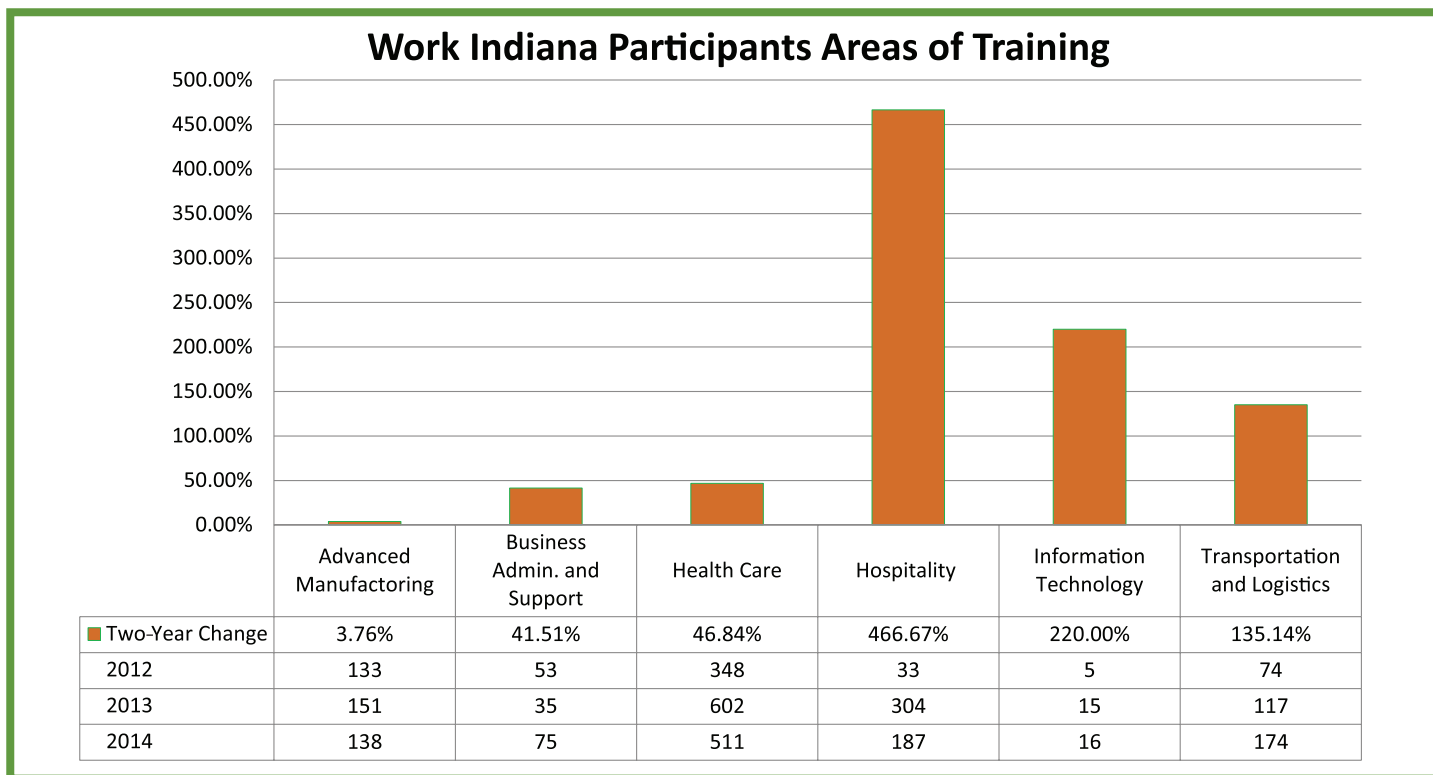


Work Indiana Participant Gender



Appendix H - WorkINDiana (continued)

2012-2014 Two-Year Change



Appendix I -

Indiana Department of Workforce Development's Effect on Hoosier Lives

Adult Basic Education

Lynnetta Bell “hit rock bottom” in the spring of 2013. She had been unemployed for 7 years, just recently finding work at a low paying job. She knew, without further education, life for her and her family was not going to improve. Lynnetta stated that the hardest thing she did was going into the WorkOne and beginning the process of obtaining her high school equivalency. Lynnetta worked with the Greene County Literacy Association at the Bloomfield Library and passed her high school equivalency test at the Broadview Learning Center in December 2013. Having worked as a home health aide, Lynnetta thought training as a certified nursing assistant would be her best next step and she worked with case manager Susan Neal in the Linton WorkOne office to obtain training assistance.

Susan introduced Lynnetta to a career option she was not familiar with: Medical Assisting. Susan explained the WorkINdiana program as a possible way to fund her training, and discussed the training requirements. The WorkINdiana Medical Assisting program required TABE scores of 10.0. While Lynnetta had passed her HSE, she would need to improve her TABE scores to become eligible for funding. Lynnetta was determined and attended ABE classes at Turning Point Education Center. She completed remediation and had the required scores by the end of January.

Throughout the process, Susan continued to counsel Lynnetta. They discussed barriers to success as the training was offered by Vincennes University in Ft. Branch, IN, 80 minutes away from Lynnetta’s home. In addition she was raising 3 children and working full time. Together, they developed a plan and used supportive services to assist with transportation costs. Lynnetta took a leap of faith and entered Medical Assistant training in February 2013. Three nights a week for 14 weeks, she attended class. She dedicated study time each evening toward her certification after her children were in bed. According to her instructor, Tammy Emmons, “Lynnetta took it upon herself to use all of the study information I handed out and make it into study guides that she and the entire class use... Lynette worked very hard to succeed.”

Following class, Lynnetta completed a clinical experience with Family Foot Care of Jasper. As a result of her experience, and her Certified Medical Assisting certification received in May 2013, Lynnetta was hired in a full time position by Family Foot Care of Jasper earning \$14 per hour!



Susan stated that Lynnetta was able to succeed because she was very driven. “From the moment she sat down at my desk, she completed every task given to her. She cooperated and was able to verbalize what type of support she needed to successfully complete her HSE and her Medical Assistant training.”

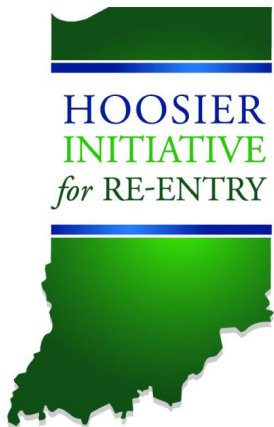
Lynnetta will tell you it was not easy. She credits the support of her husband and children as key motivators to her success, particularly when it got tough. She also acknowledges that the support she received from WorkOne was critical to her completion. “You guys are a big part of why I am where I am today. Susan.... believed in me when I did not believe in myself, and that meant a lot to me.”

Wanting to “pay it forward,” Lynnetta has donated the study guides she created as well as the scrubs obtained during training back to the local WorkOne. It is her hope that they can help someone like herself.

Appendix I -

Indiana Department of Workforce Development's Effect on Hoosier Lives (continued)

Hoosier Initiative for Re-Entry



Having recently been released from incarceration, Derek was sent to the HIRE program by his Parole Officer in Evansville, IN. Derek had been convicted of a serious crime, and both he and his Parole Officer worried that his employment opportunities would be very limited due to the barriers he faced.

Having been out of the workforce for some time, Derek was concerned about his employment opportunities due to his indiscretion, and was uncertain about the steps he needed to take to become gainfully employed. From the very beginning Derek was motivated to succeed. As assigned, he quickly created a resume on IndianaCareerConnect so he could schedule his first HIRE appointment. As with all of my clients, I give fairly lengthy assignments; all designed to help each client find individual success. Derek took every challenge in stride; from creating 10 resumes on ICC, to utilizing ICC for job searching, to working on interviewing techniques and how to properly prepare for an interview. He always completed each assignment in a timely manner and never complained. Derek worked diligently on his "30 second elevator speech", and would often call me to get constructive criticism on his latest version.

Early on I felt Derek would be an excellent candidate for employment. He had very marketable skills, he was very determined and motivated, and was a hard worker. After creating a new business relationship with SRG Global, I referred Derek for an opening they had in production. He applied for the position, and was scheduled for an interview. Both the HR manager and shift supervisor were immediately impressed with Derek; and he was

offered the position. Derek began his job on December 6, 2014, making \$10.20 an hour. Since that time he has earned four wage increases; two for his length of service and two for promotions he has received. His second promotion was a position that management created specifically for him, and the job came with a \$3.50 hourly wage increase. In the year since Derek began his job he has received a little more than \$6 in raises, bringing his hourly wages to \$16.30.

Derek is thrilled with his job at SRG Global, and is excited about the multiple opportunities he has for advancement. He knows he will be an employee of SRG for many years to come. Derek feels that without the help he received from the HIRE program, he would still be unemployed and his opportunities would be very limited. His job has allowed him to pay the fees necessary to get his license reinstated, he was able to purchase a motorcycle, and is now renting his own apartment. As a true testament to the success of the HIRE program; when he meets others who suffer from the barrier of incarceration, he often passes along my contact information. Derek wants others to have the same opportunities that he had to succeed, and feels his success, in part, was due to the HIRE program.

Appendix I -

Indiana Department of Workforce Development's Effect on Hoosier Lives (continued)

Jobs for America's Graduates (JAG)

Savanna Taylor participated in the JAG program through the Community Action Program in Lafayette, Indiana. While participating in JAG, Savanna placed first in the state for her Career Presentation during her junior year and was named Indiana's Outstanding Senior in 2013.

She is a freshman attending Purdue University full time, majoring in Elementary Education, while also working on campus part time in one of the dining facilities.

Being a member of a low income family qualifies Savanna for Workforce Investment Act services as an economically disadvantaged youth. While in both high school and college, she has worked to help provide financial support to her family. To help with the financial burden of college, she receives the Pell grant, 21st Century Scholarship, Purdue Promise grant and is the 2013-2014 recipient of the Ken Smith Scholarship which paid for her school text books.



Steven Somerville is currently a JAG student at Elkhart Central High School in Elkhart, Indiana. He recently won first place in the Public Speaking category at the state Career Development Conference. During his freshman year, Steve spoke to his JAG specialist about his desire to join and did so in his sophomore year. He was the first in his class to be enrolled as a JAG member and is the President-Elect for next year's Career Association. As an aspiring musician, Steve has recorded three CDs and is working on his fourth. His career goal is to become a music producer by using his gifts and skills that JAG is helping him develop.

Appendix I -

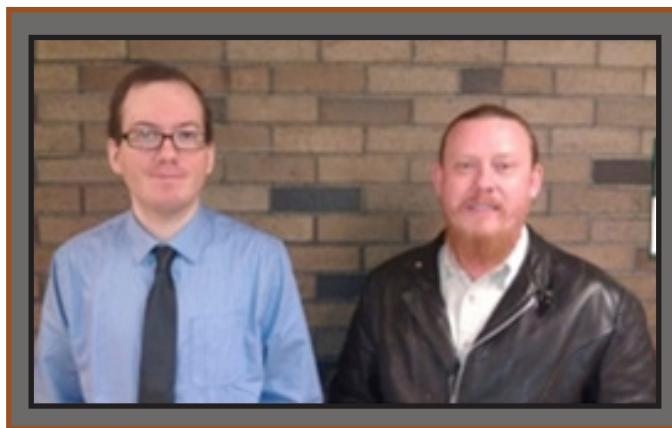
Indiana Department of Workforce Development's Effect on Hoosier Lives (continued)

WorkINdiana

Through tenacity, that was shared by both of our leading characters, and the wise help of Region 6 Adult Education teachers and WorkOne case managers, we find a successful ending to our story, The Tale of Two Mark(c)'s!

The story opens with a familiar plot. Two men of diverse backgrounds make an important decision. With great trepidation each takes that first, difficult step and enters the same building with the same goal – the hope of finding a meaningful job. Both men also share another similarity. Each of them is named Mark(c).

Marc H. is the young man in blue. He only completed the 8th grade, and at 26 he has never held a job. Marc H. is an extremely shy man with little exposure to large groups. In addition, he has medical conditions with which he must deal. However, despite these difficulties, he takes a leap of faith and registers for an orientation at the Richmond Adult Learning Center. Before long, the instructors realized that there was something unique about Marc. Not only is he quite intelligent, but also he is a gamer and builds computers for gaming. These skills, which required tactile and technical abilities, led Marc to consider manufacturing. Eventually, Marc was directed to Jon Thurlow, the adult education coordinator. From Jon he learned of the Manufacturing Matters WorkINdiana program. However, Marc expressed a concern. He did not think there were any manufacturing jobs left in Richmond. Jon convinced him otherwise by sharing various websites that beg to differ. Marc was then referred to a local WorkOne where he obtained assistance with cost on HSE testing. In addition he was provided workshops, which included interviewing and resume tips. As a result of his hard work and the support of teachers and

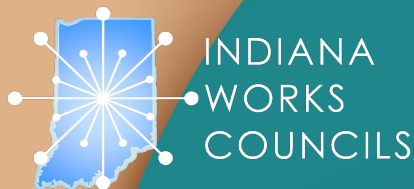


WorkOne case managers, Marc obtained his HSE, completed Manufacturing Matters, and HSE, completed Manufacturing Matters, and received his certification in Certified Production Technician (CPT). Shortly after, Marc interviewed and was hired at Silgan as a Video Inspecting Equipment Operator. Marc is working 40 per week, and his starting salary is \$15.18.

Mark L. is the man in the black, leather jacket. His story differs only slightly. Mark L. has some work experience in manufacturing. However, he became disappointed with the jobs he had, and he decided to start his own lawn care business. After four years, Mark wanted a better and more consistent, paying job. Like Marc H. he, too, made that difficult step and registered for adult education classes at the Richmond Adult Learning Center. From

this point forward, both Mark(c) s' paths were quite similar. Since Mark had some manufacturing experience, he was quickly referred to Jon Thurlow. Jon shared with Mark information on the Manufacturing Matters WorkINdiana program and then referred him to WorkOne. Once he connected with WorkOne, Mark found excellent support, which included assistance in completing all requirements for Manufacturing Matters and funding for the HSE. Mark earned his HSE and his CPT certification. He was quickly hired by TKB making \$10.00 per hour. Two months later, Silgan picked him up and offered him \$15.84 per hour.

Appendix J - Indiana Works Councils - Innovative CTE Curriculum



INDIANA
WORKS
COUNCILS

INNOVATIVE CTE CURRICULUM

The Indiana Works Councils are championed by Governor Mike Pence and were created by a unanimous vote of the 2013 General Assembly. Bringing together educators, business leaders and workforce professionals in 11 regions, their mission is to align local career and technical education offerings to regional business needs.

BY THE NUMBERS:

- **2,627** Students Participating*
- **1,007** Total Certifications Earned*
- **3,627** Total Dual Credits Earned*
- **\$4.46** Million in Grants
- **\$2.89** Million in Private Funding

*Statistics reflect just Year 1 of the grant program. Grants are designed to enable programs to grow during future school years.

The Indiana Works Councils provided \$4.3 million in grant funding for innovative career and technical education curricula from 2014 through 2016. The grants encouraged collaborative training opportunities for Hoosier students, working in conjunction with the eleven regional Works Councils around the state. The goal is to foster and scale the most innovative and effective CTE curriculum models.

Students learn advanced manufacturing skills at Subaru of Indiana in Lafayette.



Appendix J - Indiana Works Councils - Innovative CTE Curriculum (continued)

Jay County Manufacturing Academy CTE Grants Enable Jay Schools to Prepare Students for High-demand, High-wage Careers

The Jay County Manufacturing Academy, recipient of an Indiana Works Councils CTE Innovative Curriculum Grant, is actively working with students on a variety of fronts. Both classes and internships are exposing students to hands-on opportunities in advanced manufacturing.

“The academy’s goal is to benefit students and manufacturers by training students to have the skills needed to perform manufacturing jobs,” said Jeremy Gulley, director of teacher effectiveness for Jay Schools. “As manufacturing jobs have increased post-recession and baby boomers have started retiring, it’s become more difficult for employers to find enough qualified employees.”

Gulley went on to credit the CTE Curriculum Grant for giving Jay Schools “the tools and resources we needed to prepare kids for high demand, high wage manufacturing jobs in our community.”

“The world as we know it would not exist without skilled trades and manufacturing. The Innovative CTE Curriculum Grant and business partnerships being created, start us on the path to reaffirming a career in the trades or manufacturing is a good, quality career choice, and that not everyone needs to attend a four year university in order to be successful.” ~ Seth Swallow, Manufacturing

Teacher, Jay County High School



Jay County Manufacturing Academy: By the Numbers

Grant Funds Allocated: **\$153,776**

Private Matching Funds: **\$61,514**

Sector: **Advanced Manufacturing**

Key Partners: Jay School Corp., Blackford Schools, Area 18 CTE District, Vincennes Univ., Tyson, Fort Recovery Industries, Sunoco, John Jay Center for Learning, CELL, Conexus and 30 local business partners.

Start Date: **Fall 2014**

2014-15 Enrollment: **55 students**

2015-16 Enrollment: **75 students**

2014-15 Credits: **261 dual credits earned**

CAREER PATHWAYS IMPACTED THROUGH INNOVATIVE CTE CURRICULUM GRANTS

- | | |
|-------------------------------|-------------------------|
| Advanced Manufacturing | Energy |
| Healthcare | Logistics |
| Automation | Entrepreneurship |
| Robotics | Construction |
| Automotive Mechanics | Welding |
| Machining | Agriculture |

Appendix J - Indiana Works Councils - Innovative CTE Curriculum (continued)

Students engage in advanced welding at J. Everett Light Career Center in Indianapolis



POST-SECONDARY PATHWAYS

The Indiana Works Councils, Indiana Chamber of Commerce, Center of Excellence in Leadership of Learning at the University of Indianapolis and Indiana Youth Institute partnered on Post-secondary Pathways sessions in Lafayette, Odon, Muncie and Batesville. The regionally-based discussion brings together educators, corporations, employers, youth-serving professionals, and state and regional government agencies to discuss how best to connect Hoosier students with the education and careers that fit their skills and interests.

Through employer panel discussions, keynote presentations, group networking, and manufacturing and business tours, attendees were connected to resources that enhance their ability to educate and train students to successfully pursue the careers that exist within the region and the state. Several more events are scheduled for 2015-16.

"The WIRED class was designed to inspire students to pursue CTE programs or a career in some branch of advanced manufacturing. This "spring-board" concept was really the vision behind the program and I have witnessed the fulfillment of that vision this year. This year was considered the Pilot year for the WIRED program and although we have had many challenges, I have watched students with little interest or knowledge of advanced manufacturing make life decisions about their future careers directly related to the content to which they have been introduced. This is a testament to the success of a new program, and I believe we shall continue to see greater successes as this program evolves and matures."

**Curtiss Davis, Instructor
WIRED/Welding, Area 30
Career Center**



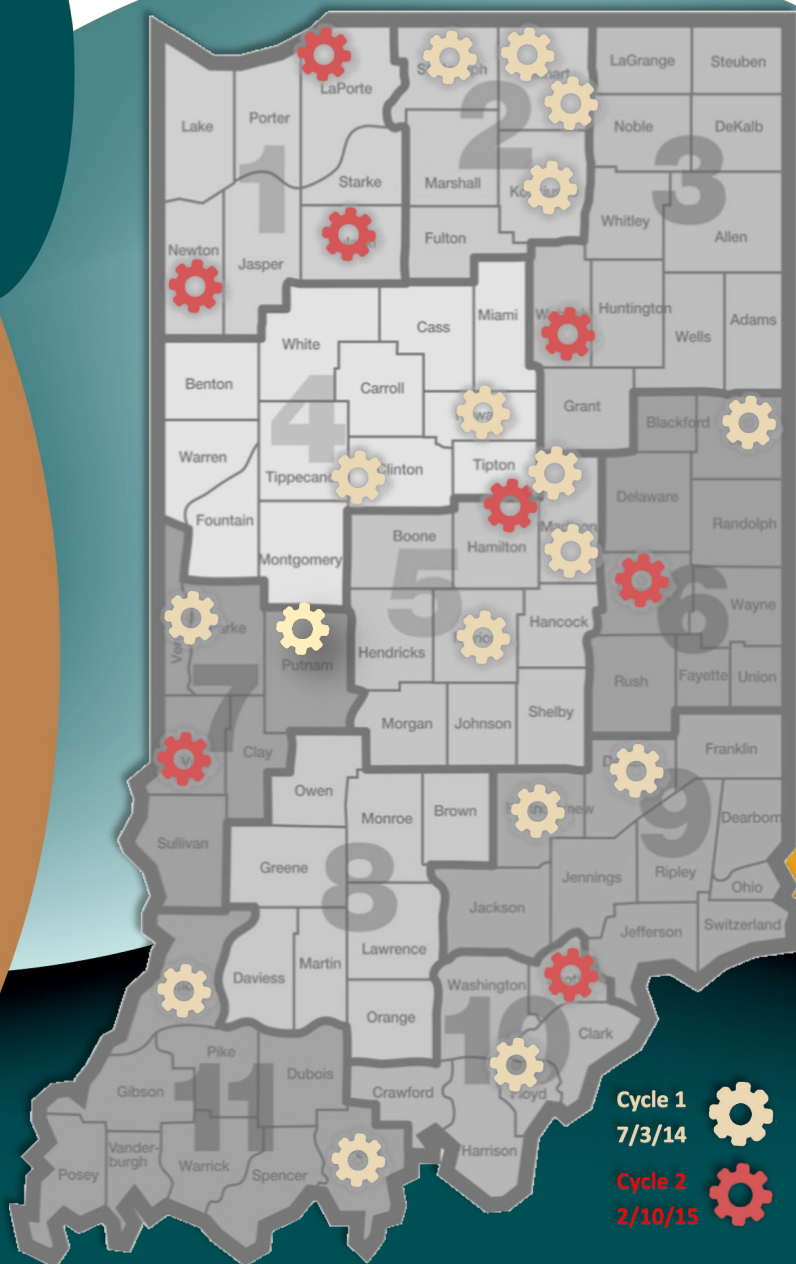
The CTE awareness campaign "MADEBYME" is led by the Region 3 Works Council and its partners to focus on outreach to students and parents in northeast Indiana. It aims to encourage exploration of career options, particularly in manufacturing, and educational opportunities available through local schools, the area's five CTE centers, and other post-secondary institutions. Area CTE directors report an upswing in student interest & inquiries into local advanced manufacturing programs.

Appendix J - Indiana Works Councils - Innovative CTE Curriculum (continued)

TWO PLAN A's

~ Governor Mike Pence

"All students deserve the same opportunity for success, whether they want to go to college or start their career right out of high school. This is not about a Plan A and a Plan B –this is about two Plan A's."



Grantee	Grant Amount	Private Match
South Newton County Schools	\$339,571	\$135,050
Pulaski Co. Community Found.	\$84,354	\$28,195
Michigan City Energy Pathway	\$225,009	\$141,785
Fairfield Comm. Schools	\$12,917	\$7,641
Warsaw Comm. Schools	\$350,000	\$160,035
South Bend Comm. Schools	\$39,819	\$13,370
Elkhart Career Center	\$124,500	\$42,500
Heartland Career Center	\$134,886	\$180,325
Tecumseh Area Partnership	\$174,292	\$87,680
Kokomo Schools	\$75,338	\$76,000
Anderson Comm. Schools	\$292,320	\$79,700
Conexus	\$289,050	\$121,040
Central 9 Career Center	\$126,900	\$42,300
Goodwill, Inc.	\$314,993	\$151,800
Noblesville MAC	\$137,000	\$736,150
Jay School Corp.	\$152,776	\$62,514
New Castle Comm. Schools	\$49,982	\$48,380
Area 30 Career Center	\$82,505	\$55,000
Parke-Vermillion Edu. & Training	\$89,710	\$62,600
Vigo Co. Schools	\$303,575	\$243,253
Columbus Area Career Connection	\$204,805	\$69,000
Prosser Career Education Center	\$294,693	\$128,000
Scott Co. Schools	\$137,606	\$62,652
Perry Central Comm. Schools	\$73,101	\$40,000
Vincennes Univ.	\$250,265	\$116,000
TOTAL	\$4,459,967	\$2,890,970

Learn more at www.in.gov/irwc

Glossary of Terms

Six Months Earnings Increase (TAA & WIA Performance Measure)

Of those participants who are employed in the first, second and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2013 through March 2014.

Employment Retention Rate (TAA & WIA Performance Measure)

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2013 through March 2014.

Entered Employment Rate (TAA & WIA Performance Measure)

Of those who are not employed at the date of participation: The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. The time period used was October 2013 through September 2014.

Youth (14-21) Attainment of a Degree or Certificate (WIA Performance Measure)

Of all youth enrolled in education (at the date of participation or at any point during the program): Number of youth participants who attain a diploma, Graduate Equivalent, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was October 2013 through September 2014.

Youth (14-21) Literacy and Numeracy Gains (WIA Performance Measure)

Of all those out-of-school youth who are basic skills deficient (at the date of participation): Number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the youth program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program. To calculate this rate, the time period used was July 2014 through June 2015.

Youth (14-21) Placement in Employment or Education (WIA Performance Measure)

Of all youth who are not in post-secondary education or employment (including the military) at the date of participation: Number of youth participants who are in employment (including the military) or enrolled in post- secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was October 2013 through September 2014.