

# Annual Report of Training Activities by the Indiana Department of Workforce Development Service Areas

Program Years 2015 and 2016  
(July 1, 2015 – June 30, 2017)



INDIANA  
DEPARTMENT OF  
**WORKFORCE**  
DEVELOPMENT



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## BACKGROUND

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Per Indiana Code (IC) [22-4.1-4-8](#), the Indiana Department of Workforce Development shall annually prepare a written report of its training activities and the training activities of the workforce service area during the immediately preceding state fiscal year. The department's annual report for a particular state fiscal year must include information for each training project for which either the department or the workforce service area provided any funding during that state fiscal year.

## EXECUTIVE SUMMARY

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The state of Indiana has the challenge of filling more than one million jobs over the next 10 years. DWD is meeting this challenge through a demand-driven approach. Over the last year, DWD has been focused on collaborating with employers, education and training providers, various state agencies and other workforce stakeholders to develop an innovative, responsive and accountable education, training and workforce system that drives economic growth. This approach will positively impact Hoosiers from youth through late-career levels.

In order to accomplish a demand-driven workforce system, DWD has invested both state and federal funds. In SFY16, DWD was allocated \$116,469,306 in federal funds and \$54,013,814 in state funds, and in SFY17, DWD was allocated \$114,029,371 in federal funds and \$54,121,631 in state funds to support the workforce development programs covered in this report. DWD's federal funding makes up the majority of the agency's budget and is allocated by the United States Department of Labor (U.S. DOL) and the United States Department of Education (U.S. DOE). There are prescriptive requirements on how the money can be spent. The state funding sources, however, are generally more flexible and enable DWD to be more innovative in its programming. The below comprehensive solutions use state funding or braid state and federal funding to tackle workforce development challenges:

**Indiana Career Ready:** DWD recently developed the innovative and comprehensive Indiana Career Ready (ICR) online portal. ICR is a clearinghouse of DWD's best resources for job seekers, employers, students, parents, counselors and education/training providers. Hoosiers can now go to one place – [IndianaCareerReady.com](#) – to search for jobs, receive résumé and interviewing assistance and explore education/training and professional development opportunities among many other resources. Likewise, Hoosier employers can create job descriptions, post jobs and identify candidates all in one location. ICR also integrates with existing online tools like Indiana Career Connect (ICC), Indiana's job board, and Indiana Career Explorer (ICE), a career exploration tool for youth and adults.

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<sup>1</sup> Definitions for data tables can be found in [Appendix B](#)

<sup>2</sup> The majority of the data included in this report was pulled from DWD's various data sources including JAG Electronic National Database Management System (ENDMS), Unemployment Insurance Wage Data, Indiana Career Connect (DWD's Case Management System), Research and Analysis Warehouse, INTERS and state and national New Hire databases.

<sup>3</sup> Please refer to [Appendix A](#) for DWD Funding Tables for SFY16 and SFY17

**Innovation Networks:** The vision of Innovation Networks is to create a network of education and training providers that are responsive to the needs of employers, are committed to leveraging shared resources, teach against the same set of skills and competencies and serve all Hoosiers, including secondary students, postsecondary students, adult education students and incumbent workers. DWD is piloting Innovation Networks in two areas of the state. Due to the success of the pilot programs, DWD is scaling the concept statewide through the Skill UP Indiana! Round 3 RFP process. The intended outcomes of the Innovation Networks include:

- Understanding employer demand for high-wage, high-demand occupations that require training and education beyond high school, but less than a bachelor's degree. This includes identifying the skills and competencies associated with those occupations;
- Ensuring that education and training providers create curriculum and programs that address employer needs;
- Providing Hoosiers with the opportunity to pursue career and technical education (CTE) that is easily accessible and relevant to high-wage, high-demand positions available in their county/region;
- Increasing the number of high school graduates, adult learners and incumbent workers with an industry-recognized credential within high-wage, high-demand fields; and
- Establishing a network of shared resources, including physical space (co-location), funding sources, equipment and curriculum.

**Next Level Jobs:** Governor Eric Holcomb launched Next Level Jobs in August of 2017, promoting the Workforce Ready Grant and Employer Training Grant programs. These programs are collaboratively administered by DWD and the Commission for Higher Education.

- **Workforce Ready Grant Program** – covers tuition costs for students who enroll in a high-value certificate program from Ivy Tech Community College or Vincennes University. Eligible certificate programs are associated with high-demand, high-wage jobs within the following industries: Advanced Manufacturing, Building & Construction, Health & Life Sciences, IT & Business Services and Transportation & Logistics.
- **Employer Training Grant program** – reimburses employers in high-demand business sectors up to \$2,500 for each new employee that is trained, hired and retained for six months. There is a \$25,000 cap for each employer, and covered training must be associated with high-demand, high-wage jobs that require more than a high school diploma, but less than an associate degree.



## Indiana Career Explorer Pilot Program

**Indiana Career Explorer (ICE):** is an assessment program that:

- Evaluates student and adult interests and aptitudes and their correlation to career pathways;
- Connects users with resources to enroll in Postsecondary education; and
- Provides labor market information (to the county level) to best understand in-demand careers, expected future earnings and locations of current job opportunities.

Pursuant to Senate Enrolled Act 198-2017 (Public Law 230), the ICE tool and career exploration curriculum will be implemented through a pilot program for eighth graders in 15 Indiana schools during the spring of 2018. Career exploration courses and approved tools will be required for all eighth graders upon the conclusion of the pilot program.

Through executive and legislative leadership and a data-driven approach, DWD also has been able to improve and/or expand several successful workforce programs, such as Jobs for America's Graduates (JAG), WorkINdiana and Hoosier Initiative for Re-Entry (HIRE), which are described in more detail in this report. DWD is focused on ensuring that Indiana's training resources, from K-12 education to retirement, are properly aligned and effectively used to prepare people for successful careers in the workforce. Indiana's low unemployment rate and strong economy have, in part, led to an increase in employer demand for high- and middle-skilled workers. Therefore, maximizing Indiana's workforce potential will be a huge strategic asset for Indiana as it will not only fill current and future employers' needs, but it also becomes an economic development strategy for attracting new businesses to the state.

## WORKFORCE PROGRAMS FOR YOUTH

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DWD is responsible for administering the following youth programs that are state and federally-funded:

- **Jobs for America's Graduates (JAG):** This statewide program is in its tenth year of operation and supports high school juniors and seniors at risk of dropping out of high school. Providing short-term work experience, tutoring assistance and adult mentoring, JAG served over 5,900 students at over 100 schools in the 2016-17 program year. Indiana has the largest JAG program in the country, and the program's exemplary work has received the highest national ranking with the "5 for 5" award.
- **Young Adult Service:** Recognizing that low-income young adults without a secondary education face significant barriers to economic health, DWD's Young Adult Service Program assists this population to find a promising career path. This program led to the employment of 2,000+ youth with 531 certifications earned.
- **Career and Technical Education (CTE) Performance Grants:** DWD issued CTE performance grants to schools who had CTE concentrators, CTE dual credits, and industry recognized certifications. This incentive funding supported school's CTE programs, directly improving interest and outcomes.

Together, these programs seek to help young Hoosiers in a spectrum of situations, from those in high school to those who have dropped out of secondary school and to those who would benefit from a well-equipped CTE school program.

## JOBS FOR AMERICA'S GRADUATES

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**Jobs for America's Graduates (JAG)** is a statewide drop-out prevention program that targets at-risk high school juniors and seniors. JAG Indiana also operates a drop-out recovery model aimed at connecting high school dropouts with high school equivalency and workforce preparation programs. JAG has the following goals for each student participant:

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; and
3. Place graduates in full-time employment, transition to Postsecondary education or training, or enlist in the military.

In addition to the national model requirements, Indiana's JAG model provides tutoring assistance, adult mentoring and short-term work experience opportunities. Participants receive individualized attention and identification of specific barriers to success, which may include academic problems, life skills, personal skills and social or economic barriers. Students are taught 37 core competencies while in class and receive one year of follow-up service after graduation.

As well as class work, students participate in a highly-motivated, student-led JAG Career Association at their respective high schools that promotes community involvement, civic and social awareness and leadership. Through their Career Association, students are invited to participate in the Indiana Career Development Conference (CDC), a statewide competitive event sponsored by DWD that provides connections to employers and statewide partners.

Since its inception in 2006, JAG has served more than 18,000 Hoosier students. More than 5,900 students participated in JAG at 112 programs throughout the state during the 2016-17 school year.

JAG Indiana is supported by federal Workforce Innovation and Opportunity Act (WIOA) funding, state funds allocated by the Indiana General Assembly and federal Temporary Assistance for Needy Families (TANF). Funding for the JAG Indiana program is blended to provide support and wrap-around services for students.

The graduation rates of the JAG Indiana program continue to rise, while the number of programs continue to expand. JAG Indiana boasted a 95 percent graduation rate for the Class of 2016 (compared to an 89 percent graduation rate for all schools). Additionally, students are trained on employability skills while in school and connected with Postsecondary education opportunities following high school graduation. In the 2016 graduating class, a whopping 89 percent of JAG students had a positive outcome, which includes employment, Postsecondary education and/or military.

*\* See Appendix C for JAG Data Tables*

## YOUNG ADULT SERVICES PROGRAM

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The **Indiana Young Adult Services (YAS)** program exists to assist low-income young people, ages 16-24, who are not connected to a secondary or Postsecondary school, and face substantial barriers to a successful educational and/or employment future.

In order to meet that need, Indiana's YAS strategy focuses on providing out-of-school youth with connections to the WorkOne system, and uses a litany of local level resources to help them succeed. The services are provided with a focus on meeting the demands of local businesses, particularly in high-demand and growth areas.

YAS assesses the young person's skills, interests, needs and goals while creating customized service plans in collaboration with the youth participant, allowing them the opportunity to have a hand in their own success. Plans aim at achieving a multitude of goals, including expansion of the youth's connection to the local economy and opening up access to and knowledge of educational opportunities and community services. Specifically, the plans focus around 14 youth program elements: tutoring/study skills training; alternative secondary/dropout recovery services; paid and unpaid work experiences; occupational skills training; education in coordination with workforce preparation activities; leadership development; supportive services; adult mentoring; comprehensive guidance and counseling; financial literacy education; entrepreneurial skills training; local labor market services; Postsecondary education and training preparatory activities; and follow-up services.

YAS programming is supported by federal WIOA funding. Twenty percent of this funding is targeted for short-term, subsidized work experience efforts, placing youth participants in career pathway jobs to help integrate them into the workforce, obtain employer connections and provide them with a positive work history.

Within the past program year, more than 3,000 youth across the state of Indiana were enrolled through YAS programs alone, encompassing more than 12,400 significant barriers to success, as defined by WIOA. Of these youth served, more than 30 percent were basic skills deficient, and more than two-thirds were high school dropouts. The YAS programming resulted in a total of 531 industry-recognized credentials earned.

Additionally, over the course of the program year, 2,036 youths gained employment in a variety of sectors due to their participation in the Young Adult Services program, led by the health sciences, transportation, production, logistics and manufacturing sectors.

*\* See Appendix D for YAS Data Tables*

## CTE PERFORMANCE GRANTS

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The Indiana General Assembly allocated Career and Technical Education (CTE) Innovation and Advancement funds to DWD with the requirement of allocating up to \$5M in funding for **CTE performance grants**. These funds recognize and reward school efforts on targeted CTE performance measures, including the attainment of senior CTE concentrators, dual credits and industry-recognized certifications/assessments. These performance grant funds are in addition to state CTE funding received by school corporations and federal funds received by CTE districts.

Secondary schools must utilize the awarded performance grants on secondary CTE expenditures that are directly related to increasing CTE credits and dual credits, and attaining the performance measures mentioned above. Furthermore, the funds should focus on programs aligned to in-demand occupations, which aligns with the overall goal of the DWD – to build a pipeline of talent into high-demand, high-wage occupations.

Schools can use their funding in one of the following ways:

- Develop or expand a pathway leading to a high-demand, high-wage occupation
- Fund collaboration with industry partners to create/enhance curriculum
- Expand quality work-based learning opportunities within a pathway
- Develop a dual-credit partnership for a CTE course
- Plan and implement program recruitment activities for CTE pathways
- Purchase program equipment
- Pay for student and/or staff certification registration

Secondary CTE performance grant funds were distributed for school calendar year 2015-16 and school calendar year 2016-17 based on the following:

- 1. CTE Concentrators:** a grade 12 student who has completed a minimum of six credits in two or more career and technical education courses that are part of a career and technical education pathway approved by the Department of Education (DOE).
- 2. CTE Dual Credits:** a grade 12 student who has earned at least nine transcribed dual credits for Priority Dual Credit/CTE courses.
- 3. Industry-recognized Certification/Assessment:** a grade 12 student who at some point during high school passed an industry-recognized certification or assessment. The certification/assessment must be on the approved list for school accountability found at <http://www.in.gov/dwd/2852.htm>.

	School Calendar Year 2015-16	School Calendar Year 2016-17
CTE Concentrators	17,678	17,487
CTE Dual Credits	5,721	6,439
Industry-Recognized Certification/ Assessment	5,937	N / A – Data is not available until January 2018

## WORKFORCE PROGRAMS FOR ADULTS

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Indiana's unemployment rate was 3.5 percent for August and remained lower than the national rate of 4.4 percent. With the exception of one month when it was equal (October 2015), Indiana's unemployment rate has been below the U.S. rate for four full years. Additionally, Indiana's total labor force is at nearly 3.34 million, and the state's 64.4 percent labor force participation rate remains above the national rate of 62.9 percent. While Indiana is outpacing the nation, there are still many individuals who are underemployed or unemployed. Specifically, Indiana has approximately 450,000 adults (18-64 years) without a high school diploma and approximately 750,000 that have some college, but no degree.

To move Indiana to the next level, it is imperative that adult workforce programs give adults the opportunity to strengthen their skills to meet the demands of today's jobs and those created in the future. DWD's main adult programming consists of:

- **Adult Education and WorkINdiana:** These two programs target the 450,000 Hoosiers with no high school diploma/equivalency, as well as those with a high school diploma/equivalency who are in need of basic skills remediation. The objective is to improve the individual's educational functioning level and provide occupational skills training, with the goal of employment.
- **WIOA Adult and Dislocated Worker programs:** These programs operate within DWD's WorkOne system, providing adults, particularly those with barriers to employment, and workers who have been laid off or are at risk of layoff with the opportunities for employment, education, training and support services.
- **Rapid Response:** These services work to mitigate the effects of mass layoffs and plant closings. The Rapid Response teams work with employers and employee representatives to minimize the disruptions associated with job loss.
- **Trade Adjustment Act:** This program serves workers who are at risk of being laid off or have been dislocated due to foreign trade, by assisting workers in finding equivalent jobs quickly. By providing training and connection with regional labor market data, the program supports workers within the state of Indiana as our economy becomes increasingly international.

## ADULT EDUCATION AND WORKINDIANA

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The goal of **Adult Education** is to provide foundational skills development, certification programs, career pathways, and academic and career counseling services to adults and out-of-school youth who desire better opportunities for employment and career advancement. Adult Education serves nearly 30,000 adults and out-of-school youth annually in Indiana who do not have a high school diploma or its equivalent, as well as Hoosiers in need of basic skills remediation to obtain better employment or transition to Postsecondary education and training.

Adult Education services were provided by 35 providers and shared state-allocated adult education funds and federal funds (WIA and WIOA funds through the U.S. DOE) between July 1, 2015 and June 30, 2017. Partnering providers include public schools, higher education institutions, the Indiana Department of Corrections, local workforce boards and community-based organizations. During that time, Adult Education has enabled more than 12,000 Hoosiers to obtain their high school equivalency (HSE) and over 30,000 to achieve an educational advance of at least two grade levels. Nearly 4,000 participants went on to gain industry-recognized Postsecondary credentials. During SFY17, TANF funds were also made available to all regions and functioned as a reimbursement for TANF-eligible students. More than 100 students utilized this opportunity.

As referenced above, the WorkINdiana program (state funded) works in collaboration with Adult Education, braiding state and federal funding to provide short-term occupational training to Adult Education students. WorkINdiana focuses on in-demand occupations and enables students to gain industry-recognized certifications. The program also provides students adult education services to help them overcome barriers and obtain the knowledge and skills necessary for better career opportunities.

WorkINdiana encourages regional partnerships between WorkOne Career Centers, adult 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 may select certification training from a list of approved training programs and may be co-enrolled in WIOA programs to ensure access to the full spectrum of services.

The WorkINdiana program has a strong history. Four hundred students enrolled in the inaugural year of the program compared to 885 new students during SFY17. Since inception, nearly 5,500 students have enrolled in a certification program with 85 percent completing and 77 percent achieving a certification. Currently, there are more than 360 approved career certification programs across the state with additional programs being added throughout the year.

Due to changes in the federal WIOA law, a new method of providing adult education services and occupational training called Integrated Education and Training (IET) is available in SFY18. Students participating in IET programs will receive contextualized adult education academic instruction simultaneously with both workforce preparation skills and workforce training. Upon completion, students will possess an industry-recognized credential for an in-demand profession. DWD's goal is to enroll 20 percent of our adult education students in IET programs.

*\*See Appendix E for Adult Education Data Tables*

*\*See Appendix F for WorkINdiana Data Tables*



## WIOA ADULT, DISLOCATED WORKER, AND WAGNER PEYSER (COLLECTIVELY REFERRED TO AS WIOA)

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The goal of the **WIOA** program is to provide individuals with barriers to employment access to and opportunities for employment, education, training and support services needed to succeed in the labor market. These programs provide customer-centered services and in-demand training that are delivered through the 12 regional Workforce Development Boards via the WorkOne system. Through the continuum of services offered, the WorkOne system has a major impact on supplying employers with the skilled workers they need, putting Hoosiers into good paying careers and strengthening the state's economy.

The WIOA Adult and Dislocated Worker programs are funded by a grant from the U.S. DOL, with the majority of funding being allocated to the 12 regional Workforce Development Boards. The adult program is available to anyone 18 years and older with priority of service given to those with barriers to employment (e.g. low income, long-term unemployed, ex-offender, public assistance recipient, etc.). The dislocated worker program is for those individuals laid off due to economic conditions, a plant closing or separation from the active duty military and for retraining to avert a layoff. The Wagner Peyser program is also funded by a grant from the U.S. DOL, and it provides state staff in the WorkOne Career Centers to support job seekers, to provide employer engagement and recruitment services and to fund the labor exchange/job matching system.

The WorkOne system through WIOA programming offers job seekers various employment-related services, including: job search assistance, job referrals, occupational and local labor market information (LMI), skills assessment, career guidance, job search workshops and referral to partner programs and community support agencies. An individualized plan of services is produced by trained staff with the participation of the job seeker to help achieve their employment goals. Staff also perform follow-up services to help ensure worker success. Job seekers can access training through the WorkOne system. DWD works closely with the WorkOne system to ensure that training funded through WIOA aligns closely with workforce demand and is provided by an institution that has proven results.

Employer services are also provided through an online labor exchange system or through business services staff in the WorkOne. Employer services include: job order entry, pre-screening of applicants, referrals of qualified applicants, special recruitment activities and customized occupational and labor market information.

*\*See Appendix G for WIOA Adult Data Tables*

*\*See Appendix H for WIOA Dislocated Worker Tables*

*\*See Appendix I for Wagner Peyser Data Tables*

## RAPID RESPONSE

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The goal of the **Rapid Response (RR)** program is to promote economic recovery and vitality by developing ongoing, comprehensive approaches to identifying, planning for or responding to layoffs and dislocations, and preventing or minimizing their impact on workers, businesses and communities. Local RR activities are provided through federal dislocated worker funding. WIOA allows states to reserve up to 25 percent of dislocated worker funds for RR activities. These reserved funds may be provided to local areas that experience increases of unemployment due to natural disasters, layoffs or other events.

RR is a proactive, business-focused, and flexible strategy program designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. RR teams will work with employers and employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss. Statewide activities for which RR funds may be used include prioritizing the planning for and delivery of activities designed to prevent job loss, increasing the rate of reemployment, building relationships with businesses and other stakeholders, building and maintaining early warning networks and systems and otherwise supporting efforts to assist long-term unemployed workers to return to work. RR can provide customized services on-site at an affected company and accommodate any work schedule.

RR grants have been awarded to several regions to assist businesses and workers experiencing mass layoffs/closure including but not limited to Carrier, Rexnord, UTEC and Alcoa. In SFY16, there were 3,298 workers that received a rapid response service, and 1,510 workers in SFY17.

## TRADE ADJUSTMENT ASSISTANCE (TAA)

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**Trade Adjustment Assistance (TAA)** is a program administered by the United States Department of Labor (U.S. DOL) that assists workers who have been threatened with layoff or have been dislocated due to foreign trade impacts. The primary goal of the program is to assist workers with getting back to work as quickly as possible at the highest potential wage. TAA is completely federally-funded.

The trade certification process begins with filing a petition with U.S. DOL. Most petitions are submitted by one of the following: a business representative, three workers, a union representative, a WorkOne Operator or the State. Once U.S. DOL has certified a worker group, individuals are eligible to apply for benefits under the Trade Adjustment Assistance Reauthorization Act (TAARA) of 2015. Benefits include: case management, various types of training including occupational skills and on-the-job training, job search allowance, relocation allowance, Trade Readjustment Allowance (TRA) income support, Reemployment Trade Adjustment Assistance (RTAA) wage subsidy and eligibility for the Health Care Tax Credit (HCTC).

The TAA program assists workers with skill upgrades through training to meet the regional economic needs of employers. Although TAA training is not bound to the approved programs on the eligible provider list, federal code sets forth six criteria which must be met before a training plan can be approved. TAA training programs are individualized, but must be supported by labor market information and/or regional employer demands. In SFY16, funded training programs included nursing, medical administration, cyber security, database administration and industrial technology. In SFY17, training programs included respiratory care, radiologic technology and advanced automation and robotics technology.

Participants that complete their training through the TAA program are able to enter the workforce with an industry-recognized credential that is in alignment with the demand-driven workforce. The most common credentials earned are occupational certifications or licensure, AA/AS, BA/BS or post-graduate degrees. In SFY16, TAA participants earned 200 credentials that included 64 associate degrees and 12 bachelor's degrees. In SFY17, participants earned a total of 148 credentials that included 32 associate degrees, 10 bachelor's degrees and six post-graduate degrees.

*\*See Appendix J for Trade Adjustment Act Data Tables*

## WORKFORCE PROGRAMS FOR TARGET ADULT POPULATIONS

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DWD administers five programs that facilitate employment stability for Hoosiers with unique characteristics that impact their employment. These programs include:

- **Veterans:** DWD accesses three federal funding sources (Wagner Peyser, WIOA and Jobs for Veterans State Grant (JVSG)) to ensure veterans are given ample assistance in seeking employment.
- **Senior Community Service Employment Program:** Unemployed citizens over 55 years of age with a family income near the federal poverty level are provided with work-based training and community service opportunities to surrounding public and non-profit institutions. This innovative form of community service training benefits seniors, community organizations and employers seeking a well- trained workforce.
- **Migrant and Seasonal Farmworkers (MSFW):** The federally-funded MSFW program offers multiple resources to ensure the equal and fair treatment for migrant and seasonal farm workers in Indiana. Ranging from client databases to housing inspections for H-2A workers, the MSFW program remains committed to Indiana remaining a safe and reputable place for migrant workers to work.
- **Re-employment Services and Eligibility Assessment (RESEA) and Jobs for Hoosiers (JFH) programs:** The RESEA program is a federally-funded program that is braided with state JFH funding to provide employment services to Unemployment Insurance claimants after four weeks of claiming unemployment. Participants are required to visit a local WorkOne Career Center for program orientation and fulfill other program requirements aimed at facilitating a successful and expedient transition into employment.

## VETERANS PROGRAMMING

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Approximately 246,000 veterans participate in Indiana's workforce, of which only 4,400 were unemployed in 2016. Indiana's veteran unemployment rate is the lowest in country at 1.8 percent in 2016. DWD is committed to serving veterans and their spouses to secure meaningful employment, and when services are needed to be provided, they are given priority of service by WIOA staff. About 20 to 30 percent of this population are provided services by specialized federally-funded veteran staff ("JVSG Veteran staff"). This allows JVSG Veteran staff to focus on clientele with 11 Significant Barriers to Employment (SBE).

During 2016, DWD provided services to more than 1,800 veterans through the WorkOne locations and in partnership with the Regional Veterans Affairs Administration Office in Indianapolis. Overall, WorkOne metrics indicated veterans' average earnings were above \$32,000 per year in 2016. The average veteran employment rate compared to employment services provided was above 68 percent, and the average veteran employment retention rate was above 80 percent for veteran clients served by WorkOne.

### Jobs for Veterans State Grant

The **Jobs for Veterans State Grant (JVSG)** is a Department of Labor Veteran Employment and Training Services (DOLVETS) funded program to serve veterans and eligible spouses by reducing Significant Barriers to Employment (SBE), and to locate meaningful jobs with Indiana and national employers. This grant serves approximately 20 to 30 percent of veterans entering the WorkOne Career Centers annually. Primarily meant as a staffing grant, DWD has a total of 52 funded JVSG staff positions, divided between 29 Disabled Veteran Outreach Program Specialists (DVOPs) and 23 Local Veterans Employment Representatives (LVERs) positions. DVOPs and LVERs provide individualized career services, basic career services and outreach to veterans, eligible spouses and employers throughout the state. In PY16, Statewide DVOPs provided Intensive and Case Management Services above an 80 percent delivery rate to SBE veterans and eligible spouses.

### Veteran Affairs and DWD Chapter 31 Vocational Rehabilitation and Employment Program

The **Chapter 31 Vocational Rehabilitation and Employment (VR&E)** Program is a mutual program between U.S. DOL, Veteran Affairs (VA) and DWD. The primary function is to help veterans with service-connected disabilities become suitably employed, maintain employment or achieve independence in daily living. Through this partnership, DWD (via DVOPs and LVERs) provides Chapter 31 clients with individual career services, case management and job placement assistance to become fully rehabilitated. In 2016, more than 70 Chapter 31 clients were served and rehabilitated by the VA and DWD.

*\*See Appendix K for Veteran's Data Tables*

## SENIOR COMMUNITY SERVICES EMPLOYMENT PROGRAM

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The **Senior Community Service Employment Program (SCSEP)**, a federally-funded program, is a community service and work-based job training program for older Americans. Participants also have access to employment assistance through the WorkOne system. Authorized by the Older Americans Act, the program provides training for low-income, unemployed seniors.

SCSEP participants gain work experience in a variety of community service activities at non-profit and public facilities, including schools, hospitals, day-care centers and senior centers. The program provides more than 40 million community service hours to public and non-profit agencies, allowing them to enhance and provide needed services. Participants work an average of 20 hours a week, and are paid the highest of federal, state or local minimum wage. This training serves as a bridge to unsubsidized employment opportunities for participants.

Participants must be at least 55 years old, unemployed and have a family income of no more than 125 percent of the federal poverty level. Enrollment priority is given to veterans and qualified spouses, then to individuals who are over 65, have a disability, have low literacy skills or limited English proficiency, reside in a rural area, are homeless or at risk of homelessness, have low employment prospects, or have failed to find employment after using services through the WorkOne system.

DWD administers the state grant (previously administered by Family Social Services Administration (FSSA)), and has awarded the contract to the National Able Network.

*\*See Appendix L for Senior Community Service Employment Program Data Tables*

## HOOSIER INITIATIVE FOR RE-ENTRY (HIRE)

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**HIRE** is a collaborative program between the DWD and the Department of Correction that is dedicated to creating a cohesive relationship between ex-offender clients, the WorkOne system, 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.

HIRE is funded through state and federal (WIOA and TANF) funds. In addition, many employers of HIRE participants may qualify for a federal Work Opportunity Tax Credit (WOTC) and/or Federal Bonding. These two valuable U.S. DOL programs offer savings and added value to employers who hire ex-offenders.

The core of the HIRE program are re-entry coordinators who meet with employers to inform them of the program and match employers with ex-offenders. They meet with ex-offender clients in individual and group training sessions to develop strong work ethic skills, integrity and a sense of responsibility, with an emphasis on quality, discipline and a sense of teamwork. Coordinators also prepare ex-offenders to apply for an identified position, and provide support, continued training and coaching for one year after placement. They also work with the employer and employee to create a line of communication, and support both to have the best chance at a successful relationship in the workplace. Additionally, coordinators have close relationships with local WorkOne staff for referrals if the candidate qualifies for assistance to further their education, or if they need services or support to be work-ready through supplies, work equipment, etc.

In SFY16, the HIRE program placed more than 2,400 ex-offenders at an average hourly starting wage of \$10.60. More than 90 percent of the participants retained employment and, in many cases, increased their wages with the help of the HIRE coordinators and other local entities. HIRE also worked with more than 1,200 Hoosier employers in SFY16, which represents a 300 percent increase from approximately 400 employers in SFY12.

*\*See Appendix M for Hoosier Initiative for Re-Entry Data Tables*

## MIGRANT AND SEASONAL FARM WORKERS PROGRAM

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The **Migrant and Seasonal Farm Workers (MSFW)** program is federally-funded and helps workers with employment services that are originally from other areas of the United States, Mexico or other foreign countries. The goal of the program is to give resources and connections to migrant and seasonal farm workers to ensure they are treated equally and paid fairly.

Indiana's MSFW outreach program is focused on educating and assisting farm workers and agricultural employers. Farm workers receive training and employment services through the WorkOne system to assist with attaining greater economic stability. The State Monitor Advocate helps ensure farm workers are served equitably through workforce programs.

The following services are provided:

- Job search, job referral and placement, referral to training and skill building activities.
- Coordination of outreach services and funds for emergency services to farm workers.
- Collaboration with the Indiana State Department of Health to provide pre-occupancy housing inspections for H-2A workers.



## RE-EMPLOYMENT SERVICES AND ELIGIBILITY PROGRAM AND JOBS FOR HOOSIERS

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The **Re-employment Services and Eligibility Assessment (RESEA)** is a federal program funded by the U.S. DOL to help Unemployment Insurance (UI) claimants return to work faster. Once UI clients have received unemployment for four weeks, they will receive notification to participate in the RESEA program. Clients are required to attend a program orientation through the WorkOne system and meet other program requirements, which include completing a career assessment, enrolling in Indiana's Labor Exchange – Indiana Career Connect, creating an individual re-employment plan, tracking work search activities and participating in ongoing reemployment services. If a client has not been successful in obtaining employment at week 15, the client will again receive notification to meet with a WorkOne career counselor to reassess the client's work search, résumé and re-employment plan. In SFY16, 29,709 claimants were scheduled for RESEA, and in SFY17, 51,390 were scheduled.

Indiana conducted an online re-employment workshop pilot program and is looking to expand this statewide. Indiana is also seeking to more fully automate the program notification, orientation and appointment scheduling processes to serve claimants more efficiently and effectively.

The Jobs for Hoosiers (JFH) program is an initiative that began October 1, 2013 and works in tandem with RESEA, requiring individuals who receive unemployment benefits to visit a local WorkOne after their fourth week of collecting benefits. The program introduces unemployed Hoosiers to WorkOne services and training opportunities and provides them with access to additional re-employment services.

## WORKFORCE PROGRAMS FOR EMPLOYERS

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DWD works with employers every day, connecting them with the skilled workforce necessary to fill open jobs. Some of DWD's efforts include:

- **WorkOne Business Services:** Business Services staff located throughout the state work to address employer needs. They deliver a number of services to employers, including onsite business consultation visits, assistance with recruitment through referrals and job fairs.
- **Work Opportunity Tax Credit:** The Work Opportunity Tax Credit provides employers with a financial incentive to hire from populations that may frequently struggle with long-term unemployment, i.e. ex-offenders.
- **Federal Bonding:** This program provides a bond to employers at no cost and serves as an insurance policy for the company to hire at-risk individuals with risk factors in their personal background.

## BUSINESS SERVICES

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DWD has an ongoing commitment to engage Hoosier employers by collaborating to meet their talent needs. DWD has a total of 73 staff located throughout the state who are committed to serving employers, including:

- **25 Talent Specialists (TS):** These staff members work in the WorkOne system to connect employers with job seekers. The TS assists Regional Business Consultants (RBC) by maintaining relationships with regional businesses, local economic development organizations and small business development centers. The TS assists employers with recruitment and identifying qualified candidates for job openings;
- **20 Local Veteran Employer Representatives (LVER):** LVER staff work with other service providers to promote and facilitate priority services to veterans. They advocate on behalf of veterans for employment and training opportunities with business, industry and community-based organizations;
- **24 Regional Business Consultants (RBC):** Consultants connect employers to the WorkOne system, conduct business analysis of local talent demand and assist in the development of a regional workforce/economic development partnership by developing relationships with regional businesses, local economic development organizations and small business development centers; and
- **Four Regional Managers:** Regional Managers provide technical assistance and strategic guidance for all state staff serving employers as well as direct services for employers throughout the state.

Since SFY16, WorkOne Business Services personnel have conducted more than 2,828 onsite business consultation visits, hosted more than 186 employment fairs and have seen more than 143,855 jobs posted on Indiana Career Connect to better connect Hoosier talent to employers across the state.

DWD engages several key partners from around the state to strategically align business services effectively for local communities in service of creating a 21st century skilled and ready workforce. Partners include, but are not limited to:

- Chambers of Commerce
- State and local agencies
- Key leaders in the Indiana business community including representatives from manufacturing; healthcare; transportation, distribution and logistics; technology and other priority industries within the state of Indiana
- Local and state leaders
- Local and regional CTE partners
- Local and regional economic development associations and professionals
- Regional Workforce Development Boards and staff

- Regional Business Services Representatives
- State Workforce Innovation Council
- Veterans Representatives
- Workforce Innovation Networks

Through their leadership, the Business Services team engages employers to ensure their needs are being met to better align our education and training programs and assist DWD and other partners to advance Indiana as a great place to live and work.

## WORK OPPORTUNITIES TAX CREDIT (WOTC)

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The **Workforce Opportunities Tax Credit (WOTC)** provides incentives to Indiana employers for hiring a population of workers that historically has a high rate of unemployment. With the low unemployment rate in Indiana, WOTC provides an incentive to tap into some of the three to four percent that are still unemployed in the state. This is done by providing a tax credit if a new hire meets criteria from one of the nine main target groups, defined as:

- Veterans
  - Unemployed, Disabled
- Temporary Assistance For Needy Families (TANF) Recipients
  - Long-Term and Short-Term Categories
- Food Stamp (SNAP) Recipients
- Designated Community Residents (living in Empowerment Zones or Rural Renewal Counties)
- Vocational Rehabilitation Referred Individuals
- Ex-Felons
- Supplemental Security Income Recipients
- Summer Youth Employees (living in Empowerment Zones)
- Qualified Long-Term Unemployment Recipients

WOTC is completely federally-funded through the U.S. Department of Labor. WOTC staff processes applications, and if approved, the employer may include the tax credit on their future tax filing or in some cases amend a previous year's filing. The amount of the tax credit depends on the target group for which the applicant is approved and how many hours the applicant has worked for the employer.

During calendar year 2015, the WOTC team processed 118,499 applications with 68,126 being approved. The WOTC report breaks down all 68,126 approved applications by target group, occupation and starting hourly wage.

*\*See Appendix N for Workforce Opportunity Tax Credit Data Tables*

## FEDERAL BONDING PROGRAM

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The **Federal Bonding** program is a business insurance policy that protects employers in case of any loss of money or property due to employee dishonesty. It directly supports DWD's goal to create a pipeline of qualified applicants to fill positions that are vacant.

Through the program, the bond is given to the employer free of charge, and serves as an incentive to the company to hire at-risk applicants or individuals with other risk factors in their personal background. This helps the employer give second chances to Indiana workers that would not have been given a chance without the added insurance. Examples of employment barriers include poor credit history, criminal background, disadvantaged youth, dishonorable discharge from military, dislocated homemaker or history of substance abuse.

Indiana's Federal Bonding program has established key partnerships externally and internally with the WorkOne system. Fidelity bonds are issued to employers at no cost and provide six months of coverage. Bond coverages range from a minimum of \$5,000 to a maximum of \$25,000. The initial six months of coverage are free to the employer and job seeker; however the employer may contact the Bonding Agency to extend the fidelity bond coverage for a small fee prior to the six months expiration date. Funding this program comes directly from Federal Wagner Peyser dollars, and are purchased as needed by DWD to cover employer needs through the year.

In SFY16, five job seekers with serious barriers to return to meaningful work were able to obtain jobs for a total of \$110,000 in bonds. Jobs obtained through bonding included heating & cooling, machine operator, auto dealership clerk and movers. In SFY17, 29 bonds, valued at \$5,000 each, were used for a total of \$145,000, which allowed nine jobseekers with serious barriers to return to meaningful work. In total, five jobseekers were bonded for \$25,000 (five bonds worth \$5,000 each) and four jobseekers were bonded for \$5,000. Jobs obtained through bonding ranged from floor finishers, welders, laborers, senior care aides and cafeteria workers.

## INDIANA'S SPECIAL WORKFORCE PROGRAMS

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DWD recognizes that the cultivation of a healthy workforce and economy is a complex process that requires specialized tools. Therefore, it supports five special programs that correspond to various needs. Between these five programs, DWD utilizes state and federal funding to invest in the creation of a strong talent pipeline that corresponds with the one million projected job openings in Indiana over the next 10 years. The programs include:

- **Skill UP Indiana!:** The Skill UP grant program distributed funding for the creation of a strong talent pipeline and to equip Hoosiers with in-demand skills.
- **Apprenticeships:** Indiana is among the national leaders in both the number of apprenticeship programs and apprentices. DWD has made a significant investment in this model, including technical assistance to apprenticeship sponsors and financial support to educational institutions that educate apprentices. This strong partnership between the public and private sector is critical to aligning education and industry, and is now being used in industries such as, healthcare, IT and manufacturing. Currently, the majority of apprenticeships are in the building and construction trades.
- **Perkins Postsecondary CTE:** For occupations requiring an industry-recognized certification, DWD leverages federal Perkins money to upgrade classroom equipment and reimburse instructor salaries in approved CTE programmatic areas. This program supports the development of the manufacturing, healthcare and IT industries that rely on a credentialed workforce.
- **Serve Indiana:** DWD advances service and volunteerism through Serve Indiana's administration of grant funding to 15 to 20 non-profit organizations in Indiana. Serve Indiana fosters community service and recognizes its positive effect upon our workforce through distributing funding to service-based programs, including AmeriCorps\*State.
- **Sector Partnership-National Emergency Grant:** This grant was leveraged to support and expand regional sector partnerships, as well as support veteran's job readiness skills and a continuum of work-based learning training models.

## SKILL UP INDIANA!

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Leveraging dollars from the CTE Innovation and Advancement Fund, DWD provided funding to support 25 community partnerships in developing training and education programs that align to employer needs. The goal of **Skill UP Indiana!** was to equip Hoosiers with the skills necessary to begin filling the one million jobs projected to be available over the next 10 years.

In addition to the state's investment, Skill UP programs received a collective \$11 million private sector match from Hoosier businesses. Funded activities included sector-focused training and education programs for in-demand occupations, curriculum based on necessary skills and competencies as identified by local employers, employability skills (soft skills) instruction that can be utilized across all careers, work-and-learn opportunities for youth and adult learners, and career awareness activities.

**Round 1** competitive grants were awarded in February 2016 to 13 industry-led partnerships, comprised of 98 companies across multiple industries, including advanced manufacturing, TDL and IT, which developed sector-based workforce programs. The committed private investment in those 13 partnerships totaled more than \$6 million.

**Round 2** competitive grants were awarded in October 2016 to 12 industry-led partnerships, comprised of 67 companies across multiple sectors, including advanced manufacturing, construction, healthcare, insurance and IT, which developed sector-based workforce programs. The committed private investment in those 12 partnerships totaled just over \$6 million.

While Skill UP work is still on going, the individual participant level achievements obtained thus far are as follows:

- **SFY16:** 1,332 Participants; 683 Industry-Recognized Certificates/Certifications in Advanced Manufacturing Work Standardization (AMWS), Information Technology and Certified Business Professional; 173 Participants Obtained, Retained or Secured Better Employment; 525 Work-and-Learn Opportunities; and 150 Dual Credits/Postsecondary Credits earned.
- **SFY17:** 4,319 Participants; 2,154 Industry-Recognized Certificates/Certifications in Advanced Manufacturing Work Standardization (AMWS), Information Technology, Certified Business Professional and Early Childhood Development; 1,644 Participants Obtained, Retained or Secured Better Employment with a majority of careers being in the Computer Programming and Production Technician/Helper; 812 Work-and-Learn Opportunities; and 1,646 Dual Credits/Postsecondary Credits earned.

In addition to individual participant level achievements, Skill UP funds also supported career awareness and exploration activities for students, teachers and counselors, which is critically important to ensuring Hoosiers are aware of the rewarding career opportunities available in high-wage, high-demand occupations. For instance, Skill UP round 1 funding was used to kick start JA JobSpark in SFY16. In the inaugural year, approximately 7,000 Marion County eighth graders participated in JobSpark. The event



was such a success that additional support was provided by employers and the community in SFY17, and more schools requested to participate. In its second year, approximately 8,700 eighth graders participated.

DWD recently began the **Skill UP Round 3** grant process in which grant funding will be available to support Innovation Networks. This initiative is focused on aligning the efforts of employers, educators, economic and workforce development partners and critical community partners to promote and strengthen Indiana's workforce.

*\*See Appendix O for Skill UP Indiana! Data Tables*

## INDIANA APPRENTICESHIPS

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A Registered **Apprenticeship** is a federally recognized (by U.S. DOL) combination of on-the-job training and in-class related instruction, giving workers theoretical and practical knowledge of various highly-skilled occupations. While apprenticeship programs are sponsored by employers or employer groups, DWD provides technical assistance to apprenticeship sponsors and financial support for the educational institutions which educate apprentices. This strong partnership between the public and private sector is creating a strong pipeline of talent in apprenticeable occupations.

State funds were distributed pursuant to state law to Ivy Tech Community College, Vincennes University and the Indiana Plan. Additionally, through a federal apprenticeship grant, DWD was able to award funding to eight programs with diverse apprenticeship expansion opportunities throughout the state. The grant funding has led to the creation of apprenticeships in non-traditional fields (such as healthcare) and increased access and outreach efforts of existing successful models to greater audiences via more focused recruitment efforts. All funds are devoted to upskilling the Indiana workforce by utilizing the benefits of the apprenticeship model.

In SFY16 and SFY17, more than 7,000 Hoosiers participated in apprenticeship activities, with more than 2,500 completing either apprenticeships, pre-apprenticeships or journeyman programs. In SFY16, participants who finished apprenticeships earned more than double the wages they had prior to entering into the apprenticeship/journeyman programs. More than 90 percent of those who completed apprenticeships obtained better employment and 87 percent of apprentices continued to stay on the job after six months of employment. SFY17 wage data is not available yet, but will be included in subsequent reports.

In both SFY16 and SFY17, Ivy Tech received state apprenticeship funding. Ivy Tech offers a dual goal for apprentices enrolled in their program: the chance to complete a registered apprenticeship and earn the associated certificate via U.S. DOL, while at the same time earning an associate degree. Each of these certifications are industry-recognized in the construction sector.

In both SFY16 and SFY17, Vincennes University received state apprenticeship and pre-apprenticeship funding. Vincennes University works with the Associated Builders and Contractors of Indiana Apprenticeship Training Program. The program focuses on apprentices who are working to achieve the journeyman level in specific occupations within the construction industry as well as journey workers upgrading their training. These programs span 14 different apprenticeable occupations, and enable enrolled individuals to earn an Associate in Science Career/Tech.

In both SFY16 and SFY17, Indiana Plan received state apprenticeship funding. Indiana Plan is a pre-apprenticeship program which focuses on promoting careers in construction to unemployed and low-income individuals, and provides counseling and training tailored specifically for minorities and women to increase diversity in the construction industry. Upon completion of the program, students earn an OSHA 10 certification and a chance to apply for an apprenticeship in the construction field.

During SFY17, DWD awarded \$1,179,000 of the U.S. DOL Apprenticeship grant to eight grantees covering a range of industries, traditional and non-traditional occupations and diverse populations. The grant's main objective is to expand the overall number of Registered Apprentices and Apprenticeship programs statewide, as well as to diversify existing apprenticeship populations and to expand apprenticeable occupations into new sectors. Grant funds were awarded in the spring of 2017; the bulk of the expansion will not take place until the latter half of the year.

*\*See Appendix P for Indiana Apprenticeships Data Tables*

## PERKINS POSTSECONDARY CTE

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**Postsecondary CTE** programs provide students with the hands-on experience and understanding support necessary to succeed in more industry-specific career paths. The programs provide pathways to a certificate or an associate degree, and oftentimes, to an industry certification as well. The Carl D. Perkins Vocational and Technical Education Act of 2006 (Perkins) provides federal funding to states for the improvement of secondary and Postsecondary career and technical education programs. DWD administers the Postsecondary Perkins funding.

Federal Perkins funding for Postsecondary CTE education is distributed to eligible institutions (e.g. Ivy Tech, Vincennes University) through the local application process, which requires institutions to align programming to Indiana's workforce needs.

As Perkins funding cannot be used to pay for the costs of training job seekers, the majority of Perkins funding is utilized to upgrade equipment with current technology and pay for instructor salaries in the allowed CTE programmatic areas. For example, the Ivy Tech Columbus campus utilized CTE funds to purchase a birthing mannequin for use in its health science programs. At the Richmond Ivy Tech campus, CTE funds were utilized to install an ambulance simulation lab for use in the Emergency Medical Technician (EMT) course. This equipment helps students to prepare for real life situations and is therefore invaluable to Postsecondary institutions to provide opportunities such as these.

*\*See Appendix Q for Perkins Postsecondary CTE Data Tables*

## SERVE INDIANA

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**Serve Indiana**'s mission is to advance service and volunteerism by informing, connecting and promoting opportunities and resources that enrich the lives of Hoosiers. Serve Indiana accomplishes its mission through several programs and initiatives, including their main program, AmeriCorps State.

### AmeriCorps\*State

Serve Indiana is the State Commission for **AmeriCorps** and is funded through the federal Corporation for National and Community Service (CNCS). According to the National and Community Service Act of 1990, in order for states to receive AmeriCorps State dollars there must be a commission in place to grant and administer such funds. Serve Indiana administers funding to around 15 to 20 non-profit and governmental organizations through their annual allocation.

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. Organizations can host members who complete interventions around economic opportunity, capacity building, disaster services, education, healthy futures, veteran services and more. Organizations communicate their need and said intervention through an evidence continuum, logic model and theory of change. Each aspect of their program from need to outcome is supported through data collection and program evaluation. With this, there are set national performance measures from the Corporation for National and Community Service (CNCS) to assist in measuring the output and outcome of the program's logic model. Members may receive a living allowance and other benefits while serving. The allowed amount of the stipend changes each year but ranges from around \$13,000 to \$25,000 per year depending on the program. 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.

AmeriCorps State aligns with workforce development through the connection between volunteerism/ service and workforce development. The Corporation for National and Community Service has found that volunteers have a 27 percent higher likelihood of finding a job after being out of work than non-volunteers. In addition, volunteers without a high school diploma have a 51 percent higher likelihood of finding employment, and volunteers living in rural areas have a 55 percent higher likelihood of finding employment. In Indiana, since 1994, more than 14,500 Indiana residents have served in AmeriCorps for more than 20 million hours and have qualified for Segal AmeriCorps Education Awards, totaling more than \$45.7 million.

## Indiana's Kids: Helping Students in K-12 Bridge the Achievement Gap

**Indiana Kids** is a partnership between Serve Indiana, Family and Social Services Agency (FSSA) and non-profit organizations. FSSA provides funding through Temporary Assistance for Needy Families (TANF) for this program and Serve Indiana provides the funding, structure and oversight of the programs to its sub-grantees. The program has four main goals: increase youth career and college readiness, promote civic responsibility through engaging students in service activities, increase student academic achievement and increase parents' job skills, parenting skills and life skills leading to overall self-sufficiency. Sub-grantees of this program are after school and health care training organizations that can meet the above goals.

*\*See Appendix R for Serve Indiana Data Tables*

## SECTOR PARTNERSHIP-NATIONAL EMERGENCY GRANT

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The **Sector Partnership-National Emergency Grant (SP-NEG)** was a federal grant awarded to the DWD on July 1, 2015, and ended June 30, 2017. In total, DWD leveraged the grant to increase capacity to serve dislocated workers and re-employ laid off workers, and to meet the increased demand for employment/training services. SP-NEG recognized sector partnerships and sector strategies as the approach to provide businesses with the skilled workforce they need and dislocated workers with the new skills, credentials and careers where they can succeed.

### Regional Planning Strategies

The first portion of the SP-NEG was used to support and expand regional sector partnerships. This was achieved by hosting an inaugural Indiana Sectors Summit on October 19-20, 2016. Over 280 attendees from industry, workforce development, economic development and education heard from speakers and panelists that included multiple state commissioners, the Lieutenant Governor, industry champions, conveners and community stakeholders supporting sector partnerships. The second-annual Indiana Sectors Summit is scheduled for November 13-14, 2017, to continue to support and expand regional sector partnerships.

The SP-NEG funds were also utilized to support efforts to align education and training with current and future industry needs by contracting with Jobs for the Future (JFF) for strategic guidance, training, technical assistance and support to help the state realize its vision and goals for Indiana Sector Partnerships. Two additional regional convenings, totaling more than 160 attendees, were held to provide technical assistance to sector partnerships. Focus groups with regional stakeholders were also held at these convenings to inform a statewide sector partnership asset map. Additional activities included bringing together more than 40 statewide stakeholders through a core team and the SWIC Sector Strategies Taskforce to inform and provide recommendations for the state sectors strategy.

### Job Ready Veterans

DWD and DOL funded a National Emergency Grant (NEG) to serve Dislocated Worker veterans and families on employment and life skills training with several statewide and regional vendors. One such vendor was Operation: Job Ready Veterans (OJRV). During PY16, Operation: Job Ready Veterans provided a week-long Veteran Employment Transition Seminar (VETS) to 303 veterans throughout the state of Indiana, with 163 veterans qualifying for National Emergency Grant (NEG) funds. The VETS seminars were held in seven Indiana Workforce Development Regions for a total of 34 VETS courses. The VETS seminar includes complete skills inventories, career interest and work values assessments, résumé services, supportive services, networking strategies and interview preparation and rehearsal sessions. Upon successful completion of the seminar, OJRV provides one-on-one and group career coaching, introductions to appropriate employment opportunities and follow-on customized job placement services. Once employed,

OJRV provides additional retention services to increase the success rate for both the employer and the veteran. Of the 163 that qualified for the NEG funds, 87 of these veterans are employed at a livable wage. Of the remaining veterans qualified under the NEG, these veterans are taking advantage of the training and educational benefits that they were exposed to during the VETS seminar. The veteran's average wage is \$14.60 at the hourly rate, and average salaries are \$49,525 a year. These veterans are working in 20 different occupational fields including administration, human resources, information technology, healthcare and management.

## Work-based Training

Another component of the executed grants to eight of the 12 regions in Indiana included the support of a continuum of work-based training models, training/assessment to transition dislocated workers into new industries/careers and funding for supportive services. Leveraging this funding, DWD was able to support eight regions in these efforts. There were more than 900 activities supported, including supportive services, training and on-the-job training costs and gainful employment.

*\*See Appendix S for Sector Partnership – National Emergency Grant Data Tables*



## Appendix A – DWD Annual Funding

Department of Workforce Development Funding — Fiscal Year July 1, 2015 to June 30, 2016			
Funding Source	Federal	State	Total
Federal WIOA Title I	\$48,586,029		\$48,586,029
Federal Wagner Peyser (WIOA Title III)	12,751,284		12,751,284
Federal Sector Partnerships – National Emergency Grant	4,875,000		4,875,000
Federal SCSEP Older Workers Program	2,261,836		2,261,836
Federal Re-Employment Assessment Program (REA)	4,734,600		4,734,600
Federal Adult Basic Education (WIOA Title II)	9,687,845		9,687,845
State Adult Basic Education (federal match)		\$14,439,400	14,439,400
State Vocational Distribution		193,943	193,943
Federal Carl D. Perkins (CTE)	7,483,363		7,483,363
Federal Corporation for National Community Service (Serve Indiana, Americorps)	4,772,773	232,373	5,005,146
Federal TANF (Serve Indiana, Indiana Kids)	1,030,000		1,030,000
Federal TAA	10,701,992		10,701,992
Federal WOTC	399,201		399,201
Federal JVSG - Veterans	3,685,383		3,685,383
Federal TANF	5,500,000		5,500,000
State Jobs for America's Graduates		5,645,400	5,645,400
State WorkINdiana		2,352,500	2,352,500
State Jobs for Hoosiers		970,000	970,000
State General Admin (aka WDF)		346,198	346,198
State CTE and Innovation and Advancement Fund		23,634,000	23,634,000
UI Penalty & Interest Funding (Apprenticeship / Pre-Apprenticeship)		6,200,000	6,200,000
<b>Total</b>	<b>\$116,469,306</b>	<b>\$54,013,814</b>	<b><u>\$170,483,120</u></b>

<b>Department of Workforce Development Budget — Fiscal Year July 1, 2016 to June 30, 2017</b>			
<b>Funding Source</b>	<b>Federal</b>	<b>State</b>	<b>Total</b>
Federal WIOA Title I	\$49,602,290		\$49,602,290
Federal Apprenticeship Grant	1,305,025		1,305,025
Federal SCSEP Older Workers Program	2,261,836		2,261,836
State Hire MOU via with DOC		\$124,540	124,540
Federal Wagner Peyser (Title III)	13,000,193		13,000,193
Federal TANF	5,500,000		5,500,000
Federal Re-Employment Assessment Program (REA)	4,404,403		4,404,403
Federal Adult Basic Education (WIOA Title II)	9,734,273		9,734,273
State Adult Basic Education (federal match)		14,439,400	14,439,400
State Vocational Distribution		193,943	193,943
Federal Carl D. Perkins (CTE)	7,912,446		7,912,446
Federal Corporation for National Community Service (Serve Indiana, Americorps)	4,366,647	232,373	4,599,020
Federal TANF (Serve Indiana, Indiana Kids)	1,340,455		1,340,455
Federal TAA	10,800,787		10,800,787
Federal WOTC	391,286		391,286
Federal JVSG- Veterans	3,409,730		3,409,730
State - JAG (Jobs for America's Graduates)		5,645,400	5,645,400
State - Work Indiana (Certifications)		2,352,500	2,352,500
State - Jobs for Hoosiers		970,000	970,000
State - General Admin (aka WDF)		329,475	329,475
State CTE and Innovation and Advancement Fund		23,634,000	23,634,000
UI Penalty & Interest Funding (Apprenticeship / Pre-Apprenticeship)		6,200,000	6,200,000
<b>Total</b>	<b>\$114,029,371</b>	<b>\$54,121,631</b>	<b>\$168,151,002</b>

## Appendix B – Definitions for Data Tables

### I. Program Name

- a. **Participants** – The number of unique clients who are enrolled and receiving services funded by the program.
- b. **Completers** – The number of participants in the program who received their last service, and have not received any service for 90 days after their last service date.

### II. Demographic Information

- a. **Age** – Age at Participation- Count of unique participants where the Birth date minus Program entry date (truncated) of the participant falls into one of the following categories:

< 16

16-18

19-24

25-44

45-54

55-59

60+

- b. **Education Level** – Count of unique participants where their highest level of education at the time of program entry falls in one of the following categories:

1. Attained a Secondary School Diploma

2. Attained a Secondary School Equivalency

3. Attained a certificate of attendance/completion as a result of successfully completing an Individualized Education Program (IEP)

4. One or more years of Postsecondary education

5. Attained a Postsecondary certification, license or education certificate (non-degree)

6. Attained an associate degree

7. Attained a bachelor's degree

8. Attained a degree beyond a bachelor's degree

9. No educational level was completed or was not collected at participation entry date

### III. Results of the Program

- a. **Degrees/Certificates/Credentials Awarded** – Attainment of a degree/certificate or credential attained during Program participation or within one year of completing/exiting the program.
- b. **Degree/Certificate/Credential Types Available**
  - i. Check each of the boxes to indicate if that is an option/viable outcome for program participants
- c. **# Degree/Certificate/Credential Types Awarded**
  - i. Include the number of respective credentials awarded according to the cohort period defined in (a).
- d. **AA or AS Diploma/Degree** – an associate degree attained by the participant who received education or training services.
- e. **Occupational Licensure** – a license recognized by the State involved or Federal Government
- f. **Occupational Certificate** – a credential consisting of an industry-recognized certificate,
- g. **Occupational Certification** – a credential consisting of an industry-recognized certification
- h. **Other Recognized Diploma, Degree or Certificate** – a diploma, degree or certificate attained that is not in the listed categories.
- i. **Apprenticeship** – a certificate of completion of a Registered Apprenticeship
- j. **No Recognized Credential** – Participant completed education or training services and did NOT receive a certificate, degree, credential or completed an apprenticeship.
- k. **Certificate & Credentials: % Industry** – Of all certificates/credentials, the percentage that are industry-recognized.
- l. **Certificate & Credentials: % In-Demand** – Of all certificates/credentials, the percentage leading to in-demand occupations.

### IV. Employment

- a. % Participants that Obtained, Retained or Secured Better Employment
  - i. **Definition for Adult programs** – Of all program participants who exited during the reporting period, the percentage who were employed in the second quarter after program exit
  - ii. **Definition for Youth programs** – Of all program participants who exited during the reporting period, the percentage employed in the second quarter after program exit, or youth-in-training or education in the second quarter after program exit.

V. **Wages** (NOTE: All references to “training” below are defined as “program participation” as not all programs include training; thus the term has been changed to “program participation” in the subsequent charts)

a. **AVG Quarterly Participant Wages Prior to Training**

i. **Definition** – Of program participants exiting in the quarter, the sum of wages in the quarter prior to the participation.

b. **AVG Quarterly Participant Wages After Training**

i. **Definition** – Of program participants exiting in the quarter, the sum of wages in the quarter after the exit date.

c. **AVG Quarterly Wage Gain Following Training/Completion of Program**

i. **Definition** – Of program participants exiting in the quarter, the sum of wages in the quarter after the exit date (b) minus the sum of wages in the quarter prior to the participation date (a).

VI. **Retention**

a. **Employment Retention % after 6 months**

i. **Adult definition** – Of program participants who exited during the quarter and were employed in the first quarter after the exit quarter, the percentage who were employed in both the second and third quarters after the exit quarter.

ii. **Youth definition** - Of those who are not in Postsecondary education or employment (including the military) at the date of participation: the number of participants who are in employment (including the military) or enrolled in Postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter DIVIDED BY the number of participants who exit during the quarter.

b. **Employment Retention % after 12 months**

i. **Adult definition** – Of program participants who exited during the quarter and were employed in the first quarter after the exit quarter, the percentage who were employed in the fourth quarter after the exit quarter.

ii. **Youth definition** - Of those who are employed in the first quarter after the exit quarter and who are either not enrolled in Postsecondary education or advanced training in the third quarter after the exit quarter or are employed in the first quarter after the exit quarter: the number of participants who are employed in the fourth quarter after the exit quarter DIVIDED BY the number of participants who exit during the quarter.

## Appendix C – JAG Data Tables

## SFY 16 (JULY 1, 2015 – JUNE 30, 2016)

JAG	
<b>Program Funding Sources:</b> State General Funds, WIOA Youth, TANF	
Participants	2,093
Completers	1,979
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	100%
19–24	0
25–44	0
45–54	0
55–59	0
60+	0
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Collected
<b>Degree / Certificate / Credential Types Available</b>	
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	71.8%

\* JAG students are tracked via the JAG Electronic National Database Management System (ENDMS)

\* The employment number is any student who during the month of May (one year after graduation or supposed graduation date), the student was employed.

The system tracks students who had been previously employed at the time of enrollment or during the active stage of the program, so this number is those who were newly employed in May, continued to be employed in May (from prior month) and / or secured a better job during the month of May.

\* No data is available for the 2016–17 JAG cohort. Follow-up happens for a year after completion.

## Appendix D – Young Adult Services Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

YAS	
<b>Program Funding Sources: WIOA Youth</b>	
Participants	2,655
Completers	1,474
<b>Demographic Information</b>	
<b>Age</b>	
<16	1
16–18	1,288
19–24	1,366
25–44	0
45–54	0
55–59	0
60+	0
<b>Education Level</b>	
Less than HS	1,464
HS Diploma or Equivalent	724
Some College	71
NOT REPORTED	396
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	840
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	
No Recognized Credential	X

<b># of Degree / Certificate / Credential Types Awarded</b>	
Secondary Diploma or Equivalent	679
AA or AS Diploma / Degree	5
BA or BS Diploma / Degree	0
Occupational Licensure	45
Occupational Certificate	109
Occupational Certification	0
Other Recognized Diploma, Degree or Certificate	2
Apprenticeship	N / A
No Recognized Credential	758
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	68.10%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	\$4,383
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	54.00%
Employment Retention % after 12 months	53.60%



## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

## YAS

<b>Program Funding Sources: WIOA Youth</b>	
Participants	3,503
Completers	1,469
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	1,443
19–24	2,060
25–44	0
45–54	0
55–59	0
60+	0
<b>Education Level</b>	
Less than HS	1,916
HS Diploma or Equivalent	1,231
Some College (12 years or more)	122
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	N / A
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	
No Recognized Credential	X

# of Degree / Certificate / Credential Types Awarded	
Secondary Diploma or Equivalent	770
AA or AS Diploma / Degree	2
BA or BS Diploma / Degree	3
Occupational Licensure	100
Occupational Certificate	175
Occupational Certification	13
Other Recognized Diploma, Degree or Certificate	6
Apprenticeship	0
No Recognized Credential	400

## Youth (14–21) Program Results

REPORTED INFORMATION	NEGOTIATED PERFORMANCE LEVEL	ACTUAL	PERFORMANCE LEVEL
Placement in Employment or Education	66%	71.3%	1,925
			2,699
Attainment of Degree or Certificate	62%	62.7%	1,803
			2,878
Literacy and Numeracy Gains	43%	46.2%	297
			643

SFY16 is for out-of-school youth based on WIA definitions. SFY17 is out-of-school youth based on WIOA definitions. Under WIA Common measures, Youth did not have wage measures. They had three measures in table H.1. in the WIA Annual report.

\* *Retention and wage data is not yet available for 2016–2017*

\* *Don't have complete data for "Degrees / Certificates / Credentials Awarded" for the 2016–2017 cohort*

## Appendix E – Adult Education Data Tables

## SFY16 (JULY 1, 2015 – JUNE 30, 2016)

Adult Education		
<b>Program Funding Sources:</b> Adult Basic Education (federal), State ABE (federal match)		
Participants	29,143	
Completers	25,028	
<b>Demographic Information</b>		
<b>Age</b>		
<16	0	0%
16–18	4,639	15.92%
19–24	7,229	24.81%
25–44	13,505	46.34%
45–54	2,596	8.91%
54–59	661	2.27%
60+	508	1.74%
<b>Education Level</b>		
Less than HS	22,821	78.31%
HS Diploma or Equivalent	3,732	12.81%
Some College	1,272	4.36%
Associate Degree or more	1,286	4.4%
<b>Results of the Program</b>		
Degrees / Certificates / Credentials Awarded	N / A	
<b>Degree / Certificate / Credential Types Available</b>		
AA or AS Diploma / Degree		
Occupational Licensure	X	
Occupational Certificate		
Occupational Certification	X	
Other Recognized Diploma, Degree or Certificate	X	
Apprenticeship		
No Recognized Credential	X	

<b># of Degree / Certificate / Credential Types Awarded</b>		
AA or AS Diploma / Degree		N / A
Occupational Licensure	1,388	4.76%
Occupational Certificate		N / A
Occupational Certification	631	2.17%
Other Recognized Diploma, Degree or Certificate		N / A
Apprenticeship		N / A
HSE*	6,958	23.9%
Certificate & Credentials: % Industry-Recognized*	2,019	100%
Certificate & Credentials: % IN-Demand	833	41.3%
<b>Education Functioning Level Gains</b>		
Number Completed Gain*	14,602	49.93%
<b>Employment</b>		
% Participants that Obtained, Retained or Secured Better Employment		48.80%
<b>Wages</b>		
AVG Quarterly Participant Wages Prior to Program Participation		\$3,543.53
AVG Quarterly Participant Wages After Program Participation		\$4,078.86
AVG Quarterly Wage Gain Following Program Participation		\$499.77
<b>Retention</b>		
Employment Retention % after six months		78.88%
Employment Retention % after 12 months		44.04%

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

Adult Education		
<b>Program Funding Sources:</b> Adult Basic Education (federal), State ABE (federal match)		
Participants	28,141	
Completers	26,159	
Demographic Information		
Age		
<16	0	0%
16–18	4,405	15.65%
19–24	6,553	23.29%
25–44	13,360	47.48%
45–54	2,547	9.05%
55–59	650	2.31%
60+	612	2.17%
Education Level		
Less than HS	20,957	74.47%
HS Diploma or Equivalent	4,117	14.63%
Some College	1,586	5.64%
Associate Degree or more	1,479	5%
Results of the Program		
Degrees / Certificates / Credentials Awarded	N / A	
Degree / Certificate / Credential Types Available		
AA or AS Diploma / Degree		
Occupational Licensure	X	
Occupational Certificate		
Occupational Certification	X	
Other Recognized Diploma, Degree or Certificate	X	
Apprenticeship		
No Recognized Credential	X	

<b># of Degree / Certificate / Credential Types Awarded</b>		
AA or AS Diploma / Degree	N / A	
Occupational Licensure	1,234	4.39%
Occupational Certificate	N / A	
Occupational Certification	632	2.25%
Other Recognized Diploma, Degree or Certificate	N / A	
Apprenticeship	N / A	
HSE*	5,051	17.95%
Certificate & Credentials: % Industry-Recognized*	1,866	100%
Certificate & Credentials: % IN-Demand	829	44.43%
<b>Education Functioning Level Gains</b>		
Number Completed Gain*	15,720	56.60%
<b>Employment</b>		
% Participants that Obtained, Retained or Secured Better Employment	N / A*	
<b>Wages</b>		
AVG Quarterly Participant Wages Prior to Program Participation	\$4,275.85	
AVG Quarterly Participant Wages After Program Participation	\$4,426.36	
AVG Quarterly Wage Gain Following Program Participation*	\$300.67	
<b>Retention</b>		
Employment Retention % after six months	N / A*	
Employment Retention % after 12 months	N / A*	

\* Don't have complete retention data for 2016–17

26,791 HOOSIERS ENROLLED IN ADULT EDUCATION PROGRAM YEAR 2016–2017	
4,647	High School Equivalent (HSE)   High School Diplomas Awarded
15,899	Basic Skills   60% Entered Below 9th Grade – Reading   Math   English
15,308	Educational Gain   Number Increasing One or More Levels A level is about two grades. Number Earning a High School Credential Included.
\$1,500	Educational Gain   Approximate Cost Per Student

**SFY17:** \$14 million in state dollars and \$9,499,518 in federal dollars

<sup>1</sup> This is a snapshot of our performance from the most recent reportable year starting July 1, 2016 and ending June 30th, 2017

## Appendix F – WorkINDiana Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

WorkINDiana	
<b>Program Funding Sources:</b> State WorkINDiana (Certifications), State Vocational Distribution	
Participants	1,043
Completers	917
<b>Demographic Information</b>	
<b>Age</b>	
<16	0 / 0%
16–18	2 / <1%
19–24	262 / 25.11%
25–44	561 / 53.78%
45–54	154 / 14.76%
55–59	43 / 4%
60+	21 / 2%
<b>Education Level**</b>	
Less than HS	257 / 26.88%
HS Diploma or Equivalent	590 / 61.72%
Some College	73 / 7.63%
Associate Degree or more	36 / 3.77%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	666
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	X



<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	0
Occupational Licensure	305
Occupational Certificate	0
Occupational Certification	361
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	14
No Recognized Credential	0
Certificate & Credentials: % Industry-Recognized	666 / 100%
Certificate & Credentials: % IN-Demand	666 / 100%
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	65.30%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation*	\$4,219
AVG Quarterly Participant Wages After Program Participation*	\$4,581
AVG Quarterly Wage Gain Following Program Participation*	\$362
<b>Retention</b>	
Employment Retention % after six months*	88.70%
Employment Retention % after 12 months*	68.90%

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

WorkINdiana	
<b>Program Funding Sources:</b> State WorkINdiana (Certifications), State Vocational Distribution, Federal TANF	
Participants	885
Completers	748
<b>Demographic Information</b>	
<b>Age</b>	
<16	0 / 0%
16–18	15 / 1%
19–24	216 / 24.40%
25–44	501 / 56.61%
45–54	105 / 11.86%
55–59	35 / 4%
60+	13 / 1%
<b>Education Level</b>	
Less than HS	241 / 27.23%
HS Diploma or Equivalent	531 / 60%
Some College	113 / 12.76%
Associate Degree or more	0 / 0%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	635
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	X

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	0
Occupational Licensure	275
Occupational Certificate	0
Occupational Certification	360
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	0
No Recognized Credential	0
Certificate & Credentials: % Industry-Recognized	635 / 100%
Certificate & Credentials: % IN-Demand	635 / 100%
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation*	\$4,333
AVG Quarterly Participant Wages After Program Participation*	\$4,513
AVG Quarterly Wage Gain Following Program Participation*	\$181
<b>Retention</b>	
Employment Retention % after six months*	N / A
Employment Retention % after 12 months*	N / A

\* Don't have complete retention data for 2016–17

## Framework: WorkINDiana Career Certifications

Industry Sectors	Certifications
Health Care	Certified Nurse Aide (CNA)
	Emergency Medical Technician (EMT-B)
	Dental Assistant w / Limited Radiography License (LRC)
	Home Health Aide (HHA)
	Medical Administrative Assistant (CMAA)
	Medical Assistant (CCMA)
	Medical Coder / Billing Specialist (CPC, CCA+ or CBCS)
	Patient Access (CHAA)
	Pharmacy Technician (C.Ph.T.)
	Phlebotomy Technician (CPT or PBT)
	Sterile Processing Technician (CRCST+ or CSPDT+)
Information Technology	Computer Support Specialist (CompTIA A+)
	Electronics Technician (EST, ESA-4 or CET)
Business Administration & Support	Administration Assistant (IC3 or MOS)
	Bookkeeper (QuickBooks)+
	Customer Service / Call Center / Sales (TSIA CSP-1, NRF, or CBP-Customer Service +IC3 or +MOS)
Advanced Manufacturing	CNC Machine Op. (NIMS Level 1, 180 Skills CNC Lathe Production Operator Technician or 180 Skills CNC Machining Center Production Operator Technician)
	Entry Welder (AWS)
	Heating and Cooling Technician (EPA 608)
	Machine Maintenance
	Production Worker (MSSC CPT / Adv. Manuf. Production Technician Certification / 180 Skills Certified Advanced Manufacturing Technician / Skills for Success: MSSC Quality + OSHA+)
	Underground / Surface Coal Mining (MSHA 5023)
Transportation and Logistics	Automotive Service Technician (ASE)
	Laborers and Material Movers (MSSC CLA or MSSC CLA + Forklift Driving)
	Truck Driver, Heavy and Tractor Trailer (CDL-A)
	Truck Driver, Light and Tractor Trailer (CDL-B)
Hospitality	Hospitality Staff (START or CGSP)
Construction	Pre-Apprenticeship Training (DOL+OSHA, etc.)

## Appendix G – WIOA Adult Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

WIOA Adult	
<b>Program Funding Sources:</b> Federal WIOA Adult	
Participants	102,159
Completers	77,620
<b>Demographic Information</b>	
<b>Age</b> — age not reported in CMS=2 clients	
<16	22
16–18	2,478
19–24	15,379
25–44	47,077
45–54	23,502
55–59	6,837
60+	6,862
<b>Education Level</b> — not reported 77,602 clients	
Less than HS	2,256
HS Diploma or Equivalent	12,297
Some College (more than 12 years)	10,004
Associate Degree or more (not tracked in CMS)	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	3,357
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	N / A
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	N / A
No Recognized Credential	X

<b># of Degree / Certificate / Credential Types Awarded</b>	
Secondary Diploma or Equivalent	662
AA or AS Diploma / Degree	244
Occupational Licensure	863
Occupational Certificate	1,539
Occupational Certification	N / A
Other Recognized Diploma, Degree or Certificate	4
Apprenticeship	NA
No Recognized Credential	2,164
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
Number of Participants that Obtained, Retained or Secured Better Employment	9,842
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	\$13,785
AVG Quarterly Wage Gain Following Program Participation	\$3,355
<b>Retention</b>	
Employment Retention % after six months	88
Employment Retention % after 12 months	88.9

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

WIOA Adult	
<b>Program Funding Sources:</b> Federal WIOA Adult	
Participants	12,764
Completers	7,419
<b>Demographic Information</b>	
<b>Age</b>	
<16	1
16–18	377
19–24	1,933
25–44	5,863
45–54	2,618
55–59	909
60+	810
<b>Education Level</b>	
Less than HS	1,010
HS Diploma or Equivalent	6,424
Some College (more than 12 years)	5,140
Associate Degree or more (N / A)	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	1,580
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	N / A
No Recognized Credential	N / A

<b># of Degree / Certificate / Credential Types Awarded</b>	
Secondary Diploma or Equivalent	174
AA or AS Diploma / Degree	106
Occupational Licensure	29
Occupational Certificate	497
Occupational Certification	712
Other Recognized Diploma, Degree or Certificate	62
Apprenticeship	0
No Recognized Credential	N / A
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* 2016–17 employment and wage data not yet available



## Appendix H – WIOA Dislocated Workers Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

WIOA Dislocated Worker	
<b>Program Funding Sources:</b> Federal WIOA Dislocated Worker	
Participants	5,804
Completers	3,232
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	4
19–24	242
25–44	2,320
45–54	1,962
55–59	705
60+	571
<b>Education Level</b> – not reported = 322	
Less than HS	211
HS Diploma or Equivalent	2,347
Some College (more than 12 years)	2,924
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	1,187
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
BA or BS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	
Other Recognized Diploma, Degree or Certificate	
Apprenticeship	
No Recognized Credential	X

<b># of Degree / Certificate / Credential Types Awarded</b>	
Secondary Diploma or Equivalent	18
AA or AS Diploma / Degree	103
BA or BS Diploma / Degree	18
Occupational Licensure	161
Occupational Certificate	340
Occupational Certification	0
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	0
No Recognized Credential	543
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	3,104
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
Six-month Participant Wages After Program Participation	\$17,075
AVG Quarterly Wage Gain Following Program Participation (Earnings Replacement Rate)	\$106
<b>Retention</b>	
Employment Retention % after six months	88
Employment Retention % after 12 months	90.9

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

<b>WIOA Dislocated Worker</b>	
<b>Program Funding Sources:</b> Federal WIOA Dislocated Worker	
Participants	6,948
Completers	3,520
<b>Demographic Information</b>	
<b>Age</b>	
<16	3
16–18	225
19–24	2,817
25–44	2,061
45–54	792
55–59	830
60+	220
<b>Education Level</b>	
Less than HS	2,969
HS Diploma or Equivalent	1,914
Some College	2,065
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	316
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
BA or BS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	
No Recognized Credential	X

<b># of Degree / Certificate / Credential Types Awarded</b>	
Secondary Diploma or Equivalent	2
AA or AS Diploma / Degree	40
BA or BS Diploma / Degree	6
Occupational Licensure	98
Occupational Certificate	150
Occupational Certification	8
Other Recognized Diploma, Degree or Certificate	12
Apprenticeship	0
No Recognized Credential	N / A
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* 2016–17 wage and retention data not yet available

## Appendix I – Wagner Peyser Data Tables

FY16 (JULY 1, 2015 – JUNE 30, 2016)

Wagner Peyser	
<b>Program Funding Sources:</b> Federal Wagner Peyser	
Participants	292,305
Completers	173,069
<b>Demographic Information</b>	
<b>Age</b>	
<16	163
16–18	9,398
19–24	39,610
25–44	1,376
45–54	611
55–59	253
60+	192
<b>Education Level</b>	
Less than HS	5,727
HS Diploma or Equivalent	12,388
Some College	5,138
Associate Degree or more	4,574
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Collected
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	69.4%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$5,763
AVG Quarterly Participant Wages After Program Participation	\$6,809
AVG Quarterly Wage Gain Following Program Participation	\$1,046
<b>Retention</b>	
Employment Retention % after six months	91.1%
Employment Retention % after 9 months*	78.9%

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

Wagner Peyser	
<b>Program Funding Sources:</b> Federal Wagner Peyser, Federal TANF	
Participants	31,831
Completers	28,378
<b>Demographic Information</b>	
<b>Age</b>	
<16	2
16–18	917
19–24	4,923
25–44	14,210
45–54	6,628
55–59	2,233
60+	2,269
<b>Education Level</b>	
Less than HS	6,416
HS Diploma or Equivalent	17,628
Some College (more than 12 years)	7,787
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Collected
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* Retention and wage data not yet available for 2016–17

## Appendix J – TAA Data Tables

(JULY 1, 2015 – JUNE 30, 2016)

TAA	
<b>Program Funding Sources:</b> Federal Trade Adjustment Assistance, Trade Benefits and Alternate Trade Adjustment Assistance	
Participants	1,116
Completers	693
<b>Demographic Information</b>	
<b>Age</b>	
14–20	0.5%
21–25	1.5%
26–30	5.1%
31–35	4.9%
36–40	7.4%
41–45	9.8%
46–50	14.3%
51–55	25.9%
56–60	22.8%
61+	7.6%
<b>Education Level</b>	
Not Collected	
Less than HS	5.6%
HS Diploma or Equivalent	56.5%
Some College	20.3%
Associate Degree or more	16.9%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	200
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X

Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	N / A
<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	64
Occupational Licensure	16
Occupational Certificate	
Occupational Certification	73
Other Recognized Diploma, Degree or Certificate (BA)	27
Apprenticeship	
No Recognized Credential	
HS Diploma or Equivalent	7
BA or BS Diploma or degree	12
Post graduate Degree	1
Certificate & Credentials: % Industry-Recognized	
Certificate & Credentials: % IN-Demand	
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	81.5%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$6,942
AVG Quarterly Participant Wages After Program Participation	\$7,006
AVG Quarterly Wage Difference After Program Participation	\$65
<b>Retention</b>	
Employment Retention % after six months	86.0%
Employment Retention % after 12 months	63.9%



(JULY 1, 2016 – JUNE 30, 2017)

## TAA

**Program Funding Sources:** Federal Trade Adjustment Assistance, Trade Benefits and Alternate Trade Adjustment Assistance

Participants	1,344
Completers	686
<b>Demographic Information</b>	
<b>Age</b>	
14–20	1.1%
21–25	2.5%
26–30	5.1%
31–35	6.8%
36–40	9.5%
41–45	10.8%
46–50	15.3%
51–55	21.4%
56–60	20.1%
61+	7.4%
<b>Education Level</b>	
Not Collected	6.9%
Less than HS	2.5%
HS Diploma or Equivalent	53.5%
Some College (More than 12 years)	20.6%
Associate Degree or more	16.5%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	138
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X

Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	N / A
<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	32
Occupational Licensure	29
Occupational Certificate	47
Occupational Certification	
Other Recognized Diploma, Degree or Certificate	13
Apprenticeship	
No Recognized Credential	
HS Diploma or Equivalent	1
BA or BS Diploma or degree	10
Post graduate Degree	6
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* No wage or retention data available for 2016–17

## Appendix K – Veterans Program Data Tables

FY 16 (JULY 1, 2015 – JUNE 30, 2016)

JVSG	
<b>Program Funding Sources:</b> USDOL Veterans JVSG	
Participants	1,336
Completers	630
<b>Demographic Information</b>	
<b>Age</b>	
<16	N / A
16–18	N / A
19–24	N / A
25–44	N / A
45–54	N / A
55–59	N / A
60+	N / A
<b>Education Level</b>	
Less than HS	245
HS Diploma or Equivalent	598
Some College	329
Associate Degree or more	197
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	N / A
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	N / A
Occupational Licensure	N / A
Occupational Certificate	N / A
Occupational Certification	N / A
Other Recognized Diploma, Degree or Certificate	N / A
Apprenticeship	N / A
No Recognized Credential	N / A

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	N / A
Occupational Licensure	N / A
Occupational Certificate	N / A
Occupational Certification	N / A
Other Recognized Diploma, Degree or Certificate	N / A
Apprenticeship	N / A
No Recognized Credential	N / A
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* Due to the different reporting requirements for Veterans data in 2015–16, much of this data was not available / reported / tracked. Please see the [data table](#) on the next page for more outcomes in 2015–16.

Performance Targets for Jobs for Veterans State Grant Funded Services (SBE Veterans Only)	Averaged Performance Outcomes (Jul 2015–Jun 2016)	Met Y or N	Wages 12 Month Average	
<b>DVOP Specialists: (Source: VETS–200A):</b>				
Intensive Services Provided to Individuals by DVOP Specialists / Total Veterans and Eligible Persons Served by DVOP Specialists in the State ( <i>New</i> )	90%	<b>*80%</b> *Increased 23% from Q3– 2014 at 57%	N	
Veterans' Entered Employment Rate (VEER) <i>Weighted</i>	65%	72%	Y	
Veterans' Employment Retention Rate (VERR)	79%	80%	Y	
Veterans' Average Earnings (VAE) (Six-Months)	\$14,350	\$15,061	Y	\$30,123
Disabled Veterans' EER (DVEER)	58%	60%	Y	
Disabled Veterans' ERR (DVERR)	79%	82%	Y	
Disabled Veterans' AE (DVAE) (Six Months)	\$15,250	\$16,151	Y	\$32,301
<b>Performance Targets for Labor Exchange Services (Non-SBE Veterans) (Source: ETA–9002D):</b>				
Veterans' Entered Employment Rate (VEER)	58%	69%	Y	
Veterans' Employment Retention Rate (VERR)	80%	86%	Y	
Veterans' Average Earnings (VAE) (Six-Months)	\$14,800	\$16,336	Y	\$32,671
Disabled Veterans' EER (DVEER)	54%	61%	Y	
Disabled Veterans' ERR (DVERR)	79%	82%	Y	
Disabled Veterans' AE (DVAE) (Six Months)	\$15,250	\$16,244	Y	\$32,487

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

JVSG	
<b>Program Funding Sources: USDOL Veterans (JVSG)</b>	
Participants	1,645
Completers	910
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	0
19–24	47
25–44	693
45–54	502
55–59	194
60+	209
<b>Education Level</b>	
Less than HS	219
HS Diploma or Equivalent	746
Some College	397
Associate Degree or more	283
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	N / A
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	N / A

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	1
Occupational Licensure	3
Occupational Certificate	1
Occupational Certification	0
Other Recognized Diploma, Degree or Certificate	1
Apprenticeship	0
No Recognized Credential	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* 2016–17 employment, retention and wage data is not yet available.

## Appendix L – Senior Community Service Employment Program

SFY17 (JULY 1, 2016 – JUNE 30, 2017)

SCSEP	
<b>Program Funding Sources:</b> Federal SCSEP Older Workers Program	
Participants	384
Completers	200
<b>Demographic Information</b>	
<b>Age</b>	
<16	
16–18	
19–24	
25–44	
45–54	
55–59	39%
60+	71%
<b>Education Level</b>	
Less than HS	15%
HS Diploma or Equivalent	44%
Some College	21%
Associate Degree or more	20%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Collected
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	
AVG Quarterly Participant Wages After Program Participation	8,497
AVG Quarterly Wage Gain Following Program Participation	
<b>Retention</b>	
Employment Retention % after six months	
Employment Retention % after 12 months	68%

\* There is no 2015–16 SCSEP data due to DWD inheriting the program from FSSA for SFY17.



## Appendix M – HIRE Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

<b>HIRE</b>	
<b>Program Funding Sources:</b> State General Funds, Federal WIOA Rapid Response	
Participants	6,000
Completers	2,404
<b>Demographic Information</b>	
<b>Age</b>	
<16	0%
16–18	1%
19–24	14%
25–44	63%
45–54	15%
55–59	5%
60+	2%
<b>Education Level</b>	
Less than HS	14%
HS Diploma or Equivalent	66%
More than 12 years	20%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Collected
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	40%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	\$4,934
<b>Retention</b>	
Employment Retention % after six months	91%
Employment Retention % after 12 months	91%

## FY17 (JULY 1, 2016 – JUNE 30, 2017)

## HIRE

**Program Funding Sources:** State General Funds, Federal Rapid Response, Federal Wagner Peyser, Federal TANF and DOC State General Funds

Participants	7,000
Completers	2,271
<b>Demographic Information</b>	
<b>Age</b>	
<16	0%
16–18	1%
19–24	12%
25–44	65%
45–54	15%
55–59	5%
60+	2%
<b>Education Level</b>	
Less than HS	18%
HS Diploma or Equivalent	58%
More than 12 years	24%
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Collected
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	32%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	
AVG Quarterly Participant Wages After Program Participation	\$5,088
<b>Retention</b>	
Employment Retention % after six months	96%
Employment Retention % after 12 months	96%

## Appendix N – WOTC Data Table

## WOTC REPORT 01 / 01 / 2015 TO 12 / 31 / 2015

I) By WOTC Target Group	Number of certified individuals
1. IV-A RECIPIENT	1,116
2. VETERAN	37
3. VET GETS SNAP BNFT	374
4. DISABLED VETERAN	24
5. DIS VET UNEMP 6 MON	165
6. VET UNEMP 4 WEEKS	1,771
7. VET UNEMP 6 MONTHS	2,481
8. EX-FELON	3,629
9. SUMMER YOUTH	41
10. DESIG CMTY RESIDENT	1,317
11. VOC REHAB	2,149
12. TICKET HOLDER	168
13. FOOD STAMPS	33,746
14. SSI	1,213
15. LONG TERM IV-A	19,879
16. UNEMPLOYED VETERAN	1
17. DISCONNECTED YOUTH	9
18. LONG TERM UNEMPLOYED	0
<b>Total (for Qtr)</b>	<b>68,126</b>
<b>Total (YTD)</b>	<b>118,499</b>

By Occupation	No of Certified Individuals
1. Management–11	218
2. Business & Financial Operations–13	99
3. Computers & Mathematical–15	4
4. Architecture & Engineering–17	4
5. Live, Physical & Social Sciences–19	6
6. Community & Social Services–21	20
7. Legal–23	0
8. Education, Training & Library–25	17
9. Arts, Design, Entertainment Sports & Media–27	73
10. Healthcare Practitioners & Technical–29	263
11. Healthcare Support–31	4,173
12. Protective Services–33	676
13. Food Preparation & Serving Related–35	9,841
14. Bldg. & Grounds Cleaning & Maintenance–37	619
15. Personal Care & Services–39	1,571
16. Sales & Related Occupations–41	17,334
17. Office & Administrative Support–43	16,426
18. Farming, Fishing & Forestry–45	19
19. Construction & Extraction–47	47
20. Installation, Maintenance & Repair–49	587
21. Production–51	14,722
22. Transportation & Material Moving–53	1,402
23. Military Specific Occupations–55	9
<b>Total (for QTR)</b>	<b>68,130</b>

By Starting Hourly Wage	No of Certified Individuals
1. Under Federal Minimum Wage	1,926
2. \$7.25–\$8.25	28,937
3. \$8.26–\$8.99	3,301
4. \$9.0–\$9.99	11,646
5. \$10.00 – Higher	22,320
<b>Total (for Qtr)</b>	<b>68,130</b>

## Appendix O – Skill UP Indiana Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

Skill Up Indiana Round 1	
<b>Program Funding Sources:</b> State CTE Innovation and Advancement Funds	
Participants	1,332
Completers	N / A
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	80
19–24	620
25–44	488
45–54	94
55–59	25
60+	25
<b>Education Level</b>	
Less than HS	80
HS Diploma or Equivalent	1,032
Some College	220
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	683
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	X

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	N / A
Occupational Licensure	N / A
Occupational Certificate	N / A
Occupational Certification	N / A
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	33
No Recognized Credential	0
Certificate & Credentials: % Industry-Recognized	100%
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
Participants that Obtained, Retained or Secured Better Employment	173
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	Not Collected
AVG Quarterly Participant Wages After Program Participation	Not Collected
AVG Quarterly Wage Gain Following Program Participation	Not Collected
<b>Retention</b>	
Employment Retention % after six months	Not Collected
Employment Retention % after 12 months	Not Collected

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

## Skill UP Indiana Round 1 and 2

<b>Program Funding Sources: State CTE Innovation and Advancement Funds</b>	
Participants	4,319
Completers	N / A
<b>Demographic Information</b>	
<b>Age</b>	
<16	127
16–18	1,930
19–24	1,221
25–44	846
45–54	131
55–59	39
60+	25
<b>Education Level</b>	
Less than HS	127
HS Diploma or Equivalent	3,512
Some College	680
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	2,154
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	X
No Recognized Credential	X



<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	N / A
Occupational Licensure	N / A
Occupational Certificate	0
Occupational Certification	0
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	72
No Recognized Credential	0
Certificate & Credentials: % Industry-Recognized	100%
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
Participants that Obtained, Retained or Secured Better Employment	1,644
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	Not Collected
AVG Quarterly Participant Wages After Program Participation	Not Collected
AVG Quarterly Wage Gain Following Program Participation	Not Collected
<b>Retention</b>	
Employment Retention % after six months	Not Collected
Employment Retention % after 12 months	Not Collected

\* Not able to track wage or retention data for Skill UP participants

## SKILL-UP INDIANA NOTES

### Round 1

Thirteen industry-led partnerships, comprised of 98 companies, developed sector-based training programs with the following outcomes:

- **Credentials / Certifications:** 1,648
- **Work and Learn Participants:** 630
- **Individuals Employed:** 1,166
- **Dual Credit / Postsecondary Credits Earned:** 1,646

Industries Served: Manufacturing, Property Management, Transportation, Advanced Manufacturing, Healthcare, IT, Construction, Skilled Trades and Welding

### Round 2

Twelve industry-led partnerships, comprised of 67 companies, developed sector-based training programs with the following outcomes:

- **Credentials / Certifications:** 477
- **Work and Learn Participants:** 102
- **Individuals Employed:** 477
- **Dual Credit / Postsecondary Credits Earned:** 254

Industries Served: Manufacturing, IT, Engineering, Healthcare, Advanced Manufacturing, Construction, Insurance, Logistic and Defense

[Appendix P — Indiana Apprenticeships Data Tables](#)

## Appendix P – Indiana Apprenticeships Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

Apprenticeships	
<b>Program Funding Sources:</b> State Penalty and Interest Fund (UI)	
Participants	7,181
Completers	2,585
<b>Demographic Information</b>	
<b>Age**</b>	
<16	0
16–18	3
19–24	24
25–44	59
45–54	7
55–59	0
60+	1
<b>Education Level***</b>	
Less than HS	0
HS Diploma or Equivalent	900
Some College	5
Associate Degree or more	0
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	3,827
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	
Apprenticeship	X
No Recognized Credential	

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	621
Occupational Licensure	0
Occupational Certificate	90
Occupational Certification	2,588
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	714
No Recognized Credential	0
Certificate & Credentials: % Industry-Recognized	100%
Certificate & Credentials: % IN-Demand	59%
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	91%
<b>Wages****</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$6,490
AVG Quarterly Participant Wages After Program Participation	\$15,949
AVG Quarterly Wage Gain Following Program Participation	\$9,830
<b>Retention</b>	
Employment Retention % after six months	87%
Employment Retention % after 12 months	N / A

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

## Apprenticeships

<b>Program Funding Sources:</b> State Penalty and Interest (UI) and Federal Apprenticeship grant	
Participants	7,302
Completers	2,649
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	100
19–24	2,198
25–44	4,064
45–54	657
55–59	198
60+	83
<b>Education Level***</b>	
Less than HS	0
HS Diploma or Equivalent	4,694
Some College	1,527
Associate Degree or more	257
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	3,497
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	
Apprenticeship	X
No Recognized Credential	

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	536
Occupational Licensure	0
Occupational Certificate	95
Occupational Certification	2,360
Other Recognized Diploma, Degree or Certificate	0
Apprenticeship	641
No Recognized Credential	0
Certificate & Credentials: % Industry-Recognized	100%
Certificate & Credentials: % IN-Demand	59%
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$6,676
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A

\*\* Neither Ivy Tech nor Vincennes submitted age data for SFY16.

\*\*\* Vincennes did not submit education data for SFY17. Ivy Tech did not submit education data for SFY16.

\*\*\*\* Wage data was compiled only for those students who completed apprenticeships. Vincennes did not supply any student information for wage records in time for this report.

## Appendix Q – Perkins Postsecondary CTE Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

Postsecondary CTE	
<b>Program Funding Sources:</b> Federal Carl D. Perkins	
Participants	81,658
Completers (No data yet)	N / A
<b>Demographic Information</b>	
<b>Age</b>	
<16	1 / .00122%
16–18	430 / 0.52658%
19–24	35,392 / 43.3417%
25–44	37,948 / 46.4718%
45–54	5,750 / 7.04156%
55–59	1,287 / 1.57608%
60+	850 / 1.04092%
<b>Education Level</b>	
Less than HS	31,160 / 38.1591%
HS Diploma or Equivalent	50,498 / 61.8408%
Some College	N / A
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	17,087
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	
Apprenticeship	
No Recognized Credential	

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	7,945
Occupational Licensure	170
Occupational Certificate	3,595
Occupational Certification	5,377
Other Recognized Diploma, Degree or Certificate	N / A
Apprenticeship	N / A
No Recognized Credential	N / A
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$18,175.01
AVG Quarterly Participant Wages After Program Participation	\$26,891.41
AVG Quarterly Wage Gain Following Program Participation	\$11,537.86
<b>Retention</b>	
Employment Retention % after six months	61.70%
Employment Retention % after 12 months	N / A

\* No data is available for SFY16 until December 2017



## Appendix R – Serve Indiana Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

Serve IN	
<b>Program Funding Sources:</b> Federal Corporation for National Community Service (CNCS), State General Funds and Federal TANF	
Participants	644
Completers	528
<b>Demographic Information</b>	
<b>Age</b>	
<16	0
16–18	16
19–24	6,413
25–44	2,547
45–54	450
55–59	109
60+	466
<b>Education Level</b>	
Less than HS	0
HS Diploma or Equivalent	644
Some College	Do not collect
Associate Degree or more	Do not collect
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	N / A
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	X
Occupational Certification	
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	
No Recognized Credential	

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	7
Occupational Licensure	17
Occupational Certificate	3
Occupational Certification	N / A
Other Recognized Diploma, Degree or Certificate	40
Apprenticeship	N / A
No Recognized Credential	N / A
Certificate & Credentials: % Industry-Recognized	N / A
Certificate & Credentials: % IN-Demand	N / A
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	71.5%
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$3,405
AVG Quarterly Participant Wages After Program Participation	\$4,717
AVG Quarterly Wage Gain Following Program Participation	\$1,312
<b>Retention</b>	
Employment Retention % after six months	81.4%
Employment Retention % after 12 months*	65.5%

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

## Serve IN

**Program Funding Sources:** Federal Corporation for National Community Service (CNCS), State General Funds and Federal TANF

Participants	615
Completers	514
<b>Demographic Information</b>	
<b>Age</b>	
<16	0%
16–18	10%
19–24	56%
25–44	24%
45–54	5%
55–59	1%
60+	4%
<b>Education Level</b>	
Less than HS	0%
HS Diploma or Equivalent	100%
Some College	Do not collect
Associates Degree or more	Do not collect
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	N / A
<b>Degree / Certificate / Credential Types Available</b>	
AA or AS Diploma / Degree	X
Occupational Licensure	X
Occupational Certificate	
Occupational Certification	X
Other Recognized Diploma, Degree or Certificate	X
Apprenticeship	
No Recognized Credential	

<b># of Degree / Certificate / Credential Types Awarded</b>	
AA or AS Diploma / Degree	7
Occupational Licensure	21
Occupational Certificate	12
Occupational Certification	
Other Recognized Diploma, Degree or Certificate	13
Apprenticeship	
No Recognized Credential	
Certificate & Credentials: % Industry-Recognized	
Certificate & Credentials: % IN-Demand	
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	N / A
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	\$3,709
AVG Quarterly Participant Wages After Program Participation	\$6,030
AVG Quarterly Wage Gain Following Program Participation	\$2,321
<b>Retention</b>	
Employment Retention % after six months	N / A
Employment Retention % after 12 months	N / A

\* Retention data for 2016-17 is not yet available

**SERVE IN NOTES:**

- \* The education data above does not accurately reflect the entire universe of those who earned a degree or certificate.

Please use the education data with caution as the above education numbers will be underestimated.

- \* Associate degree data were obtained from the Commission on Higher Education (CHE) (2015-16) and Indiana Career Connect (ICC).

These numbers reflect only those who obtained a degree from a public higher education institution and those who have registered through our WorkOne / ICC system.

- \* Occupational licensure data were obtained from the Professional Licensing Agency (PLA).
- \* Occupational certification data were obtained from the ICC system and only reflects those who have registered through our WorkOne / ICC system.
- \* Other Recognized Diploma, Degree or Certificate – these data were obtained from the Commission on Higher Education (2015-16) and Indiana Career Connect (ICC).

These degrees / certificates include high school diplomas / GEDs earned after completion date, one-year or less than one-year certificates from CHE, as well as higher degrees, such as bachelor's degrees, master's degrees, etc. (obtained from both CHE and ICC).

- \* Obtained, Retained or Secured Better Employment – includes those with a wage increase from pre-enrollment to one quarter after completion; those who obtained employment after completion; or those who retained employment six months after program completion. The resulting sum of participants was then divided by the number of the participants for the year.
- \* Average quarterly participant wages prior to training – obtained from the wage records one quarter prior to start date.
- \* Average quarterly participant wages after training – obtained from wage records one quarter after completion.
- \* Average quarterly wage gain following training - the difference between the wages earned 1 quarter after completion and 1 quarter prior to completion.
- \* Employment retention after six months – the number of those who were employed in both the first and second quarter after completion divided by those who were employed the first quarter after completion.
- \* Employment retention after 12 months – the number of those who were employed in the first through fourth quarter after completion divided by those who were employed the first quarter after completion.
- \* For those who retained employment for 12 months, the retention rate was calculated for those with a completion date in Q1 2016 or earlier. Anyone with a completion date of Q2 2016 or later will not have a full four quarters of wage / employment records to adequately calculate retention after 12 months. The most recent quarter of wage / employment records is Q1 2017.

## Appendix S – SP-NEG Data Tables

SFY16 (JULY 1, 2015 – JUNE 30, 2016)

SP-NEG	
<b>Program Funding Sources:</b> Federal Sector Partnership National Emergency Grant	
Participants	202
Completers	N / A
<b>Demographic Information</b>	
<b>Age</b>	
<16	N / A
16–18	N / A
19–24	46
25–44	156
45–54	N / A
55–59	N / A
60+	N / A
<b>Education Level</b>	
Less than HS	10
HS Diploma or Equivalent	180
Some College	12
Associate Degree or more	N / A
<b>Results of the Program</b>	
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	
Employment Retention % after 12 months	

## SFY17 (JULY 1, 2016 – JUNE 30, 2017)

SP-NEG	
<b>Program Funding Sources:</b> Federal Sector Partnership National Emergency Grant	
Participants	707
Completers	N / A
<b>Demographic Information</b>	
<b>Age</b>	
<16	N / A
16–18	0
19–24	98
25–44	609
45–54	N / A
55–59	N / A
60+	N / A
<b>Education Level</b>	
Less than HS	22
HS Diploma or Equivalent	668
Some College	17
Associate Degree or more	
Associate Degree or more	N / A
<b>Results of the Program</b>	
Degrees / Certificates / Credentials Awarded	Not Tracked
<b>Employment</b>	
% Participants that Obtained, Retained or Secured Better Employment	193
<b>Wages</b>	
AVG Quarterly Participant Wages Prior to Program Participation	N / A
AVG Quarterly Participant Wages After Program Participation	N / A
AVG Quarterly Wage Gain Following Program Participation	N / A
<b>Retention</b>	
Employment Retention % after six months	
Employment Retention % after 12 months	