

REGION 2 PARTNERS CONSORTIUM LOCAL UNIFIED PLAN

This Regional Plan was developed by the Northern Indiana Workforce Board, Inc, under the direction and guidance of Board Committees driving regional partnerships to develop a stronger workforce for the five counties in the EGR 2. This plan has attached to it the MOU's for shared, integrated, well-defined services between agencies to serve the most in need participants of Region 2 – Northern Indiana.

*Local Unified Plan
of the Region 2
Partners
Consortium*

May 28, 2015

Historical Background:

WorkOne Region 2 is fully prepared to take the steps necessary to move to the new Workforce Innovation and Opportunity Act (WIOA). Many preparatory steps have been taken by the Northern Indiana Workforce Board to engage in the changes coming with the new legislation. A Partners Consortium was formed on December 3, 2014 to take a look at not only better partnering within the region, but to ensure that movement to WIOA legislation is seamless for all mandated partners and those who support workforce development best. The Board also chose to reinstate formal Board committees to ensure optimum support and input from Board members to the NWIB staff, as we continue to work closely with our Economic Development and Chamber of Commerce partners along with employers in developing Career Pathways and Sector Strategies that are appropriate for Region 2's workforce needs. These and other implementations will be discussed in greater detail later in this document.

The Board chose to use the Strategic Plan developed by the Lieutenant Governor through the Center for Education and Career Innovation (CECI) in June 2014 as the basic guide for an integrated, unified plan for Economic Growth Region 2. This plan falls in line with the core driving changes of the new Workforce Innovation and Opportunity Act. The following strategies were used to develop the Strategic Plan:

- **Strategic Imperative 1:**
Ensure the State of Indiana maintains a cohesive, demand-driven education, job skills development, and career training system that focuses on developing and delivering client-centered career pathways.
- **Strategic Imperative 2:**
Increase the skill and education levels of Indiana's workforce in order to meet the needs of the State's employer community
- **Strategic Imperative 3:**
Increase the alignment between education and training provided through the use of public funds and high-paying occupations and careers that are projected for growth
- **Strategic Imperative 4:**
Make Indiana a leader in employment opportunities related to the fields of science, technology, engineering, and math (STEM)
- **Strategic Imperative 5:**
Address the shortage of employment opportunities for individuals with a bachelor's degree or greater educational attainment

This plan was developed through research provided by a variety of agencies on the state of the Indiana workforce and the corresponding educational and support needs. From this research came the following

vision, goal, commitment to change, and guiding principles, which have been fully embraced by the Northern Indiana Workforce Board, Inc.

VISION

Every Indiana business will find the educated and skilled workforce necessary to compete successfully in the global economy

Every Indiana citizen will have access to the information, education and skills required for career success.

GOAL

All Hoosiers will have the opportunity to access career pathways aligned to their interests, skills and personal employment goals. At least 60 percent of Indiana’s workforce will have the postsecondary knowledge, skills, and credentials demanded within Indiana’s economy by 2025.

COMMITMENTS TO CHANGE

- 1** Instill a culture of learning among all Hoosiers
- 2** Continuously adapt education and training programs to changing employment conditions and industry demands
- 3** Understand that business is fundamentally reconstructing its relationship with the learning world
- 4** Build on ways the learning and working worlds are collaborating to achieve positive results for workers and businesses
- 5** Change the perception of working and learning from separate to concurrent processes

GUIDING PRINCIPLES

- 1** Talent development and innovation create and attract jobs and help ensure global competitiveness.
- 2** Demand drives supply. The knowledge, skills and abilities required by employers should be integral to education and job training programs.
- 3** There are foundational personal skills, people skills, applied knowledge, and workplace skills common to, and required by, occupations in all economic sectors; Indiana’s education system must teach those skills.
- 4** Educational pathways from secondary through postsecondary education must provide “on” and “off” ramps that allow any young person or adult to enter and exit a program of study with a credential that represents mastery of skills and competencies tied directly to career pathways.

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- 5 Career and technical education pathways to jobs and careers requiring less than a four-year degree are fully supported.
- 6 Information on careers and education is transparent so students and workers can make informed choices on educational and career pathways.
- 7 Work and learn opportunities are fully integrated into educational pathways as early as high school and throughout postsecondary education.

OBJECTIVE 1 OF THE STRATEGIC PLAN: SYSTEM ALIGNMENT –

The first step toward true system alignment in EGR 2 was in the re-engagement of NIWB, Inc's Board Committees. The Committees are made up of Local Legislative Outreach, Employer Relations, Local Partners Outreach, Performance and Data, Post-Secondary, Work and Learn, and Policy. The NIWB is made up of individuals predominantly from the employer committees who have volunteered their time and talents to actively participate in developing a robust workforce development system in EGR 2. They serve tirelessly in Youth activities and as resources to ensure that the activities and services provided in the Region 2 WorkOne are closely aligned with the employer needs. As some are members of the education system in Region 2, they have served to guide the types of training needed to develop a workforce that is ready to meet the economic development needs as well. Training programs in EGR2 have been streamlined and tailored to meet the current employer needs and targeted future needs. This guidance is available to all members of the Partners Consortium, especially in terms of data and employer intelligence.

The next step in our system alignment came through the development of the Partners Consortium. This included organizations mandated through WIOA and those necessary to support such issues as providing priority of service to those "most in need" and individuals with disabilities. While much work in Region 2 over the past four years has been done in loose collaboration, all members of the Consortium agree that it needs to be more effectively and more collaboratively provided. The following is the list of Core and Expanded Partners who are MOU'd members of the Partners Consortium and the pieces developed through the collaboration to ensure a participant-centric Workforce Development System for the individual job seeker as well as for regional employers:

Partners Participating in the Consortium:

- **Wagner-Peyser Services – Employment Services**
- **Veterans Services**
- **Workforce Investment Act -> Workforce Innovation and Opportunity Act Services (WIA Title I)**
- **Trade Assistance Adjustment Program**
- **Unemployment Insurance**
- **Adult Basic Education Programs (WIA Title II)**
- **Career Tech Ed Programs (Carl Perkins)**
- **Senior Community Service Employment Program**
- **Proteus – Migrant Farmworker Program**

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- Vocational Rehabilitation Services
- FSSA – SNAP Programs
- IMPACT Programs
- Disability Employment Initiative
- HIRE Program – State’s Ex-Offender Program
- HOPE – Local Professional Networking Program
- Goodwill of Michiana
- Bridges Out of Poverty
- Bethel College
- Holy Cross College
- Ivy Tech Community College
- Lake Michigan College
- Purdue – TAP/MEP Program
- Registered Apprenticeship Programs
- Job Corps

As the agencies came together, it became very clear that a mission statement was needed to unite the work that needs to be done to build a skilled workforce that clearly matches the employment needs of St. Joseph, Elkhart, Kosciusko, Marshall, and Fulton Counties. The needs for these counties were determined through the use of Local Labor Market Information consistently supplied by the Northern Indiana Workforce Board.

Shared Mission Statement:

- *“Seamlessly providing the resources, education and skills to meet regional employment goals, needs of the individual job seeker and the employer building community sustainability.”*

Another key issue for the stakeholders to agree upon is Shared Outcomes. The Consortium realizes that many of the programs are monitored on items that are the keys to their programs’ success. However, the following outcomes were determined to be the outcomes shared by all organizations:

Shared Outcomes:

- **Placement** – Entered Employment, Entered Post-secondary Training, or Entered Military
- **Retention**
- **Work Participation Rate** –Work and Learn Programs being utilized
- **Wage**
- **Career Pathway**
- **Number of Successful Closures**
- **Number Enrolled**
- **Most in Need and Priority**
- **Disability**
- **Non-traditional Careers**
- **Certifications and Credentials**
- **Referrals between Programs**
- **Integrated, Shared Resources**

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The Northern Indiana Workforce Board has hired a consultant to assist in the gathering of data. Over the next four years, this data will continue to be refined and designed to give a true picture of the Partners Consortium and its effectiveness in developing a skilled workforce among the poorest of the poor in our five counties. The joint Partnership Consortium has agreed to meet no less than once a month through the formative months of the partnership. In August 2015, the Partners Consortium is coming together to provide robust training for all field level staff members to ensure the skills needed to serve our shared participant base. The keys to success will be a thorough understanding of the dynamics involved in the chaos of poverty with case management techniques designed to meet those challenges. In order to provide job leads, job development, job coaching, internships, work experiences, Registered Apprenticeship opportunities, and On-the-Job Training, the Business Service members of each agency will come together to develop a joint Business Service Plan to ensure employers are not bombarded with too many visits and that all Business Services team members have the knowledge to sweep the region. Many joint staff meetings will be convened in order to ensure communication is well-developed between agencies.

As we have determined our America's Job Center is, in fact, an integrated Workforce Development System, participants should not need to know the difference between agencies. All agencies are provided space in the current WorkOne facilities for all facets of work being done to assist participants in becoming Job Ready. Another key factor to remember is that all services are accessible online. All of the Partners have agreed to have a link to each program's website, linking the participant to any and all resources needed.

In these facilities or at the WorkOne office, participants have access to Career Services, Training, Job Search Assistance, Specific Barrier-Related Assistance, and Current, Relevant Labor Market Information to drive their Job Search. The following flow chart demonstrates the flow of a participant through the Region 2 Local Unified Plan:

FLOW:

- Participant Enters the Workforce Development System: Under-employed, Most in Need, or Needs Assistance
 - Entry Points – ***Is completed through online access at all facilities!***
 - Current WorkOne facilities and programs
 - Wagner-Peyser Employment Services
 - JVSG – Veterans Services
 - Unemployment
 - Re-Employment Assistance
 - Jobs for Hoosiers
 - Training Programs through Workforce Innovation and Opportunity Act (WIOA)
 - HIRE
 - HOPE
 - SCSEP
 - Proteus
 - Adult Ed offices
 - IMPACT offices
 - Vocational Rehabilitation
 - FSSA Workforce Program offices
 - Career Tech Education locations
 - Community College

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- Colleges with Adult Continuing Education or Workforce Training Programs
 - Purdue TAP/MEP
 - Bethel College
 - Holy Cross College
 - Lake Michigan College
 - Ivy Tech Community College
- In addition to the application, the participant completes an online “referral” form on ***Charity Tracker**
 - Available on computers at all Partner agencies
 - Able to track the referral from start to completion
- When possible, staff will be available to travel to Partner agencies to reduce the travel for the participant
 - WorkOne has available space for all Partner agencies when necessary
 - WorkOne has staff available to travel to all Partner agencies when necessary

OBJECTIVE 2 OF THE STRATEGIC PLAN: LINK CAREER PATHWAYS –

A Career Pathway/Sector Strategy (Attachment A) piece was developed and is used by all Partners Consortium members to assist the (most-in-need) participants) understand the benefits of life-long learning leading to increasing employment opportunities resulting in self-sustainability. By working closely with each member of the Partners Consortium to ensure that the training being delivered in fact meets the needs of the Regional Employers, the system is well-staged to increase high school diploma attainment, an increase in dual credits, and a reduction in the remedial needs of students entering post-secondary increasing the opportunities for higher successful completion rates with less loan debt. Through collaboration with the EGR 2 Works Council, the push into the K-8 programs to increase the understanding of Career Pathways and Sector Strategies will be handled by the Works Council. This will result in more Career Fairs and opportunities for students to fully explore, at a younger age, the STEM careers available in EGR 2 and the advantage of working through CTE programs to increase their opportunities in the high-wage, high-demand jobs available to them at any point in their educational progress. This linkage of Career Pathways through the educational system will greatly increase the positive outcomes for both students and employers, as the employers have guided the development of this piece.

OBJECTIVE 3 OF THE STRATEGIC PLAN: INCREASE THE NUMBER OF CERTIFICATIONS –

With better access to training for all individuals and ease of partnership, the Partners Consortium expects to see a substantial increase in certifications and credentials obtained. Not only credential and certification increase, but the types of credentials and certifications recognized and sought by EGR 2 employers. Already EGR 2 has begun the development of robust Registered Apprenticeship programs meeting the need for proprietary information to be kept by the employers, while building key training to result in the sustainability of the workforce for each employer.

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OBJECTIVE 4 OF THE STRATEGIC PLAN: INCREASE WORK AND LEARN OPPORTUNITIES –

Over the course of the past year, the Northern Indiana Workforce Board and its Business Services Team has worked to develop relationships with employers to increase the number of work and learn opportunities. Currently, we have significantly increased the number of On-the-Job Trainings, Internships, and Adult Work Experiences. We are adding Registered Apprenticeships and trainings that conclude with a work experience opportunity. The EGR 2 employer community is excited about this opportunity. In addition, the current IBEW Director of Apprenticeships and Training Center is on the NIWB and will remain on the Board under WIOA. He plays a vital role on the Board's Earn and Learn Committee.

OBJECTIVE 5 OF THE STRATEGIC PLAN: DATA-DRIVEN, SECTOR-BASED APPROACH TO ALIGN EDUCATION AND EMPLOYMENT –

As mentioned prior, the Northern Indiana Workforce Board is working with a consultant to ensure the success of the strategies being designed between all agencies to ensure the success of Individual Participants, while meeting the needs of Regional Employers. Through the use of the EGR 2 Business Consultants, Local Labor Market Information, the EGR 2 Chambers of Commerce, the Indiana Economic Development Corporation's Region 2 Representative, the Local Economic Developers, and the employers themselves, the region has maintained a good understanding of local employment needs. This will continue to be refined as we incorporate the other Business Services members of the Partners and their employer advisory committees in the work we do. The mission of the WorkOne offices has been: *"We exist to get people jobs as quickly as possible at the highest pay available by meeting the needs of regional employers!"* This mission will continue to drive the expanded Business Services team.

Our Local Labor Market analysis has yielded the following information to support the Career Pathway/Sector Strategy plan for EGR 2:

- **Advanced Manufacturing:**
Employment in this sector is the driving job force in Region 2. The sector employs over double any other sector in Region 2. According to the Quarterly Census of Employment and Wages for the third quarter of 2014, manufacturing employed over 96,000 people in Region 2. This represents over 32% of all jobs in the Region. The demand for employment for this sector continues to be strong. For the twelve month period beginning April 2014 and ending March 2015, this sector posted 8,540 positions in Indiana Career Connect. This sector routinely has several of the top ten in demand positions each month. The 2014 Occupation Employment Survey states mean hourly wage for this sector is \$15.30.
- **HealthCare:**
Growth in this sector mirrors the growth projections for both the State and National projections. Non-Hospital employment grew at a 13.7% rate, while hospital grew at a 2.3% rate. Career Pathway theory is well demonstrated by the demand in this sector at the entry level positions,

CNA/MA through Registered Nurses. These positions were the sixth and ninth most in demand positions in Region 2 during 2014. Wages were up 9% for non-physician based occupations in the sector. Mean wage is \$12.82 per hour for those same occupations.

➤ **Transportation and Warehousing:**

Strong demand exists in both the area of motor vehicle operators and warehousing personnel. This demand is expected to continue due to the proximity to infrastructure and the population centers of the United States and the focus on attracting business to capitalize upon this advantage. In 2014, this sector has 1754 job postings, occupying the 4th, motor vehicle operators, the 8th and 10th, warehouse positions; most frequently posted jobs in Region 2. This sector has a mean wage of \$15.41 per hour.

➤ **Professional and Tech Services:**

Demand for this sector is expected to grow markedly in Region 2. Three factors play into the expected increase in demand. First is the development of Union Station Technology Center in South Bend, which is going to be a major hub for data storage. Second is the Innovation Center Inked with the University of Notre Dame and is an incubator for tech start-ups. The final piece is the commercialization of research efforts by the University of Notre Dame. This sector has a median wage of \$28.18 per hour and an entry level median of \$13.17 for a Support Specialist.

➤ **Construction:**

The Construction sector shows steady demand currently and strong near term opportunity. An aging workforce and a rebounding economy led to 339 postings in 2014. The outlook is strong due to massive building projects slated at the University of Notre Dame and municipal projects throughout the Region. The demand will only grow as the Housing sector rebounds in the Region. The average rate of pay for this sector is \$21.14 per hour and the entry level pay rate is \$13.60 per hour.

REGIONAL WAGE REVIEW:

The Business Consultant staff has worked with both businesses and economic development agencies within the Region regarding wages. This effort has been led by the efforts to broaden awareness of rates of pay in Elkhart County specifically. In 2012 a compressive review of wages was completed for the Elkhart Economic Development Corporation's strategic plan regarding wages and business attraction and retention. The Business Consultants provided similar information to the St. Joseph Chamber of Commerce in 2014. This has impacted the wages being provided to employees.

The chart below outlines wages in Elkhart County according to the Bureau of Labor Statistics OES survey.

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All Occupations

	Mean Wage	Median Wage	Entry Level Wage
2014	18.12	14.89	8.50
2013	17.79	14.62	8.45
2012	17.61	14.42	8.49
2011	17.59	14.42	8.43
2010	17.75	14.52	8.28
2009	17.91	14.78	8.19
2008	17.76	14.80	8.41
2007	16.82	14.16	8.11
2006	16.38	13.76	7.94

All Occupations

	Mean Wage	Median Wage	10th Percentile Wage*
2013	17.79	14.62	8.45
2012	17.61	14.42	8.49
2011	17.59	14.42	8.43
2010	17.75	14.52	8.28
2009	17.91	14.78	8.19
2008	17.76	14.80	8.41
2007	16.82	14.16	8.11
2006	16.38	13.76	7.94

NEXT STEPS:

TIMELINE:

- July 1, 2014 – June 30, 2015:
 - Research the State’s Strategic Plan
 - Research Vice President’s Job Driven Report
 - Research Workforce Innovation and Opportunity Act
 - Participate in webinars and conference calls, town halls, conferences to further understanding of the Intent of the Law
 - Re-establish formal WDB Committees
 - Create Partners Consortium with WIOA mandated partners and others that naturally fit the work expected in the Act
 - Complete chart of services
 - Completely integrated flow between agencies
 - Shared Mission and Vision
 - Chart of shared agency needs
 - Shared outcome chart to ensure success of partnership
 - Develop a Local Unified Plan and MOU
 - Develop and begin implementation of shared resources and reporting
 - Develop a Dashboard of Success for EGR 2 Partners Consortium
 - Develop working committees from the Partners Consortium to address specific needs to have completely seamless integration of work
 - Common Intake and Data – led by NIWB Center Manager
 - Business Services Team – led by NIWB Business Consultant
 - Career Services Team – led by DWD Local Office Manager
 - Intensive and Training Opportunities Team – led by NIWB Center Manager
 - Job Ready/Workshop Team – led by Bridges trained service provider staff member
- July 1, 2015 – June 30, 2016:
 - Provide full staff training:
 - Bridges Out of Poverty – Ruby Paine – increase staff awareness of poverty chaos
 - Dr. Beverly Ford – how to properly and effectively case manage those most in need
 - Brain Change training – how to effectively assist individuals in making a more effective career decision and sticking with it
 - Provide quarterly communication time with Professional Development activities include for all partner staff
 - Continue to monitor and tweak the workforce system through all agencies by analyzing all data together as a partnership

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- Monthly Partnership meetings for this strict purpose until such a time as all agencies agree we are on track to accomplish the intent of WIOA and the Sate's Strategic Plan
- Continue to add agencies that help us better serve the participants in our workforce system
- Continue to build a Business Services Team between the partners to broaden the reach and scope of the current outreach capacity of the agencies working separately
- Continue to work with the joint partners committees to ensure all needs are being met
- Through the course of the year the NIWB will develop a strategy for the procurement of a Service Provider and or Operator, if required, as described in the WIOA legislation and as defined in the final modified Regulations
 - A Board Committee will be established for this task
 - The Committee will then develop the RFP and process needed
 - The Committee will rate the proposals received
 - The Committee will choose a provider for the Board to vote on
 - This will be done without current Board staff involvement
- In the Spring, a thorough review of the Partners Success will be determined and steps will be developed for the implementation of the procured service provider
 - Training plans
 - Implementation plans
 - Gentle, thorough hand-over of case management duties and information
 - Increased communication with Partners field staff
- July 1, 2016 – June 30, 2017:
 - Continued monthly meetings of the Partners Consortium until the transfer of duties to the procured provider is complete
 - Continued quarterly staff development and training meetings
 - Continued data evaluation of the Partnership and its Shared Outcomes
 - Tweaks, as agreed upon by the NIWB and the Partners Consortium
 - At this point, full implementation of the Partners Consortium's Seamless, Integrated Workforce System should be complete

CURRENT SYSTEM NEEDS/CONCERNS:

- **Changes in funding for PY 15**
 - While WIOA allocations for region 2 for Adult/DW and Youth are significantly reduced for PY15 we will not see significant changes in direct staff or partner staff levels. Service delivery will not decrease either. NIWB has sufficient carry-in funds to cover operations for PY15. This will have to be re-evaluated during PY15 as we look to PY16. The carry-in funds have become more important as NIWB has had to re-assign personnel to cover activities previously performed by WP staff that have been reduced.

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- In addition to the reduced allocation funding the NIWB will experience a very significant reduction in the Integrated services contract funding for PY15 that will impact the offices in PY16.
- **Economic Climate of EGR 2**
 - The current economic climate in EGR2 includes a mix of Defense contracts coming which is increasing the work at some companies, while others are laying off
 - The biggest need as a result of these factors is developing a skilled pipeline in individuals who have either no work history or very little work history – this is being addressed in our “poverty trainings”
 - The Works Council will need to be exceedingly strong in their work with the K-8 programs to develop the need and desire of high school students to enter into the primary sector: manufacturing.
 - The Works Council will need to be in close communication with the NIWB and the Partners Consortium to ensure the joint use of the Career Pathways/Sector Strategies in EGR 2 to meet the employer needs.
 - In support of the Resolution passed by the NIWB, the Board and its staff will continue to support the Works Council.
 - The Works Council will need to depend thoroughly on the Labor Market Information and Business intelligence of the NIWB and its Business Consultants to ensure that all marketing and training developed through the Council are in full alignment with EGR 2 needs
 - The EGR 2 Workforce System will need to maintain flexibility in service delivery to continue to evolve and adjust to meet the needs of local employers – this will be done by continued communication and meetings of the Partnership

CHANGES IN NAMES AND CONTACT INFORMATION FOR PY'15:

- WIOA adult and dislocated worker programs:
 - Krystal Levi – klevi@gotoworkone.com – 574-855-6142
- WIOA In-school Youth programs
 - Sherry Szmanda-Klein – sklein@gotoworkone.com – 574-237-9675
- WIOA out of school youth programs
 - Sherry Szmanda-Klein – sklein@gotoworkone.com – 574-237-9675
- Fiscal management
 - Jeffrey Balogh – jbalogh@gotoworkone.com – 574-855-6148
- Electronic/ information systems
 - Kent Snyder – ksnyder@gotoworkone.com – 574-855-6152
- Data collection/performance
 - Krystal Levi – klevi@gotoworkone.com – 574-855-6142
- WIOA equal opportunity officers –
 - Sherry Szmanda-Klein – sklein@gotoworkone.com – 574-237-9675

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- WIOA program complaints
 - Sherry Szmanda-Klein – sklein@gotoworkone.com – 574-237-9675

YOUTH CHANGES:

The changes in service delivery for youth from WIA to WIOA are dramatic. A lot of activity is underway to meet the specific new requirements of WIOA. The NIWB has been working on the transition for quite a long time and in fact has worked for the last four years to substantially grow the out of school portion of the youth program which is a major focus under WIOA. As appropriate for youth those partners previously mentioned in this document have been participating in ongoing discussions regarding improvements and innovation in the way that youth are served in the region 2 community. To touch on the major highpoints of activity this section will focus on specific questions posed by the Indiana Department of Workforce Development regarding youth.

Description of transition strategy from WIA Youth to WIOA Youth:

PY15 Youth Allocations for region 2 have been reduced by 13.17%. This will not impact the program during PY15 as the region has sufficient carry-in funds to support all activities. This may become an issue for PY16 and will be closely watched by the board and youth committee during the coming year. There will be no reduction in number of youth served or locations for youth service including our JAG programs in PY15. The only exception is dropping back from 2 to 1 JAG Specialist at John Adams High School in South Bend. The second specialist there will take over a new program in out of school beginning at another location. Increasing the OOS programming has been a focus for the NIWB for several years now and as such the board has progressively increased the percentage of spending on OOS for three consecutive program years. The challenge will be hitting 75% without reducing in school programming.

Approximately what percent of your youth expenditures were for out of school youth services in the last full program year (PY 13)? If less than 75%, describe how you will make progress toward meeting the 75% and project what your percentage will be in PY 15. The increase must be a minimum of 10 percentage points compared to the previous full program year and no lower than 50%. What concrete steps will you take to make progress? /

In PY13 out of school youth expenditures were 33.7% of the total. PY14 is on track to come in with out of school youth spending at 42.7% with only one more month to report. The board has made a serious effort to grow the OOS program with staff, clients, Adult Ed etc. Part of the % growth in PY15 will come from starting a female oriented program at the Juvenile Justice Center and reducing one in school specialist at South Bend John Adams high school. Projections indicate that OOS spending will clearly surpass 50% and result in at least a 10% growth during PY15.

Describe how you anticipate partnering with adult education, TANF and other organizations to recruit more out of school youth.

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Region 2 has a strong partnership with ABE providers. We currently share an ABE instructor with the South Bend Community School Corporation to provide ABE instruction that is Youth focused, at the South Bend WorkOne Center. Additionally, we have a strong presence at the Bendix ABE site and the Kroc Center.

OOSY Staff attend ABE Orientation sessions on a regular basis for outreach and recruitment in all counties. The Youth Services Coordinator described below will assist with TANF linkage as well as other agencies.

NIWB is also exploring a "mini-WorkOne" concept with the school corporations that would identify youth who have recently dropped out and allow us to immediately engage with them to work on credential recovery or HSE options.

Describe any strategies you have planned for identifying other resources in the community that can supplement services to in-school youth.

NIWB intends to add a Youth Services Coordinator position, who will work with OOSY to access connections to services provided throughout the community, to supplement WorkOne Youth Services. OOSY have unique challenges and barriers to having their immediate needs met (i.e. housing, mental Health Counseling, health care services, and nutrition) before they can focus on employment and educational needs. This position must have strong case management skills, and a background in social services.

Additionally we continue to partner with Junior Achievement to provide unique opportunities for in school youth through JA in Day.

What percent of WIA PY13 youth funds were expended on work experience? If less than 20%, how are you planning for expanding work experience expenditures to meet the 20% minimum for PY 15? (note: the work experience expenditure rate is calculated after subtracting funds spent on administrative costs and is not separately applied to ISY and OSY.)

Work experience expenditures were 13% in the most current complete program year. Expenditures will definitely increase as a percentage of program year funding for youth for several reasons. First, overall allocations dropped for PY15 by 13.2%. Given consistent or growing numbers of youth in work experience, this alone would drive the percentage over 20%. Second, the youth team is working with our business services team to aggressively increase in school youth opportunities. Our Out of school program continues to develop year round internship opportunities as well as OJT options.

Work Based Learning Coordinator: Region 2 has a strong ISY Internship program that has evolved over the last 4 years. Our partnerships include Beacon Health Systems, City of South Bend, City of Mishawaka, Lexus of Mishawaka, and smaller companies such as O's computer in

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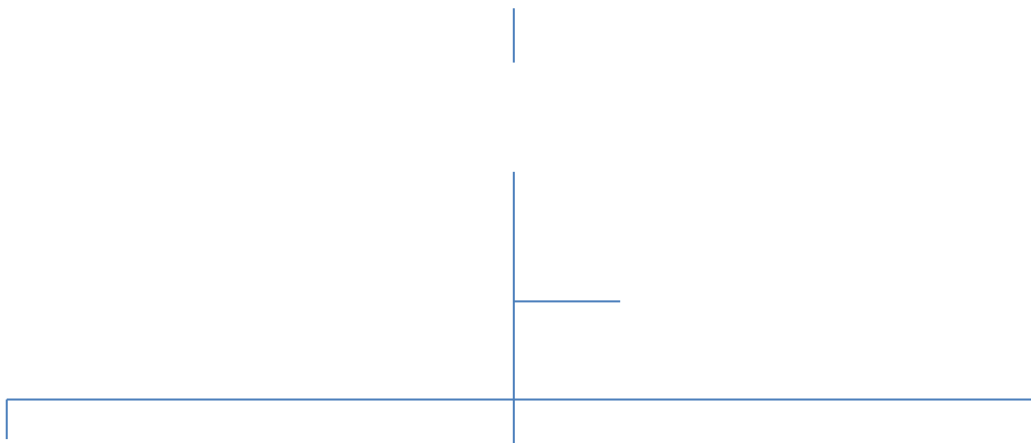
Elkhart. Region 2 will continue to nurture and develop these relationships so that we can offer internship opportunities to all ISY.

With the emphasis on developing work-based learning opportunities for all youth throughout the system, Region 2 will be hiring a work based learning coordinator. The Coordinator will focus in on year-round opportunities for placement for OOSY, utilizing Internships, OJT's, work experiences. This position will have dual reporting functions participating as a member of the Business Services Division and the Youth Team. The focus of this position will be on developing opportunities in career pathways, connecting youth to employers, and employers to Youth Services.

USDOL will not have the new WIOA financial report finalized in time for the first quarter of PY 15. How will the local area keep track of PY 15 youth funds spent on work experience in order to report them as soon as the new financial report is available? How will you track them separately for ISY and OSY? *We have separate program coding setup in our ledger to track expenditures by client.*

The Northern Indiana Workforce Development Board (NIWB) believes the work that the youth council has completed in the last four years to be of substantial benefit and as such has decided to maintain the council as a standing committee of the board under WIOA that will work with staff and our entire regional partners consortium.

Economic Growth Region 2 Workforce Development System Org Chart



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**All Partner Agencies will manage their programs and outcomes internally, just as we do with the separate funding streams already occurring within the WorkOne offices – the Operations with be facilitated*

Vice Operations.

by the NIWB President of

