



Department of Workforce Development Annual Training Report

**PROGRAM YEAR 2015
JULY 1, 2015 THROUGH JUNE 30, 2016**

ISSUED DECEMBER 2016



INDIANA
WORKFORCE
DEVELOPMENT

AND ITS **WorkOne** CAREER CENTERS

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A Message from Commissioner Steve Braun



The contents of this report outline Indiana Department of Workforce Development (DWD) programs and initiatives that supported Hoosier students, workers and jobseekers in attaining valuable skills and securing gainful employment during Program Year 2015.

Some of Indiana's most notable successes were made by Indiana's Jobs for America's Graduates (JAG) program, which continues to thrive with 110 active statewide programs and more than 15,000 participants since 2006. Indiana JAG graduates more than 94 percent of participants with many students choosing to continue their education or join the workforce after high school. For the second-consecutive year, Indiana received the "5 of 5" Award – the highest national honor for a JAG program. This recognition was bestowed on Indiana JAG for achieving exemplary success levels for graduation rates, employment, positive outcomes and full-time placement.

Another prominent milestone was welcoming the 4,000th enrollee to the WorkINdiana program, which is a framework of approved certifications through regional partnerships among adult education centers, career and technical education centers, WorkOne Career Centers, community colleges and local economic development organizations. WorkINdiana is integral to the agency's goal of filling the estimated one million jobs that will be available between now and 2025. Through WorkINdiana, Adult Education students can choose from over 30 industry-recognized certifications while earning a high school equivalency diploma or improving other skills.

Additionally, DWD has focused its efforts on preparing the Hoosier workforce for the high-demand jobs of today and the future. Jobseekers now have greater access to career assistance and skills development opportunities at local WorkOne Career Centers. DWD has also developed statewide initiatives designed to enhance training and education programs across Indiana's education and workforce spectrum. The programs—often available at no cost—encourage self-sufficiency and attainment of employment and career opportunities for all.

Please take a closer look at these projects and other critical DWD programs and initiatives listed in this report. We look forward to building on the accomplishments of Program Year 2015 as we support the Hoosier workforce in filling the estimated one million Indiana jobs expected to become available over the next decade.

Respectfully,

A handwritten signature in black ink, appearing to read "S. Braun". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Steven J. Braun, Commissioner

Department of Workforce Development

The report contained herein meets the requirements contained in statute IC 22-4.1-4.8.

MISSION

Developing a premier workforce that will allow Indiana employers to flourish and entice businesses from outside our state to relocate to Indiana.

SYSTEM ALIGNMENT

Create a seamless, one-stop delivery system where partners provide worker-centric and student-centric integrated services.

Partners within the talent development system are working with limited resources as well as limited information about the services being provided by one another. Agencies have similar goals and complementary services, yet programs often operate in silos. The system should align around solutions rather than funding streams and programs. Greater focus must be given to a true systems approach, which aligns resources to maximize their impact and fundamentally transform the way in which workers and students are engaged and served by the system. Within such an approach, agencies and organizations work together by integrating resources and services, and sharing goals, strategies and successes. Additionally, they ensure that students and workers are provided with opportunities to improve their education, knowledge and skill levels.

CLIENT-CENTRIC APPROACH

Create a client-centered approach where system partners and programs coordinate in a way that each individual worker or student has a pathway to improving his or her education, knowledge, skills and, ultimately, his or her employment prospects with a focus on in-demand careers.

The state's education, job skills development and career training system must ensure that the talent development system focuses on the individual students or worker's aspirations and needs and provides all students and workers with access to pathways for improving employment prospects. In many cases throughout the existing system, activities and services provided focus on the program being placed at the center of service delivery. In such a model, greater focus is given to meeting program requirements and less attention is paid to serving the individual. This has left the workers or students navigating a complex web of program requirements, having to visit multiple program locations on multiple occasions, and being provided duplicative information at each stop in order to receive the services they need. This paradigm must shift dramatically towards ensuring that system partners and program requirements are aligned with the worker or student at the center of service delivery. In this client-centered approach, system partners and programs coordinate in a way that each individual worker or student has a pathway to improving his or her education, knowledge and skills that lead to a fulfilling and rewarding career.

DEMAND-DRIVEN PROGRAMS AND INVESTMENTS

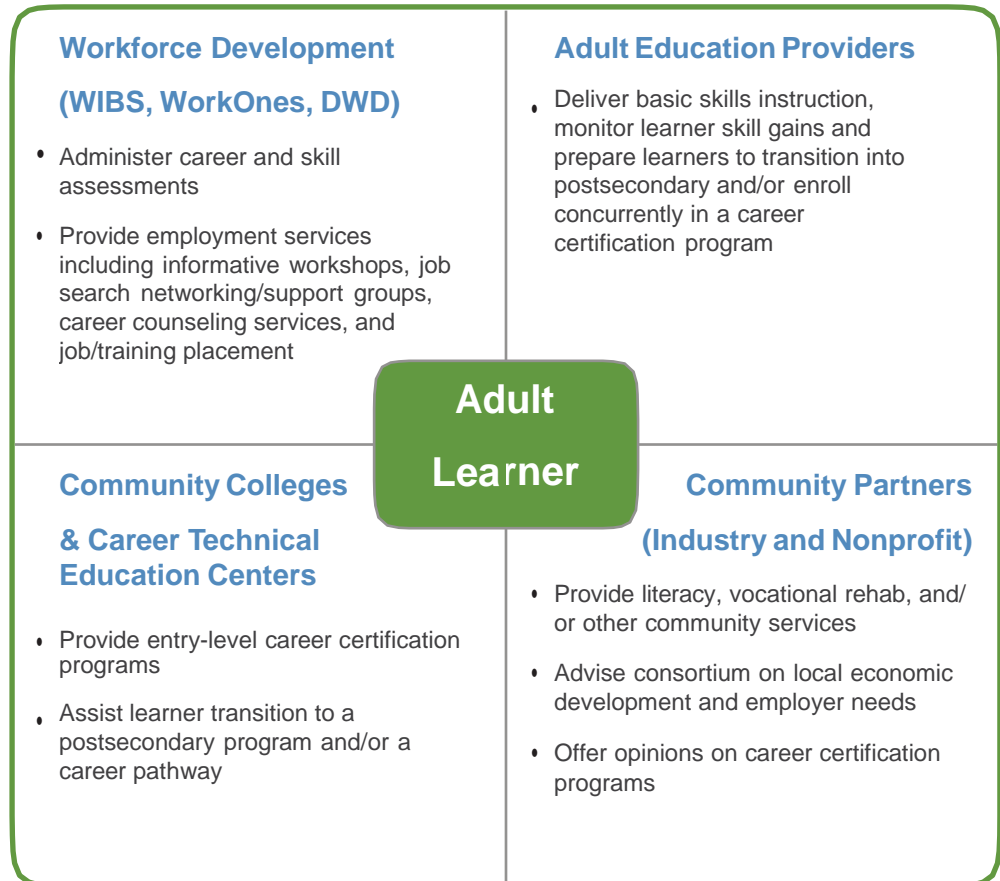
Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's business community.

Due in part to the limited public resources available for education, training, and career development, the state must ensure that available resources are closely aligned with key sectors that drive the state's existing and emerging economy. Further, partners within Indiana's education, job skills development and career training system must enhance their ability to engage meaningfully with employers within these sectors. They must also ensure that programming addresses the emerging and existing education, knowledge and skill needs of these sectors from entry level and beyond. Concurrently, the state and its partners must ensure that there are effective and meaningful forums for employers in these sectors to collaborate with each other and work with system partners.

ADULT BASIC EDUCATION

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

The ABE program consists of regional consortia throughout the state located within the Department of Workforce Development's (DWD) 12 economic growth regions. Each consortium is responsible for ensuring that all adult learners within its service area have access to both educational and career advising services. A formula allocation system is utilized to ensure federal and state funds are awarded in a similar manner to adult basic education providers. The formula is weighted to consider the unemployment population, the number of enrollees in adult basic education, and regional performance outcomes. The chart to the right outlines the responsibilities of each partner group, with the focus of services supporting the adult learner.



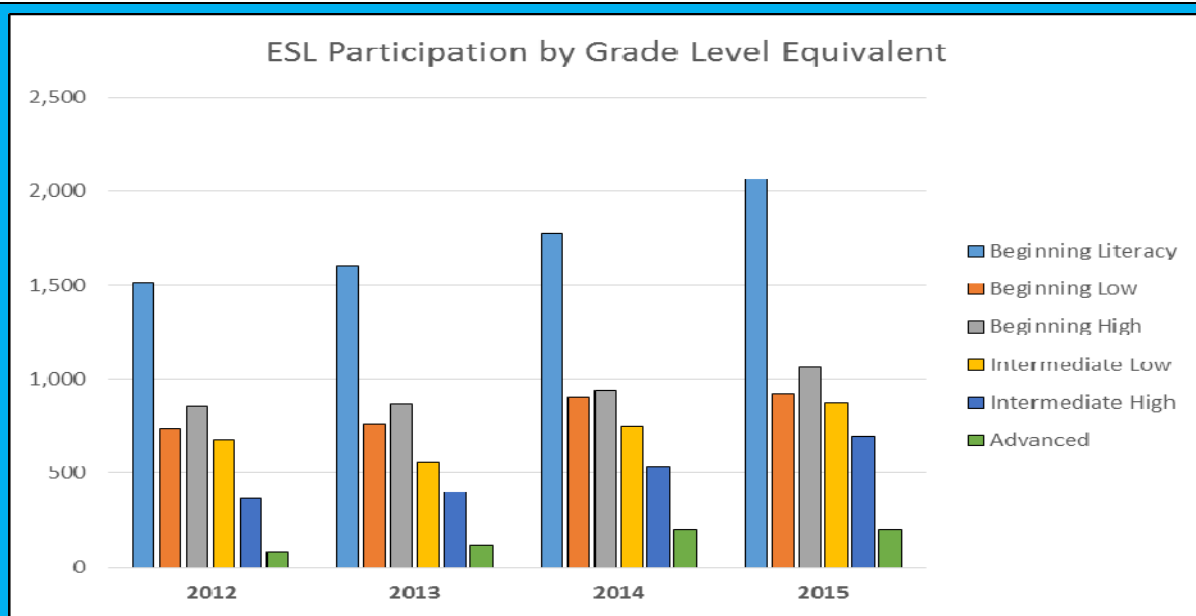
PROGRAM YEAR 2015 RESULTS

TRAINING FUNDS	\$22,310,841
STUDENT ENROLLMENT	28,142
• Adult Basic Education	17,711
• Adult Secondary Education	4,615
• English as a Second Language	5,816
STUDENTS WITH AT LEAST ONE LEVEL GAIN	14,031
• Total Level Gains	23,361
HSE/ DIPLOMAS AWARDED ¹	4,683
ENTERED EMPLOYMENT ²	4,219
ENTERED POST-SECONDARY EDUCATION ³	1,757
COST PER STUDENT ATTAINING A LEVEL GAIN Equivalent to two K-12 grade levels	\$1.590

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

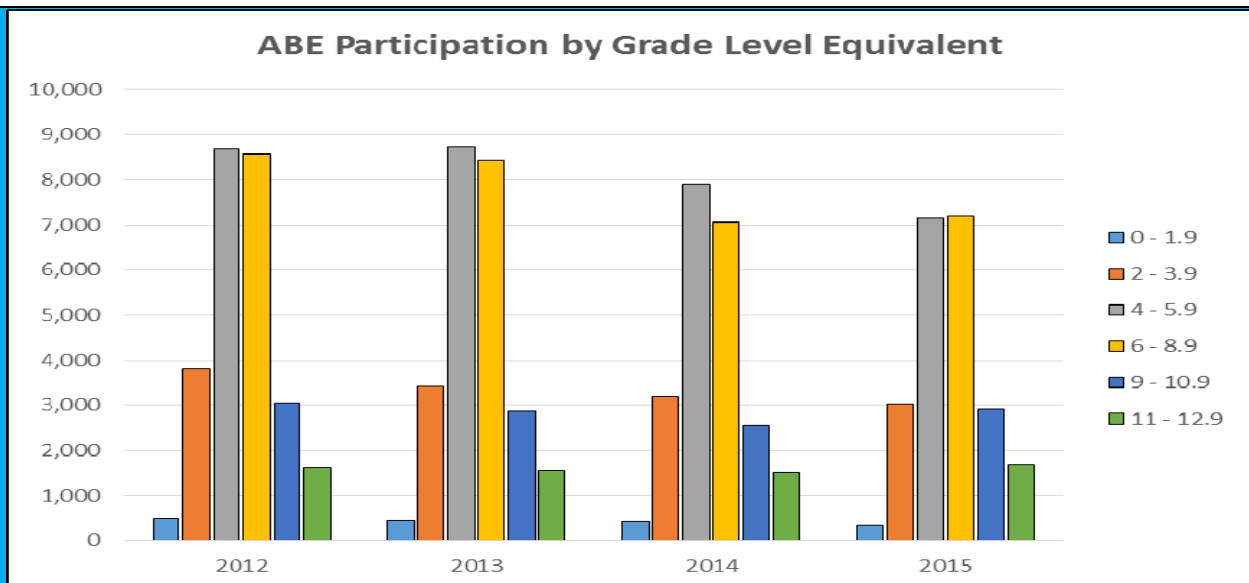
1 - Adult Learners who do not have a High School Diploma upon enrollment in an Adult Education program AND have taken and passed all sections of the HSE tests. 2 - Adult Learners who were not employed upon enrollment in an Adult Education program. 3 - Adult Learners who have an HSE/D upon enrollment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

Adult Basic Education (continued)



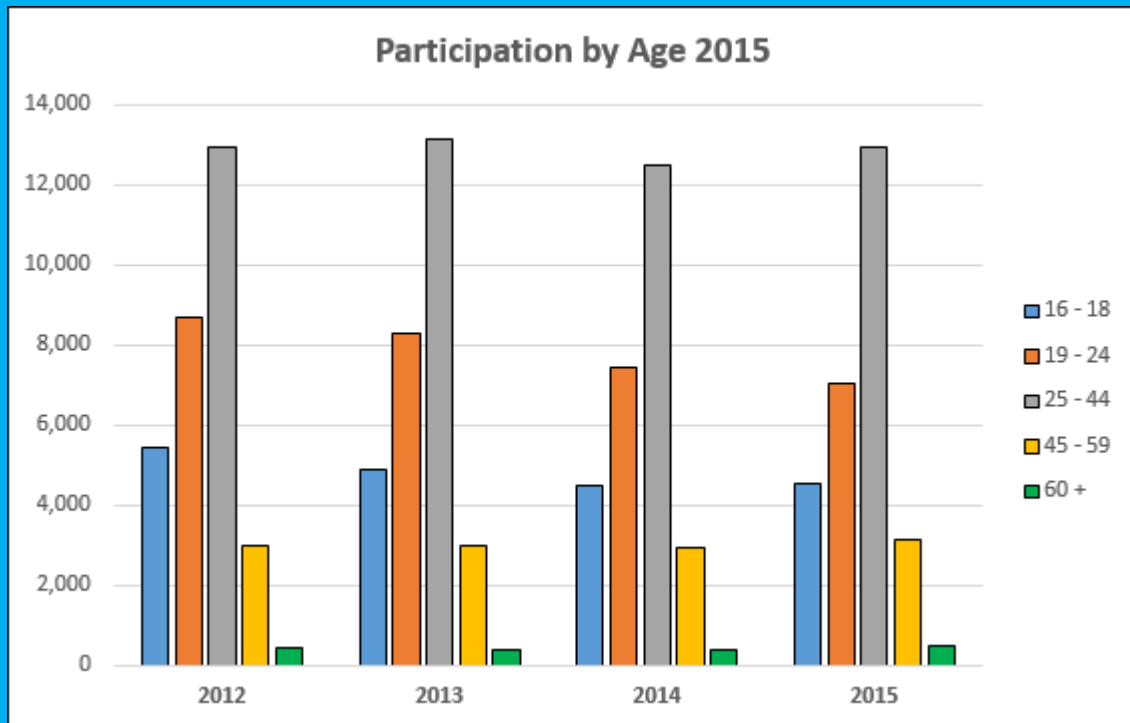
ESL PARTICIPATION BY GRADE LEVEL EQUIVALENT 2015

Level	Trainees
Beginning Literacy	2,064
Beginning Low	920
Beginning High	1,064
Intermediate Low	875
Intermediate High	696
Advanced	197



ABE PARTICIPATION BY GRADE LEVEL EQUIVALENT 2015

Level	Trainees
0 - 1.9	353
2 - 3.9	3,022
4 - 5.9	7,146
6 - 8.9	7,190
9 - 10.9	2,926
11 - 12.9	1,689



Participation By Age 2015

16 - 18	4,556
19 - 24	7,028
25 - 44	12,967
45 - 59	3,112
60 +	479

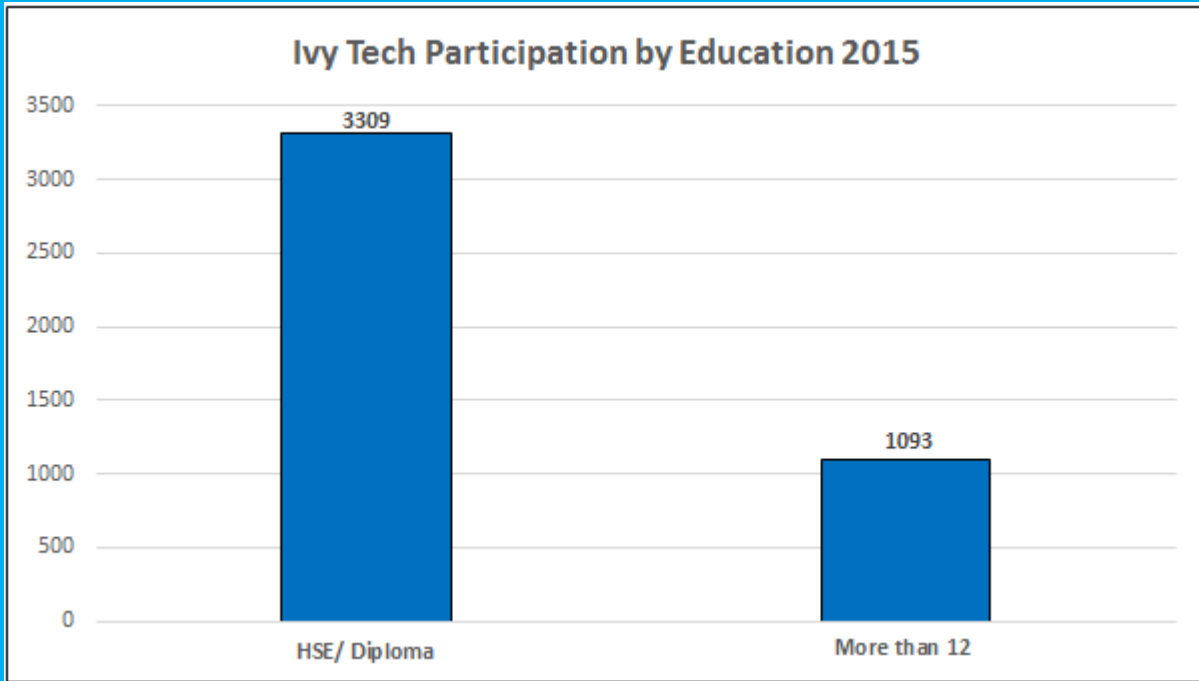
Apprenticeships

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

IVY TECH PROGRAM YEAR 2015 RESULTS

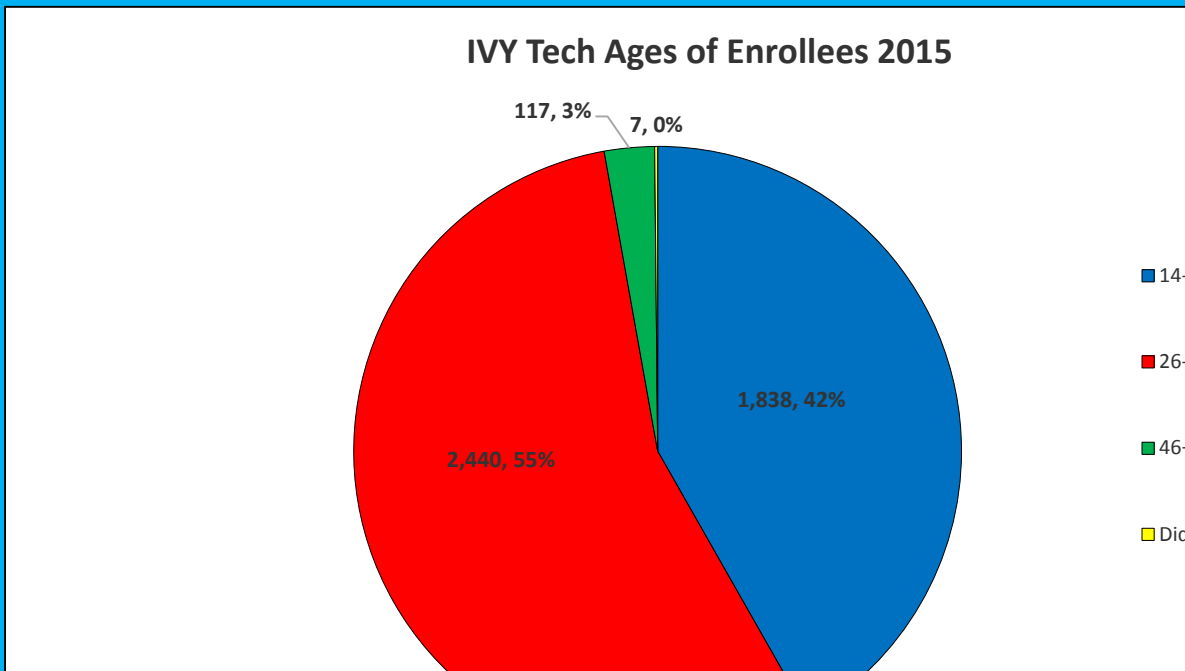
TRAINING FUNDS	\$4,250,000
ENROLLMENT	4,402
ASSOCIATE DEGREES	621
CERTIFICATIONS	5,865
JOURNEYMAN	1,874

Ivy Tech Community College Apprenticeship Program
 \$4,250,000 Awarded Program Year 2015
 Total Enrollments = 4,402



Ivy Tech Participation by Education 2015

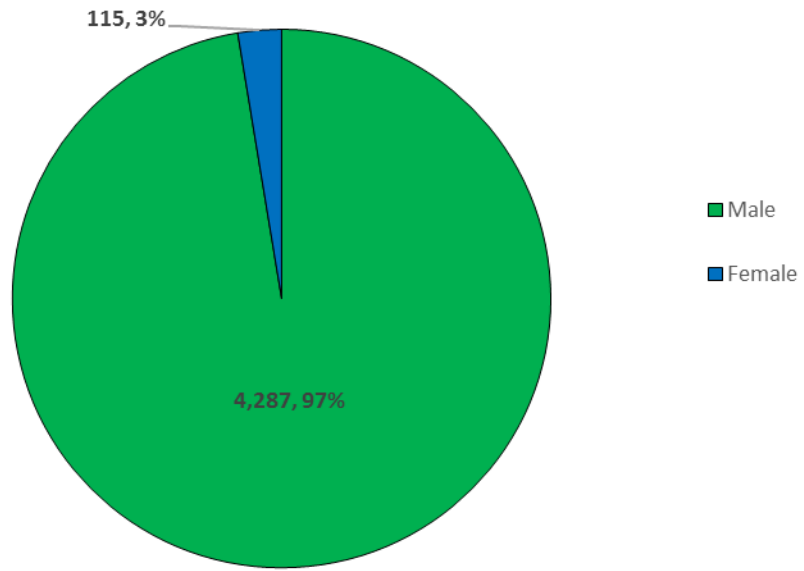
(HSE)	3,309
More than 12	1,093



Ivy Tech Participation by Age 2015

14-25	1,838
26-45	2,440
46+	117
Did not identify	7

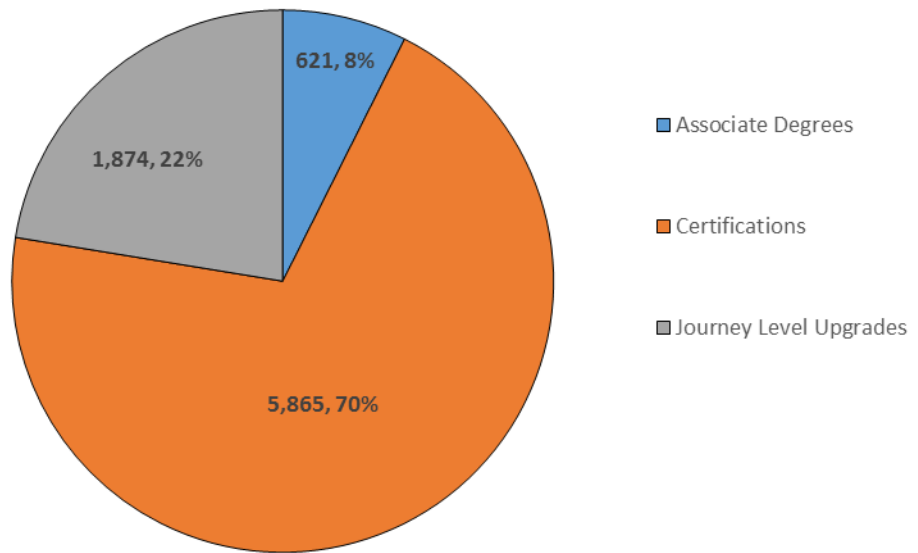
IVY Tech Participation by Gender



Ivy Tech Participation by Gender 2015

Male	4,287
Female	115

IVY Tech Training Results 2015



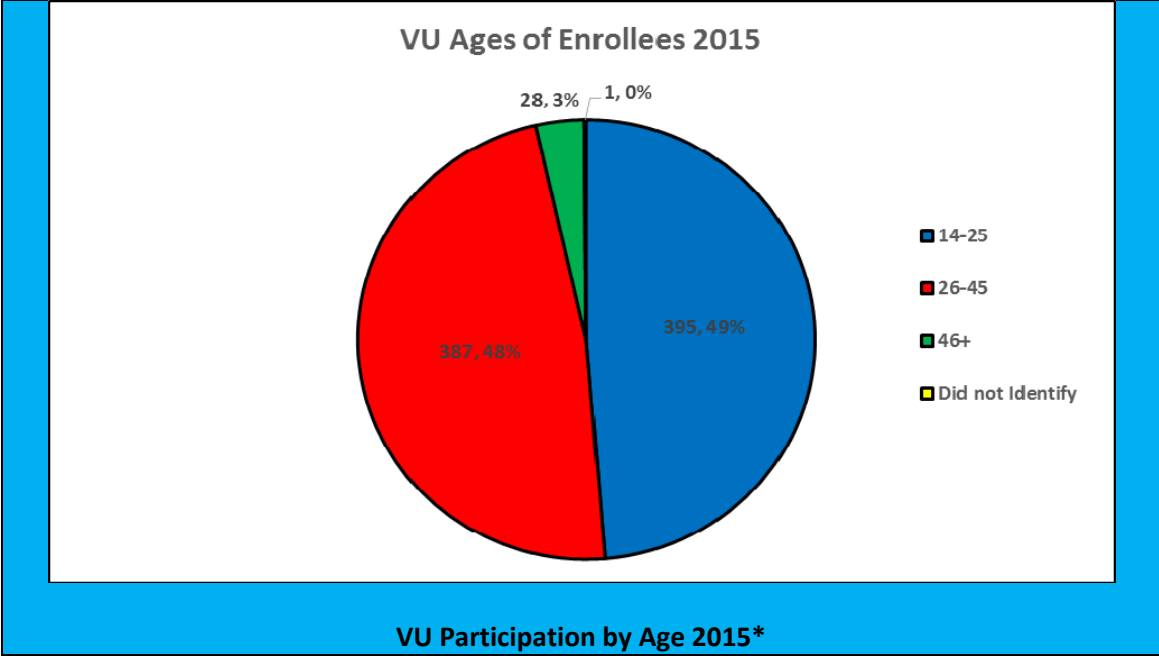
Ivy Tech Training Results 2015

Associate Degrees	621
Certifications	5,865
Journey Level Upgrades	1,874

TOTAL PROGRAM YEAR 2015 RESULTS

TRAINING FUNDS	\$1,250,000
ENROLLMENT	811

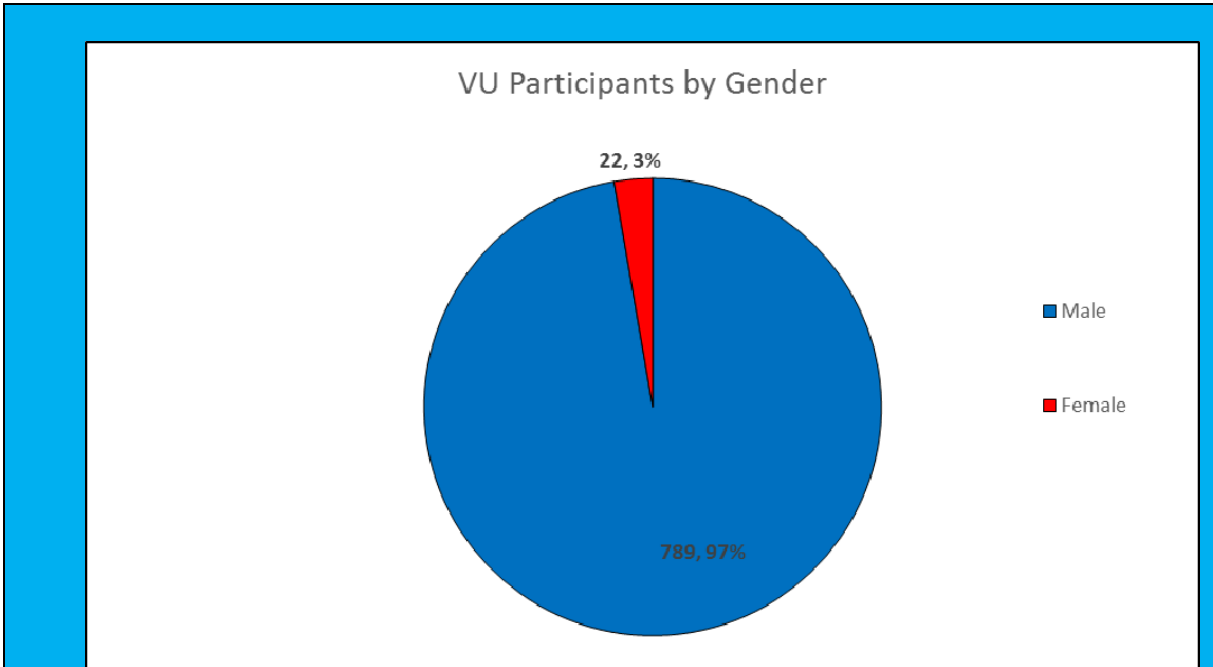
Vincennes University Apprenticeship Program
 \$1,250,000 Awarded Program Year 2015
 Total Enrollments = 811



VU Participation by Age 2015*

14-25	395
26-45	387
46+	28
Did not Identify	1

*All Enrollees have a HS/GED or above



Male	789
Female	22

Summary By Program Area 2015	Year 1	Year 2	Year 3	Year 4	Totals
Carpentry	32	0	19	6	57
Electrical	212	134	98	62	506
HVAC	35	16	13	12	76
Pipefitting	7	7	14	5	33
Plumbing	44	35	25	8	112
EST	5	0	2	0	7
Glazier	8	0	0	0	8
Sheet metal	4	2	6	0	12
TOTALS	347	194	177	93	811

Career and Technical Education (CTE)

Career and Technical Education is funded through the federal Carl D. Perkins program in combination with state funding. The program prepares students in secondary and post-secondary education for industry-recognized credentials and transition to higher education and/or workplace readiness.

Indiana's CTE delivery system consists of 50 area CTE districts, nearly 300 school corporations and post-secondary institutions offering certification and two-year degree programs, administered by the Indiana Department of Workforce Development and the Indiana Department of Education.

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

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

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

DWD Data Responsibilities for Secondary Career and Technical Education

While funding distribution for secondary CTE resides with IDOE, DWD has retained the responsibility for several essential duties. An annual MOU between the agencies specifics that DWD will oversee data collection, reporting and oversight of vendor contracts. The MOU covers the cost of several collection and reporting duties. These items include, but are not limited to; technical support, education and training related to data collection and custom reporting. Additionally, DWD oversees the completion of the Form 30A report which is utilized for allocation of Indiana's CTE funds (approximately 100 million), completion of the Federal year-end Perkins report and ad hoc reports (as requested by DOE, end users, schools, administrators, third parties and internal customers).

Career and Technical Education (CTE) (continued)

PROGRAM YEAR 2014 RESULTS

TRAINING FUNDS \$124 million

- \$24 million Federal Funds
- \$100 million State Funds

ENROLLMENT 22,532

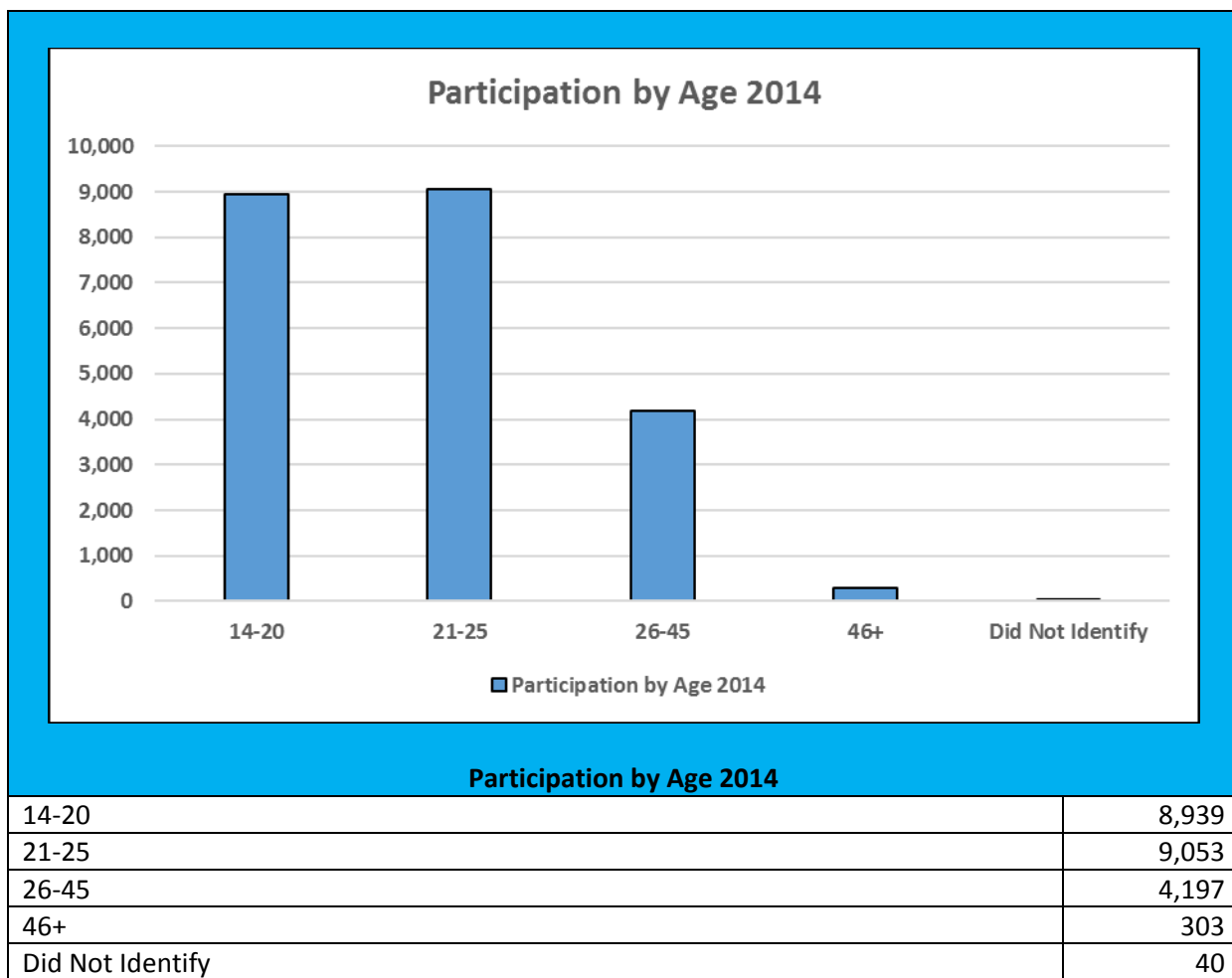
TECHNICAL SKILLS ATTAINMENT/CERTIFICATIONS 63.92%

GRADUATION/COMPLETION 29.51%

POSTSECONDARY RETENTION RATE 52.42%

ENTERED EMPLOYMENT RATE 100%

*Note PY 15 data will be provided January 2017



Indiana's Disability Employment Initiative Grant

In October 2012, the state was awarded nearly \$2.4 million to implement Round 3 of the Disability Employment Initiative (DEI) grant. Social Dynamics, a contractor of the US Department of Labor (USDOL), was tasked with conducting a random selection to determine which of the nine participating Workforce Development Boards (WDBs) would receive funding to implement the grant. Regions 1, 2, 4, 7 and 9 were selected as pilot areas and received funding to hire a full-time staff person (referred to as a Disability Resource Coordinator or DRC) to oversee the grant at the local-level. Regions 5, 6, 11, and 12 (Marion County) were selected as the control/comparison areas and did not receive funding. Originally the grant was scheduled to end September 30, 2015, however the Indiana Department of Workforce Development, DWD, requested and received approval for a no-cost six-month extension through March 31, 2016.

All nine regions were required to participate in USDOL and Social Dynamics' data collection and evaluation activities, which were comprised of phone interviews, on-site visits, and reporting specific IN-DEI, Workforce Investment Act (WIA), and Wagner-Peyser (W-P) data. Social Dynamics is in the process of completing phone interviews with Round 3 grantees and anticipates releasing findings for Round 1 through 3 grantees by December 2016.

Project Scope

The DEI pilot areas served adult Hoosiers who have physical, developmental, psychiatric or other nonvisible disabilities, in particular, persons who had a Ticket to Work (see below), were a disabled veteran or eligible spouse, and people with additional barriers to education, training, or employment success. DEI pilot areas targeted people without a high school diploma or its equivalency, who were basic skills deficient, had a criminal record, were homeless, and/or received Temporary Assistance for Needy Families (TANF) benefits.

Through the WorkOne offices located in the DEI pilot areas, participants had increased access to:

- Adult Basic Education and High School Equivalency (HSE) Assessment;
- Advanced training and credential opportunities;
- Asset development, including counseling related to benefits, work incentives, financial literacy, budgeting, and tax credits and filing;
- Job readiness training and certification;
- Integrated case management to coordinate services and support across service providers;
- Work experience, supported employment, and on-the-job training; and
- Assistive technology software and equipment.

Ticket to Work (TTW)

A free and voluntary program available to people ages 18 through 64 who are blind or have a disability and who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) benefits.

A component of the DEI grant revolved around the TTW program, which focuses on decreasing the client's dependence on cash benefits by increasing their work efforts and achieving self-sufficiency.

Outcomes of DEI Pilot Sites

- Approximately 27,000 individuals with disabilities received assistance under the DEI grant.
- Community Mental Health Centers (CMHC) provided enhanced services to participants with moderate to severe mental illness, a sub-group of people facing extreme levels of unemployment and poverty.
 - o Approximately 45 Tickets were assigned as a result of a CMHC/WDB partnership which generated over \$48,000 in TTW funding.
- Partnerships and co-enrollment among systems were developed and enhanced to better identify customer flow models, sharing of funding, referrals, and available resources to better meet the needs of people with disabilities. Examples of strategic partners included CMHCs, Business Leadership Network, Vocational Rehabilitation, Goodwill, and the Indiana Chamber of Commerce.

- More than 120 tickets were assigned through the TTW program.
- More than 4,100 persons with disabilities obtained employment under the DEI grant.
- Approximately 275 credentials and 925 HSEs were obtained.
- Disability Awareness and Etiquette training was provided to staff throughout DEI which provided situational training to increase awareness of types of visible and non-visible disabilities.
- Twenty-one full-service WorkOne offices installed various assistive technology software and equipment to enhance accessibility and usability of the WorkOne system to better meet the needs of people with disabilities. Hands on training was provided to staff on the use of the items and a YouTube video and desktop manuals were developed to assist with refresher training.

Hoosier Initiative for Re-Entry (HIRE)

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

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

Benefits of working with the HIRE program include grooming the employee for the position they are applying for, providing support, continued training, and coaching from the designated Re-Entry Coordinator for one year after placement. HIRE works with the employer and employee to create and support both entities so they have the best chance at a successful relationship in the work place.

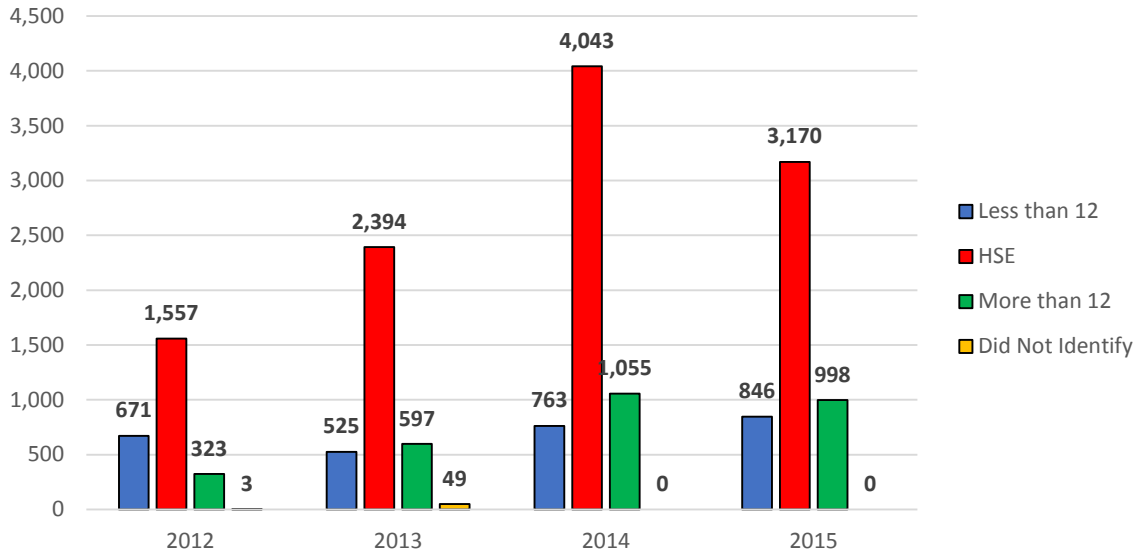
After release and job placement, DWD staff meets regularly with participants and employers to identify work related issues or needs, and to discuss any program changes. It costs Indiana roughly \$20,000 per year to incarcerate one offender. DWD data shows the state’s cash return to the economy during the past year is more than \$8M due to savings on incarceration costs and increases in state economic productivity.

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

PROGRAM YEAR 2015 RESULTS	
PARTICIPANTS	5,014
ENTERED EMPLOYEMENT	2,351
RETAINED EMPLOYMENT	95%
AVERAGE WAGE EARNINGS	\$10.16

HIRE Participation by Gender 2015	
Female	968
Male	4,046

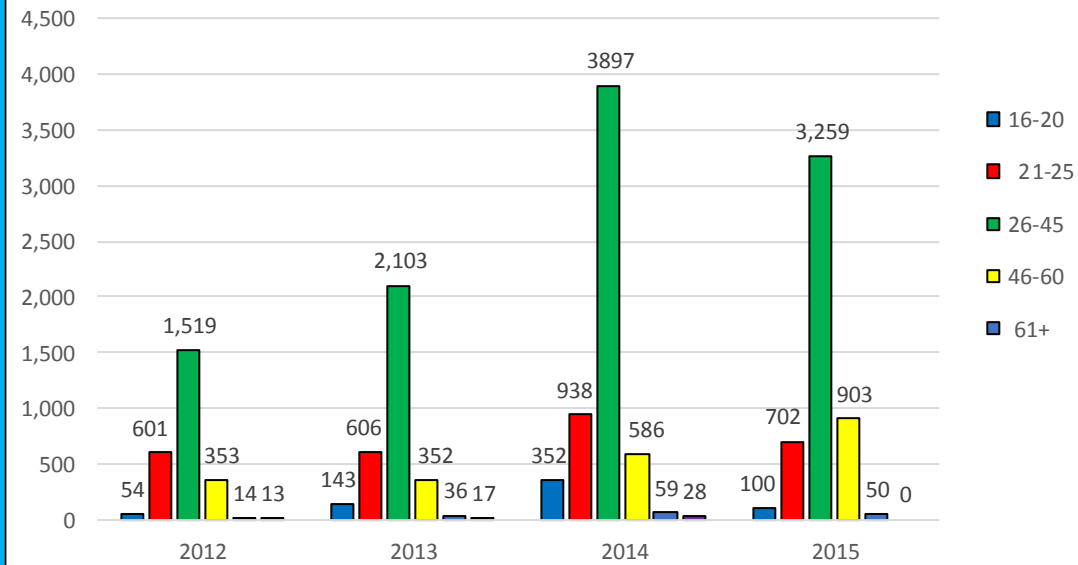
Participant Education



HIRE Participation by Education 2015

Less than 12	846
HSE	3,170
More than 12	998

Participation by Age



HIRE Participation by Age 2015

16-20	100
21-25	702
26-45	3,259
46-60	903
61+	50
Did Not Identify	0

Jobs for America's Graduates

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



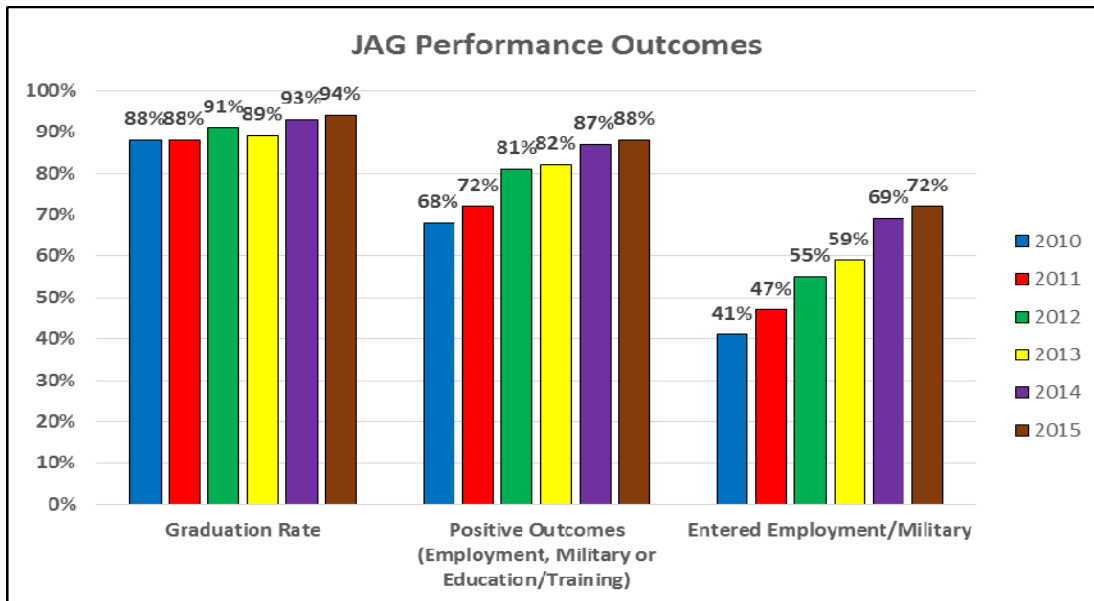
1. Provide basic skills assessment and remediation to ensure program participants receive a high school diploma or its equivalent;
2. Assist in the attainment of employability skills needed to find a job and/or pursue post-secondary education. Students are taught 37 core competencies (skills) to ensure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

Indiana's JAG model provides tutoring assistance and adult mentoring. Participants receive individualized attention and identification of specific barriers to success, which may include academic problems, life skills, personal skills and social or economic barriers. Students receive one year of follow-up service after graduation. Each high school senior completes the Free Application for Federal Student Aid (FAFSA), applies to two colleges and has the opportunity to take the American College Testing (ACT), Scholastic Aptitude Test (SAT) or other post-secondary enrollment examination. Last year's highlights include:

- 94% graduation rate for students in follow-up.
- 41% of the students in follow-up were enrolled in post-secondary education.
- JAG high school graduates earned \$21M in scholarships in 2016
- JAG Indiana was recognized by the national organization for having the highest amount of earned scholarships by its students.

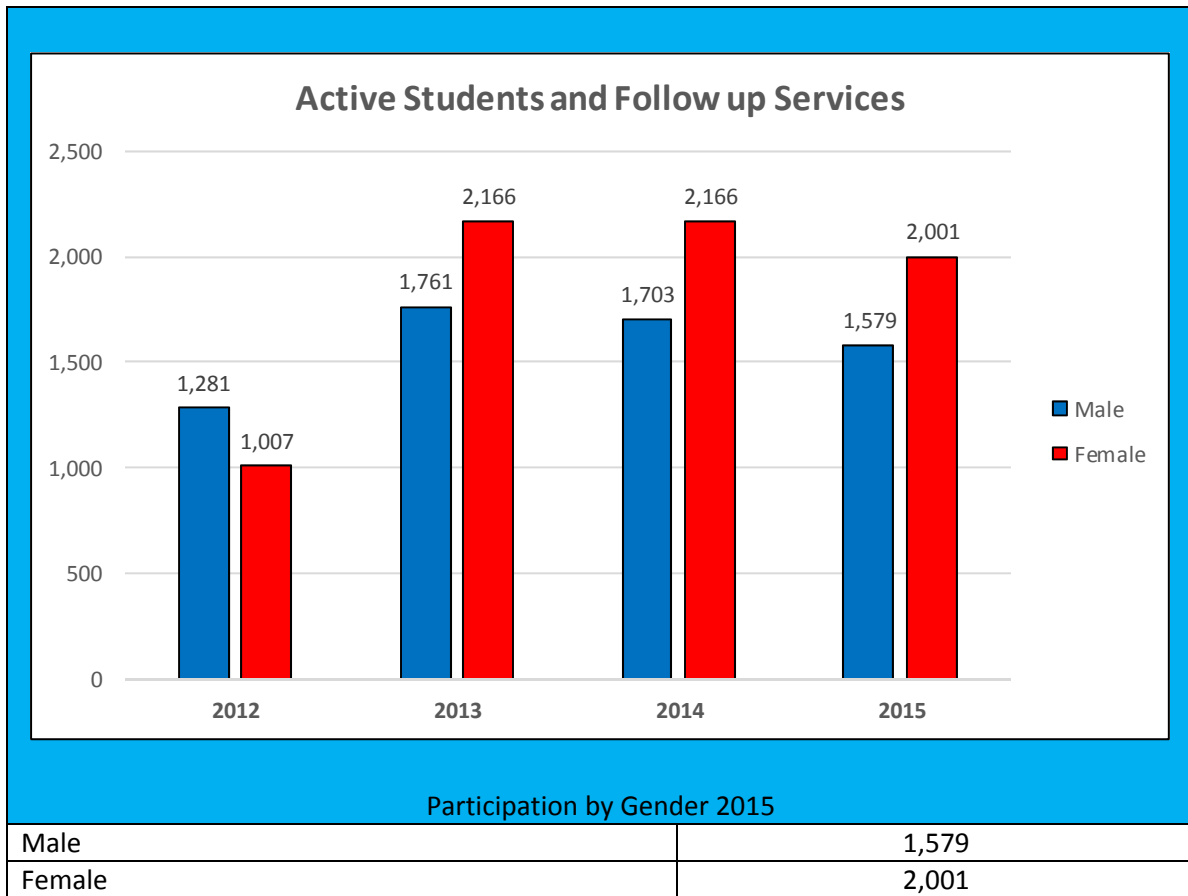
In addition to class work, students participated in a highly-motivated, student-led JAG Career Association at their respective high school that promoted community involvement, civic and social awareness and leadership. Through their Career Association, students were invited to participate in the Indiana Career Development Conference (CDC) - a statewide event sponsored by DWD.

The CDC was held March 11, 2016 at Ivy Tech Community College in Indianapolis, and provided an opportunity for students to visit the campus and compete in employability skills events. Ninety-two schools participated in 12 regional conferences with the top 150 students invited to attend the CDC. Thirty-nine students received awards ranging from \$250 to \$3,000 for performance in competitive events designed to demonstrate employability skills learned through program competencies, employment and community connections.



Since its inception in 2006, JAG has served more than 15,000 Hoosier students. Over 5,600 students participated in JAG at 118 programs throughout the state during the 2015-2016 school year. During the 2013 session of the Indiana General Assembly, state funds were allocated for the first time for JAG. This enabled the program to essentially double in size. Programs were sustained with additional state funds from the General Assembly in 2015. Temporary Assistance for Needy Families (TANF) funds were used to sustain the program as WIOA funds shifted to focus on out-of-school youth.

PROGRAM YEAR 2015 RESULTS	
TRAINING FUNDS	\$5,504,488
TOTAL PARTICIPANTS	5,681
ACTIVE STUDENTS IN JAG	3,580
STUDENTS IN FOLLOW-UP SERVICES	2,101
MULTI-YEAR GRADUATION RATE	94%
MULTI YEAR EMPLOYMENT RATE	72%
MULTI YEAR POST-SECONDARY EDUCATION RATE	40%
ALTERNATIVE ED GRADUATION RATE	78%
ALTERNATIVE ED EMPLOYMENT RATE	72%
ALTERNATIVE ED POST-SECONDARY EDUCATION RATE	12%



Migrant and Seasonal Farmer Workers

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

- Job search, job referral and placement, referral to training and skill building activities;
- During the harvest season, 2,500 flyers were distributed;
- Worked to coordinate outreach services and funds for emergency services to farm workers via contract renewal with Proteus®, Inc.
- The MOU with Indiana State Department of Health to provide pre-occupancy housing inspections for H-2A workers was extended to 6/30/17.

Rapid Response

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

During PY2015, 83 notices of closures or layoffs were received. The WorkOne centers working in conjunction with Regional Workforce Development Boards provided services that included rapid response orientations, community coordination of resources, job preparedness workshops, career planning, resume development, interview coaching, skill evaluations, training, computer classes, and job service assistance.

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

This past program year, Indiana has been hit hard by the impact of coal mine closings. Indiana coal mine companies have struggled as utilities switched from coal to low-cost natural gas for electricity generation. According to the Indiana Coal Council, Indiana ranks fourth among states in coal-fired electric generating capacity being forced to shut down because of EPA policies. Indiana-based utility Vectren finalized the sale of its coal-mining subsidiary Vectren Fuels to Sunrise Coal and eliminated over 100 positions. Vigo Coal, Alcoa, Triad, Gibson County Coal, and Peabody Energy companies have laid off hundreds of workers. As a result, Indiana has funded a planning grant to assist in developing a plan that will gauge the impact on coal and coal-fired power plants and the impact to surrounding economies and workforce. Within the study, the coalition will identify and analyze business clusters that will attempt to identify growth areas within the region's business clusters that could potentially offer employment opportunities to the laid off workers.

Additionally, Indiana has been the center of one of the most heated debates about trade policy in recent years due to the massive layoff and shutdown of the United Technologies facilities in Indianapolis and Huntington, Indiana. These layoffs will directly impact 2100 United Technologies workers with a significant additional impact on the communities surrounding the plant operations. The actual layoffs will start in mid to late CY2017 and continue on through 2019, but DWD has already initiated significant Rapid Response activities including scheduled on-site facilitation of resources and programming for impacted workers.

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

DWD's goal for the 2015 Reemployment Eligibility & Assessment (REA) program year was to provide some level of Reemployment Services to nearly every qualified Unemployment Insurance (UI) recipient. Indiana was one of three states selected out of the seven states initially approached for participation in an elite USDOL REA study, administered by Abt Associates. This study was designed to compare the "Full REA" program of more intensive services with mandatory follow up and additional assignments to the Jobs for Hoosiers (JFH) state REA program, which was the "Partial REA" program in the study.

The Jobs for Hoosiers program is an initiative that began October 1, 2013. It is a program that works in tandem with REA and requires individuals receiving unemployment benefits to report to a local WorkOne after their fourth week receiving benefits. The program introduces unemployed Hoosiers to WorkOne services and training opportunities during a one day orientation and provides access to additional re-employment services, if desired.

In PY2015 the Full REA program surpassed its PY2015 goal of 25,000, serving 25,925 claimants, and the JFH program far exceeded its PY2015 goal of 15,000, serving 26,302 UI recipients. This was an approximate 58% increase in customers served at some level of Reemployment Services.

Federal Bonding Program

The Federal Bonding program has proven to be a valuable tool in removing barriers to re-employment. 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 jobseeker, 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.

VETERANS PROGRAM

In Indiana, there are approximately 154,463 veterans in the workforce. DWD has 60.5 funded veteran staff positions divided between Disabled Veteran Outreach Program Specialists (DVOPs) and Local Veterans Employment Representatives (LVERs) to serve veterans throughout the state. During PY 2015, DWD provided statewide services to more than 68,767 veterans through operations at full-service WorkOne Centers, and the Regional Veterans Administration Office in Indianapolis.

SEAMLESS TRANSITION PROGRAM

During PY2015, DWD continued its agreement with the USDOL to provide employment, unemployment, re-employment, and training services to National Guard soldiers returning from deployment and demobilizing around the State. This program is in partnership with the Indiana Department of Veterans Affairs (IDVA) and the Indiana National Guard Transition Assistance Advisors. The state continues to work with the Indiana National Guard Yellow Ribbon Seamless Transition Program throughout the state. Under this program, DVOPs provided the following services:

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

In addition, DVOPs provide continuous support services through the Indiana National Guard Yellow Ribbon Seamless Program. Additionally, DWD has partnered with the IDVA for Community Outreach Events throughout the State. These events are designed for Hoosier Veterans to connect with various organizations. Additionally, DWD and the DOL Director of Veterans Employment and Training Services (DVET) has initiated Transition Assistance Program workshops to service Active Guard and Reserve soldiers and Airman around the State, primarily at Camp Atterbury.

VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E) SERVICES (CHAPTER 31):

Chapter 31 is a unique program designed specifically for disabled Veterans and has two primary goals: first, the program assists service-connected disabled Veterans to prepare for, obtain, and maintain suitable employment. Secondly, for those Veterans who are severely disabled and for whom gainful employment is not an option, assistance may be provided to allow these veterans to live more independently in their community. During PY 2015, 53 veterans participated in this program. Under this program, DVOPs provide intensive services, including case management, to veterans entering the employment phase of the rehabilitation process.

OPERATION HIRE A HOOSIER VETERAN (OOHV)

The State of Indiana, the Veteran Affairs Administration, and many other OOHV committee members, hosted the annual Operation Hire a Hoosier Veteran (OOHV) Job Fair, set on Wednesday, April 20, 2016. It was held at the Indiana State Fairgrounds Horticulture building. Eighteen of our Veteran Staff were in attendance and helped control veteran flow and met statewide businesses. 167 employers from around Indiana were in attendance, including Cummins, Rolls Royce and General Dynamics. In total, 520 participants registered for this event. Retired Army Colonel Roger Peterman, from the Indiana National Guard and OOHV team, opened the hiring event by speaking of returning veterans and National Guard members and how important the

relationship is between employers and veterans. The OHHV team continues to meet on a monthly basis to plan for the next event in PY 2016.

GOLD CARD INITIATIVE

The Gold Card provides unemployed post-9/11 era veterans with the intensive and follow-up services they need to succeed in today's job market. The Gold Card initiative is a joint effort of the Department of Labor's Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS). DWD provided over 4,300 Veterans Gold Card services in PY 2015.

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

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

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

DOL/VETS VETERAN PROGRAM LETTER'S 03-14, 03-14 Ch. 1, 03-14 Ch. 2, 04-14, and 08-14.

The majority of veterans should be served by Wagner-Peyser or WIOA staff rather than the JVSG Veteran staff. This allows Veteran staff efforts to focus on veteran customers with Significant Barriers to Employment (SBE) in accordance with Veterans Program Letter 03-14 and 03-14, Change 1 and Change 2. The six original significant barriers to employment (SBE) and five other associated factors for DVOP services, as identified by the Department of Labor are:

1. A special disabled or disabled veteran, as those terms are defined in 38 U.S.C § 4211(1) and (3); Special disabled and disabled veterans are those: who are entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or, were discharged or released from active duty because of a service connected disability;
2. A Homeless person, as defined in Section 103(a) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11302(a) and (b), as amended);
3. A recently-separated service member, as defined in 38 U.S.C § 4211(6), who has been unemployed for 27 or more weeks in the previous 12 months, i.e. the term of unemployment over the previous 12 months remains 27 weeks; however, the requirement of 27 consecutive weeks is eliminated;
4. An offender, as defined by WIOA Section 3 (38) 1, who is currently incarcerated or who has been released from incarceration, i.e. the expanded definition of SBE includes any eligible veteran or eligible spouse who is currently or was formerly incarcerated by removing the within the last 12 months requirement;
5. Lacking a high school diploma or equivalent certificate; or
6. Low-income individual (as defined by WIOA Section 3 (36)) 2;

7. A Veteran between the ages of 18-24;
8. A Veteran Affairs Vocational Rehabilitation and Employment Chapter 31 Veteran;
9. A Transitioning Service Member in need of intensive services;
10. Wounded, ill, or injured Service Member receiving treatment at a military facilities, or Warrior Transition Unit (MTF/WTUS) &
11. Spouses and family care-givers of such wounded, ill, or injured service members.

Additionally, LVERs are now focused to primarily conducting employer outreach, job searches/ workshops. Also, LVERs plan and participate in hiring events, coordination with Federal Contractors, Unions, apprenticeship programs, and business organizations to promote and secure veteran employment and training programs.

Business Services

DWD has a long-standing, ongoing commitment to engage and meet the talent needs of Indiana employers. In PY 2015, WorkOne Business Services delivery personnel, to better connect Hoosier talent to employers across the state, have engaged in onsite business consultations, hosted a large number of employment fairs and have averaged 6,900 job postings per month on IndianaCareerConnect.com.

WorkOne Business Services also worked to align education and training programs with employer needs and assisted DWD and other partners to advance workforce policy. WorkOne Business Services strive to support the demand-driven workforce system (DDWS), which encourages Indiana's 12 regions to teach the right skills, at the right time and in the right way, in order to meet current and future workforce demand. DWD engages several key partners from around the state to strategically align our business services effectively for our business partners. Some, but not all, are listed below:

- State Workforce Innovation Council
- Regional Workforce Investment Board Directors
- Regional Business Services Representatives
- Local and State elected officials
- Veterans Representatives
- Key leaders in the Indiana business community including representatives from manufacturing; healthcare; transportation, distribution and logistics; technology and other key demand driven industries within our State of Indiana
- Indiana Economic Development Corporation
- Local and Regional Economic Development Professionals
- The Indiana Chamber of Commerce
- The Indiana Manufacturing Association
- Local and Regional Career and Technical Education partners

On-the-Job Training (OJT)

On-the-Job-Training (OJT) is an occupational skills training program through which individuals earn wages while learning new occupational skills at the employer site. The employers are then reimbursed for costs associated with training the new employees. During PY 2015, 500 Indiana participants were enrolled in OJT. The number of OJT participants for PY 2015 is listed below by region:

Region	# of OJT's
Region 1	59
Region 2	104
Region 3	169
Region 4	30
Region 5	64
Region 6	7
Region 7	3
Region 8	5
Region 9	3
Region 10	5
Region 11	46
Region 12	5
State Total	500

Primarily WIOA Adult, Dislocated Worker and Youth dollars were used to fund OJTs. Collectively, 375 OJTs were funded by WIOA Adult, 38 by WIOA Dislocated Workers, and 2 by WIOA Youth. Other funding sources such as Rapid Response and Trade Act were also used to finance OJTs. The types of occupations that participants were trained in varied greatly including Production Workers, Team Assemblers, Computer-controlled Machine Tool Operators, and Shipping, Receiving and Traffic Clerks.

Trade Adjustment Assistance (TAA)

In PY15, Indiana had 24 new authorized TAA petitions. Approximately 3,955 workers were eligible for employment services, supportive services and training consideration. During PY15, 1,116 individuals participated in the TAA program, with 344 participating in TAA approved training. Of those that accessed training, 313 completed training resulting in improved skills and a variety of credentials including 63 associate degrees, 39 occupational skills certifications, and 12 bachelor degrees.

TAA was renewed under the Trade Adjustment Assistance Renewal Act of 2015 (TAARA 2015) on June 29, 2015. The program was renewed through June 30, 2021 under the 2015 law. A primary change was the expansion TAA eligible criteria. TAA went from only serving clients from the manufacturing sector who were dislocated, to serving clients from the manufacturing and service sectors who were dislocated or just under the threat of layoff. This exponentially expanded the potential pool of TAA clients that can be helped.

Another significant change under TAARA 2015 was the reinstatement of the HCTC program through January 1, 2020. Title II of the TAA Reform Act created the initial HCTC Federal income tax credit, which subsidizes private health insurance coverage for eligible individuals in the TAA program.

TAARA 2015 provides for the same credit of 72.5 percent for HCTC that was in effect on December 31, 2013 when it had expired. Beginning in tax year 2016, eligible taxpayers can elect to file for HCTC with an end-of-the-year tax credit with their 2016 return, or by enrolling in the advance credit option beginning in January 2017. Furthermore, TAARA 2015 provides retroactive HCTC credits for 2014 and 2015 tax years to eligible TAA and ATAA/RTAA recipients. All potentially eligible participants have been provided guidance regarding this benefit.

USDOL/TAA Common Measures FFY14- Indiana	
Entered Employment Rate	74.12%
Employment Retention Rate	92.12%
6-month Average Earnings	\$20,909.46

Trade Adjustment Assistance Community College and Career Training TAA CCCT Grant Program

In 2009, the American Recovery and Reinvestment Act amended the Trade Act of 1974 to authorize the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program. On March 30, 2010, President Barack Obama signed the Health Care and Education Reconciliation Act, which included \$2 billion over four years to fund the TAACCCT program.

TAACCCT provides community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, are suited for workers who are eligible for training under the TAA for Workers program, and prepare program participants for employment in high-wage, high-skill occupations. Through these multi-year grants, the USDOL is helping to ensure that our nation's institutions of higher education are helping adults succeed in acquiring the skills, degrees, and credentials needed for high-wage, high-skill employment while also meeting the needs of employers for skilled workers. The Department is implementing the TAACCCT program in partnership with the Department of Education.

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

New Ivy Tech Computing and Informatics School in Indiana (\$2.5M) - Started in fall 2014, Ivy Tech launched a new School of Computing and Informatics, offering eight new IT degree programs with curriculum designed to meet employer needs. The statewide proposal will target all 92 counties of Indiana and will provide IT training for 13,913 participants, with at least 4,412 completing one or more credentials and 4,060 completers placed in jobs or advancing in employment during the grant period. Ivy Tech will pilot a competency based, accelerated approach for selected IT courses and degrees. The launch of this school will help address the over 18,000 computer related job openings recorded in 2013. Complementing this effort, local employers are committing to review and recognize curricula, place qualified graduates in jobs, provide workplace exposure and capstone projects and provide internships and cooperative work experience.

Additionally, a four-year TAACCCT grant was received by Vincennes University Logistics Training and Education Center. The program aims to prepare students for work in the logistics industry. Vincennes University's project will ensure that participants are served through a continuum of services that help them to obtain employment or advance along their career pathway. VU will partner with the public workforce system to provide integral services such as assessing skill levels and referring participants to the LTEC program, connecting program participants with employers, providing assistance with workforce training and evaluation, and linking educational outcome and employment information. PRG will conduct the impact analysis examining persistence, completion, and employment outcomes.

National Emergency Grant (NEG)

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

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

Ten of the 12 WDBs participated in the NEG. As of June 30, 2016, the Workforce Development Boards have enrolled 270 participants into On-the-Job Training and expended \$839,405. The grant concluded on 6/30/16.

WorkIndiana

DWD created the WorkINdiana program to provide short-term occupational training to Adult Education students. WorkINdiana focuses on in-demand occupations and assists students to gain industry-recognized certifications. The program also enables students in need of adult education services to overcome barriers and obtain the knowledge and skills necessary for better career opportunities that would not otherwise be accessible to them.

Students may select certification training from a list of approved certifications (see the Framework below). To ensure success, WorkINdiana requires regional partnerships between WorkOne Centers and 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 must be co-enrolled in Workforce Investment Opportunity Act (WIOA) programs to ensure a full range of supports and financial services are made available.

The WIOA (Workforce Innovation and Opportunity Act) Incentive grant was a collaborative effort between the Youth and Adult Education Departments. As a result of this partnership, 23 WorkINdiana students had the opportunity to participate in work and learn experiences and almost \$320,000 in WIA Incentive funds went to train 129 WorkINdiana students. This one-time infusion of funding came along at the right time. Several regions had run out of WorkINdiana training funds.

Two regions that had run out of WorkINdiana funds did not qualify for WIOA Incentive grant funds. These two regions utilized over \$109,000 in WIOA Incentive funds in order to keep their WorkINdiana program open and available to the adult education students in their communities. Forty-two students took advantage of this opportunity.

Two pre-apprenticeship construction training modules were piloted during this program year in two areas of the state, with plans to roll out even more in the coming year. To date, twenty students completed and earned recognition by USDOL, an OSHA card and a certification in either customer service or MSSC Quality and Safety. These programs will enhance the students' ability to enroll into a formal apprenticeship program.

The WorkINdiana program is measured in many ways, but none more important as enrollments. Four hundred students enrolled the first year compared to 1,043 new students during PY15. To date, 4,445 students have enrolled in certification training, with 86% completing and 78% achieving certification. Currently, there are more than 350 approved career certification programs across the state with additional programs being added throughout the next year.

Framework: WorkINdiana Career Certifications by Sector & Participation

Advanced Manufacturing	CNC Operator (NIMS Level 1)	17
	CNC Operator (180 Skills CNC Lathe Production Operator Technician)	0
	CNC Operator (180 Skills CNC Machining Center Production Operator Technician)	0
	Entry Welder (A.W.S.)	89
	Heating and Cooling Technician (EPA 608)	39
	Machine Maintenance (CMRT)	0
	Production Worker (180 Skills Certified Advanced Manufacturing Technician)	0
	Production Worker (Purdue Technical Advanced Manufacturing Technician)	0
	Production Worker (MSSC CPT)	12
	TOTAL	157
Business Administration & Support	Administrative Assistant (Internet and Computing Core Certification (IC3))	24
	Administrative Assistant (Microsoft Office (MOS))	26
	Bookkeeper (QuickBooks)	9
	Customer Service Professional (CBP + IC3)	3
	Customer Service Professional (CBP + MOS Word)	57
	Customer Service Professional (TSIA CSP-1)	0
	Customer Service Professional (NRF Customer Service & Sales)	0
	TOTAL	119
Construction	Pre-Apprenticeship Training (DOL/OSHA/NRF Customer Service & Sales)	18
	Pre-Apprenticeship Training (DOL/OSHA/MSSC Quality and Safety)	7
	TOTAL	25
Health Care	Certified Nurse Aide (CNA)	276
	Emergency Medical Technician (EMT - B)	10

	Expanded Duties Dental Assistant (LRC)	37
	Home Health Aide (HHA)	0
	Medical Administrative Assistant (CMAA)	0
	Medical Assistant (C.C.M.A.)	65
	Medical Coder (CBCS)	2
	Medical Coder (CPC)	1
	Medical Coder (CCA)	2
	Patient Access (CHAA)	21
	Pharmacy Technician (CPhT)	17
	Phlebotomy Technician (CPT/NHA)	4
	Phlebotomy Technician (PBT/ASCP)	3
	Sterile Processing Technician (CRCST)	0
	Sterile Processing Technician (CSPDT)	0
	TOTAL	438
Hospitality	Hospitality Staff (START)	153
	Hospitality Staff (CGSP)	0
	TOTAL	153
Information Technology	Computer Support Specialist (Comptia A+)	18
	Computer Support Specialist (Comptia A+, Network+, Security+)	15
	Electronics Technician (ESPA EST)	0
	Electronics Technician (ESA-4 Digital)	0
	Electronics Technician (CET)	0
	TOTAL	33
Transportation and Logistics	Automotive Service Technician (ASE)	0
	Laborers and Material Movers (MSSC C.L.A.)	1
	Laborers and Material Movers + Forklift Driving (MSSC C.L.A.+)	8
	Truck Driver, Heavy and Tractor Trailer (CDL-A)	201
	Truck Driver, Light and Tractor Trailer (CDL-B)	2
	TOTAL	212

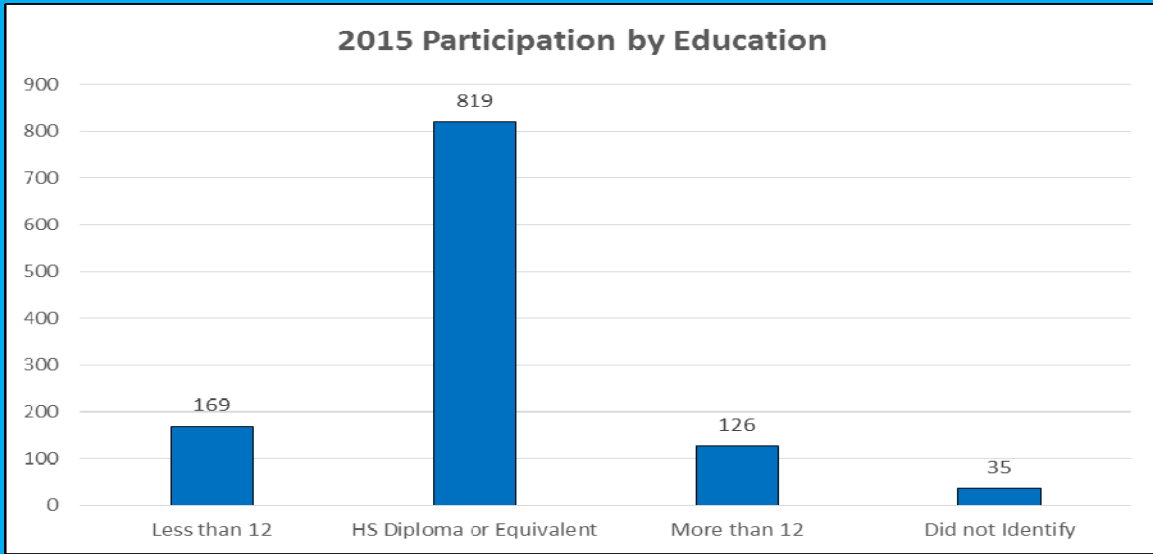
Source: June 2016 Rev. WorkINdiana monthly report as reported by Regional Operators

Source: June 2016 Rev. WorkINdiana monthly report as reported by Regional Operators. The InTERS Adult Education Tracking System was used to identify the gender and educational levels.

PROGRAM YEAR 2015 RESULTS

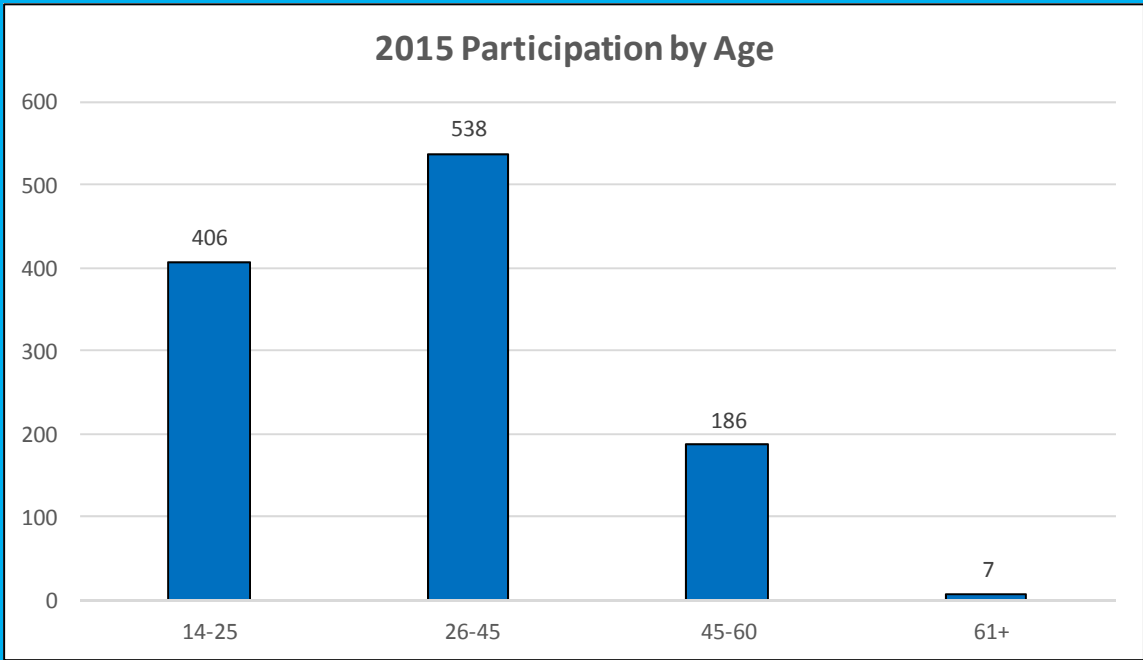
TRAINING FUNDS	\$2,047,798
PARTICIPANTS	1,137
COMPLETED TRAINING	894
EARNED CREDENTIAL	683
STILL ENROLLED IN TRAINING	126

2015 Participation by Education



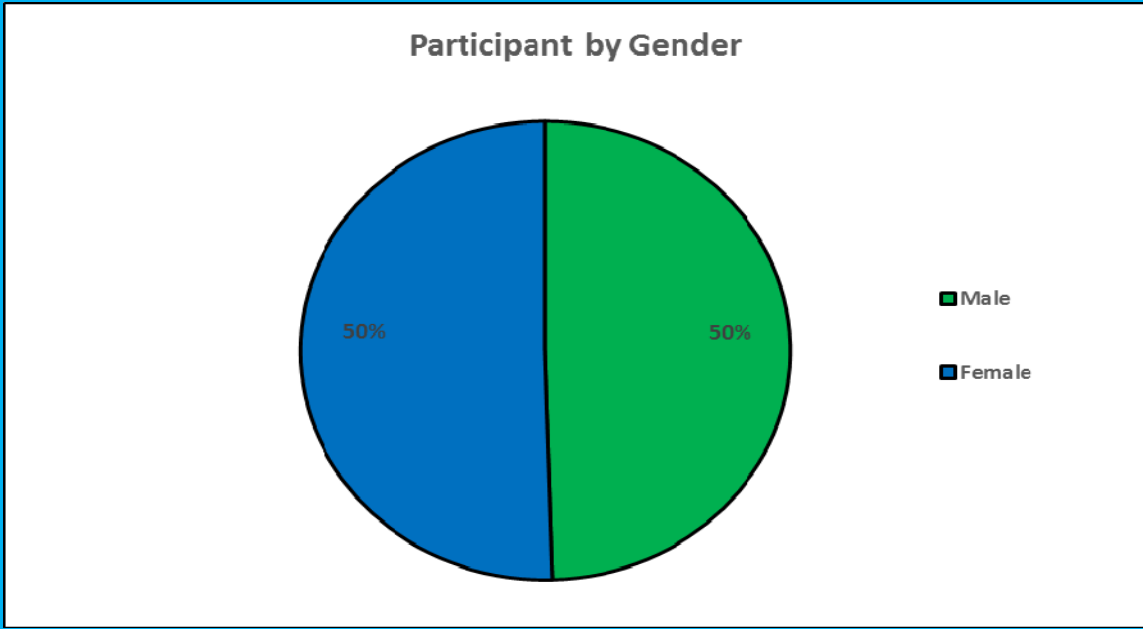
WorkIN Participation by Education 2015

Less than 12	169
HS Diploma or Equivalent	819
More than 12	126
Did not Identify	35



WorkIN Participation by Age 2015

14-25	406
26-45	538
45-60	186
61+	7



WorkIN Participation by Age 2015

Male	563
Female	574
Missing data	6

AREAS OF TRAINING PY 2015

Type	Number Of Trainees
Advanced Manufacturing	157
Business Administration and Support	119
Health Care	438
Construction	25
Hospitality	153
Information Technology	33
Transportation and Logistics	212
Total	1137

Serve Indiana

AmeriCorps*State: Community-building service opportunities

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

Service Trust that members can use to pay for higher education expenses or apply to qualified student loans.

- Volunteers have a 27 percent higher likelihood of finding a job after being out of work than non-volunteers.*
- Volunteers without a high school diploma have a 51 percent higher likelihood of finding employment.*
- Volunteers living in rural areas have a 55 percent higher likelihood of finding employment.*
- Since 1994, more than 14,500 Indiana residents have served in AmeriCorps and have served more than 20 million hours and have qualified for Segal AmeriCorps Education Awards totaling more than \$45,700,000.

***Source: Corporation for National and Community Service as of 09/14/2016**

Program Year 2015-2016 Results	
Grant Dollars Awarded	\$3,787,448
Community Match	\$2,840,039 projected
Number of members-enrolled	637 (92.1%)
Number of members- completed	575 (90.3%)
Number of hours served	573,289
Education award earned	\$2,362,264.88 projected

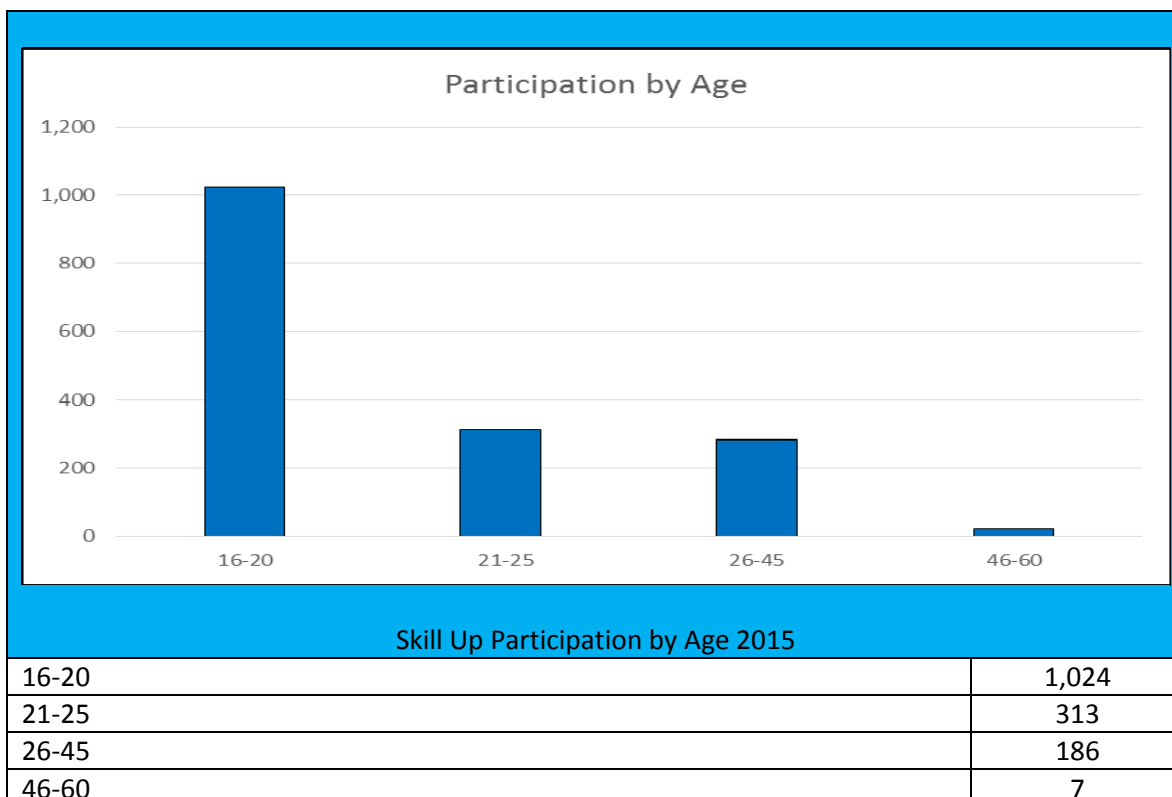
INDIANA'S KIDS: Helping students in K-12 bridge the achievement gap

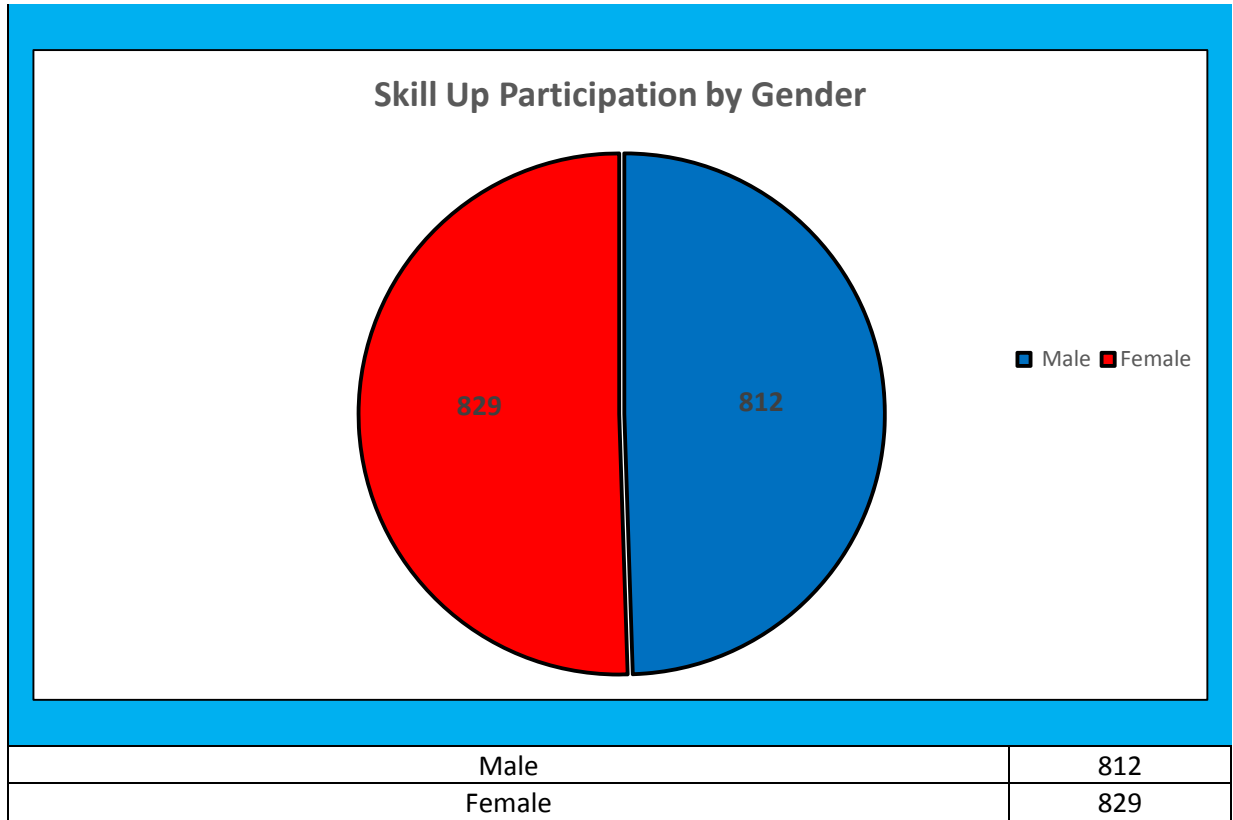
- This program provides support, resources, guidance and tutoring services to help at-risk students improve in reading and math and participate in college and career exploration. It strives to bridge the achievement gap by increasing the quality and quantity of completed homework assignments, improving student behavior and attitudes towards school and learning as well as exposing at risk youth to college and career options.
- The State of Indiana has committed \$3.5 million in funding through FSSA –TANF (Temporary Assistance for Needy Families) to Indiana's Kids, which works in conjunction with three organizations throughout the state Indiana to administer services. Students are provided after school tutoring, homework help, career and college preparation as well as conversations around abstinence and healthy futures.

Skill Up

Building on these existing initiatives, the DWD offered up to \$11 million in total grant funding for use during CY 2016 to implement regional strategic partnerships between employers and educators to skill up students and workers throughout Indiana. These partnerships were industry-led and focused on designing effective strategies to ensure that communities throughout Indiana have a strong talent pipeline to fill the more than 1 million jobs that will be available across the state of Indiana from now through 2025 and beyond.

PROGRAM YEAR 2015 RESULTS	
TRAINING FUNDS	\$1,888,538
PARTICIPANTS	1,641
ENTERED EMPLOYMENT	80
RETAINED EMPLOYMENT	80%
AVERAGE WAGE EARNINGS	\$19.84





Sector Partnership – National Emergency Grant (SP-NEG)

“Indiana submitted this NEG application in response to TEGL 31-14 which calls for states to look at sector partnership opportunities. The TEGL breaks the grant into three portions. This first is Regional Planning and Strategies. The state will partner with all of our WIOA Workforce Development Boards, Local organizations and local business to fund Sector Partnership planning across the state in the "Priority Now" sectors that have been identified in our narrative. Additionally, the state will partner to develop strategies around a significant increase in Apprenticeship programs implemented in the state. These activities will expand on the work being accomplished currently by the Indiana Career Council that has developed a framework to develop sector strategies on the local/regional level. The second category is Program Services: Enhanced Career Services. In this section the state will be focused on providing an enhanced program for dislocated veterans and military families in Indiana. As one of the largest National Guard states and a state that sends a disproportionate number of its citizens into the military, we are keenly attune to their challenges getting employment. We have worked with a local organization and created an intensive program that focuses intensive services on the veteran and aligns them directly into being "Job Ready". We have piloted this in one of our regions and this grant will allow us to take it statewide and potentially move it into a national model. This "boot camp" approach will help transitioning veterans obtain employment in the Priority Now sectors that have been identified by the state. The final portion of the grant is Program Services: Training and Work-Based Training Models. Indiana will use the majority of its funds for these training programs. We look to implement multiple strategies across every region in the state.”

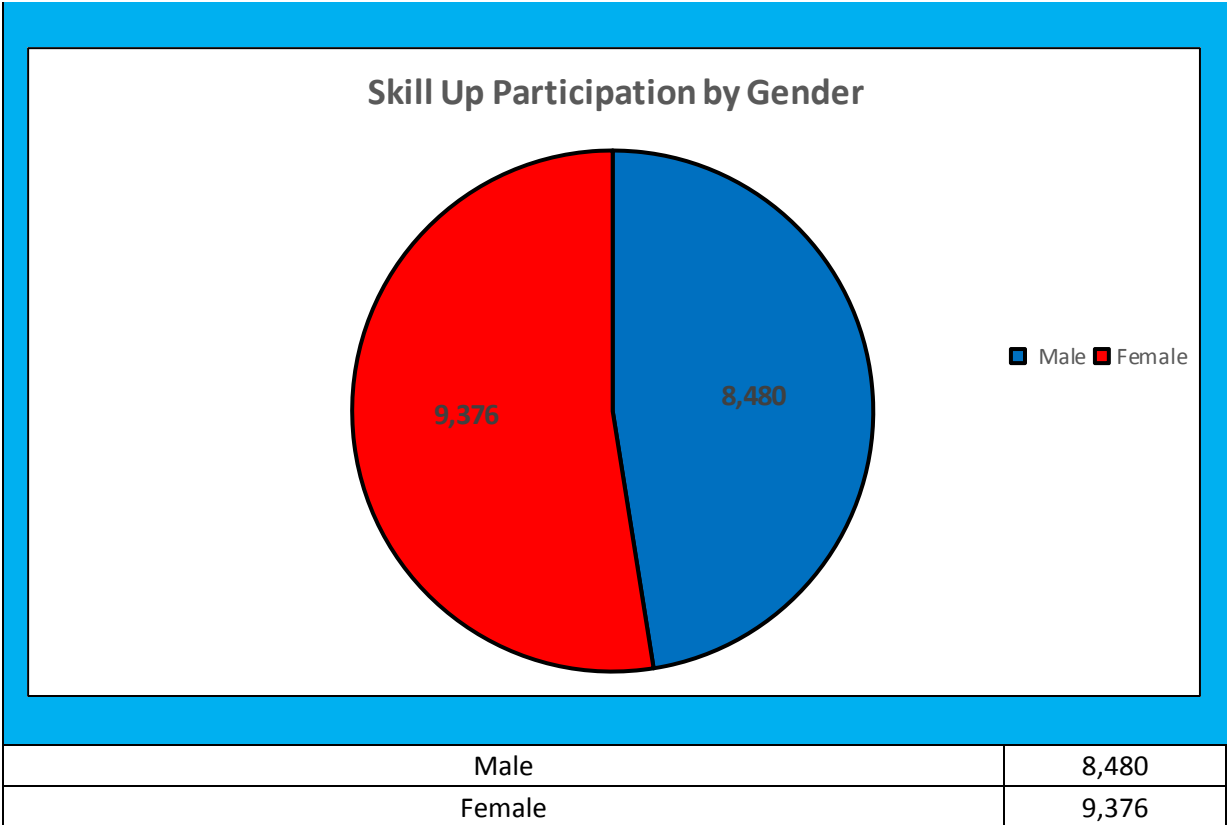
PROGRAM YEAR 2015 PARTICIPANT NUMBER	
RECEIVING INTENSIVE SERVICES	200
ENROLLED IN TRAINING	155
ENTROLLED IN OJT ONLY	4
RECEIVING SUPPORTIVE SERVICES	36
EXITS	41
ENTERING EMPLOYMENT AT EXIT	63
ENTERING OJT EMPLOYMENT AT EXIT	1
ENTERING RELATED EMPLOYMENT AT EXIT	1

CTE Performance Grants

The 2015 Indiana General Assembly allocated Career and Technical Innovation and Advancement funds to DWD. A portion of those funds have been designated for secondary Career and Technical Education (CTE) performance grants to recognize and reward performance on targeted performance measures to incentivize enhancement and expansion of those measures in the future. These grant funds are in addition to state CTE funding received by school corporations and federal funds received by CTE districts. The dollars are distributed based on numbers of students enrolled in CTE that are receiving dual credits (at least 9) and industry certifications and the number of concentrators.

PROGRAM YEAR 2015 RESULTS	
TRAINING FUNDS	\$5,000,000
PARTICIPANTS*	17,856

*All participants are ages 16-20 as well as having less than a high school education



Workforce Investment Act

Oversight Data Element Validation

Oversight Resolution completed Wagner-Peyser data element validation in August 2014. WIA data element validation and TAA data validation was completed by Oversight Resolution in February 2016.

Cost of Workforce Investment Act Program Activities Relative to Program Outcomes

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

	Exiters (10/1/14-9/30/15)	Exiters w\Positive Outcomes (10/1/14-9/30/15)	Program Year 2014 Expenditures	Program Year 2014 Cost per Positive Outcome
Adult Program	12,974	3,111	\$12,531,386	\$4028
Dislocated Worker Program	4,018	3,398	\$13,949,729	\$4105
Youth Program	3,161	2,537	\$13,497,312	\$5320

While many adults and dislocated workers gained valuable skills and credentials, the calculation of cost effectiveness is based on employment. The cost of providing adult services was calculated by dividing the number of adults who exited the program by who gained employment by the year's adult expenditures. The cost per entered employment was \$4028. For dislocated workers, the cost per entered employment was \$4105.

Positive program outcomes for youth were considered placement in employment or education, and attainment of a degree or certification. The cost per positive youth outcome was calculated by taking the youth expenditures and dividing them by the number of youth exiting the program with a positive outcome. That cost was \$5320.

Performance Results

Indiana's statewide performance for Program Year 2015 reported in the Appendix of this report includes all required cohorts for each measure. Indiana exceeded all of its nine Common Measures performance goals for Program Year 2015.

WIA Performance Goals for Indiana WIBs and RWBs

PY15 Goals	
WIA Adults	
Entered Employment Rate	62%
Employment Retention Rate	83.0%
Average Earnings*	\$13,000
WIA Dislocated Workers	
Entered Employment Rate	69.0%
Employment Retention Rate	88%
Average Earnings*	\$15,000
Wagner-Peyser	
Entered Employment Rate	60%
Employment Retention Rate	83.0%
Average Earnings*	\$13,000
WIA Youth	
Placement in employment or Education	66.0%
Attainment of Degree or Certification	62%
Literacy & Numeracy Gains	43%

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

Note: The following tables have areas with omitted data not required by the U.S. Department of labor for Program Year 2015 because Indiana was approved to report only Common Performance Measures Outcomes per employment and Training Administration, United States Department of Labor, Training and Employment Notice No. 31-09, dated June 11, 2010. For this same reason, Tables A, H-2, I, J, and K have been emitted from this report.

Table B: Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	62.0%	76.1%	9,868
			12,974
Employment Retention Rate	83.0%	88.0%	12,040
			13,675
Average Earnings	\$13,000	\$13,785	\$165,376,796
			11,997
Employment and Credential Rate			

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment Rate	73.2%	986	74.6%	936	56.1%	292	68.0%
		1,347		1,254		521		2,140
Employment Retention Rate	83.5%	1,188	86.0%	1,026	77.7%	278	87.8%	1,402
		1,422		1,193		358		1597
Annual Earnings	\$10,772.6	\$12,754,741	\$16,073	\$16,426,46	\$12,337	\$3,429,676	\$15,081	\$21,007,528
		1,184		1,022		278		1,393
Employment and Credential								

Table D: Other Outcomes Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	81.9%	1,974	75.4%	6,250
		2,411		8,554
Employment Retention Rate	89.8%	2,556	87.7%	6,933
		2,845		8,144
Average Earnings	\$14,559	\$37,009,396	13,999	\$89,835,036
		2,542		6,918

EVALUATION OF STATE PROGRAMS

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

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

Table E: Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	69.0%	77.4%	3,111
			4,018
Employment Retention Rate	88.0%	90.6%	2,652
			2,927
Average Earnings	\$15,000	\$16,773	\$44,313,546
			2,642
Employment and Credential Rate			

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemaker	
	Entered Employment Rate	75.1%	304	62.9%	73	69.4%	640	77.3%
		405		116		922		22
Employment Retention Rate	85.3%	243	76.6%	59	89.2%	536	77.8%	7
		285		77		601		9
Average Earnings	\$17,764	\$4,298,799	\$14,356	\$847,019	\$17,198	\$9,132,293	\$10,268	\$71,876
		242		590		531		7
Employment and Credential Rate								

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	86.0%	746	77.6%	1,146
		867		1,477
Employment Retention Rate	92.1%	720	90.9%	976
		782		1,074
Average Earnings	\$17,075	\$12,225,341	\$17,006	\$16,512,732
		716		971

Table H 1: 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

Table L: Other Reported Information

Reported Information	12 Month Employment Retention Rate	12 Months Earnings Increase (Adults and Older youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	88.9%	\$3,355	\$37,728,553	0.0%	0	\$5,997	\$59,022,495	0.0%	0
			11,245		9,868		9,842		1,974
Dislocated Workers	90.9%	\$106	\$42,595,341	0.0%	0	\$7,264	\$22,547,484	0.0%	0
			\$40,062,231		3,111		3,104		746
Older Youth									

Table M: Participation Levels

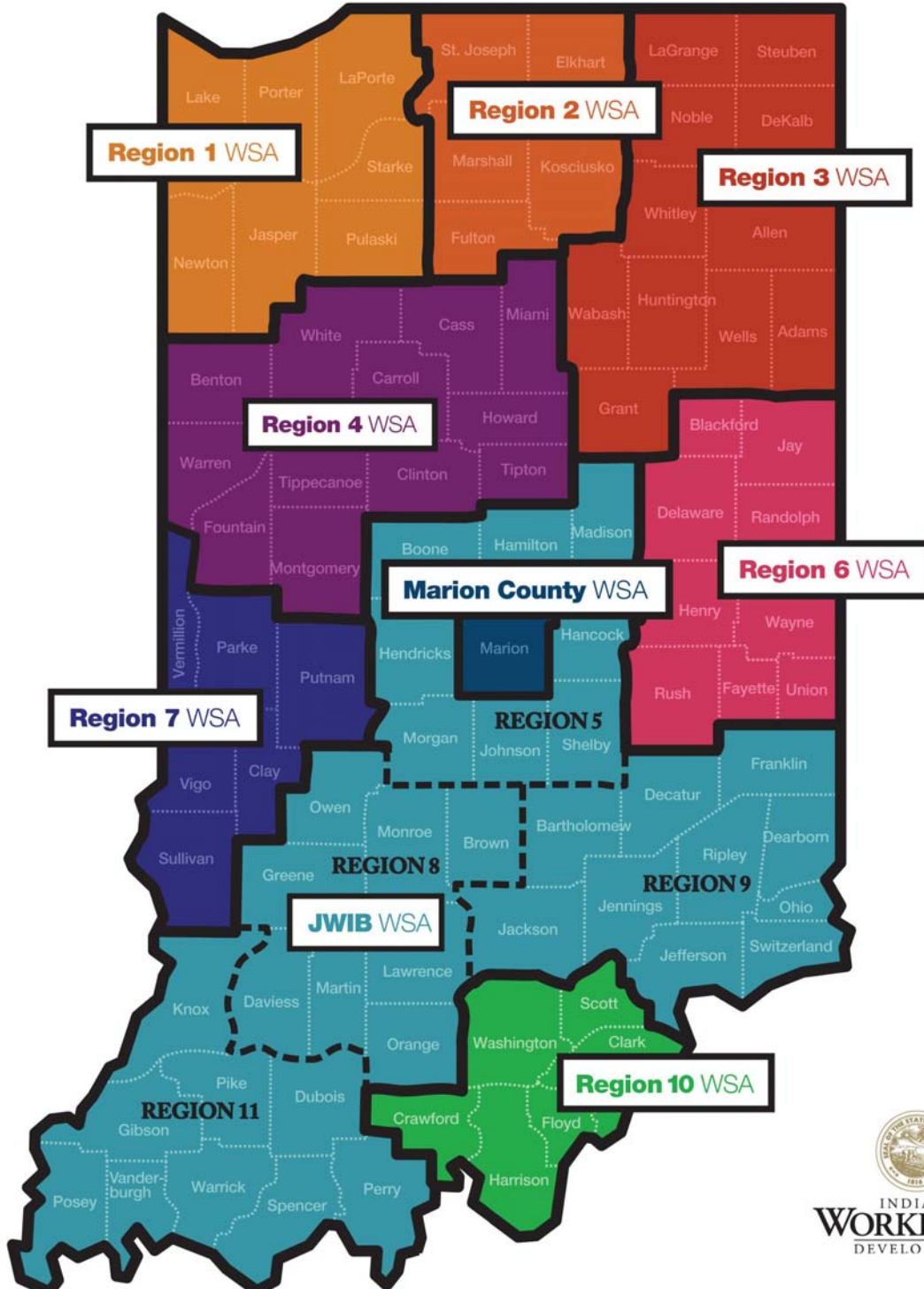
Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	102,161	77,620
Total Adults (self-service ONLY)	96,377	67,634
WIA Adults	102,159	77,620
WIA Dislocated Workers	5,804	3,232
Total Youth (14-21)		
Younger Youth (14-18)		
Older Youth (19-21)		
Out-of-School Youth	2,655	1,474
In-School Youth	2,646	1,758

Table N: Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$12,531,386
Local Dislocated Workers	\$13,949,729
Local Youth	\$13,497,312
Rapid Response (up to 25%) WIA Section 134 (a)(2)(B)	\$1,469,676
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	\$4,961,857
Total of All Federal Spending Listed Above	\$46,409,960

Department of Workforce Development

Workforce Service Areas (WSA)



WORKFORCE SERVICE AREA REGIONAL SUMMARIES

Each of Indiana's Workforce Service Areas (WSAs) submitted a snapshot of regional activities during PY 2015. See below for an update on all regions.

Workforce Investment Act							
PROGRAM YEAR 2015 SUMMARY OF PERFORMANCE							
STATEWIDE							
	Participants Served	Training Participants	Total Available Funding **		Total Expenditures		
Adults	102,159	4,006					
Dislocated Workers	5,806	1,002					
Youth	5,301	3,429					
Totals	113,266	8,437					
WIA Rapid Response Grants *	51	6					
Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	7152	736	41	13	4898	3227
	21 - 25	13574	738	284	60	403	202
	26 - 30	13030	537	498	136		
	31 - 35	12017	437	568	126		
	36 - 40	10811	395	626	135		
	41 - 45	10645	381	704	140		
	46 - 50	10485	325	822	145		
	51 - 55	10744	243	985	128		
	56 - 60	8227	169	854	90		
	61 +	5472	45	424	29		
	Not collected	2	0	0	0		
Education	Less than 12 years	2256	538	211	28	4047	2995
	Received Diploma/GED	12297	1856	2347	465	753	354
	More than 12 years	10004	1603	2924	508	103	70
	Not collected	77602	9	324	1	398	10
Gender	Male	57759	1727	3093	559	2373	1459
	Female	44388	2279	2713	443	2928	1970
	Not collected	12	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					76.06	
	Dislocated Workers					77.43	
Retention Rate	Adults					88.04	
	Dislocated Workers					90.61	
Six Months Average Earnings	Adults					\$13,785	
	Dislocated Workers					\$16,773	
Placement in Employment or Education	Youth (14-21)					71.32	
Attain Degree or Certification	Youth (14-21)					62.65	
Literacy and Numeracy Gains	Youth (14-21)					46.19	
*Funds used to provide training services for large scale dislocations. The participants served included in totals.							
**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants. Includes administrative 10% and carry-in funds available.							
*** Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains.. Youth coenrolled as adults may receive training.							

WSA 1 – NORTHWEST INDIANA WORKFORCE SERVICE AREA

This year's efforts have focused on *providing our region's employers with the skilled workers* they need through the alignment of workforce, education, and economic development partnerships while helping workers achieve a self-sufficient wage. These goals require more flexibility and collaboration across multiple service partnership providers like READY NWI, Adult Education Centers, the Region 1 Works Council, and the Northwest Indiana Workforce Partnership.

The following is a report on some services, programs, and outreach from this past year:

ECONOMIC DEVELOPMENT

The Northwest Indiana Workforce Board (NWIWB) have provided demand driven education and training, employment and re-employment assistance, and youth focused initiatives, all which provide a solid contribution to local economic development efforts. Helping employers access the skilled labor they need, the workforce board works to capture several mechanisms of support for regional economic development.

- This past year our WorkOne provided services for Hoist Liftruck and Pratt Industries, two new large scale national and international manufacturers in Region 1. Services included posting job orders, recruitment efforts, OJTs, and Workkeys® testing. We provided assistance on behalf of these employers to over 2,218 jobseekers.
- Drew 2,644 job seekers to WorkKeys testing for ArcelorMittal. Tested 1,770. Hired 63.
- Manufacturing Week/Day (October 2015) in the region was well received with participation exceeding our expectations. Our region touched approximately 8,300 individuals during Manufacturing Week; primarily K-12 education--through awareness efforts, specialized tours, and educational events featuring presenters from the manufacturing industry.
- The NWIWB launched the first of many sector employer consortiums to come. The regional Manufacturing Consortium is made up of over 20 manufacturers who meet on a bi-monthly basis. The Consortium was established to allow a platform for networking among local manufacturers that would encourage sharing of challenges, an opportunity for partnership, and create messaging that will convey the importance of creating a pipeline of skilled workers based on employer needs.

COMMUNITY OUTREACH EVENTS

- The Northwest Indiana Workforce Board was selected to co-host a regional Graduate to Success Summit on November 13th as part of the America's Promise Alliance's GradNation campaign. With over 200 attendees, Northwest Indiana community officials, business leaders, and educators came together to examine local data on education related to the workforce and determine challenges that remain for Northwest Indiana to prepare young people for success; and they also hear from Indiana Commissioner for Higher Education Teresa Lubbers. The day was filled with much discussion on problems and possible solutions the region is working on in efforts to reach the "Big Goal" – that by 2025, 60% of Northwest Indiana residents will have some post-secondary credential or degree.
- Co-sponsored a Manufacturing Summit with the Northwest Indiana Forum at the new headquarters of international manufacturer--Urschel Laboratories in Chesterton, Indiana. Urschel designs and manufactures precision industrial cutting machinery.
- Collaborated in partnership with Michigan City Economic Development to host a community job fair that drew over 200 attendees.

SPECIALIZED TRAINING AND RE-EMPLOYMENT ASSISTANCE

Operation Job Ready Veterans

- Over the last year, we have worked with the Operation: Job Ready Veterans (OJRV) team to offer three weeklong “boot camps” for 44 veterans across the region, including Gary, Hammond and LaPorte. These week-long programs were comprised of a series of interactive and lecture based activities and presentations that aim to give the veterans a tremendous amount of confidence and understanding of their civilian skill sets. The programs also give staff an opportunity to better understand the veterans they are serving and ultimately get them into training and sustainable employment. Of the 44 veterans that attended OJRV in the past year, 3 went into some type of work-based learning (WEX or OJT) and 6 went into skills training. Of the 44 veterans, 13 are employed in various industries ranging from healthcare to manufacturing with an average of \$16 hourly wages.
- The NWIWB was the recipient of a \$387,421 grant for a regional initiative entitled, Rise in Retail. The funding came through the Chicago Cook Workforce Partnership and was made possible through the Walmart Foundation. This collaborative effort with Walmart, Chicago Cook Workforce Partnership, Lake County business leaders, government officials, and the nine other selected workforce boards across the country, will allow us to foster workforce training innovation in a sector that we have not traditionally focused on and in our new Retail Training Lab. Through employer engagement and the newly established Retail Employer Consortium, we hope to create clear career paths in retail for hundreds of workers, while providing skills training and new approaches to accelerate career advancement among current workers.

YOUTH/JAG

- Served 600 out of school youth in PY15 compared to 384 in PY14.
- Served 369 in school JAG youth.
- Had 220 students participate in financial literacy training this year.
- Just over 90 Northwest Indiana high school students from Gary, East Chicago, Hammond, Knox, and Michigan City participated at the Regional Jobs for America’s Graduates (JAG) Career Development Conference (CDC) on Friday, January 30, 2016 at Indiana University Northwest in Gary. The (CDC) is one way to prepare the at-risk youth them for the future by allowing them to compete in events showcasing their critical thinking skills, employability related skills, and communication skills. Awards were presented at the end of the program with 11 of the recipients and two of the schools moving on to the state competition in Indianapolis who moved on to the state competition in Indianapolis.
- Attained 5 of 5 JAG Performance Standards at East Chicago Central High School, Knox High School, Theodore Roosevelt High School, and Wirt/Emerson Visual & Performing Arts High School.
- NW Indiana Jag students captured over \$2.8 million in scholarship awards to help them move on to their next chapter of their lives—post secondary education. JAG students receiving awards were from AK Smith Career & Tech Center, Calumet New Tech High School, East Chicago Central High School, Gary Roosevelt High School, Gary West Side Leadership High School, Hammond High School, Knox High School, and Wirt/Emerson Visual & Performing Arts High School.
- Showcased over 100 speakers and provided 19 field trips for Jobs for America’s Graduate students throughout the region. Field trips were to colleges, employers, and other learning events.
- Developed a 31-page Work Ethics Instructor’s Manual for region high schools.

MISCELLANEOUS

- Invested close to \$1.3 million in funds to upskill 726 jobseekers.
- Over 2,500 local students received adult education and WorkOne services.
- Achieved 1,896 National Career Readiness Credentials (NCRC)—a 9% increase from PY14.
- Served 1,068 employers this year who received 5,981 services. This was an increase of close to 17.5% employers served.
- Held more than 62 employer job fair and hiring events.
- Offered 2,556 workshops throughout region WorkOne centers with a total of 9,908 participants.

Workforce Investment Act

PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE

THE WORKFORCE INVESTMENT BOARD FOR REGION 1

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	13,458	526		
Dislocated Workers	637	92		
Youth	597	401		
Totals	14,692	1,019		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	706	39	3	2	499	348
	21 - 25	1488	93	28	8	98	53
	26 - 30	1647	73	65	10		
	31 - 35	1630	73	62	11		
	36 - 40	1526	61	57	10		
	41 - 45	1558	66	77	9		
	46 - 50	1396	42	83	10		
	51 - 55	1497	45	117	15		
	56 - 60	1152	22	102	10		
	61 +	858	12	43	7		
	Not collected	0	0	0	0		
Education	Less than 12 years	223	21	22	4	389	309
	Received Diploma/GED	1213	258	241	51	175	77
	More than 12 years	1531	247	345	37	29	14
	Not collected	10491	0	29	0	4	1
Gender	Male	7382	247	356	56	262	158
	Female	6076	279	281	36	335	243
	Not collected	0	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	76.29
	Dislocated Workers	77.70
Retention Rate	Adults	89.01
	Dislocated Workers	91.72
Six Months Average Earnings	Adults	\$13,867
	Dislocated Workers	\$14,588
Placement in Employment or Education	Youth (14-21)	69.53
Attain Degree or Certification	Youth (14-21)	54.79
Literacy and Numeracy Gains	Youth (14-21)	52.31

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

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

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

WSA 2 – Northern Indiana Workforce Service Area

PARTNERSHIPS

In PY 15, the Northern Indiana Workforce Board (NIWB) and staff continued to work closely to maintain the partnerships and trust built with all partner organizations as preparations were made for Workforce Innovation and Opportunity (WIOA) implementation. As the Partners came together and continued to work through areas of concern, FSSA had just informed nearly 10,000 individuals in the region of potential loss of benefits if they qualified under Able-Bodied-Without-Dependents. These individuals were required to enter the IMPACT program provided by ResCare. The daunting numbers brought the regional partners together to create collaborative solutions to space and time issues arising from the sheer volume. Joint Orientation sessions and workshops were developed to share the information of each agency and the services available, as well as workshops in all agencies being modified to meet the needs for the workforce development requirements of the program. This allowed all partners to see the flexibility and agility of a system truly integrating and working together.

From this method of integrated work, the Regional Business Services Team was developed to include all partner agencies. This allowed more employers to be contacted without multiple calls being made to the businesses. The Region also received a CELL grant to assist in building a Regional Manufacturing Planning Group. This grant was received by the St. Joe County Chamber and was intended to serve as a convener for the regional manufacturing employers. In theory, this was a fantastic opportunity to really pull the region together. However, in reality, the diversity of each county's manufacturers did not allow this to become a full reality. In the end, it has become the web repository of information on Career Tech Ed programs, Adult Ed programs, regional school corporations' dual credit programs, and resources necessary to meet barriers to employment, matching this information to the employers and their hiring needs. This group known as R2AMP, has continued to seek the highly coveted Skill Up grants from the Department of Workforce Development.

TALENT ROADMAP

The Talent Roadmap continues to drive and encourage communities to constantly evaluate and address current workforce issues within each community. This vital document has led to the creation of individual community work groups seeking to find creative solutions to the key employment barriers in our region. These key barriers are public transportation, quality childcare, food and healthcare resources, assistance with car repair, and the availability of these resources to the individuals falling into the United Way category of ALICE (Asset Limited, Income Constrained, Employed) individuals. This need has led to the development of Church coalitions, community coalitions, a transportation company, and action oriented work groups.

REGIONAL TRAINING PROGRAM

While the region continues to encourage and inspire individuals to complete two-year degree programs or return to complete the college work they began, but abandoned years ago, the key trainings occurring in Region 2 have been aligned to the local labor market demands of our employers. A difficult, yet most needed change in the training offered has been the need for a very short turn-around time for these trainings. Employer demand has been such, that most training requiring more than 4-5 weeks is simply too long for them to wait for potential employees. Work orders come in to the employers and need to be filled within the next week, not next month. This has driven the region to seek Apprenticeship opportunities, quick PLC trainings developed on site for the employers, and classes being offered on location, which provide the employers an opportunity to observe the work ethics and job readiness of the individuals. The continued development and implementation of these types of trainings will continue to grow as the Career Pathways/Sector Strategies take root in the work being done in the region.

A particularly successful off-shoot of this model has been work funded by the South Bend and Mishawaka Mayors' Offices. Training has been developed for each of the top Region 2 Sectors – Manufacturing, Logistics, Healthcare, Hospitality, Construction, and IT. Individuals participating in the training attend a week-

long work readiness boot camp with Coach Terry Stokes. A highly successful entrepreneur himself, Mr. Stokes leads the participants through challenging sessions on facing the challenges of entering or re-entering the workforce when life continues to hit them with challenges that cause them to want to quit. Through the addition of this component, the program has had higher completion rates, higher placement rates, and higher retention rates. Even after the participant has completed training and become employed, Mr. Stokes is available to them to reiterate things learned in the boot camp.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

The Region 2 Northern Indiana Workforce Board (NIWB) was awarded a Federal Contract for a SCSEP program to be run within an America's Job Center (WorkOne) with the participants having full access to the array of Employment Services provided by the Center and its partnering agencies. This program began with individuals who had been granted waivers to work search rather than being encouraged to seek employment. The program had a 26% placement rate when taken on by the NIWB. After working in close partnership with the WorkOne offices and partnering agencies such as Adult Basic Education, ESL, and Goodwill, the current placement rate is now at 72%. This rate is expected to climb even higher in this next program year. Many of the community services agencies have readjusted to the idea of being training partners rather than looking at these individuals as unpaid "staffing". This has created greater leverage in placing the 82 individual participants in host agencies that will ensure they are truly getting the work ready job skills necessary to enter or re-enter the workforce.

RESEA

The Indiana Legislature developed legislation requiring all individuals filing for unemployment to enter the WorkOne offices for an orientation to the services offered free of charge to all Indiana residents. This program has increased the traffic in the offices and is bringing in a completely different level of clientele. The offices are assisting teachers, accountants, CEO's, and other white collar workers. This has increased the need for our HOPE Professional Networking group. Through this group professionals are assisted with resumes, interviewing skills, and coaching through their job search. Many of these individuals are placed into employment in jobs from \$45,000 per year up to and including \$265,000 per year.

On the flip side of this, many individuals coming into to participate in the RESEA program are also from the lower skilled workforce. This has allowed the Job placement Specialists within each office to begin implementing Employer Meet and Greets within each office on the day of the RESEA Orientations. This provides employers with a "first look" at individuals who are now ready and seeking employment. It has allowed the offices to provide training for those in need of extra skills to meet these employer's needs, set up OJT's, and assist individuals in simply returning to work the following week. This has been a terrific opportunity to serve the business community and the job seeker community in a more efficient and highly effective manner.

YOUTH

The In-School Youth programs in Region 2 continue to build robust JAG programs in the schools. These highly coveted programs assist nearly 1000 students to ensure they remain in high school to achieve their high school diploma. The current rate of attainment is 92%. The goal has always been drop-out prevention in a region with nearly 45,000 individuals (16 – 89) who do not have either a high school diploma or high school equivalency. The JAG programs work hard to assist students in developing life skills and work skills that will help them transition from high school into employment, military or post-secondary with the problem-solving skills necessary for their success. IN PY'16, the NIWB plans to add two additional high schools bringing the total of In-school JAG programs to 17 in the five county region. These programs maintain a solid summer internship program helping students in their Career Pathway exploration. This resulted in a stronger partnership with the Pokagon Band of the Potawatomis providing additional funding for Work and Learns designed to feed the new casino being built in South Bend. The goal is for Youth to have the opportunity to learn the skills and gain employment in the hospitality industry.

The Out-of-School Youth program has been working diligently to determine ways to move to a more dropout recovery-focused program. With 50% of the funding being devoted primarily to locating these youth, new and more robust partnerships have been formed with the Juvenile Justice programs in each of the counties, HUD and homeless centers, the Youth Service Bureaus, Goodwill and their newly formed Excel Center in South Bend, the Adult Ed programs, and area schools that are willing to assist in locating students. Currently, the training being offered to the Out-of-School Youth include Bridges out of Poverty model classes, Financial Literacy, Career Pathway programs that have been aligned to the Local Labor Market data, and an additional three Youth-focused Business Services Reps to assist in Job Placement, Job Shadowing, Work Experiences (truly testing out the work readiness skills they are learning), and Internships. Another opportunity to be added in Program Year 2016 will be the use of Transition Employment to assist Youth as they move from low work readiness skills to higher job skills. In these situations, an example would be that of a participant beginning in a cashier role and moving into a teller job. The Youth-focused BSR's will locate employers willing to make this investment on Youth.

WORKINDIANA AND ADULT BASIC EDUCATION PROGRAMS

A real challenge for Region 2 in a time of much lower unemployment rate is the continuing issue of over 44,000 individuals who do not have their high school diploma or high school equivalency. Much effort has been put into solving this issue by WorkOne and NIWB staff, Ivy Tech, and the local Adult Basic Education programs. It is difficult to make this a top priority in job seekers when it is not a requirement for the employers. While these individuals are currently making sustainable wages, another downturn in the economy could find them in less desirable conditions. As a community and as partners, this has become a key focus. While the numbers do not reflect movement in solving this issue, the Horizon Education Alliance has been awarded a grant through Skill Up to implement online solutions to this issue, partnering the high school equivalency preparation with 180 Skills certifications as a tandem learning experience to increase the employer's motivation to allow their employees to gain their high school equivalency.

The WorkINDiana program continues to develop programs that incorporate basic literacy skills with short term certification programs to increase the skilled workforce available to employers. The current programs being offered have been aligned with the in-demand jobs within Region 2. Employers have been brought in to discuss the exact skills necessary to fill their job openings.

REGIONAL CITIES GRANT

Region 2 was awarded a Regional Cities grant for St. Joseph, Elkhart, and Marshall Counties. This grant has aligned the communities to form a Regional Development Association that is guiding the work being done in the region toward beautification, workforce development, education opportunities, employment opportunities, and economic development activities to revitalize the region. The NIWB and WorkOne have played key roles in many of the planning activities and now in the implementation of many of these plans. The key focus has been to develop a skilled workforce and to create an employment and living environment designed to attract and retain talent.

SIBLEY CENTER

Area residents and former owners of Sibley Products have donated their building and machinery to a project that is still in development, but should take hold in PY'16. The building is being devoted to STEM practice. For pre-schoolers, this will be an opportunity to explore STEM-focused activities while in childcare. As the children move into after school programs, the STEM activities will continue to evolve with them as they explore a wide-range of career opportunities in all areas of STEM, including manufacturing and design with older participants serving as peer mentors and teachers for their younger counterparts. Conceivably, a pre-schooler or elementary aged student could draw something and their older mentor could CAD create it for another older mentor to put it into a 3D printer to produce the exact replica of the drawing, demonstrating for all the process

and development of products. This could then be moved into a production of a short run available for sale, creating an entrepreneurial exploration for all the participants involved. Voc Rehab has discussed the possibility of using the facility as a way of “certifying” individuals with disabilities for the workforce. The National Tool and Machining Association has received a grant that would develop 22 robotics teams over the next 2-5 years. The robots have to be manufactured. The Sibley Center will be the facility most able to handle this manufacturing and provide the “training environment” for the robotics teams. The Sibley Center will work jointly with the Mishawaka High School Manufacturing Institute to ensure students with the opportunity for “hands-on” experience with machinery. For those interested in trying their hands at entrepreneurship, the Sibley Center will be able to provide short-runs of products being developed by new manufacturers and designers working the local SCORE chapter to see their projects through to creation and into a store.

Workforce Investment Act

PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE

THE WORKFORCE INVESTMENT BOARD FOR REGION 2

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	7,758	500		
Dislocated Workers	404	87		
Youth	487	308		
Totals	8,649	895		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	436	64	0	0	458	299
	21 - 25	840	86	19	6	29	9
	26 - 30	874	70	29	10		
	31 - 35	827	44	20	7		
	36 - 40	775	52	38	10		
	41 - 45	814	59	36	13		
	46 - 50	935	62	64	16		
	51 - 55	903	31	80	10		
	56 - 60	800	24	74	11		
	61 +	554	8	44	4		
	Not collected	0	0	0	0		
Education	Less than 12 years	245	36	30	4	372	286
	Received Diploma/GED	1020	283	202	45	40	15
	More than 12 years	679	181	167	38	2	1
	Not collected	5814	0	5	0	73	6
Gender	Male	4219	196	244	55	213	122
	Female	3537	304	160	32	274	186
	Not collected	2	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	79.07
	Dislocated Workers	79.76
Retention Rate	Adults	86.57
	Dislocated Workers	91.96
Six Months Average Earnings	Adults	\$14,058
	Dislocated Workers	\$16,970
Placement in Employment or Education	Youth (14-21)	62.34
Attain Degree or Certification	Youth (14-21)	54.60
Literacy and Numeracy Gains	Youth (14-21)	45.24

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

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

Includes administrative 10% and carry-in funds available.

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

WSA 3 – Northeast Indiana Workforce Service Area

SECTOR PARTNERSHIPS

In PY 2015, the regional Workforce Investment Board continued its strong commitment to supporting sector partnerships in the region. While the region is committed to working together collaboratively, the workforce board has learned that commitment to action often takes place at a sub-regional level (very often the county level). As such, the workforce board has worked with local economic development organizations to bring together manufacturers and educators in specific counties throughout the region to begin the all-important conversation about aligning educational programming with industry needs. This has led to the creation and ongoing support of five manufacturing associations/alliances in the region including the Adams Wells Manufacturers Alliance, the Noble County Manufacturers Educators Alliance, the Grant's Got Talent Initiative, the Industrial Guild and the Gateway Coalition (focused on the Fort Wayne area). The workforce board works in support of these industrial alliances to help them with the following:

- Work with K-12 systems to engage with students and promote career pathways and opportunities
- Work with K-12 systems to create teacher/counselor externships
- Support work-based learning programs for students
- Work with the Board to develop new adult training programs in key occupations (e.g. maintenance, machining)
- Work with postsecondary institutions to inform curricula specific to critical career pathways

While there is much work to be done with these industry-led associations, these organizations are tackling projects aimed at improving the talent pipeline in the region that supports advanced manufacturing.

Over the past year, two additional sector partnerships have been developed in support of new sectors of the regional economy. First, specialty insurers in northeast Indiana have joined workforce, educational and economic development leaders in the region to form a new sector partnership – the Northeast Indiana Specialty Insurers (NISI) group. Members in the NISI partnership are working together on a range of talent development issues, with the specific goal of developing a regional educational capacity to deliver industry-relevant training needed by its members. And second, in the construction sector a key sector partnership has been established with the 18-member Northeast Indiana Building & Construction Trades Council. This council has been a key player in developing a pilot pre-apprenticeship program and has committed to working with the regional workforce system to engage with education systems and other talent development efforts.

ECONOMIC DEVELOPMENT & BUSINESS SERVICES

To ensure the economic health of the region, a continued focused has been placed on aligning workforce investments in support of economic development activities within the region. As evidence of this, over the past year the regional workforce system has provided financial and workforce service support to nearly 50 economic development projects, demonstrating the strong alignment that exists between economic and workforce development in the region. Overall, more than 1,000 employers were assisted this past year through hiring events, applicant referrals, candidate pre-screening and incumbent worker and on-the- job training activities. Of interest, the workforce system provided these employers with more than 200 customized hiring events/job fairs during the past year at which thousands of applicants were identified and pre-screened for these employers.

INCUMBENT WORKER TRAINING

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

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

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

Over the past year, eight (8) Skill-Link classes were offered in which 90+ workers were trained in the development of critical industrial maintenance and CNC machining skill sets. Also of note, this past year, multiple manufacturing-based sector partnerships have agreed to begin financially supporting these Skill-Link worker training programs by covering 20% or more of program costs.

INNOVATIVE PROGRAMMING

In the past year, the workforce board partnered with the Northeast Indiana Building & Construction Trades Council, the City of Fort Wayne and the Fort Wayne Urban League to pilot a pre-apprenticeship program in support of skilled trade’s organizations in the region. In total, three pilot classes serving 52 individuals were held. Importantly, this program features a strong equity lens as the program targets women, minorities and younger individuals.

Another innovative program effort from the past year is the Manufacturing Entry Training Academy (META), which has been designed to prepare workers with little to no manufacturing experience to move into an entry level position with an area manufacturing employer. The curriculum was designed with significant input from a manufacturing-based sector partnership and covers the following topics: (1) safety, (2) quality, (3) manufacturing processes and (4) employability skills. Classes are held at multiple employer locations across

the county and several plant tours are embedded within the curriculum. The first META class was piloted this past year with workforce board funding and future program expansions and classes are being planned.

ADULT EDUCATION PARTNERSHIPS

In PY 2015, the Workforce Investment Board continued its focus on adult education services as a critical component of the regional workforce system. By serving as fiscal agent for all adult education resources in the region, the WIB and the regional adult education consortium were able to provide over 2,500 adult education students with access to both adult education and WorkOne services. All participating students also had the opportunity to receive job placement assistance, career counseling support and career assessment activities and had full access to resume writing, interview preparation, technology classes and many other WorkOne delivery services. Of note, during the past program year, 88 adult education students accessed WorkINdiana skills training programs such as Certified Nursing Assistant (CNA), Welding, Machining and others. Of these students, 88% successfully completed all training activities and 72% earned an industry-recognized credential.

REGIONAL COLLABORATION

In the process of supporting sector partnerships, the region has seen a strong alignment emerge with other initiatives in the region (which are also now focused on manufacturing and skilled trades' career pathways). While there are many examples of this, several examples from the past year include:

- The region recently received three OCRA Workforce Development grants. Sector partnerships were a driving force behind these grants, which all focus grant resources on activities identified by these partnerships as critical (adult worker training being the key use of OCRA dollars).
- CTE districts in the region have received multiple grants in the past year focused on building the capacity of manufacturing and skilled trades CTE programming. In the past year, CTE districts have concentrated program development efforts on three new manufacturing CTE programs, including two new welding programs and a new CNC machining program (which is being delivered by Ivy Tech to CTE students). Overall, alignment between CTE districts and the skill needs of sector partnerships has become significant.
- In three counties, manufacturing-based sector partnerships and local economic development organizations have approached counties and cities to secure a commitment of funding to support worker training activities. To date, three counties have committed county economic development income tax (CEDIT) resources, which are now being set aside to support worker training activities.
- Across multiple collaborations this past year, the region worked to develop and execute a regional marketing campaign to promote careers in manufacturing to middle and high school students. Identified as the "MADEBYME" campaign, this regional marketing effort made aggressive use of social media but also included a microsite, window clings, posters and brochures to cover the more traditional methods of marketing. The campaign was judged to be a success with nearly 5 million social media impressions, a strong click-through rate to further MADEBYME content, and widespread distribution of window clings, posters and brochures. At least one sector partnership is now helping to fund specific elements of the MADEBYME campaign as it continues to gain momentum in northeast Indiana.

YOUTH SERVICES

Addressing the needs of the current and future workforce continued to be a primary focus in PY15. The WIB continued to support two specific programs designed to ensure that young adults achieve either a high school diploma or a high school equivalency diploma.

- The *Be Someone Now* program is delivered through a youth focused organization, serving young adults between the ages of 16-24 who have disengaged from traditional schooling or are not engaged

in form of post-secondary training due to demonstrated barriers. In this program, *Be Someone Now* Young Adult Advocates work with eligible youth to establish and work through short and long term educational and employment goals. Additionally, eligible youth participate in small group sessions covering topics such as getting and keeping a job, resume writing, interview skills, post-secondary fit/FAFSA, financial literacy/budgeting, leadership development and entrepreneurship. Young adults may receive incentives for achieving outcomes, session attendance, meeting goals and attendance inWorkOne workshops. Along with these incentives, young adults are also eligible to receive tuition assistance, paid HSE test fees, intensive case management support and twelve months of follow-up upon program completion. In total, 210 out-of-school youth participated in this education-focused youth program.

- The Jobs for America's Graduates (JAG) program was operated on site at fourteen (14) regional high schools, including a CTE location, and provided 661 in-school youth with the support and assistance they needed to stay in school, graduate on time and transition to post-secondary enrollment or directly into the workforce. Overall, the regional JAG program saw a 92% graduation rate from students initially assessed to be at-risk of failing to complete high school graduation requirements. Additionally, the region led the state with seven (7) placements at the 2016 JAG Indiana State Career Development Conference competition, amongst regional competitors.

Workforce Investment Act							
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE							
THE WORKFORCE INVESTMENT BOARD FOR REGION 3							
	Participants Served	Training Participants	Total Available Funding **	Total Expenditures			
Adults	23,978	455					
Dislocated Workers	960	163					
Youth	371	247					
Totals	25,309	865					
Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1298	39	9	3	351	241
	21 - 25	3097	69	48	9	20	6
	26 - 30	2986	68	63	19		
	31 - 35	2818	59	83	19		
	36 - 40	2573	49	99	22		
	41 - 45	2646	48	115	24		
	46 - 50	2575	58	144	30		
	51 - 55	2654	43	173	25		
	56 - 60	2055	20	152	10		
	61 +	1276	2	74	2		
	Not collected	0	0	0	0		
Education	Less than 12 years	174	26	44	5	363	246
	Received Diploma/GED	986	194	351	65	6	1
	More than 12 years	1208	235	440	93	0	0
	Not collected	21610	0	125	0	2	0
Gender	Male	14450	248	520	93	166	99
	Female	9528	207	440	70	205	148
	Not collected	0	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					77.88	
	Dislocated Workers					82.34	
Retention Rate	Adults					89.77	
	Dislocated Workers					90.30	
Six Months Average Earnings	Adults					\$14,425	
	Dislocated Workers					\$16,620	
Placement in Employment or Education	Youth (14-21)					68.86	
Attain Degree or Certification	Youth (14-21)					59.57	
Literacy and Numeracy Gains	Youth (14-21)					53.92	

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

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

Includes administrative 10% and carry-in funds available.

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

WSA 4 – WEST CENTRAL INDIANA WORKFORCE SERVICE AREA

ADVANCING MANUFACTURING

The lack of skilled talent continued to be a challenge for manufacturing companies during PY 15. Rapid expansion within the transportation equipment industry created a huge demand for entry-level production workers committed to manufacturing skills training. In response, the Region 4 Workforce Board and the Region 4 Advanced Manufacturing Sector Partnership fully implemented the *Rapid Reemployment in Advanced Manufacturing Positions (RAMP)* initiative during PY 15. RAMP, co-funded by WIOA and H-1B Ready-to-Work Partnership grants, was designed by key employer partners to prepare hard-to-employ workers for advanced manufacturing positions requiring Standardized Work skills certification. Education and training partners, Purdue Polytechnic Institute and Ivy Tech, provided the technical training. Employer partners provided training space and equipment, 'work and learn' internship opportunities and, ultimately, employment. Unique to *RAMP* are its full range of education and training experiences: extensive pre-training orientation, assessment, and cohort-building; classroom training; hands-on work simulations; work hardening/physical conditioning; paid internships; and placement facilitation.

During PY 15, *RAMP* served 272 individuals. 237 were enrolled in education/training activities; 203 completed education/training; 203 received degrees or credentials; 136 were interns; and 152 have entered unsubsidized employment to date. Two distinct manufacturing career pathways are open for *RAMP* graduates to pursue that their employers will financially support. Those interested in frontline supervision and management may enroll in an Organizational Leadership and Supervision or similar program leading to an Associate or Bachelor degree.

And those interested in technology may pursue certifications or degrees in Industrial Maintenance Technology or Engineering Technology. Beginning during Q4 of PY 15 another training initiative designed by the Region 4 Advanced Manufacturing Partnership, *Skill UP*, was implemented to complement *RAMP* by expanding the eligible pool of trainees to include youth nearing high school graduation, JAG students, Adult Education students, and others willing to enter a manufacturing career pathway. In addition to the 800 individuals to be served by *RAMP*, another 570 will be served through the 'work and learn' career pathway model adopted by *Skill UP*. In each initiative the Partnership is focused on creating career pathways which blend occupational classroom training, hands-on simulations, and work-based learning experiences that lead to high-skill, high-pay employment in advanced manufacturing positions.

YOUTH SERVICES

Special Events. During PY 15 the Region 4 Workforce Board continued its efforts to bring to the awareness of members of the emerging workforce the extraordinary career opportunities available to them in the region's manufacturing sector.

One means of awareness-building is the Youth Summit facilitated by the Board's Youth Committee. The Summit is an annual event that alternates between Greater Kokomo and Greater Lafayette. This year it was held at Lafayette Jefferson High School. The Summit contained components of an internship fair, employability skills workshops, and panel discussions with employers. It provided a one-day, interactive, high-impact conference for youth to learn about skills valued by employers and the opportunity to network with them. The Summit promoted the career opportunities in the advanced manufacturing sector.

Prior to the Summit, youth attended workshops facilitated by WorkOne staff where they prepared their resumes, learned how to dress for interviews, and discussed the importance of making a good first impression. 150 juniors and seniors from schools around the region attended. 17 employers actively participated and funded the Summit. Representatives of the Building Trades were on hand to demonstrate the type of work and skills needed in the construction industry.

The Mayor of Lafayette, a strong proponent of manufacturing sector career development and Region 4's Chief Elected Official for Workforce Development, reminded the students that the future prosperity to the region depends on their preparation for the career opportunities available to them. The employer panelists focused on the importance of 'soft skills'. The Summit concluded with workshops dealing with teamwork; work ethics, professionalism and social media; and getting a job. Students met with local employers to interview for available positions.

Internships. The Region 4 Board sponsored 100 young adults in paid internships during PY 15: 55 in partnership with Conexus Indiana and 45 directly with employer partners.

Jobs for America's Graduates. Region 4's JAG program, a high school drop-out prevention strategy, served 277 active students and 133 graduates in follow-up status at eight schools around the region in PY 15. JAG helps at-risk youth stay in school to achieve academic, career, and life success. Region 4 met all JAG program performance standards, including a 98% graduation rate.

Workforce Investment Act

PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE

THE WORKFORCE INVESTMENT BOARD FOR REGION 4

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	13,731	299		
Dislocated Workers	451	99		
Youth	427	311		
Totals	14,609	709		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1173	68	5	1	391	291
	21 - 25	2267	54	31	5	36	20
	26 - 30	2101	37	35	12		
	31 - 35	1726	31	50	16		
	36 - 40	1460	28	43	12		
	41 - 45	1249	30	40	15		
	46 - 50	1246	20	69	16		
	51 - 55	1195	19	74	12		
	56 - 60	814	8	68	6		
	61 +	499	4	36	4		
	Not collected	1	0	0	0		
Education	Less than 12 years	403	60	27	3	351	272
	Received Diploma/GED	3650	141	224	39	60	33
	More than 12 years	1939	98	177	57	6	5
	Not collected	7739	0	23	0	10	1
Gender	Male	8235	126	237	50	209	139
	Female	5495	173	214	49	218	172
	Not collected	1	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	74.77
	Dislocated Workers	81.70
Retention Rate	Adults	87.65
	Dislocated Workers	85.81
Six Months Average Earnings	Adults	\$13,122
	Dislocated Workers	\$18,836
Placement in Employment or Education	Youth (14-21)	80.66
Attain Degree or Certification	Youth (14-21)	66.80
Literacy and Numeracy Gains	Youth (14-21)	55.17

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

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

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

WSA 5 – CENTRAL INDIANA WORKFORCE SERVICE AREA

PARTNERSHIPS

Effective partnership with business is a fundamental vision of the Region 5 Workforce Development Board, Inc. (WDB). Several strategic goals supporting this vision have been adopted. Achievement of these goals will better connect the workforce services to business as well as raise the awareness of the WorkOne system and how it can benefit employers and job seekers. Goal one is increased employer utilization of the seven WorkOne facilities in region. During the program year, over 340 employers utilized the WorkOne offices one or more times for services such as hiring fairs, testing, staff training, interviewing, and labor market information. This is an increase of 17.5% from the prior year. Over one hundred twelve (112) staffing agencies used WorkOne facilities for multiple events, including recruitment, interviewing and assessment, an increase of almost 22%. Throughout the year, 142 employers used the WorkOne as an initial point of contact for submitting employment applications, up 40.6% from the prior year. Over 550 new employers were signed up to use the statewide job matching system (ICC). The number of employers participating directly with WorkOne increased in large part due to the marketing and outreach efforts of four Business Consultants who are charged with informing and engaging employers on a daily basis. Another result of the Business Consultants' work was the strong linkages with local economic development entities which facilitated early WorkOne engagement with new business expansions in the region including Smithfield Foods and TSUDA. These initial business relationships may lead to future employer driven training delivery and more placement opportunities for WorkOne clients.

In response to demand for distribution center workers, particularly those skilled in the operation of powered lift equipment, the WDB secured funding from the DWD to train 50 people for the GLA+ certification. This TDL sector partnership includes Ozburn-Hessey Logistics (OHL), Full Beauty Brands, MD Logistics, Frito Lay, Coca-Cola, Napa Belknap, and the Home Depot as Business partners and Vincennes University, VU-LTEC in Plainfield as the training provider for the Global Logistics Associate certification. The GLA is a nationally recognized certificate program sponsored by APICS (Association for Operations Management), a premier professional association for supply chain and operations management. The GLA is a hybrid training program, beginning with on-line pre-course and then live coursework consisting of 80 hours of content blended with hands-on experience in Vincennes University Logistics Training and Education Centers fully-functioning 30,000 square foot warehouse. Following training, a four week paid work experience is provided during which time employer partners may observe the work skills and behaviors of the students as well as interview students for employment consideration. Students earn GLA, OSHA 10, and PITO certifications.

WORK BASED LEARNING

Work Based Learning was promoted as an effective method to provide necessary skills for employment. Of all adults, including dislocated workers, enrolled in training, 13% participated in work based learning through On-the-Job Training. One hundred sixteen (116), about 13% of all youth enrollments, participated in work experience opportunities which provided them with paid short employment to learn hands on about what job performance employers expect. There were 75 employers who agreed to offer work experience worksites. Private sector employers participated in the Work Experience program such Ryobi Die Casting, one of the largest advanced manufacturing employers in Shelby County, provided work experience opportunities in entry level positions.

YOUTH

The Jobs for America's graduates (JAG) program operated eleven programs at nine high schools serving 435 students. The regional graduation rate was 97%. Once again, the Region 5 JAG program exceeded the "5 of 5" standards for Program Year 15, and was recognized at the JAG National Training Seminar held in Orlando in July. Nine JAG staff from this region attended the seminar, and one Specialist, Elizabeth Moffett from Whiteland High School, was recognized as an outstanding specialist. The WDB has approved adding an additional program at Avon High School in the next program year.

With the focus for WIOA programs shifting to Out-of-School Youth recruitment efforts resulted in higher numbers of this youth segment being enrolled. Well over half of all WIOA Youth enrollments were Out-of-School. The Ryobi Die Casting advanced manufacturing work experience site had 14 Out-of-School youth participants and three were hired directly after proving themselves in the WEX opportunity.

VETERAN SERVICES

Services to veterans were provided, via a closely coordinated approach within the region, and also as a part of a regional partnership with veteran providers in Indianapolis. A discretionary grant available to the region in the program year provided funding for a 30 hour intensive workshop for veterans, and topics covered included assessments, resumes, job search strategies, networking and LinkedIn, with the objective of transitioning former military personnel to civilian employment. In April, a special exhibit "Remembering Our Fallen" was brought to the Mounds Mall in Anderson, arranged by working with staff of Crossroads Rehabilitation Services. A special ceremony was widely publicized and held on April 12, 2016, and the display was on hand for several days for the general public to visit. Pictures and stories of Indiana military men and women were on display. The display was created after September 11, 2001, to honor those who made the ultimate sacrifice in the War on Terror. Veteran staff and other WorkOne staff assisted with the large scale hiring fair for Veterans held in Indianapolis in April, "Operation Hire a Hoosier Veteran Job Fair", in a homeless veteran stand down event held in September in Indianapolis, and worked closely with prison and jail projects for veterans about to be released throughout the program year. Veteran staff were transitioned into business services teams to ensure a more coordinated approach in working with employers.

Workforce Investment Act
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 5

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	9,647	538		
Dislocated Workers	741	130		
Youth	825	592		
Totals	11,213	1,260		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	845	142	3	1	765	555
	21 - 25	1353	101	21	5	60	37
	26 - 30	1240	73	65	22		
	31 - 35	1076	51	51	14		
	36 - 40	914	43	73	20		
	41 - 45	951	49	112	27		
	46 - 50	940	30	116	14		
	51 - 55	1013	25	118	15		
	56 - 60	781	20	118	11		
	61 +	534	4	64	1		
	Not collected	0	0	0	0		
Education	Less than 12 years	395	127	17	2	666	512
	Received Diploma/GED	1153	235	231	59	139	75
	More than 12 years	945	169	473	68	9	5
	Not collected	7154	7	20	1	11	0
Gender	Male	5297	196	381	53	392	277
	Female	4350	342	360	77	433	315
	Not collected	0	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	76.62
	Dislocated Workers	74.39
Retention Rate	Adults	88.41
	Dislocated Workers	89.93
Six Months Average Earnings	Adults	\$15,479
	Dislocated Workers	\$18,251
Placement in Employment or Education	Youth (14-21)	73.00
Attain Degree or Certification	Youth (14-21)	65.31
Literacy and Numeracy Gains	Youth (14-21)	38.14

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

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

WSA 6 – EASTERN INDIANA WORKFORCE SERVICE AREA

Alliance for Strategic Growth, Inc. has implemented the following Foundational Workforce Development Initiatives Pyramid:

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

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

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

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

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

REGIONAL INITIATIVES

ACT Work Ready Communities: The Alliance for Strategic Growth, Inc. is focused on enhancing regional employability skills by leading a public/private sector partnership to attain ACT Work Ready Communities Certification in all nine EGR6 counties.

220 EGR6 Employers are engaged in this endeavor.

Three counties (Delaware, Randolph and Rush) in EGR6 have achieved ACT Work Ready Communities Certification. Three additional EGR6 counties (Henry, Fayette, and Wayne) are currently pursuing ACT Work Ready Communities Certification, and are at 97%, 99%, and 99% complete in achieving a certified status, respectively. The remaining EGR6 counties (Blackford, Jay and Union) have considered pursuit of ACT Work Ready Communities Certification. The ACT Certified Work Ready Communities initiative provides regions and communities with the data, tools and processes that create a regionally aligned ecosystem of education, economic development (local and state) and workforce development. To that purpose, the goal is for regional implementation of a common tool – the ACT National Career Readiness Certificate (NCRC) – to certify the foundational work skills of the emerging, transitioning and current workforce of Eastern Indiana. The NCRC mitigates some of the hiring risk incurred by Eastern Indiana businesses, which adds immense value and expeditiousness to employment transition processes.

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

Golden Ticket: Alliance for Strategic Growth, Inc. continues to strive to meet employer demand for employees that are a cultural fit in the workplace. Adaptive skill or non-technical skills are often characteristics an employer evaluates when interviewing prospective employees. The “Golden Ticket” is a partnership program that is ensuring the local workforce talent has the key workplace competencies employers’ demand.

The program focuses on effective communication, professionalism, teamwork, collaboration, critical thinking, and problem solving. In 2015, the program served approximately 200 participants. 80% of the participants received their “Golden Ticket” certificate. Participants have been excited and have provided great feedback on the program:

“Coming into the Golden Ticket Program I really didn’t know what to expect, but coming to this program gave me so much confidence of wanting to better myself. I realized in some areas where I needed some improvements, and in the program they provided me with great information on how to be more reliable and an efficient team player; while doing so with a positive attitude...I am going to take all of the tools that I have learned from this program and excel. Thank you for giving me this great outlook of believing in myself.” - Colondra Benson, Jay County WorkOne customer

“Thinking back throughout the program, I realized that I didn’t know the information that was given to me. I also realized the information would be useful and effective in the workplace...I couldn’t ask for a better way to learn about soft skills that I need to start working.” -Damean Moore, Delaware County WorkOne customer

“The Golden Ticket has helped me reach down within myself to find and improve my best attributes for employment. It has taught me how to be a problem solver, think critically, and how to best handle negative situations. Looking forward to using this knowledge in all aspects of my life and employment...” -Kathy Dungan, Fayette County WorkOne customer

REGIONAL SECTOR SPECIFIC INITIATIVES

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

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

YOUTH SERVICES

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

Muncie Area Career Center: Alliance for Strategic Growth, Inc. and Muncie Area Career Center have developed a strong relationship to serve the adult learning program The Muncie WorkOne and Muncie Area Career Center, two largest sites, have developed unique programming to ensure participants are dedicated to education and employment goals. It is a program that assists adult education students with achieving both education and workplace goals at the same time. The primary reason most adults enroll in the Adult Education program is to earn their diploma or to improve their academic skills so that they are ready to enter or re-enter the workforce. The Fast Goals Project provides the opportunity for adult learners to attend classes in the Adult Education program, develop workforce skills, and be placed in part-time/full-time employment.

The program starts with a rigorous enrollment process that includes the development of the Adult Learning Plan (ALP). The Adult Learning Plan includes a Commitment to Learn statement, goals, time commitment and barriers they must address. Each participant must participate in the Golden Ticket Program. Each participant is placed into a work and learn experience to gain valuable experience and possible long term placement. During the 2015-2016 program year, the MCS AE program had 80% of the learners achieve an educational gain. The program also provided 60% of the participants a successful work and learn experience while continuing to complete their high school diploma or equivalency. Additional adult education and work experience partnerships are being developed for 2016 and beyond.

Workforce Investment Act							
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE							
THE WORKFORCE INVESTMENT BOARD FOR REGION 6							
	Participants Served	Training Participants	Total Available Funding **	Total Expenditures			
Adults	7,713	220					
Dislocated Workers	336	56					
Youth	418	248					
Totals	8,467	524					
Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	833	36	4	1	387	235
	21 - 25	1264	52	19	3	31	13
	26 - 30	1035	28	30	8		
	31 - 35	870	31	23	8		
	36 - 40	809	29	44	13		
	41 - 45	779	22	47	12		
	46 - 50	661	11	40	3		
	51 - 55	687	5	52	4		
	56 - 60	482	4	50	4		
	61 +	293	2	27	0		
	Not collected	0	0	0	0		
Education	Less than 12 years	108	34	11	0	285	227
	Received Diploma/GED	506	83	168	25	45	18
	More than 12 years	377	103	112	31	2	2
	Not collected	6722	0	45	0	86	1
Gender	Male	465297 4350 0 40	52	156	19	198	116
	Female	3072	168	180	37	220	132
	Not collected	1	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					81.74	
	Dislocated Workers					80.44	
Retention Rate	Adults					85.94	
	Dislocated Workers					90.53	
Six Months Average Earnings	Adults					\$13,457	
	Dislocated Workers					\$15,569	
Placement in Employment or Education	Youth (14-21)					66.43	
Attain Degree or Certification	Youth (14-21)					67.66	
Literacy and Numeracy Gains	Youth (14-21)					51.39	

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

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

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

WSA 7 – WESTERN INDIANA WORKFORCE SERVICE AREA

The Western Indiana Workforce Development Board, Inc. is committed to continually improving the demand-driven workforce system of Western Indiana. Members of the board serve as leaders, convening various businesses sectors, and championing the discussions to identify skill needs, and then work with local educational institutions to address these skill needs; either through existing curriculum or customized training.

REGIONAL SECTOR INITIATIVES

One result of these sector-focused skill discussions was the development of a Computer Numerically Controlled (CNC) Machining program by Ivy Tech Community College. Aligned with the needs of area businesses, students complete the 225 hour program which provides students with machining skills that employers are looking for. Employers are encouraged to visit the class and speak with students while they are learning. Employers also provide tours of their facilities as part of the learning experience. Upon completion, students earn four NIMS certifications; making them valuable to area employers.

The tenth class of this sector-based training has now been completed, with one hundred percent job placement or educational continuation of completers. Ivy Tech Community College in Region 7 was recently recognized as a finalist for the annual Exemplary Program Award for Non-credit Workforce Development Programs, presented by the National Council for Workforce Education.

The Western Indiana Workforce Development Board, Inc. also works closely with businesses and organized labor as the Business Services Team provides WorkKeys testing (through the State of Indiana) to prospective employees or apprentices. All testers are encouraged to use the WIN remediation system prior to assessment, and those who do not receive high enough scores the first time are encouraged to continue WIN remediation and other services available through the WorkOne, such as Adult Basic Education.

The Board also works with high school counselors, making them aware of demand occupations, wage rates, employer expectations, and WorkKeys scores necessary to enter a number of jobs in the area or apprenticeship programs such as Plumber and Pipefitters, Bricklayers, Operating Engineers, Carpenters, and Sheet Metals workers.

Plans are underway to develop adult career pathways in conjunction with the businesses of the regional sector partnerships. These pathways will be marketed to adults in a number of effective ways, not the least of which is the Region 7 NEAT Trailer. The New and Emerging Automation Technology (NEAT) Experience is an awesome learning tool that has been implemented within Region 7 of Indiana, spurred on by legislation passed by Governor Pence. The NEAT Experience travels around our region spreading valuable information to students and adults. The intent of the NEAT Experience is to make students and their families more informed about what career pathways exist and how they can go about increasing their own education and skills by choosing to participate in these programs. The NEAT Experience accomplishes these goals with its valuable contents. Inside the trailer are over 11 learning activities that relate to high wage/high skill/high demand career pathways in our region. For example, one of the learning activities within the NEAT Experience is the YASKAWA Motoman Industrial Robot. This robot and activity directly relates to the type of industrial robot used in industry today. This gives students and adults the opportunity to be exposed to this type of robotics earlier than what may have occurred naturally. In some cases, students and adults may not have been exposed to this type of robotic automation at all. Along with the learning activities within the trailer, there are also other resources pertinent to informing students and adults about what our region has to offer. Along the wall of the NEAT Experience are several informational displays for the students, parents, and young adults to checkout as they pass through the NEAT Experience. The displays contain information such as what career pathways are offered within their school corporation, adult training opportunities, what skills and responsibilities are required of certain professions within the technical realm, and also which professions within our region are currently

growing with an influx of job opportunities. All of these materials help our region explore its own workforce and match up that workforce with the jobs that industry needs to be filled.

Beyond business partnerships, Region 7 has a very strong partnership among One-Stop partners and additional community organizations that provide valuable resources. In order to ensure continued strong communication and collaboration among all partners, the Western Indiana Workforce Development Board holds a “Regional Partner Conference” annually. Between sixty and seventy directors, supervisors and frontline staff attend this all day event. At the conference, a representative from each agency presents an overview of the work they do and describes any changes that have occurred since the last conference. There is a special speaker at the event. Topics have included financial management (applicable to customers), how to stay motivated in your job, and this year –Mental Health First Aid. Another valuable piece of the day is the opportunity for staff who may communicate by email or phone on a regular basis, to meet face to face. We have learned that this personal interaction helps to build stronger bonds throughout our delivery system.

YOUTH SERVICES

JAG Program Receives 5 of 5 Award – The Region 7 JAG (Jobs for America’s Graduates) programs were again awarded the 5 of 5 Award. (See chart below.) Region 7 has earned this distinction every year since the state has been eligible for this consideration. Jobs for America’s Graduates (JAG) is a state-based national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. The 5 of 5 Award recognizes JAG programs that meet or exceed the standards in Five Categories that measure student success:

Category	Standard	Region 7
Graduates	90%	97%
Total Civilian Job Placements and Military Service	60%	77%
Total Positive Outcomes	80%	85%
Total in Full Time Placement (Includes Full Time Work, Full Time School, Full Time Military or combination of Part Time School and Part Time Work)	80%	82%
Total In Full Time Jobs	60%	66%

Youth Career Camps - This summer, WorkOne once again partnered with local education providers to sponsor several summer camps for the youth in our region. The camps provided attendees with hands on experience in a variety of career fields. This year five camps were offered including: Entrepreneurship Education, Yaskawa Motoman Robotics FS100 Basic Programing, Healthcare, CNC Milling and Chopped Food Service. A total of 64 in school and out of school youth attended the camps, with 56 credentials earned. WorkOne also provided youth with work experiences at sites throu021456ghout the region.

Workforce Investment Act
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 7

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	4,938	235		
Dislocated Workers	171	63		
Youth	310	201		
Totals	5,419	499		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	489	71	4	2	285	192
	21 - 25	756	45	11	5	25	9
	26 - 30	629	20	18	9		
	31 - 35	552	23	16	8		
	36 - 40	493	16	16	4		
	41 - 45	504	12	14	4		
	46 - 50	476	22	21	10		
	51 - 55	453	11	35	10		
	56 - 60	360	13	29	9		
	61 +	226	2	7	2		
	Not collected	0	0	0	0		
Education	Less than 12 years	101	44	5	3	203	155
	Received Diploma/GED	355	98	93	37	82	36
	More than 12 years	248	93	59	23	19	10
	Not collected	4234	0	14	0	6	0
Gender	Male	2695	108	101	43	130	88
	Female	2241	127	70	20	180	113
	Not collected	2	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	79.72
	Dislocated Workers	86.59
Retention Rate	Adults	87.39
	Dislocated Workers	88.89
Six Months Average Earnings	Adults	\$15,057
	Dislocated Workers	\$15,125
Placement in Employment or Education	Youth (14-21)	86.78
Attain Degree or Certification	Youth (14-21)	71.81
Literacy and Numeracy Gains	Youth (14-21)	50.00

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

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

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

WSA 8 – SOUTH CENTRAL INDIANA WORKFORCE SERVICE AREA

ADULT EDUCATION

WorkINdiana - Region 8 continues to focus upon the end result of placement for WorkINdiana participants. The region has exceeded its initial goal of 5% of Adult Education participants entering WorkINdiana programs. By working closely with training providers (Ivy Tech, Monroe County Schools, Vincennes University, and others), businesses, and community partners to create additional courses and provide more training opportunities within WorkINdiana a continuing successful integrated program is available throughout the region. Utilizing the Business Services Teams in the WorkOne Centers throughout the region, businesses with specific training needs such as CNC Machine Operation, Certified Medical Assistants, Heating, Ventilation and Air Conditioning repair and maintenance, and ASE Brake Certification were identified. Additional programs for CCMA were added and increases in participation were a primary focus of the region. Training providers were encouraged to create new training programs that met the needs of businesses and at the same time, met the needs of the WorkINdiana program. The region continues to expand their approach encompassing WorkINdiana funding, private pay, WIOA funding, and other funding sources allowing training providers to establish courses requiring small enrollment cohorts. Also, by partnering with other organizations with available grants (such as OCRA) the region is able to access other training programs. These efforts resulted in individuals participating in Adult Education programs being more interested in WorkINdiana when they knew there were potential jobs for them when they finished the training.

REGIONAL INITIATIVES

Work Based Learning (WBL)-After starting slowly during PY2014, Region 8 had a strong focus on WBL during PY 2015. Utilizing Business Service staff, Work Based Learning was promoted in all business contacts, Job Fairs and Hiring Events, employer seminars, community meetings and with Local Economic Development Organizations and Chambers of Commerce. Region 8 submitted proposals to use WIA Incentive funds for WBL activities for Work Indiana participants and JAG Youth. As a recipient of Incentive funds, Region 8 identified Occupations in Demand and provided Career Specific Work Experience programs that reflected our labor market demands. Specific Training for JAG Youth and WorkINdiana were in CCMA, Dental Assistants, HVAC, Welding, and MOS. Adults and DW also received WBL as appropriate. In PY 2015, 122 WBL participants were enrolled which was over a 100% increase from the previous year.

Region 8 also worked closely with Region 8 Works Council and applied for a grant to better coordinate WBL for CTE students at our Career Centers within the region. This program also started slowly during PY 2015 and is expected to grow.

Cook Pathways- In partnership with Monroe County Community School Corp. AE program, Ivy Tech, and Cook Medical, South Central Region 8 worked to develop an AE class for Cook Medical next door at Ivy Tech. Cook Medical agreed to hire workers without a HSD/HSE and provide part time entry level employment conditional upon participation in the AE class at the manufacturing plant. After completion of an HSE and WorkKeys assessments, student learners would be placed in the full time positions and could be considered for post-secondary training that would lead to continuing full time employment. In addition, existing workers could enter Ivy Tech to work on Certifications and Associate Degrees as part of the Cook Pathways program.

Workforce Investment Act

PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE

THE WORKFORCE INVESTMENT BOARD FOR REGION 8

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	3,521	215		
Dislocated Workers	177	30		
Youth	211	115		
Totals	3,909	360		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	394	106	4	2	192	107
	21 - 25	483	35	14	3	19	8
	26 - 30	413	21	18	5		
	31 - 35	352	13	21	1		
	36 - 40	348	11	19	4		
	41 - 45	288	8	16	3		
	46 - 50	371	10	27	8		
	51 - 55	369	7	23	2		
	56 - 60	276	3	17	1		
	61 +	227	1	18	1		
	Not collected	0	0	0	0		
Education	Less than 12 years	166	19	11	0	131	64
	Received Diploma/GED	973	114	107	17	60	35
	More than 12 years	661	82	57	13	18	16
	Not collected	1721	0	2	0	2	0
Gender	Male	1982	80	102	15	95	46
	Female	1539	135	75	15	116	69
	Not collected	0	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	71.55
	Dislocated Workers	80.79
Retention Rate	Adults	86.18
	Dislocated Workers	93.50
Six Months Average Earnings	Adults	\$13,023
	Dislocated Workers	\$18,055
Placement in Employment or Education	Youth (14-21)	63.33
Attain Degree or Certification	Youth (14-21)	70.89
Literacy and Numeracy Gains	Youth (14-21)	52.38

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

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

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

WSA 9 – SOUTHEAST INDIANA WORKFORCE SERVICE AREA

PARTNERSHIPS

The Southeast Indiana Workforce Board has developed a robust network of partners in and outside of its designated region. Most notably, the Board has formed a formal partnership with the EcO Network, the Columbus Education Coalition, the Region 9 Works Council and the Area Health Education Center (AHEC). The Leadership of these entities has formed a regional steering committee that meets regularly to align these regional efforts, and on a biannual basis host “large group” meetings for all groups combined. The Board views this collaboration as truly unprecedented and all of the Boards activities are viewed within this context. Furthermore, the EcO Network has a Regional Talent Summit planned with key stakeholders on November 10th, 2016 to share this work and explore future opportunities.

Additionally, the Southeast Indiana Workforce Board participates in a long-running formal partnership with the WDBs in Cincinnati area and Northern Kentucky. This tri-state initiative, called Employers First is designed to coordinate regional responses to employer needs regardless of geographic or programmatic boundaries. It is understood that the employer community is not interested in the imaginary boundaries that exist between workforce regions or even across state lines, and this group aims to coordinate services accordingly. This group has completed a Strategic Plan for PY16-17, which is available on the Region 9 website (www.region9.org).

WORKONE SERVICES

The Board selected a new Operator midway through PY13 and placed emphasis on reducing overhead expenses and increasing the percentage of funds available for Direct Client Training. This continued in PY14 & 15, most notably by tripling the percentage of funding going directly to training as compared to the old model—and this despite a 29% reduction in WIOA funding. WorkINdiana is a notable contributor to this increase in Direct Client Spending—with over \$1m in extra allocations over the past 3 years. Throughout the past 2 years, Region 9 has been #1 in the state for the percentage of ABE clients that utilize WorkINdiana.

With PY15 & 16 allocations substantially lower than previous years, the Board is presently reviewing its current infrastructure and operational models to establish an innovative and sustainable solution. WIOA presents both challenges and opportunities in this regard, and the board is committed to fulfilling its new mandate within the available means, and to leverage its robust partner network to attract additional investments into the region.

YOUTH SERVICES

In the past 2 years, the Southeast Indiana Workforce Board has proudly expanded its Jobs for America’s Graduates (JAG) program from 4 to 6 schools. This includes 2 schools that are co-funded by the school systems (a first for the State) and the first bilingual JAG program. In total, JAG expect to serve ~240 students this year. Great energy has been applied to shift focus towards out-of-school youth per WIOA’s mandate. Thankfully, the partnerships are already in place to achieve this and the process is already underway.

Furthermore, under the Board’s guidance, we have launched 4 additional Dropout Prevention programs in the 2016-17 school year via the Skill Up grant. These projects are designed to provide similar support as JAG, but are modified to work with smaller and more rural schools. Additionally, the Board has launched an ambitious project to provide WorkOne services (including resume writing, job matching, mock interviews, etc) to every High School in the Region. The ultimate goal of this is to create a pipeline of workers for our local employers by collecting a resume or basic application from every graduating senior in the state. Though still in its early stages, this project has great potential, and has been well-received by the school, employers and local stakeholders.

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

Workforce Investment Act							
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE							
THE WORKFORCE INVESTMENT BOARD FOR REGION 9							
	Participants Served	Training Participants	Total Available Funding **	Total Expenditures			
Adults	3,566	93					
Dislocated Workers	71	31					
Youth	261	128					
Totals	3,898	252					
Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	266	13	1	0	255	124
	21 - 25	492	19	5	1	6	4
	26 - 30	430	11	4	3		
	31 - 35	421	9	4	2		
	36 - 40	402	10	11	4		
	41 - 45	375	12	7	5		
	46 - 50	374	10	14	8		
	51 - 55	362	2	8	2		
	56 - 60	257	5	11	4		
	61 +	187	2	6	2		
	Not collected	0	0	0	0		
Education	Less than 12 years	27	10	2	2	136	119
	Received Diploma/GED	213	41	26	9	24	9
	More than 12 years	126	42	35	20	0	0
	Not collected	3200	0	8	0	101	0
Gender	Male	1737	26	40	15	107	55
	Female	1828	67	31	15	154	73
	Not collected	1	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults				84.14		
	Dislocated Workers				84.21		
Retention Rate	Adults				88.32		
	Dislocated Workers				92.31		
Six Months Average Earnings	Adults				\$13,796		
	Dislocated Workers				\$16,056		
Placement in Employment or Education	Youth (14-21)				73.95		
Attain Degree or Certification	Youth (14-21)				69.05		
Literacy and Numeracy Gains	Youth (14-21)				43.90		
*Funds used to provide training services for large scale dislocations. The participants served included in totals.							
**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants. Includes administrative 10% and carry-in funds available.							
*** Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains.. Youth coenrolled as adults may receive training.							

WSA 10 – WEST CENTRAL INDIANA WORKFORCE SERVICE AREA

BUSINESS SERVICES

The Business Service Team hosted 60 on-site recruiting events at WorkOne in PY 2015 with various employers. The team had over 1,500 business retention and engagement contacts for the program year and over 4,800 job orders were posted. The Business Service Team facilitated quarterly business seminars on a variety of human resource topics, with SHRM CEU Certifications provided to participants. The seminars average 23 HR professionals in attendance.

WorkOne hosted a regional job fair in May with 59 participating employers, and 296 jobseekers in attendance. WorkOne partnered with Charlestown Chamber of Commerce to host a job fair targeted to assist employers at the River Ridge Commerce Center, a 6,000 acre park that currently houses 25+ businesses and over 7,500 employees; its growth accounts for the bulk of new job growth in the Metro area. An innovative job fair partnership was developed with Jeffersonville High School to target young adults who are not planning to pursue higher education, but want to start a career pathway; the first High School Fair took place in May 2016.

SECTOR STRATEGIES

Region 10 in partnership with Ivy Tech and area manufacturers, has developed a Strategic Doing partnership to address needs of the manufacturing sector, with four action strategies:

- 1) The Partnership provided five MSSC training cohorts this year, with 41 participant trainees. 83% gained the nationally-recognized Certified Production Technician (CPT) credential; 85% gained employment with area manufacturers, at a starting wage of \$14.30/hour. Over the past 2.5 years, 98 have participated in this key sector training with 86% credential attainment, 88% gaining manufacturing employment and a starting wage of \$14.46. Over 20 companies are engaged, many offering good opportunity for career advancement and wage growth.
- 2) The Technical Skills Group of this initiative developed and conducted a technical skill gap survey of area manufacturers, gaining a representative sample. The survey reflected CNC machining as one-of-three critical technical skill and talent needs of area manufacturers.
- 3) The Technical Skills Group worked with Ivy Tech Corporate College to develop curriculum based on proven practices as well as local employer inputs and guidance; the first class begins in August 2016. Successful completion of the 140 hour contact class will earn participants three National Institute of Metalworking Skills (NIMS) credentials, which will allow participants to start an 'entry-level and beyond' machining career pathway.
- 4) Region 10 continues to partner with the Louisville Workforce Board, Kentuckiana Works, providing, growing and measuring similar demand-driven manufacturing training.

The Board is engaged in 1) Information Technology, 2) Healthcare, and 3) Manufacturing Sector initiatives with our Louisville Kentucky Bi-State partner, Kentuckiana Works. Region 10 is engaged in an inter-state planning process with Kentuckiana Works, as both organizations share a metropolitan labor market, operate one-stop centers under WIOA, and have engaged in a variety of sector projects during the past 12 years of our partnership.

YOUNG ADULT WORK EXPERIENCE BOOT CAMP

Region 10 developed a new curriculum for the Young Adult Work Experience Boot Camp to include work readiness preparation, soft skills, career exploration, team work, professional etiquette, and customer service techniques. In its first year, fifty young adults participated in the program and engaged in work experience training with thirty regional employers. The boot camp allows participants to learn successful work-readiness techniques to prepare them for employment and career planning. Twenty-six percent (26%) of participants

completed their high school equivalency concurrent with the program. Eighteen percent (18%) of participants plan to pursue higher education, with two participants consecutively achieving CDL and CPT certifications to start a new career.

PREFERRED JOB SEEKER

A Preferred Job Seeker Curriculum has been developed in Region 10 to provide a consistent pathway for customers to achieve "Preferred Job Seeker" status and become eligible for recruitment assistance directly through the Business Service Team. The Preferred Job Seeker completes workshops to include: Basic Computer and/or Microsoft Office, Job Search, Resume, Interview, Professional Workplace Etiquette, Social Media, and the Workkeys Assessment to provide the National Career Readiness Certificate. The program serves to give job seekers the tools necessary to succeed in the workplace, and will allow them to participate in reverse job fairs, on-the-job training and on-site hiring events.

Workforce Investment Act							
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE							
THE WORKFORCE INVESTMENT BOARD FOR REGION 10							
	Participants Served	Training Participants	Total Available Funding **	Total Expenditures			
Adults	5,180	114					
Dislocated Workers	270	26					
Youth	99	54					
Totals	5,549	194					
Participants Demographics							
		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	137	15	0	0	82	41
	21 - 25	499	25	8	2	17	13
	26 - 30	579	16	15	5		
	31 - 35	624	10	20	2		
	36 - 40	596	10	25	3		
	41 - 45	565	12	26	1		
	46 - 50	631	12	53	4		
	51 - 55	666	5	59	3		
	56 - 60	495	9	48	6		
61 +	387	0	16	0			
Not collected	1	0	0	0			
Education	Less than 12 years	27	14	5	2	66	36
	Received Diploma/GED	255	47	103	12	21	12
	More than 12 years	359	53	122	12	6	6
	Not collected	4539	0	40	0	6	0
Gender	Male	2675	51	138	15	53	29
	Female	2503	63	132	11	46	25
	Not collected	2	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					74.70	
	Dislocated Workers					76.14	
Retention Rate	Adults					90.62	
	Dislocated Workers					97.02	
Six Months Average Earnings	Adults					\$14,281	
	Dislocated Workers					\$15,824	
Placement in Employment or Education	Youth (14-21)					62.16	
Attain Degree or Certification	Youth (14-21)					76.19	
Literacy and Numeracy Gains	Youth (14-21)					50.00	
*Funds used to provide training services for large scale dislocations. The participants served included in totals.							
**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for services to participants. Includes administrative 10% and carry-in funds available.							
*** Youth are measured on placement in employment or education, attainment of a degree or certification and literacy and numeracy gains.. Youth coenrolled as adults may receive training.							

WSA 11 – WEST CENTRAL INDIANA WORKFORCE SERVICE AREA

REGIONAL INITIATIVES/PARTNERSHIPS

The 4th *Innovative Conversation about Our Workforce Pipeline* event was hosted by Kimball International; this event provided Southwest Indiana legislators, businesses, and education representative the opportunity to address the issues of building a workforce pipeline to close the skills and attrition gaps faced by regional industry.

Hosted by Oakland City University, the 3rd *Annual Southwest Indiana STEM Challenge* was revamped to include additional hands-on real-world business challenges from Mead Johnson, Kimball Electronics, ATTC Manufacturing, Farbest Foods, Toyota Indiana, Manpower, Matrix Group, and the University of Southern Indiana. High school students from across the region competed in the day-long event capitalizing on Science, Technology, Engineering, and Math skills. Cash prizes were awarded to the top two teams of each challenge and top three overall winners. Overall winners: 1st place – Jasper High School; 2nd place – southern IN Career and Technical Center; 3rd place – Forest Park High School.

Teachers and counselors from around the region devoted two weeks of their summer break to participate in the 2016 *Alcoa Foundation and Dubois County Teachers' Manufacturing Bootcamps* and learned the skills that are needed in today's technical manufacturing environments and how to incorporate these skills into the classroom. Thirty educators from Gibson, Posey, Vanderburgh, and Warrick counties were given hands-on instruction from Alcoa, Berry Plastics, Toyota Indiana, and SABIC with assistance from Oakland City University, the University of Southern Indiana, and Ivy Tech Community College. Sixteen educators from Dubois and Perry counties were given hands-on instruction from Kimball Electronics, Kimball International, Jasper Engines & Transmissions, MasterBrand Cabinets, and OFS Brands with assistance from Vincennes University.

In April 2015, the Grow Southwest Indiana Workforce Board adopted a *Work Ethic Certificate* program; the certificate will serve as a validation to employers that those students possessing the credential have successfully displayed excellent work habits leading to both post-secondary education and workplace success. Perry Central High School and Southern Indiana Career & Technical Center piloted the program. In addition, a web portal was developed for ease of information entry and the management of certificate progress. Region 11 obtained an AT&T grant for the purchase of eight tablets for Jobs for America's Graduates Specialists to administer the Work Ethic Certification program.

Showcasing in-demand careers and highlighting the education and technical skills needed to obtain employment in those careers, the 2nd *Annual Tour of Opportunity* brought students from Evansville Helfrich Park and Perry Heights Middle School to four local businesses in Vanderburgh County including Berry Plastics, Flanders, Deaconess Hospital, and Anchor Industries. Perry and Knox County Economic Development Corporations coordinated events in their respective counties.

Business & Professional Exchange (BPE) continued to meet weekly to assist professionals in transition with job search skills, networking strategies, and encouragement. Matching first- year contacts, second year participation was approximately 50 individuals. High-level professional positions included Dairy Farmers of America, Sigma Engineering, Ascension Health, and Integral Technologies.

WorkOne presence was established at the *Academy of Innovative Studies*; one office relocated to the *Ivy Tech facility in Tell City, IN*; and plans were initiated for a presence on the *Ivy Tech campus in Evansville* to be completed in the next program year.

Quarter 2 of the *Tri-State Manufacturers' Alliance (TSMA)* brought Dr. Vince Bertram of Project Lead the Way, Steve Dwyer of Conexus Indiana, and Glenda Ritz of the Indiana Department of Education to the University of

Southern Indiana for the event “Igniting the Workforce of the Future” focused on efforts to expand the STEM education programs in Southwest Indiana.

The closing of the Alcoa smelter required multiple partnership coordination including the Alcoa Labor Management Adjustment Committee, WorkOne Southwest, DWD, Labor Institute for Training (LIFT), IDWD, and Grow Southwest Indiana Workforce Board.

Disability initiatives included Subject Matter Experts (SME) with WorkOne partner, Vocational Rehabilitation, the DWD – Disability Employment Initiative (DEI) that provided equipment, hardware, and software for customer with disabilities, and as an Employment Network (EN), the region’s Ticket-to-Work program logged its first four vouchers with three now employed participants.

YOUTH SERVICES

Region 11 continued six JAG programs at Princeton Community, Gibson Southern, Evansville Bosse, Tell City, Vincennes Lincoln, and Pike Central high schools and added two new programs at Southridge and Mt Vernon high schools. JAG performance achieved 5-of-5 performance goals that measure graduation rates, positive outcomes, job placements (full-time and part-time) including military, and post-secondary training.

The Youth Employment Services (YES) program was discontinued during the program year due to the closing of the YouthBuild program; however, YouthBuild continued to seek alternative funding. Other funding was secured close to the end of the year and the YES program will resume in the program year 2016.

Workforce Investment Act
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 11

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	3,123	328		
Dislocated Workers	344	65		
Youth	712	417		
Totals	4,179	810		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	351	98	0	0	671	397
	21 - 25	447	67	12	3	41	20
	26 - 30	378	40	38	15		
	31 - 35	366	26	53	8		
	36 - 40	290	26	48	5		
	41 - 45	292	12	37	2		
	46 - 50	303	17	45	11		
	51 - 55	314	23	54	13		
	56 - 60	240	14	41	5		
	61 +	142	5	16	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	213	85	8	1	636	371
	Received Diploma/GED	661	130	172	32	58	37
	More than 12 years	533	113	159	32	10	9
	Not collected	1716	0	5	0	8	0
Gender	Male	1861	153	250	44	301	163
	Female	1262	175	94	21	411	254
	Not collected	0	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	80.36
	Dislocated Workers	79.27
Retention Rate	Adults	91.33
	Dislocated Workers	94.50
Six Months Average Earnings	Adults	\$13,338
	Dislocated Workers	\$14,051
Placement in Employment or Education	Youth (14-21)	84.13
Attain Degree or Certification	Youth (14-21)	73.42
Literacy and Numeracy Gains	Youth (14-21)	26.67

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

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WSA 12 – MARION COUNTY WORKFORCE SERVICE AREA

SPECIAL/NEW GRANTS

June 2015:

- Linking to Employment Activities Pre-release Specialized American Job Centers (L.E.A.P)
- \$496,000 - U.S. Department of Labor

December 2015:

- YES Grant
- \$1 million - Lilly Endowment, Inc.

May 2016:

- YouthWorks Indy
- \$1.9 million - U.S. Department of Labor

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

1. Three physical locations:
 - 2304 enrollments
 - 570 enrolled in training
 - 1590 job placements (self-attested)
 - \$14.12 average hourly wage (self-attested)
2. Mobile WorkOne Indy: comprised of staff, mobile technology and resources, it is partnered with community based organizations, the Indianapolis/Marion County Public Libraries and community events to increase access to services:
 - 40 regular mobile locations
 - 1,570 total visits
3. Virtual WorkOne Indy: WorkOneIndy.org is an online portal providing workforce services for Marion County employers and job seekers:
 - 6,000+ resumes created
 - 13,000+ virtual/online workshops attended
 - Average of 10.65 pages visited per user session
 - Average session lasted more than 10 minutes

Employ Up: funded by the U.S. Department of Labor Ready for Work grant to create education, training and employment pathways for long-term unemployed and underemployed residents to fill occupations in IT and healthcare.

Since May 2015:

- 225 participants served/enrolled
- 38 participants enrolled in education/training activities
- 40 job placements
- \$23.72 average hourly wage

Business Solutions and Recruiting: EmployIndy has an in-house Business Partnerships division which focuses on recruiting, screening and training to fill open positions with local employers. Hiring projects and business focused training projects are operated through this division.
In PY 2015:

- 161 hiring projects with local employers
- 129 placements
- \$18.27 average hourly wage
- \$120,000 highest annual placement salary

L.E.A.P.: With Marion County Jail, Marion County Re-entry Coalition, Public Advocates in Community Re-Entry (PACE), Marion County Community Corrections, and the Director of Reentry for the City of Indianapolis, EmployIndy provides career development services for transitioning offenders prior to their release date.

Community Development Block Grants (CDBG): Since 2011, EmployIndy has disbursed more than \$2.2 million to area community-based organizations through Community Development Block Grants, funded by HUD through the City of Indianapolis, to provide neighborhood-level employment services. To date, the Community-Based Workforce Development initiative administered by EmployIndy, through competitive selection and distribution of CDBG employment services grants, has performed as follows:

- 5,129 enrollments/individuals served
- 843 credentials earned
- 1,453 job placements

PowerTrain Indy:

PowerTrain Indy matched businesses in need of skilled talent with jobs for residents in their neighborhood. Launched in 2013 and concluded in December, 2015, PowerTrain Indy offered training to qualifying residents through collaboration with Downtown Indianapolis employers. The program was funded by \$1.5 million created from the establishment of an expanded tax increment financing (TIF) district. Residents accessed PowerTrain Indy through the WorkOne Indy network. Engaged employers committed to hiring program participants and assisted in the development and execution of training programs. This engagement allows the organization to develop a workforce through customized training and on-the-job training, ensuring individuals will have the skills needed to succeed.

PowerTrain Indy results:

- 381 residents serviced
- 278 residents enrolled in training
- 244 job placements
- \$15.08 average hourly wage
- 67 local employers benefiting from training provided through PowerTrain Indy

YOUTH SERVICES

Jobs for America's Graduates (JAG)

- Serves approximately 750 high school students and recent graduates annually to help them graduate and begin a career pathway towards postsecondary education and employment through follow-up services.
- The program received its second consecutive national 5 of 5 award for graduation, military, job, full-time placement and positive outcome accomplishments.

YouthBuild Indy

- Serves approximately 35 disconnected youth participants per year through high school equivalency and credentialed construction training opportunities.

- Recently received a Top 15 ranking for education among 190 national YouthBuild programs.
- During their time with the program, participants have the opportunity to improve the quality of life in Indianapolis by transforming abandoned, blighted homes into valuable, low-income housing.

Youth Employment Services (YES)

- Serves approximately 150 out-of-school youth per year who have the desire to secure and grow in a job.
- Funds are administered to existing neighborhood organizations offering workforce services to area youth.
- The flexible voucher program to help eliminate barriers to employment and education, including childcare, transportation, training, education and work clothing.

From January 2015 - July 2016:

- 308 enrollments
- 42 high school equivalency degrees completed
- 74 advanced training/certifications earned
- 225 job placements

YouthWorks Indy

- Launched in June, 2016, this is a unifying program to enhance existing summer job opportunities and career pathway development for year-round job readiness and employability skills training.
- Will target disconnected youth and young adults in the IndyEast Promise Zone {46201}, Butler-Tarkington {46205}, Martin Luther King {46208}, Martindale-Brightwood {462018} and Far Eastside (46235) neighborhoods, who have limited current or past work experiences.
- YouthWorks Indy plans to enroll 834 participants by 2018.

Workforce Investment Act
PROGRAM YEAR 2015 SUMMARY OF LOCAL PERFORMANCE
THE INDIANAPOLIS PRIVATE INDUSTRY COUNCIL,
THE WORKFORCE INVESTMENT BOARD FOR MARION COUNTY

	Participants Served	Training Participants	Total Available Funding **	Total Expenditures
Adults	5,546	483		
Dislocated Workers	1,244	160		
Youth	583	407		
Totals	7,373	1,050		

Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	224	45	8	1	562	397
	21 - 25	588	92	68	10	21	10
	26 - 30	718	80	118	18		
	31 - 35	755	67	165	30		
	36 - 40	625	60	153	28		
	41 - 45	624	51	177	25		
	46 - 50	577	31	146	15		
	51 - 55	631	27	192	17		
	56 - 60	515	27	144	13		
	61 +	289	3	73	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	174	62	29	2	449	398
	Received Diploma/GED	1312	232	429	74	43	6
	More than 12 years	1398	187	778	84	2	2
	Not collected	2662	2	8	0	89	1
Gender	Male	2586	244	568	98	247	167
	Female	2957	239	676	62	336	240
	Not collected	3	0	0	0	0	0

W I A Common Measures Results for Participants Served

Entered Employment Rate	Adults	74.09
	Dislocated Workers	75.00
Retention Rate	Adults	88.45
	Dislocated Workers	90.18
Six Months Average Earnings	Adults	\$13,403
	Dislocated Workers	\$16,221
Placement in Employment or Education	Youth (14-21)	69.85
Attain Degree or Certification	Youth (14-21)	54.95
Literacy and Numeracy Gains	Youth (14-21)	30.95

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

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Glossary of Terms

Six Months Earnings Increase (TAA & WIA Performance Measure)

Of those participants who are employed in the first, second and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2014 through March 2015.

Employment Retention Rate (TAA & WIA Performance Measure)

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2014 through March 2015.

Entered Employment Rate (TAA & WIA Performance Measure)

Of those who are not employed at the date of participation: The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. The time period used was October 2014 through September 2015.

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

Of all youth enrolled in education (at the date of participation or at any point during the program): Number of youth participants who attain a diploma, Graduate Equivalent, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was October 2014 through September 2015.

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

Of all those out-of-school youth who are basic skills deficient (at the date of participation): Number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the youth program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program. To calculate this rate, the time period used was July 2015 through June 2016.

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

Of all youth who are not in post-secondary education or employment (including the military) at the date of participation: Number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was October 2014 through September 2015.