

ANNUAL TRAINING REPORT

PROGRAM YEAR 2013

Issued December 2014



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

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A Message from Commissioner Steve Braun

In Program Year 2013, the Indiana Department of Workforce Development, along with our many regional partners, as well as the State Workforce Innovation Council, had quite a few milestone accomplishments to commemorate.

Indiana's Jobs for America's Graduates (JAG) program again enjoyed another year with a graduation rate of roughly 90%. Hoosier JAG students were awarded more postsecondary scholarship dollars over the past year than any other state. The total amount constituted more than twice as much as the next closest participating state. This level of success would never have been possible had the Indiana General Assembly, at the behest of Governor Mike Pence, not allotted \$12 million of state funding for the program during the 2013 session of the General Assembly. As a direct result of this sizable infusion, the Hoosier JAG program is now the largest in the nation. The \$12 million commitment from the Governor and the General Assembly signifies the largest allocation of state funds to a state JAG program in the history of JAG. Indiana is truly preparing today's youth for a bright tomorrow.



Also quite notable during the 2013 program year was the roll-out of Indiana's "Jobs for Hoosiers" program, which was a result of House Enrolled Act 1457, also enacted during the 2013 session of the Indiana General Assembly. This vital program requires unemployed Hoosiers receiving unemployment benefits to visit their local WorkOne (one-stop center) after their fourth week of receiving benefits. As a result, thousands of Hoosiers have been introduced to the litany of free services WorkOne provides and have begun their journey to reemployment or a new career pathway faster and with more tools available and purpose than ever before. As we maintain and fine-tune this program going forward, I am sure this initiative will become a model tool for workforce development that many states across the union are beginning to emulate and will enjoy the same success we have had in Indiana so far.

We are definitely pleased in the success Indiana has experienced during Program Year 2013. It has truly been a testament to how bright Indiana's future workforce is. We also look forward to another year full of positive accomplishments as we continue to show the rest of the nation that Indiana is the *State That Works*.

Respectfully,

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

Steve Braun
Commissioner
Indiana Department of Workforce Development

MISSION

The mission of the Indiana Department of Workforce Development (DWD) is to advance and cultivate economic growth by building a world-class workforce development system through partnerships and practice. This is accomplished by creating a highly skilled and educated workforce able to compete in the global economy by focusing on the following Good-to-Great principles and goals:

Increase Private Sector Employment

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

IMPROVE THE QUALITY OF THE HOOSIER WORKFORCE

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

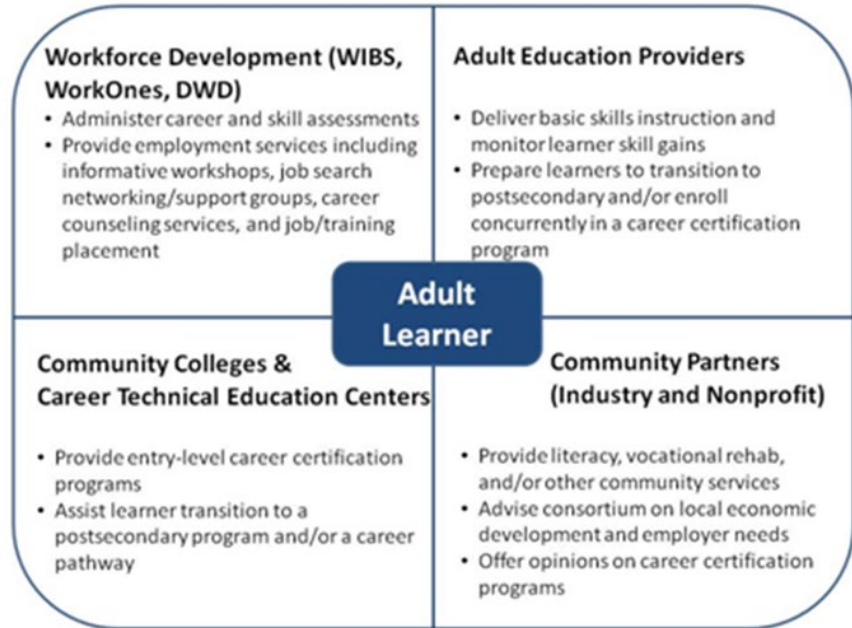
Per IC 22-4-18-7, the 2012-2013 Annual Training Report summarizes the numerous state and federally-funded training programs awarded, administered, and implemented through the Department of Workforce Development or workforce investment boards from July 1, 2012 to June 30, 2013.

Adult Basic Education

The Adult Basic Education (ABE) program is charged with ensuring delivery of foundational skills development, career pathways, and academic and career counseling services to adults and out-of-school youth for the purpose of employment, reemployment, or enhanced employment.

Throughout the state, there are roughly 500,000 individuals who do not have a high school diploma or its equivalent (according to the American Community Survey – U.S. Census Bureau).

The ABE program consists of regional consortia throughout the state constructed within the Department of Workforce Development (DWD) economic growth regions. Each consortium is responsible for ensuring that all adult learners within its service area have access to both educational and career advising services. The chart to the right outlines the responsibilities of each partner group, with the focus of services supporting the adult learner.



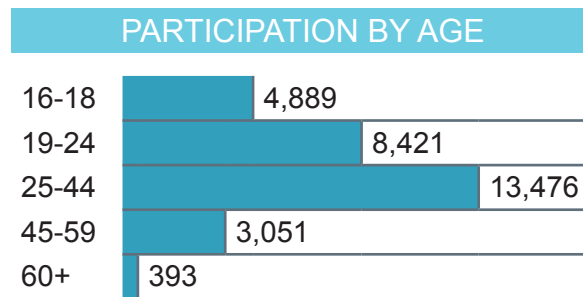
| PROGRAM YEAR 2013 RESULTS | |
|---|--------------|
| TRAINING FUNDS | \$21,822,038 |
| STUDENT ENROLLMENT | 30,230 |
| • Adult Basic Education | 21,097 |
| • Adult Secondary Education | 4,459 |
| • English as a Second Language | 4,674 |
| STUDENTS WITH AT LEAST ONE LEVEL GAIN | 14,580 |
| • Total Level Gains* | 23,130 |
| HSE/DIPLOMAS AWARDED | 6,503 |
| ENTERED EMPLOYMENT | 3,652 |
| ENTERED POST-SECONDARY EDUCATION | 1,441 |
| COST PER STUDENT ATTAINING A LEVEL GAIN | \$1,496 |

*Equivalent to two K-12 grade levels

Adult Basic Education *(continued)*

| ESL PARTICIPATION BY GRADE LEVEL EQUIVALENT | |
|---|--------------------|
| Level | Number of Trainees |
| Beginning Literacy | 1,666 |
| Beginning Low | 798 |
| Beginning High | 933 |
| Intermediate Low | 634 |
| Intermediate High | 477 |
| Advanced | 166 |

| ABE PARTICIPATING BY GRADE LEVEL EQUIVALENT | |
|---|--------------------|
| Level | Number of Trainees |
| 0-1.9 | 444 |
| 2-3.9 | 3,420 |
| 4-5.9 | 8,776 |
| 6-8.9 | 8,457 |
| 9-10.9 | 2,884 |
| 11-12.9 | 1,575 |



WorkINDiana

The Indiana Department of Workforce Development invested over \$2 million in State funds to support the WorkINDiana initiative during PY2013. The WorkINDiana program enables Adult Basic Education students working toward their high school equivalency to simultaneously earn an industry recognized occupational certification.

This initiative involves a framework of approved certifications (see table on the following page). To ensure success, WorkINDiana requires regional partnership 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 may be co-enrolled in Workforce Investment Act programs to finance other services needed.



Since WorkINDiana's inception in August 2011 2,280 students have enrolled in certification training. There are more than 300 approved career certification programs located at 69 sites across the state with additional programs being added throughout the year.

PROGRAM YEAR 2013 RESULTS

| | |
|--------------------|-------------|
| TRAINING FUNDS | \$1,685,681 |
| PARTICIPANTS | 1,224 |
| COMPLETED TRAINING | 1,038 |
| EARNED CREDENTIAL | 808 |

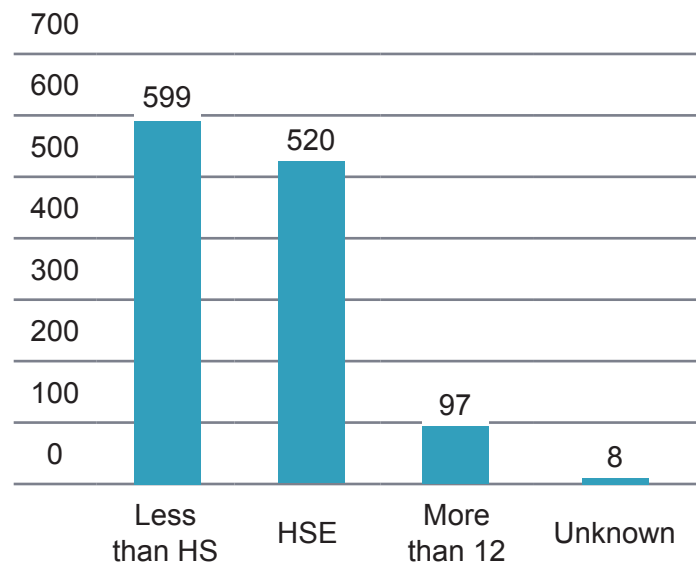
PARTICIPATION BY AGE

| | |
|-------|-----|
| 14-25 | 440 |
| 26-45 | 632 |
| 46-60 | 140 |
| 61+ | 12 |

PARTICIPATION BY GENDER

| | |
|--------|-----|
| Male | 455 |
| Female | 769 |

PARTICIPATION BY EDUCATION



AREAS OF TRAINING

| Type | Number of Trainees |
|-------------------------------------|--------------------|
| Advanced Manufacturing | 133 |
| Business Administration and Support | 53 |
| Health Care | 348 |
| Hospitality | 33 |
| Information Technology | 5 |
| Transportation and Logistics | 74 |
| Total | 646 |

WORKINDIANA CAREER CERTIFICATIONS

| Industry Sectors | Certifications |
|-----------------------------------|---|
| Health Care | Certified Nurse Aide (C.N.A.) |
| | Emergency Medical Technician (E.M.T.) |
| | Expanded Duties Dental Assistant (L.R.C.) |
| | Medical Assistant (C.C.M.A. †) |
| | Medical Coder (C.P.C.) |
| | Patient Access (C.H.A.A.) |
| | Pharmacy Technician (C.Ph.T.) |
| | Phlebotomy Technician (C.P.T. † and/or P.B.T./A.S.C.P.†) |
| Information Technology | Computer Support Specialist (CompTIA A+ or CompTIA A+, Security+ and Network+†) |
| | Electronics Installer/Repairers (ESPA/EST) |
| Business Administration & Support | Admin Assistant (IC3 or Microsoft Office) |
| | Customer Service Professional (TSIA CSP-1†) |
| Advanced Manufacturing | CNC Operator (NIMS Level 1) |
| | Electronic Repairer (ACE/CETa†) |
| | Entry Level Welder (A.W.S.) |
| | Heating and Cooling Technician (HVAC) |
| | Production Worker (MSSC C.P.T.) |
| | Underground/Surface Coal Mining (MSHA 5023) |
| Transportation and Logistics | Automotive Service Technician (A.S.E.) |
| | Laborers and Material Movers (MSSC C.L.A.) |
| | Laborers and Material Movers + Forklift Driving (MSSC C.L.A.+) |
| | Truck Driver, Heavy and Tractor Trailer (CDL-A) |
| | Truck Driver, Light and Tractor Trailer (CDL-B) |
| Hospitality | Hospitality Staff (START) |

† Conditional pending results of pilot.

As of June 30, 2014

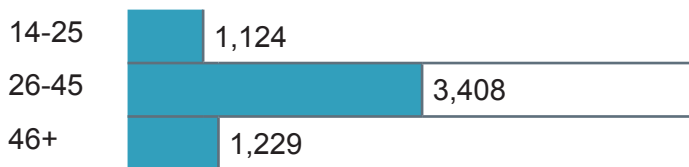
Apprenticeships

Per IC 22-4-25-1, Department of Workforce Development (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 persons in approved apprenticeship programs at various employers across the state. Some programs offer certificates equal to a year of training and others only upon completion of the entire program. Funding is provided from the Unemployment Insurance Penalty and Interest fund.

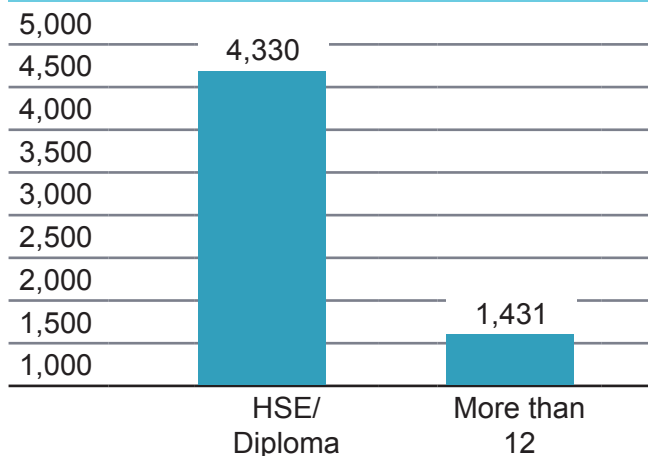
| PROGRAM YEAR 2013 RESULTS - IVY TECH | |
|--------------------------------------|--------------------------------------|
| TRAINING FUNDS | \$4,250,000 |
| Expended | \$4,249,932 |
| ENROLLMENT | 5,761 (Apprentices & Journeypersons) |
| ASSOCIATE DEGREES | 605 |
| CERTIFICATIONS | 5,163 |
| JOURNEY LEVEL UPGRADES | 2,093 participants |

Ivy Tech Community College Apprenticeship Program
 \$4,250,000 Awarded Program Year 2013
 Total Enrollments = 5,761

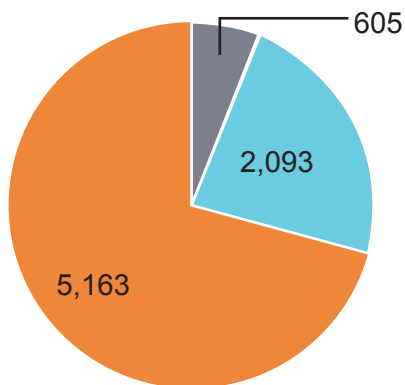
PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION



TRAINING RESULTS



PARTICIPATION BY GENDER

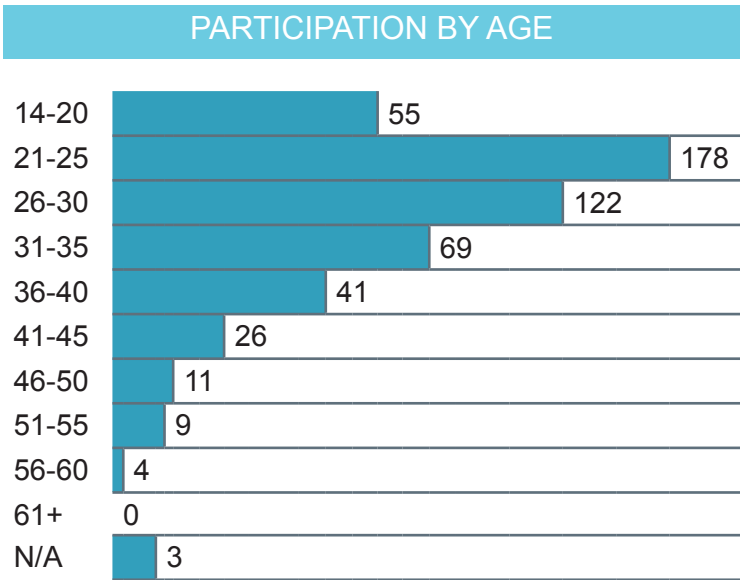
| | |
|--------|-------|
| MALE | 5,666 |
| FEMALE | 95 |

■ Journey Level Upgrade ■ Certification ■ Associate Degree

Vincennes University Apprenticeship Program
 \$1,250,000 Awarded Program Year 2013
 Total Enrollments = 518

Additionally, Vincennes University has a grant to promote Apprenticeships for minorities & females with funding of \$250,000.

| PROGRAM YEAR 2013 RESULTS VINCENNES UNIVERSITY | |
|---|-------------|
| TRAINING FUNDS | \$1,250,000 |
| ENROLLMENT | 518 |



| PARTICIPATION BY GENDER | |
|-------------------------|-----|
| MALE | 505 |
| FEMALE | 13 |

| SUMMARY BY PROGRAM AREA | | | | | |
|-------------------------|--------|--------|--------|--------|-----|
| | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | |
| Carpentry | 20 | 6 | 6 | 4 | 36 |
| Electrical | 149 | 79 | 46 | 50 | 324 |
| HVAC | 21 | 16 | 10 | 10 | 57 |
| Pipefitting | 18 | 7 | 0 | 2 | 27 |
| Plumbing | 22 | 19 | 16 | 8 | 65 |
| Sheetmetal | 3 | 3 | 1 | 2 | 9 |
| | 233 | 130 | 79 | 76 | 518 |

Career and Technical Education (CTE)

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

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

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

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

DWD Data Responsibilities for Secondary Career and Technical Education

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

Postsecondary CTE Program Results

| PROGRAM YEAR 2012 RESULTS | | PARTICIPATION BY AGE | |
|--|---------------|----------------------|-------|
| TRAINING FUNDS | | 14-20 | 8,069 |
| • \$24 million Federal Funds | \$122 million | 21-25 | 9,511 |
| • \$98 million State Funds | | 26-45 | 3,894 |
| ENROLLMENT | 21,926 | 46+ | 441 |
| TECHNICAL SKILLS ATTAINMENT/ CERTIFICATIONS | 92.59% | Did Not Identify | 11 |
| GRADUATION/COMPLETION | 27.78% | | |
| POSTSECONDARY RETENTION RATE | 66.58% | | |
| ENTERED EMPLOYMENT RATE | 99% | | |

*Note PY 13 data will be provided January 2015

Indiana's Disability Employment Initiative Grant

In October 2012, the state was awarded nearly \$2.4 million to implement Indiana's Disability Employment Initiative (IN-DEI) grant. Social Dynamics, a contractor of the US Department of Labor (USDOL), was tasked with conducting a random selection to determine which of the nine (9) participating Workforce Investment Boards (WIBs) 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.

All nine (9) regions are required to participate in USDOL's data collection and evaluation activities, which are comprised of phone interviews; on-site visits; and reporting specific IN-DEI, Workforce Investment Act (WIA), and Wagner-Peyser (W-P) data. Due to the evaluation component of the grant, the Indiana Department of Workforce Development (DWD) is unable to share IN-DEI activity and outcomes until the grant ends on September 30, 2015 and findings are released by Social Dynamics. However, below is a general overview of the grant and anticipated activity of the five (5) pilot areas.

Project Scope

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

Ticket to Work (TTW)

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

Outreach Efforts

Pilot areas target persons without a high school diploma or its equivalency, who are basic skills deficient, have a criminal record, homeless, and/or receive Temporary Assistance for Needy Families (TANF) benefits. In addition, Community Health Centers will provide enhanced services to participants with moderate to severe mental illness, a sub-group of persons facing extreme levels of unemployment and poverty. Pilot areas will deliver IN-DEI components through the local WorkOne offices. Participants will have increased access to:

- Adult basic education and high school equivalency assessment;
- Advanced training and credential opportunities;
- Asset development, including counseling related to benefits, work incentives, financial literacy, budgeting, and tax credits and filing;
- Job readiness training and certification;
- Integrated case management to coordinate services and support across service providers;
- Work experience, supported employment, and on-the-job training; and
- Assistive technology equipment to better meet the needs of individuals with disabilities.

Anticipated Outcomes

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

Hoosier Initiative for Re-Entry (HIRE)

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

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

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

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

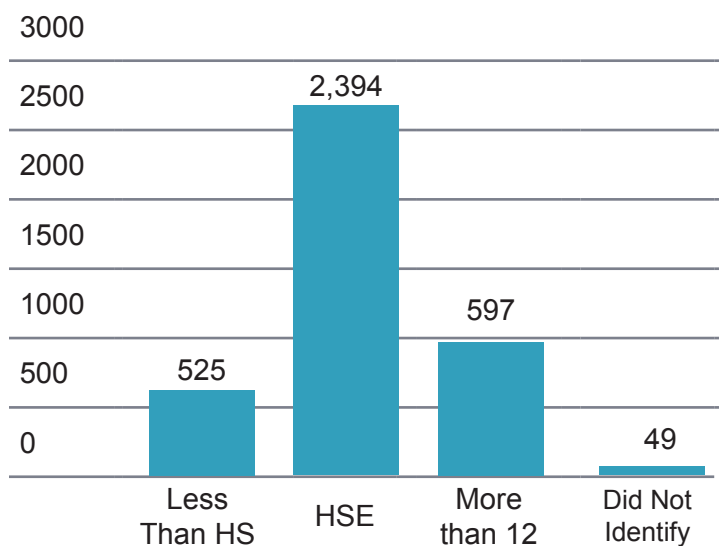
PROGRAM YEAR 2013 RESULTS

| | |
|---------------------|-----------|
| PARTICIPANTS | 3,257 |
| ENTERED EMPLOYMENT | 1,098 |
| RETAINED EMPLOYMENT | 76% |
| AVERAGE EARNINGS | \$9.26/hr |

PARTICIPATION BY AGE

| | |
|------------------|-------|
| 16-20 | 143 |
| 21-25 | 606 |
| 26-45 | 2,103 |
| 46-60 | 352 |
| 61+ | 36 |
| Did Not Identify | 17 |

PARTICIPATION BY EDUCATION



Jobs for America's Graduates

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



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

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.

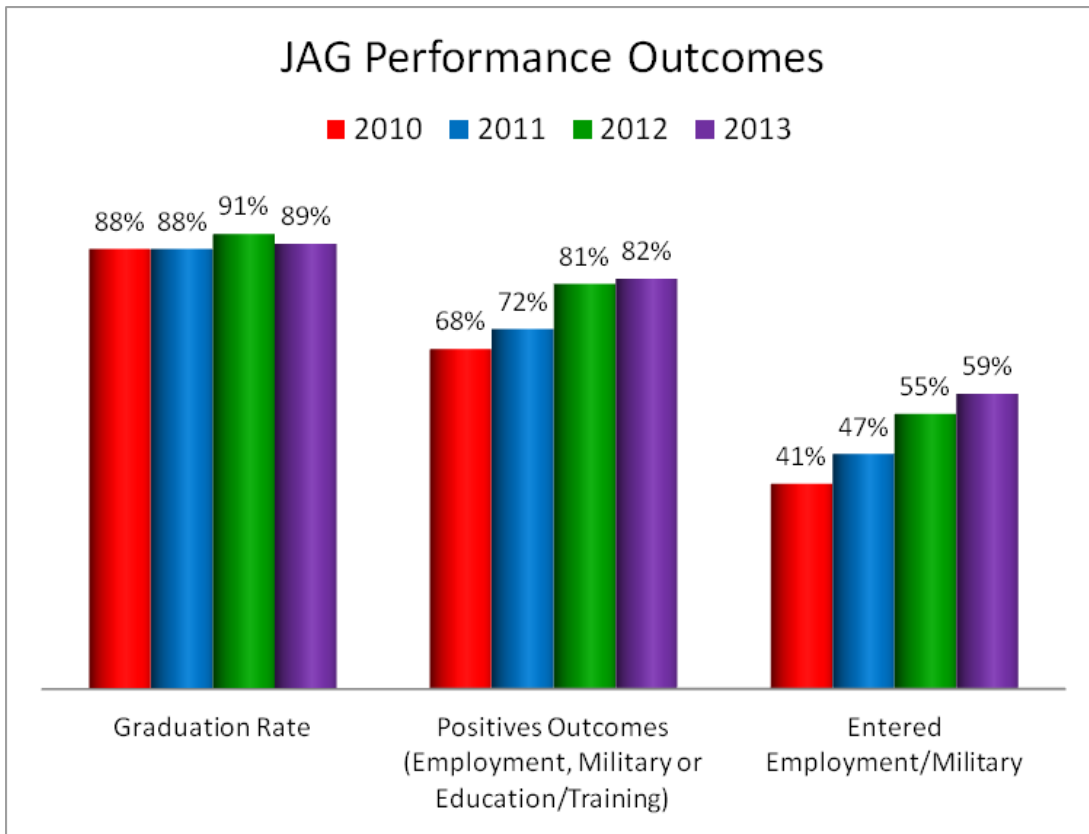
Each senior completes the Free Application for Federal Student Aid (FAFSA), applies to two colleges and has the opportunity to take the American College Testing (ACT), Scholastic Aptitude Test (SAT) or some pre-postsecondary enrollment examination. Last year 44% of the students in follow-up were enrolled in post-secondary education. The current 2014 graduates earned \$10M in outside scholarships. JAG Indiana was recognized by the national organization for having the highest amount of earned scholarships by its students.

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

The State Career Development Conference was held March 14, 2014 at Ivy Tech Community College in Indianapolis. The event provided students the opportunity to visit the campus and compete in employability skills events. Twelve regional conferences were held prior to the statewide conference. Ninety-two schools participated in the regional conferences with the top 125 students attending the State conference. The State Career Development Conference featured competitive events designed to demonstrate employability skills learned through program competencies, employer and community connections. Thirty-six students received awards ranging from \$250 to \$3,000.



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.



| PROGRAM YEAR 2013 RESULTS | |
|--|----------------|
| Training Funds | \$5,200,000.00 |
| Total Participants | 5,303 |
| Active Students in JAG | 3,927 |
| Students in Follow-up Services | 1,376 |
| Programs | 117 |
| Multi-Year Graduation Rate | 88.89% |
| Multi-Year Employment Rate | 58.94% |
| Multi-Year Post-Secondary Education Rate | 45.02% |
| Alternative Ed Graduation Rate | 76.29% |
| Alternative Ed Employment Rate | 51.35% |
| Alternative Ed Post-Secondary Education Rate | 14.86% |

| PARTICIPATION BY GENDER | |
|-------------------------|-------|
| Male | 1,761 |
| Female | 2,166 |

Migrant and Seasonal Farmer Workers

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

- Job search, job referral and placement, referral to training and skill building activities;
- Outreach services during the harvest season, 3,000 flyers were distributed; and
- Worked in conjunction with the Proteus, Inc. to coordinate funds for emergency services to farm workers.

Rapid Response

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

During PY2013, 79 notices of closures or layoffs were received. The WorkOne centers working in conjunction with Regional Workforce Investment Boards provided services that included rapid response orientations, community coordination of resources, job preparedness workshops, career planning, resume development, interview coaching, skill evaluations, training, computer classes, and job service assistance.

DWD has purchased an online tool for rapid response that will be 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. 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.

Reemployment Eligibility & Assessment (REA)

In PY2013, the Reemployment Eligibility & Assessment (REA) program made significant progress to realign program requirements by utilizing well-defined guidelines including specific work flow processes, use of a customer friendly skills self assessment, and standardized forms and documents. Indiana's goal for 2013 was to provide services to 12,500 unemployment insurance (UI) recipients. Indiana surpassed its PY2013 goal by 4,377, serving 16,877 UI recipients. This was an approximate 35% increase in customers served.

Jobs for Hoosiers 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. The program introduces unemployed Hoosiers to WorkOne services and training opportunities and is intended to help them return to work faster. During the first quarter of Jobs for Hoosiers (October 1, 2013 – December 31, 2013), 15,858 individuals were eligible for the program. 10,822 individuals participated and visited the WorkOne for reemployment services, with 7,468 (69%) being hired within approximately 100 days of their WorkOne visit.

Federal Bonding Program

The Federal Bonding program assists employers in recruiting and retaining the most qualified workforce by offering bond coverage at no cost. The program provides fidelity bond insurance for up to six months for any job seeker with risk factors. It can be applied to any job except self-employment. In PY2013, 82 bonds, valued at \$5,000 each, were issued for a total of \$410,000, reflecting a 34% increase from the previous program year's results of \$305,000/61 bonds.

Veterans Programs

In Indiana, there are approximately 279,000 veterans in the workforce. DWD has 66.5 funded veteran staff positions divided between Disabled Veteran Outreach Program Specialists (DVOPS) and Local Veterans Employment Representatives (LVERs) to serve veterans throughout the state. During PY2013, DWD provided statewide services to more than 8,000 Hoosier veterans through operations at full-service WorkOne Centers, and the Regional Veterans Administration Office in Indianapolis.

Seamless Transition Program

During PY2013, DWD continued its agreement with the USDOL to provide employment, unemployment, reemployment, and training services to National Guard soldiers returning from deployment and demobilizing at Camp Atterbury until the base was re-purposed in Spring 2014. 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; and
- Enrollment and job search assistance.

In addition, DVOPS provide continuous support services through the Indiana National Guard Yellow Ribbon Seamless Transition Program, including support services for the Indiana Air National Guard units in Fort Wayne and Terre Haute.

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-disabled veterans to prepare for, obtain, and maintain suitable employment. For those veterans who are severely disabled and for whom gainful employment is not an option, assistance may be provided to allow these veterans to live more independently in his or her community. During PY 2014, 160 veterans participated in this program. Under this program, DVOPS provide case-management services to veterans entering the employment phase of the rehabilitation process.

Operation Hire a Hoosier Veteran

DWD and several Workforce Investment Boards supported Operation Hire a Hoosier Veteran's career fair on April 16, 2014, which was attended by several hundred Hoosier veterans. In preparation for the career fair, two regional workshops were conducted at various locations throughout the central Indiana area. The workshops included presentations on resume preparation, professional work attire, and interviewing skills. The concept of veteran-focused workshops, plus the cooperation and coordination among Workforce Service Areas (WSA) and Society for Human Resource Management (SHRM), proved to be a success and will become a standard procedure prior to other Hoosier Veteran Career Fairs. Approximately 120 vendors, which included various employers and area post-secondary institutions, participated in the event.

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 provide over one hundred veterans Gold Card services in PY 2014.

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.

Business Services

DWD has a long standing commitment to engaging the state's employers and working to meet the needs of this important workforce development partner. In PY2013, WorkOne business services delivery personnel have averaged over 350 on-site business visits per month, hosted more than 45 employment fairs per month and conducts over 70 candidate screening activities per month. WorkOne has initiated a customer satisfaction survey for employers and 84% of respondents reported that they were satisfied with WorkOne business services.

The Business Solutions team was launched in DWD dedicated to driving that effort in 2012. Through their leadership, the WorkOne business services teams in each of Indiana's 12 regions have been able to focus their efforts to drive more business engagement, through quality delivery of services, more frequent interaction, and higher repeat customers. The Business Solutions team provides technical and operational leadership to the network of Business Services Representatives and Consultants throughout the state. The Business Solutions team also includes the functional leadership of the Local Veteran's Employment Specialists (LVERs) and 12 specially funded Reentry Employment Coordinators.

Indiana completed its work on the U.S. Department of Labor for Expanding Business Engagement Grant in 2013. This grant was designed to fulfill the following goals.

- Increase the number of repeat business customers accessing WorkOne business services;
- Improve understanding, communication and participation with the workforce delivery system and the Indiana business community;
- Evaluate and expand the range of services provided to business customers;
- Collect, analyze and utilize data more effectively; and
- Create a high standard of service delivery

While we are still evaluating the effectiveness of our efforts on this grant, the U.S. Department of Labor requested that we supply our training materials in hopes they could provide them as a best practice in business services.

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

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

On-the-Job Training (OJT)

OJT is an occupational skills training program. Individuals earn wages while learning new occupational skills. Employers are reimbursed for costs associated with training new employees. During PY2013, 671 Indiana participants were enrolled in OJT. The number of OJT participants for PY2013 is listed below by region:

| REGION | # OF OJT'S |
|-------------|------------|
| Region 1 | 22 |
| Region 2 | 11 |
| Region 3 | 188 |
| Region 4 | 87 |
| Region 5 | 31 |
| Region 6 | 10 |
| Region 7 | 26 |
| Region 8 | 2 |
| Region 9 | 2 |
| Region 10 | 4 |
| Region 11 | 226 |
| Region 12 | 62 |
| State Total | 671 |

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

Trade Adjustment Assistance (TAA)

In PY2013, Indiana had 10 authorized TAA petitions by companies. Approximately 2,300 workers were eligible for employment services, supportive services and training consideration. During 2013, over 500 individuals participated in TAA training. In PY2013, 178 participants successfully completed individualized training programs. TAA participants may also be co-enrolled in Workforce Investment Act funded programs, based on their need for services not allowed under TAA.

| USDOL/TAA COMMON MEASURES PY13 - INDIANA | |
|---|-------------|
| Entered Employment Rate | 75.50% |
| Employment Retention Rate | 90.01% |
| 6-month Average Earnings | \$17,367.00 |

National Emergency Grant (NEG)

Beginning July 1, 2013, Indiana was awarded an approximate \$1 million National Emergency Grant (NEG) from the United States Department of Labor. The Indiana Dislocated Worker Training (DWT) NEG award was utilized to provide 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 twelve WIBs participated in the NEG. As of June 30, 2014, the Workforce Investment Boards have enrolled 150 participants into On-the-Job Training and expended \$441,005. The grant runs through June 30, 2015.

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.*
- AmeriCorps is a national program that includes more than 8,700 individuals in Indiana who serve to meet local needs through over 1,000 faith-based and community organizations, public agencies, and higher education institutions across the state.*

*Source: Corporation for National and Community Service

| PROGRAM YEAR 2013 RESULTS | |
|-------------------------------|--------------------|
| Grant Dollars Awarded | \$3,349,238 |
| Community Match | \$1,622,024 |
| Number of members - enrolled | 490 |
| Number of members - completed | 413 (84% retained) |
| Number of hours served | 389,253 |
| Education award earned | \$1,157,493 |

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

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

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

The average child participates in Indiana’s Kids during a 4 month period, comes into the program 6.8 months behind in reading and 4.2 months behind in math, and improves or gains 5.5 months in reading and 6.5 months in math.

During PY2013 4,600 students participated in Indiana’s Kids.

- 3,790 participants met or exceeded grade level fluency in math and 3,800 participants met or exceeded grade level fluency in reading.

HOOSIERCORPS: Mortgage Assistance

The HoosierCorps program offers qualified participants a monthly benefit to cover a portion of his/her first mortgage and related expenses while the individual seeks new employment. While a participant receives assistance, he or she must either fulfill requirements of an approved education/training program or an approved HoosierCorps Volunteer Program.

- HoosierCorps is a component of the Hardest Hit Fund, which helps homeowners avoid foreclosure resulting from the loss of income due to layoff, reduction in force, or other job loss through no fault or neglect of the homeowner.
- 517 unemployed Hoosiers received mortgage assistance from the Hardest Hit Fund program and served 53,732 volunteer hours through HoosierCorps. Based on the value of a volunteer hour assigned by the Independent Sector, the total estimated value of those volunteer activities to the state of Indiana was \$1,158,462.

| PROGRAM YEAR 2013 RESULTS | |
|---------------------------|-------------|
| Total active during year | 517 |
| • Region 1 | 116 |
| • Region 2 | 52 |
| • Region 3 | 37 |
| • Region 4 | 21 |
| • Region 5 | 201 |
| • Region 6 | 10 |
| • Region 7 | 8 |
| • Region 8/11 | 20 |
| • Region 9/10 | 34 |
| • Region 12 | 18 |
| Volunteer Hours Completed | 53,732 |
| Estimated Value* | \$1,158,462 |

*Estimated value was determined using the value (\$21.56) assigned by independentsector.org

Workforce Investment Act

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

DWD worked closely with the local Workforce Investment Boards (WIBs) to develop a performance reporting process that enables DWD to compare performance among both performance outcome measures and financial data. This reporting process enables DWD, the SWIC, and local WIBs to not only review Common Measures 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.

COST OF WIA 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).

| | Adult & Dislocated Worker Exiters (10/1/12-9/30/13) | Adult & Dislocated Worker Exiters (10/1/12-9/30/13) with Positive Outcomes | Program Year 2013 Expenditures | Program Year 2013 Cost per Positive Outcome |
|---------------------------|---|--|--------------------------------|---|
| Adult Program | 27,706 | 19,403 | \$12,445,450 | \$641 |
| Dislocated Worker Program | 7,211 | 5,261 | \$16,996,163 | \$3,231 |
| | Youth Exiters (1/1/13-12/31/13) | Youth Exiters (1/1/13-12/31/13) with Positive Outcomes | | |
| Youth Program | 2,894 | 2,311 | \$13,975,454 | \$6,047 |

While many adults and dislocated workers gained valuable skills and credentials, the calculation of cost effectiveness is based on employment. The cost of providing adult services was calculated by dividing the number of adult exiters who gained employment by the year's adult expenditures. The cost per entered employment was \$641.00. For dislocated workers, the cost per entered employment was \$3,231.

Positive program outcomes for youth were considered placement in employment or education, and attainment of a degree or certification. The cost per positive youth outcome was calculated by taking the youth expenditures and dividing them by the number of youth exiting the program with a positive outcome. That cost was \$6,047.

Performance Results

Indiana’s statewide performance for PY2013 reported in this report includes all required cohorts for each measure. Indiana was within the 80% parameter in meeting or exceeding all of its nine (9) Common Measures performance goals for PY2013 and one of only 8 states meeting these requirements.

WIA Performance Goals

**PY2013
WIA Performance Goals for Indiana WIBs and RWBs**

| | PY13 GOALS |
|---------------------------------------|------------|
| WIA Adults | |
| Entered Employment Rate | 62% |
| Employment Retention Rate | 83.0% |
| Average Earnings* | \$13,000 |
| WIA Dislocated Workers | |
| Entered Employment Rate | 67.0% |
| Employment Retention Rate | 88% |
| Average Earnings* | \$15,750 |
| Wagner-Peyser | |
| Entered Employment Rate | 60% |
| Employment Retention Rate | 83.0% |
| Average Earnings* | \$13,900 |
| WIA Youth | |
| Placement in employment or Education | 64.0% |
| Attainment of Degree or Certification | 58% |
| Literacy & Numeracy Gains | 41% |

**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.*

NOTE: The following tables with **grayed areas** indicate data not required by the U.S. Department of Labor for Program Year 2013 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 omitted from this report.*

Table B: Adult Program Results

| Reported Information | Negotiated Performance Level | Actual Performance Level | |
|---------------------------------------|------------------------------|--------------------------|---------------|
| Entered Employment Rate | 62.0% | 70.0% | 19,402 |
| | | | 27,705 |
| Employment Retention Rate | 83.0% | 84.9% | 21,858 |
| | | | 25,734 |
| Average Earnings | \$13,000 | \$12,763 | \$274,288,100 |
| | | | 21,491 |
| 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 | 65.1% | 2,367 | 70.0% | 2,079 | 54.9% | 539 | 56.7% | 2,502 |
| | | 3,635 | | 2,969 | | 982 | | 4,412 |
| Employment Retention Rate | 81.7% | 2,726 | 83.1% | 2,417 | 74.7% | 516 | 83.6% | 2,556 |
| | | 3,336 | | 2,909 | | 691 | | 3,058 |
| Annual Earnings | \$9,513 | \$25,343,476 | \$14,426 | \$34,116,443 | \$12,196 | \$6,061,449 | \$12,791 | \$31,785,680 |
| | | 2,664 | | 2,365 | | 497 | | 2,485 |
| 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 | 79.4% | 2,431 | 70.4% | 7,703 |
| | | 3,063 | | 10,939 |
| Employment Retention Rate | 88.1% | 3,682 | 84.9% | 8,716 |
| | | 4,179 | | 10,266 |
| Average Earnings | \$13,389 | \$48,053,580 | 12,682 | \$107,936,447 |
| | | 3,589 | | 8,511 |

Table E: Dislocated Worker Program Results

| Reported Information | Negotiated Performance Level | Actual Performance Level | |
|---------------------------------------|------------------------------|--------------------------|--------------|
| Entered Employment Rate | 67.0% | 73.0% | 5,260 |
| | | | 7,210 |
| Employment Retention Rate | 88.0% | 87.7% | 5,619 |
| | | | 6,410 |
| Average Earnings | \$15,750 | \$14,685 | \$80,826,333 |
| | | | 5,504 |
| Employment and Credential Rate | | | |

Table F: Outcomes for Dislocated Worker Special Populations

| Reported Information | Veterans | | Individuals with Disabilities | | Older Individuals | | Displaced Homemakers | |
|---------------------------------------|----------|-------------|-------------------------------|-------------|-------------------|--------------|----------------------|-----------|
| Entered Employment Rate | 72.0% | 589 | 60.2% | 133 | 59.1% | 880 | 69.2% | 27 |
| | | 818 | | 221 | | 1,488 | | 39 |
| Employment Retention Rate | 83.3% | 602 | 79.7% | 118 | 84.5% | 857 | 83.3% | 25 |
| | | 723 | | 148 | | 1,014 | | 30 |
| Average Earnings | \$15,691 | \$9,226,095 | \$14,517 | \$1,669,479 | \$14,270 | \$11,844,223 | \$11,436 | \$274,465 |
| | | 588 | | 115 | | 830 | | 24 |
| 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 | 82.6% | 1,121 | 71.1% | 2,294 |
| | | 1,358 | | 3,226 |
| Employment Retention Rate | 90.9% | 1,575 | 86.6% | 2,724 |
| | | 1,733 | | 3,145 |
| Average Earnings | \$14,974 | \$23,074,333 | \$14,123 | \$37,482,948 |
| | | 1,541 | | 2,654 |

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

| Reported Information | Negotiated Performance Level | Actual Performance Level | |
|---|------------------------------|--------------------------|-------|
| Placement In Employment or Education | 64.0% | 69.5% | 1,770 |
| | | | 2,548 |
| Attainment of Degree or Certificate | 58.0% | 66.5% | 1,640 |
| | | | 2,468 |
| Literacy and Numeracy Gains | 41% | 44.9% | 318 |

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 | 86.8% | 17,260 | \$2,790 | \$46,432,363 | 0.0% | 0 | \$5,301 | \$101,190,851 | 0.0% | 0 |
| | | 19,895 | | 16,643 | | 19,402 | | 19,090 | | 2,431 |
| Dislocated Workers | 89.2% | 4,476 | 109.9% | \$63,678,941 | 0.0% | 0 | \$6,458 | \$33,336,067 | 0.0% | 0 |
| | | 5,019 | | \$57,921,280 | | 5,260 | | 5,162 | | 1,121 |
| Older Youth | | | | | | | | | | |

Table M: Participation Levels

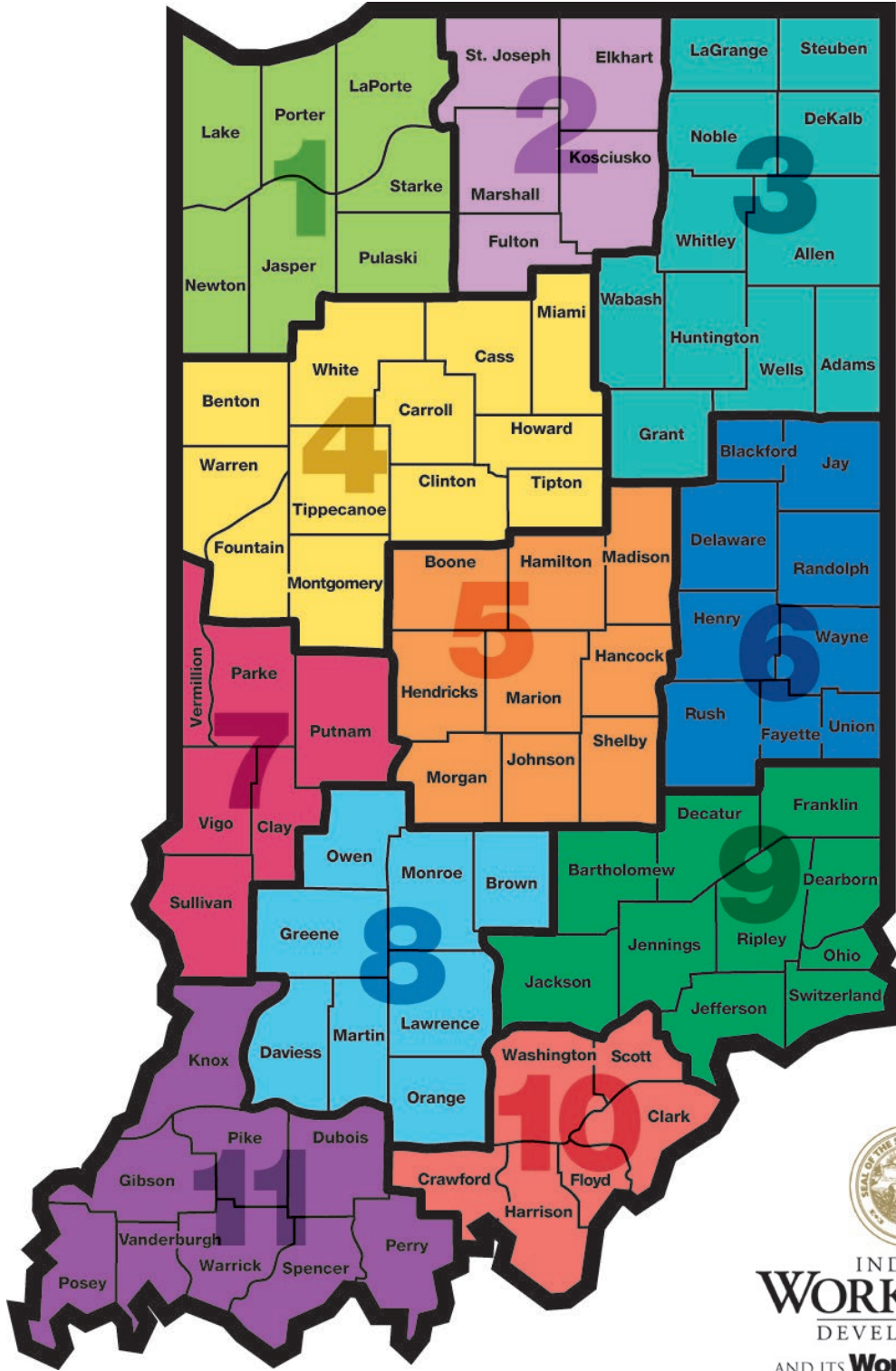
| REPORTED INFORMATION | TOTAL PARTICIPANTS SERVED | TOTAL EXITERS |
|--|---------------------------|---------------|
| Total Adult Customers | 180,502 | 171,162 |
| Total Adults (self-service <u>only</u>) | 128,772 | 132,429 |
| WIA Adults | 180,502 | 171,162 |
| WIA Dislocated Workers | 7,514 | 6,354 |
| Total Youth (14-21) | | |
| Younger Youth (14-18) | | |
| Older Youth (19-21) | | |
| Out-of-School Youth | 2,139 | 1,353 |
| In-School Youth | 3,549 | 1,543 |

Table N: Cost of Program Activities

| PROGRAM ACTIVITY | | TOTAL FEDERAL SPENDING |
|---|-------------------------------------|------------------------|
| Local Adults | | \$12,445,450.00 |
| Local Dislocated Workers | | \$16,996,163.00 |
| Local Youth | | \$13,975,454.46 |
| Rapid Response (up to 25%) WIA Section 134 (a)(2)(B) | | \$1,949,023.42 |
| Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B) | | \$3,522,287.29 |
| Statewide Allowable Activities | | |
| WIA Section 134(a)(3) | Program Activity Description | |
| | | |
| | | |
| | | |
| Total of All Federal Spending Listed Above | | \$48,888,378.17 |

Department of Workforce Development

Workforce Service Areas (WSA)



Statewide Workforce Service Area Summary

WORKFORCE INVESTMENT ACT PROGRAM YEAR 2013 SUMMARY OF PERFORMANCE STATEWIDE

| | Participants Served | Training Participants |
|-----------------------------|---------------------|-----------------------|
| Adults | 180,502 | 5,319 |
| Dislocated Workers | 7,514 | 1,569 |
| Youth | 5,688 | 4,452 |
| Totals | 193,704 | 11,340 |
| WIA Rapid Response Grants * | 309 | |

| Participants Demographics | Adults | Training Adults | Dislocated Workers | Training DW | Youth | Training Youth*** | |
|---------------------------|-----------------------|-----------------|--------------------|-------------|-------|-------------------|-------|
| Age Distribution | 14 - 20 | 11,603 | 605 | 66 | 22 | 5,344 | 4,219 |
| | 21 - 25 | 23,895 | 1,005 | 449 | 149 | 344 | 233 |
| | 26 - 30 | 22,049 | 742 | 642 | 207 | | |
| | 31 - 35 | 21,217 | 722 | 729 | 228 | | |
| | 36 - 40 | 18,839 | 600 | 789 | 221 | | |
| | 41 - 45 | 19,438 | 541 | 926 | 221 | | |
| | 46 - 50 | 19,653 | 454 | 1,097 | 203 | | |
| | 51 - 55 | 19,667 | 402 | 1,281 | 198 | | |
| | 56 - 60 | 14,522 | 197 | 1,019 | 100 | | |
| | 61 + | 9,619 | 51 | 516 | 20 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 24,454 | 311 | 414 | 49 | 4,768 | 3,815 |
| | Received Diploma/ GED | 93,713 | 2,696 | 3,552 | 765 | 791 | 532 |
| | More than 12 years | 60,396 | 2,312 | 3,545 | 755 | 126 | 105 |
| | Not collected | 1,939 | 0 | 3 | 0 | 3 | 0 |
| Gender | Male | 101,597 | 2,432 | 3,857 | 807 | 2,401 | 1,859 |
| | Female | 78,639 | 2,883 | 3,657 | 762 | 3,281 | 2,588 |
| | Not collected | 266 | 4 | 0 | 0 | 6 | 5 |

WIA Common Measures Results for Participants Served

| | | |
|--------------------------------------|---------------|----------|
| Entered Employment Rate | Adults | 70.03% |
| Retention Rate | Adults | 84.94% |
| Six Months Average Earnings | Adults | \$12,763 |
| Placement in Employment or Education | Youth (14-21) | 69.47% |
| Attain Degree or Certification | Youth (14-21) | 66.45% |
| Literacy and Numeracy Gains | Youth (14-21) | 45.76% |

*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.

Workforce Service Area Regional Summaries

Each of Indiana's Workforce Service Areas (WSAs) submitted a snapshot of regional activity during PY2013. See below for an update on all regions.

| Region | WIA Program Expense 7/1/13 - 6/30/14 | | | |
|--------|--------------------------------------|-------------------|------------|------------|
| | Adult | Dislocated Worker | Youth | Total |
| 1 | 1,519,635 | 1,893,388 | 1,699,718 | 5,112,741 |
| 2 | 953,448 | 1,453,548 | 1,289,786 | 3,696,782 |
| 3 | 674,800 | 1,915,748 | 1,084,126 | 3,674,674 |
| 4 | 1,204,298 | 1,252,820 | 1,033,639 | 3,490,757 |
| 5 | 1,069,786 | 1,878,904 | 1,294,423 | 4,243,113 |
| 6 | 846,429 | 761,080 | 801,731 | 2,409,240 |
| 7 | 850,184 | 520,344 | 578,560 | 1,949,088 |
| 8 | 501,226 | 437,613 | 767,328 | 1,706,167 |
| 9 | 687,820 | 465,756 | 467,621 | 1,621,197 |
| 10 | 688,588 | 411,200 | 487,527 | 1,587,315 |
| 11 | 946,748 | 732,643 | 843,447 | 2,522,838 |
| 12 | 1,565,013 | 3,797,987 | 2,001,000 | 7,364,000 |
| Total | 11,507,975 | 15,521,031 | 12,348,906 | 39,377,912 |

WSA 1 – Northwest Indiana Workforce Service Area

ECONOMIC DEVELOPMENT

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

TRAINING & EDUCATION

- WorkOne Hammond had clients complete the Certified Healthcare Access Associate (CHAA) training that provided them a leg up for Patient Access Specialist positions. The training was developed by WorkOne, Ivy Tech, and four healthcare entities representing the bulk of community based healthcare providers in Northwest Indiana. Ivy Tech conducted the training (June-October 2013) resulting in participants receiving a Completion Certificate, the CHAA credential, and the Indiana Navigator Certification
- In February 2014, 10 Newton and Jasper County residents were recipients of a training scholarship program through WorkOne Northwest Indiana and received their Certified Production Technician (CPT) Certificates and six college credit hours from Ivy Tech Community College. WorkOne Northwest Indiana partnered with Ivy Tech's Corporate College in Lafayette to assess the needs of several employers in Newton and Jasper County. It was evident that a CPT Certification Program would address the skill gaps restricting several of these employers from hiring local residents. This CPT series will continue into the current (2014-15) program year.
- The Northwest Indiana Workforce Board, READY NWI, and the Works Council hosted a program for over 100 middle school and high school counselors and administrators on Monday, June 23, 2014. Educators were provided valuable and usable information from a panel of manufacturing employers who addressed job opportunities and the skills needed to fill those positions. In addition, Dr. David Conley, CEO of the Educational Policy Improvement Center (EPIC) and of *College Knowledge and College and Career Readiness-Helping All Students Succeed Beyond High School* provided a presentation. Dr. Conley is a national leader in defining and promoting college and career readiness.

RE-EMPLOYMENT ASSISTANCE

- The **Lake County Community Fund at the Legacy Foundation** awarded a \$25,000 grant to support a **Skill Building Institute (SBI)** for Lake County residents. WorkOne Northwest Indiana, Indiana University Northwest (IUN), and the Center of Workforce Innovations (CWI), collaborated on the SBI initiative. 25 unemployed participants learned and applied employable skills and attitudes through an innovative curriculum, workshops, and paid internship. The 10-week program ended in April 2014. A second Institute is underway for the FY2014-15 program year.
- WorkOne Northwest Indiana continues to serve job seekers through the **Northwest Indiana Professional Network (NIPN)**. Going into its 9th year, NIPN is a weekly networking and job hunting group for currently enrolled WorkOne clients who possess an Associate's degree or higher. It operates as a hybrid for improving job search skills, building confidence, and giving participants an opportunity to network with a diverse group of professionals with similar experiences. This past year NIPN has welcomed over 323 participants at their meetings throughout four WorkOne locations in the region.

YOUTH/JAG

- Close to 70 Northwest Indiana students from Gary, East Chicago, Hammond, Knox, and Michigan City participated at the Regional **Jobs for America's Graduates (JAG) Career Development Conference** on February 7, 2014 at Indiana University Northwest in Gary. The Career Development Conference (CDC) is one way to prepare the at-risk youth them for the future by allowing them to compete in events to showcase employability related skills. Awards were presented at the end of the program recognizing 8 recipients who moved on to the state competition in Indianapolis.
- **NW Indiana JAG students captured over \$215,000 in scholarship awards** to help them move on to their next chapter of their lives—post secondary education. 36 JAG students from nine area schools received awards totaling \$215,434. The following NW Indiana schools were part of the 2013-14 JAG program: AK Smith Area Career Center-Michigan City, Calumet New Tech High School-Gary, East Chicago Central High School, Gary Lew Wallace STEM Academy, Gary Roosevelt College & Career Academy, Gary West Side Leadership Academy, Hammond High School, and Knox High School.

WORKONE NORTHWEST INDIANA

- Over 43,900 individuals received services at a WorkOne Northwest Indiana location. PY2013 client satisfaction rating exceeded 84%.
- Over 3,011 local enrolled adult education students received services this past year.
- Over 3,380 individual received services from one of the 18 WorkOne Access Point locations in the region. Access Points provide self-services to individuals who are unable to visit a full service WorkOne due to transportation. Services include access to Indiana Career Connect (ICC) and job searches through designated computers, career planning, job training information, and workshop schedules.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 1

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 38,344 | 362 |
| Dislocated Workers | 713 | 61 |
| Youth | 793 | 604 |
| Totals | 39,850 | 1,027 |

| PARTICIPANTS DEMOGRAPHICS | | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|---------------------------|-----------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 2,129 | 47 | 3 | 2 | 737 | 580 |
| | 21 - 25 | 4,999 | 84 | 41 | 10 | 56 | 24 |
| | 26 - 30 | 4,866 | 45 | 62 | 6 | | |
| | 31 - 35 | 4,779 | 37 | 53 | 8 | | |
| | 36 - 40 | 4,251 | 41 | 79 | 5 | | |
| | 41 - 45 | 4,019 | 27 | 79 | 4 | | |
| | 46 - 50 | 4,159 | 32 | 91 | 9 | | |
| | 51 - 55 | 4,218 | 34 | 131 | 14 | | |
| | 56 - 60 | 3,059 | 11 | 107 | 3 | | |
| | 61 + | 1,865 | 4 | 67 | 0 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 5,122 | 17 | 42 | 2 | 536 | 457 |
| | Received Diploma/ GED | 19,505 | 193 | 355 | 31 | 236 | 131 |
| | More than 12 years | 13,286 | 152 | 316 | 28 | 20 | 16 |
| | Not collected | 431 | 0 | 0 | 0 | 1 | 0 |
| Gender | Male | 21,034 | 149 | 334 | 28 | 325 | 233 |
| | Female | 17,307 | 213 | 379 | 33 | 468 | 371 |
| | Not collected | 3 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 67.2% |
| | Dislocated Workers | 67.6% |
| Retention Rate | Adults | 84.5% |
| | Dislocated Workers | 87.1% |
| Six Months Average Earnings | Adults | \$12,739 |
| | Dislocated Workers | \$13,429 |
| Placement in Employment or Education | Youth (14-21) | 64.4% |
| Attain Degree or Certification | Youth (14-21) | 58.5% |
| Literacy and Numeracy Gains | Youth (14-21) | 53.01% |

*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 PY2013, The Northern Indiana Workforce Board (NIWB) and staff continued to work diligently to develop partnerships and build trust with other organizations within the region. We realized tremendous success with our businesses services team and continue to work that with our local businesses and economic development partners. In fact, Region Two was recognized as the top performing region for IEDC during the year. We developed partnerships for Advanced Manufacturing in St. Joseph, Kosciusko and Elkhart Counties. The region came together and was awarded a \$4.9 million grant to put Project Lead the Way into our regional high schools. We created a consortium to work on health related training and developed new providers for CAN training that is in strong demand y our healthcare providers.

TALENT ROADMAP

The NIWB working in tandem with area economic development partners, businesses and post-secondary institutions conducted a regional workforce assessment of Northern Indiana (Elkhart, Fulton, Kosciusko, Marshall, and Saint Joseph counties). This report provided an in-depth analysis and assessment of the region's workforce, educational attainment, open job opportunities and stakeholder needs. This report has been resurrected and is now providing a lot of structure for the region as the regional "works council" is tasked with many of the items that the Talent Roadmap study was chartered to address. This is especially true in the sectors/training needs areas.

EDUCATION & WORKFORCE INNOVATION NETWORK (EWIN) GRANT

This project has continued to progress with two regional counselors in place to work with individuals in school to assess their career plans and readiness. These counselors are identifying shortfalls in students' academic preparation and working with the schools to correct those shortfalls.

SKILLS, TASKS, & RESULTS TRAINING (START) PROGRAM

In PY 2012, a regional consortium was formed between the WorkOne Centers and eleven colleges and universities to help with non-traditional college student placement activity. This activity continues today. One outgrowth of the consortium work was the START program at Indiana University that provides career pathway training in the hospitality sector through Work Indiana for our Adult Education students.

The program is focused on providing training for twelve major positions within the hospitality industry, including front desk, reservation, housekeeping, bell services, restaurant service, banquet service, and maintenance. In addition, service, professionalism, safety, and career exploration are components of the program. Upon program completion and passing of the certification exam, students receive the industry recognized START certification from the American Hotel and Lodging Educational Institute.

CAMPUS TO CAREER PROGRAM

This program is in its second year of operation with Bethel College and has provided solid job entry activity for graduates. This program aims to maintain graduates locally and not lose them to out of state opportunities.

YOUTH SERVICES

This continues to be a very strong focus for the board. We again expanded the program this year to new schools. The interest has grown to the point that we had to add a second specialist to one of our regional high schools. Our out of school program is gaining significant traction and our coordinator has actually spoken at a national conference regarding our strategy. This will position the board for the upcoming WIOA focus change toward out of school clients.

SCSEP

In a competitive bid process in 2014 the Northern Indiana Workforce Board was awarded a \$774,000 grant to operate the Senior Community Service Employment Program (SCSEP) in Elkhart, Kosciusko, LaGrange, Marshall, Noble and St. Joseph counties in northern Indiana. With this program the board provides re-entry job opportunities for low income senior adults. We are currently working with 20 different local nonprofit and government agencies that provide work experience for our clients.

JOB READY VETERANS

Region 2 chose to be a pilot region for this very new program aimed at providing intensive service to Vets. Job Ready Vets works in conjunction with our WorkOne veteran staff to provide a one week extremely intensive boot camp for veterans to prepare them for a strong job search. Four classes have already “graduated” in the region with a total of 61 participants. The program has been well received by the participants and our employer community.

REGION 2 WORKS COUNCIL

The Northern Indiana Workforce board passed a resolution to work with and support the Region2 Works Council relative to Career Tech Ed improvement in the region. This is something the board strongly believes in and is willing to commit personnel resources, data sharing, analysis and general partnership to the Works Council effort. The President/CEO of the NIWB is heading up the Sector Partnership committee for the regional strategic plan.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 2

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 10,036 | 397 |
| Dislocated Workers | 343 | 138 |
| Youth | 503 | 456 |
| Totals | 10,882 | 991 |

| PARTICIPANTS DEMOGRAPHICS | | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|---------------------------|-----------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 384 | 35 | 1 | 1 | 496 | 452 |
| | 21 - 25 | 900 | 57 | 12 | 2 | 7 | 4 |
| | 26 - 30 | 1,035 | 51 | 30 | 20 | | |
| | 31 - 35 | 1,075 | 51 | 40 | 21 | | |
| | 36 - 40 | 1,055 | 39 | 46 | 18 | | |
| | 41 - 45 | 1,161 | 55 | 46 | 24 | | |
| | 46 - 50 | 1,296 | 59 | 60 | 24 | | |
| | 51 - 55 | 1,282 | 35 | 53 | 18 | | |
| | 56 - 60 | 1,061 | 12 | 39 | 8 | | |
| | 61 + | 787 | 3 | 16 | 2 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 1,698 | 35 | 23 | 7 | 480 | 440 |
| | Received Diploma/ GED | 4,780 | 221 | 174 | 79 | 20 | 13 |
| | More than 12 years | 3,445 | 141 | 146 | 52 | 3 | 3 |
| | Not collected | 113 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 5,724 | 135 | 195 | 57 | 243 | 225 |
| | Female | 4,302 | 262 | 148 | 81 | 260 | 231 |
| | Not collected | 10 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 63.3% |
| | Dislocated Workers | 84.4% |
| Retention Rate | Adults | 84.6% |
| | Dislocated Workers | 94.1% |
| Six Months Average Earnings | Adults | \$11,784 |
| | Dislocated Workers | \$15,594 |
| Placement in Employment or Education | Youth (14-21) | 71.5% |
| Attain Degree or Certification | Youth (14-21) | 65.7% |
| Literacy and Numeracy Gains | Youth (14-21) | 40% |

*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 3 – Northeast Indiana Workforce Service Area

ADULT EDUCATION PARTNERSHIPS

In PY2013, the regional Workforce Investment Board continued its focus on adult education services as a critical component of the regional workforce system. By serving as fiscal agent for all adult education resources in the region, the WIB and the regional adult education consortium were able to provide nearly 2,400 adult education students with access to both adult education and WorkOne services (734 of which earned their High School Equivalency). 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, 105 adult education students accessed WorkINdiana skills training programs such as Certified Nursing Assistant (CNA), welding, machining and others. Of these students, 72% successfully completed all training activities and 81% earned an industry-recognized credential.

ECONOMIC DEVELOPMENT & BUSINESS SERVICES

To ensure the economic health of the region, a continuous focused has been placed on aligning workforce services and funding investments designed to support economic development activities within the region. As evidence of this, over the past year the regional workforce system has provided financial and workforce service support to 82 economic development projects, demonstrating the strong alignment that exists between economic and workforce development in the region. Overall, more than 1,200 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 182 customized hiring events/job fairs during the past year at which thousands of applicants were identified and pre-screened for these employers.

In addition, during the past year the regional Workforce Investment Board and all of its economic development partners continued and expanded the use of a shared Customer Relationship Management (CRM) system to track and share business service activities. The CRM system is designed to greatly expand and enhance communications between all regional economic development organizations and workforce partners, as well as result in a more seamless and coordinated service delivery system for employers. During the past year, the CRM system was expanded to collect workforce surveys from employers visited by WorkOne staff – surveys which collect real-time and critical information on employer hiring and skill needs.

COHORT-BASED TRAINING

During the past year, regional cohort training programs were utilized extensively to teach specific skill-sets required by area employers. Utilizing the WorkOne delivery system, customized training classes in areas such as welding, CNC machining, industrial maintenance, Six Sigma Green Belt, and others were conducted at multiple locations throughout the area. Implementing this program has allowed job seekers to participate in short term training (typically 10-26 weeks) designed around job opportunities currently available within their communities.

SKILLS TRAINING

During the past year, the region continued its strong commitment to using available workforce resources to support skills training activities for customers (both classroom based training programs as well as on-the-job training programs). Consistent with the region's commitment to using workforce resources on direct customer activities (as opposed to administrative activities), this past year the region limited its administrative expenses to only 6% of available resources. As a result, the region was able to support 1,126 individuals in training activities (940 in classroom based training programs and 186 in on-the-job training activities). Of importance, over the past year the region continued to make extensive use of OJT programs to support multiple economic development projects. This strategy has connected hundreds of unemployed and underemployed workers to permanent high wage jobs. The availability of resources to specifically support these employers lead to opportunities to introduce this program to dozens of new employers to the WorkOne system.

INCUMBENT WORKER TRAINING

Over the past several years, the region has experienced an increasing sense of urgency around the need to address the "skills gap" within the advanced manufacturing sector (the largest employment sector by far in

the region). During this past year, a workforce solution was introduced to help address this skills-gap issue and that was in the form of a new incumbent worker training program that has been branded Skill-Link. The basic premise of the Skill-Link program is to work with a small consortium of employers with similar skill needs (such as industrial maintenance) and then work with training partners to custom-build a curriculum to address the identified need. Employers in the consortium then identify lower-wage or entry-level workers whom they believe have the potential to complete the curriculum and move into higher-skilled and higher-paid positions.

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

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

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

YOUTH SERVICES

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

- The *Be SomeOne Now* program is delivered through a youth focused organization, serving young adults between the ages of 16-21 who have withdrawn from high school, enrolled in or need to be enrolled in HSE classes. In this program, *Be SomeOne Now* young adult advocates work with eligible youth to establish and work through short and long term educational and employment goals. Additionally, eligible youth participate in small group sessions covering topics such as getting and keeping a job, resume writing, interview skills, post-secondary fit/FAFSA, financial literacy/budgeting, and leadership development. Young adults may receive up to \$300 in incentives for achieving outcomes, session attendance, meeting goals and attendance in WorkOne workshops. Along with these incentives, young adults are also eligible to receive up to \$1,000 in tuition assistance, paid HSE test fees, intensive case management support and twelve months of follow-up upon program completion. In total, 335 out-of-school youth participated in this education-focused youth program.
- The Jobs for America's Graduates (JAG) program was operated on site at ten regional high schools and provided 598 in-school youth with the support and assistance they needed to stay in school and graduate on time. Overall, the regional JAG program saw a 90% graduation rate from students initially assessed to be at-risk of failing to complete high school graduation requirements.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 3

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 30,917 | 899 |
| Dislocated Workers | 1,316 | 306 |
| Youth | 744 | 686 |
| Totals | 32,977 | 1,891 |

| PARTICIPANTS DEMOGRAPHICS | | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|---------------------------|-----------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 2,044 | 54 | 17 | 7 | 716 | 667 |
| | 21 - 25 | 4,068 | 135 | 66 | 22 | 28 | 19 |
| | 26 - 30 | 3,696 | 125 | 99 | 38 | | |
| | 31 - 35 | 3,612 | 113 | 115 | 46 | | |
| | 36 - 40 | 3,218 | 99 | 120 | 31 | | |
| | 41 - 45 | 3,454 | 98 | 159 | 39 | | |
| | 46 - 50 | 3,330 | 108 | 219 | 42 | | |
| | 51 - 55 | 3,340 | 108 | 250 | 55 | | |
| | 56 - 60 | 2,550 | 51 | 191 | 24 | | |
| | 61 + | 1,605 | 8 | 80 | 2 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 4,494 | 35 | 68 | 8 | 739 | 681 |
| | Received Diploma/ GED | 16,382 | 415 | 586 | 146 | 4 | 4 |
| | More than 12 years | 9,940 | 449 | 662 | 152 | 1 | 1 |
| | Not collected | 101 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 17,846 | 508 | 753 | 190 | 323 | 302 |
| | Female | 13,054 | 391 | 563 | 116 | 421 | 384 |
| | Not collected | 17 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 70.3% |
| | Dislocated Workers | 76.6% |
| Retention Rate | Adults | 85.2% |
| | Dislocated Workers | 87.9% |
| Six Months Average Earnings | Adults | \$13,338 |
| | Dislocated Workers | \$15,312 |
| Placement in Employment or Education | Youth (14-21) | 60.3% |
| Attain Degree or Certification | Youth (14-21) | 57.9% |
| Literacy and Numeracy Gains | Youth (14-21) | 37.29% |

*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 4 – West Central Indiana Workforce Service Area

YOUTH SERVICES

The Region 4 WIB designated Program Year 2013 as a year to focus on raising the awareness of members of the emerging workforce toward the extraordinary career opportunities available to them in the region's manufacturing sector, if they prepare for them.

As part of the Youth Council's mission of improving the academic and workforce prospects of youth, the Council is helping emerging workers prepare for occupations in advanced manufacturing. The Council, with content and design input from Jobs for America's Graduates (JAG) students, developed a publication on careers in manufacturing, highlighting a variety of career paths for youth to consider. *Careers in Advanced Manufacturing: Your life, Your career, can be Advanced!* is being distributed to area schools and at all WorkOne-sponsored events for youth.

Seventy-five (75) area high school juniors and seniors toured local manufacturing companies in Region 4's first *Manufacturing Career Day* event for career and technical education students during Program Year 2012. Four of the area's largest manufacturing employers hosted the event. The students were given an "up close and personal" look at today's modern, sophisticated manufacturing environment and lots of encouragement to pursue the exciting manufacturing career opportunities available to them locally—if they get the postsecondary credentials they'll need to qualify. During Program Year 2013 the program expanded to six *Manufacturing Career Day* events with a total of 267 students touring Region 4 manufacturer locations.

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

Region 4's Jobs for America's Graduates (JAG) program, a drop-out prevention strategy that helps at-risk youth stay in school to achieve academic, career, and life success, increased from three to seven sites, more than doubling the students served.

ADVANCING MANUFACTURING

During Program Year 2013 the Region 4 WIB continued its sponsorship of the Advancing Manufacturing Initiative (AMI). By providing training leading to a Certified Production Technician credential, AMI is one solution to meeting manufacturing sector employers' demand for skilled workers. The AMI model, thanks in part to the generous support of Duke Energy Foundation, has been adopted in other Indiana regions over the past two years.

AMI, a 12-county partnership of Region 4's manufacturing sector, education, government, and economic development, has graduated 225 certified production technicians over a 28-month period. Seventy-five percent (75%) of graduates have become employed in entry-level manufacturing career pathway occupations at an average hourly wage of \$14.33. A \$359,000 WIB investment thus far has leveraged \$390,000 from other partners. The training pipeline is continually being replenished at training locations throughout Region 4 and three other Indiana Workforce Service Areas. The initiative has been successful, despite a sporadically

sluggish economy, for a least two reasons: 1) Employers prescribed its design and are actively involved in its implementation; and 2) It's not just another training program.

AMI is both a partnership and an initiative. It's a partnership in that every stakeholder contributes to its continuous improvement and sustainability. It's an initiative because it has no ownership—it belongs to the regional community that values and supports it.

During Program Year 2012, *AMI*'s training component was enriched beyond the original 140 hours of technical training to include 10 additional hours of work readiness training. That emphasis on understanding employer expectations, preparing for interviewing, and succeeding during a probationary period of employment has been well-received by trainees and employers. The work readiness training component was continued through Program Year 2013. Soft skill development is embedded in all aspects of *AMI*, from the initial recruiting, screening, assessment, and orientation of new applicants to drug testing, absenteeism and tardiness standards, and classroom deportment and decorum during training.

An *AMI* "Hub", or employment network, meets weekly or as needed, to support the graduates' career search. "Reverse Interview Fairs" are conducted after each class graduation, at which employer partners meet with recent graduates and renew their association with past graduates. A requirement of *AMI* partnership for employers is participation in Interview Fairs, whether they have immediate job openings or not, as well as giving certified production technicians priority consideration for entry-level job openings as they occur.

AMI was the recipient of a *Great Lakes Manufacturing Council Talented Workforce Initiative* award at the "Big M" Manufacturing Convergence event held at the Cobo Center in Detroit on June 12, 2013. *AMI* was also presented at the *Manufacturing Skills Standards Council Annual Meeting Executive Briefing* conducted at the General Electric Evendale (OH) operations on June 18, 2013.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 4

| | Participants Served | Training Participants | Total Available Funding ** | Total Expenditures |
|--------------------|---------------------|-----------------------|----------------------------|--------------------|
| Adults | 20,833 | 539 | | |
| Dislocated Workers | 10,748 | 129 | | |
| Youth | 20,833 | 520 | | |
| Totals | 52,414 | 1,188 | | |

| | PARTICIPANTS DEMOGRAPHICS | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|------------------|---------------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 1,320 | 76 | 13 | 1 | 498 | 479 |
| | 21 - 25 | 3,310 | 79 | 104 | 15 | 47 | 41 |
| | 26 - 30 | 2,851 | 75 | 111 | 14 | | |
| | 31 - 35 | 2,471 | 68 | 126 | 17 | | |
| | 36 - 40 | 2,116 | 56 | 113 | 21 | | |
| | 41 - 45 | 2,160 | 73 | 134 | 22 | | |
| | 46 - 50 | 2,172 | 45 | 165 | 15 | | |
| | 51 - 55 | 2,066 | 38 | 198 | 12 | | |
| | 56 - 60 | 1,437 | 23 | 176 | 11 | | |
| | 61 + | 931 | 6 | 115 | 1 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 2,296 | 39 | 91 | 5 | 418 | 407 |
| | Received Diploma/ GED | 11,807 | 294 | 656 | 64 | 118 | 105 |
| | More than 12 years | 6,669 | 206 | 506 | 60 | 9 | 8 |
| | Not collected | 62 | 0 | 2 | 0 | 0 | 0 |
| Gender | Male | 12,519 | 275 | 636 | 67 | 244 | 235 |
| | Female | 8,288 | 262 | 619 | 62 | 298 | 282 |
| | Not collected | 27 | 2 | 0 | 0 | 3 | 3 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 70.1% |
| | Dislocated Workers | 69.0% |
| Retention Rate | Adults | 86.8% |
| | Dislocated Workers | 86.4% |
| Six Months Average Earnings | Adults | \$12,699 |
| | Dislocated Workers | \$14,588 |
| Placement in Employment or Education | Youth (14-21) | 87.5% |
| Attain Degree or Certification | Youth (14-21) | 77.6% |
| Literacy and Numeracy Gains | Youth (14-21) | 44.2% |

*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 5 – Central Indiana Workforce Service Area

PARTNERSHIPS

Region 5 Business Services Team members strengthened ties with local Economic Development Directors and staff. Business Consultants have been part of the local team meeting with site selectors to present the services of WorkOne and to provide detailed labor market information. Business Consultants contacted over eight hundred new employers in the region to promote WorkOne services. Staff have participated with local initiatives throughout the region including Workforce and Education Councils, Learning Initiatives and Chamber and Community initiated hiring fairs. Over 100 employers used WorkOne office facilities for employee recruitment and hiring.

A highly successful Rapid Response effort assisted employees of Irwin Tools at its Hancock County Distribution Center. One hundred sixteen people were dislocated when the company consolidated operations out of state. Working with Irwin management early contact was made to advise employees of available services. Multiple onsite workshops focused on job search skills and techniques were held with high participation of employees. The rapid response effort culminated with a targeted on-site hiring fair. Twelve local employers, ready to hire, enabled many workers to quickly transition to new jobs.

Regional staff administered approximately 675 WorkKeys assessments in WorkOne offices during the program year for employers utilizing the WorkKeys assessments in their hiring process.

Customers participated in numerous workshops and innovative offerings programs. Some workshops were designed specifically for targeted populations including veterans, older and white-collar workers. Recognizing the need for Adult Basic Education in Noblesville, a start-up program was funded through regional resources.

INDUSTRY SECTORS INITIATIVES

The purpose of the Shelbyville Manufacturing Skills Connection (MSC) is to provide certified (CPT) work ready candidates for local manufacturers. The initiative is a partnership of the City of Shelbyville, Duke Energy, Ivy Tech Community College, WorkOne and local Manufacturing Employer partners. The instruction, provided by IVY Tech on-site in Shelbyville, is 160 hours in length with 4 modules covering Safety, Manufacturing Process & Production, Quality & Measurement, and Maintenance Awareness. Program is delivered over an eight week time frame and completers sit for the CPT certification tests. After graduation a hiring fair is held and Partner employers have first choice at offering employment to graduates. Scholarships from Duke Energy, City of Shelbyville and WorkOne cover training costs.

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

YOUTH SERVICES

The JAG program in Region 5 nearly doubled in size in Program Year 2013, growing from 6 programs to 11, located in 9 high schools. Students were exposed to college through campus visits, as well as field trips to businesses, manufacturing and health care facilities, to learn about careers and how to prepare for them. Fifteen students won the opportunity to compete at the State JAG Career Development Conference, held in March, and seven of those students placed in their area of competition. Additionally, one student was named the Outstanding Senior for the State of Indiana. Region 5 was also one of 10 Regions in the United States to meet the JAG “5 of 5” award, for the second year in a row.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 5

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 16,755 | 556 |
| Dislocated Workers | 981 | 261 |
| Youth | 646 | 556 |
| Totals | 18,382 | 1,373 |

| PARTICIPANTS DEMOGRAPHICS | | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|---------------------------|-----------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 1,145 | 29 | 6 | 1 | 592 | 514 |
| | 21 - 25 | 1,961 | 94 | 52 | 26 | 54 | 42 |
| | 26 - 30 | 1,931 | 98 | 107 | 40 | | |
| | 31 - 35 | 1,913 | 91 | 99 | 39 | | |
| | 36 - 40 | 1,638 | 75 | 100 | 38 | | |
| | 41 - 45 | 1,847 | 58 | 131 | 40 | | |
| | 46 - 50 | 1,901 | 48 | 144 | 33 | | |
| | 51 - 55 | 1,936 | 44 | 157 | 30 | | |
| | 56 - 60 | 1,496 | 14 | 117 | 11 | | |
| | 61 + | 989 | 5 | 68 | 3 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 2,109 | 22 | 50 | 7 | 510 | 471 |
| | Received Diploma/ GED | 7,830 | 283 | 400 | 133 | 126 | 75 |
| | More than 12 years | 6,170 | 251 | 531 | 121 | 10 | 10 |
| | Not collected | 648 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 8,971 | 201 | 456 | 106 | 289 | 248 |
| | Female | 7,694 | 355 | 525 | 155 | 356 | 307 |
| | Not collected | 92 | 0 | 0 | 0 | 1 | 1 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 74.0% |
| | Dislocated Workers | 77.0% |
| Retention Rate | Adults | 84.0% |
| | Dislocated Workers | 87.7% |
| Six Months Average Earnings | Adults | \$13,092 |
| | Dislocated Workers | \$16,344 |
| Placement in Employment or Education | Youth (14-21) | 65.2% |
| Attain Degree or Certification | Youth (14-21) | 63.6% |
| Literacy and Numeracy Gains | Youth (14-21) | 34.78% |

*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 6 – Eastern Indiana Workforce Service Area

FOUNDATIONAL PYRAMID

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

LEVEL 1: The National Career Readiness Certificate.

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

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

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

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

REGIONAL INITIATIVES

ACT Work Ready Communities: The Eastern Indiana Workforce Investment Board is focused on enhancing regional employability skills by leading a public/private sector partnership to attain ACT Work Ready Communities Certification in every Economic Growth Region 6 (EGR6) county. Four of the nine counties in EGR6 have completed the initial Certification phase. Two additional EGR6 counties are beginning the Certification process in the fall of 2014.

The ACT Certified Work Ready Communities initiative provides regions and communities with the data, tools and processes that create an ecosystem to link education and workforce development together, aligned to economic development at the local and state level. To that purpose, the criteria for community certification focus on utilizing a common tool – the ACT National Career Readiness Certificate (NCRC) – in certifying the foundational work skills of the emerging, transitioning and current workforce. Individuals earning an NCRC and businesses recognizing the certificate at the county level are the building blocks upon which this system is based. Additionally, policy makers are able to use data from these key demographic groups as a road map in their efforts to address potential skills gaps in their state or region. We are creating an ecosystem that links, matches and aligns the workforce at the local level in a consistent manner enabling regions to leverage their aggregate ecosystems as an economic development resource.

Regional Advanced Manufacturing Partnership (RAMP) & Manufacturing Matters: The Eastern Indiana Workforce Investment Board partners with over 20 Advanced Manufacturers and 9 Local Governmental Units in EGR6 to develop entry level training programs that match the current needs of regional employers. RAMP and Manufacturing Matters are sector-specific designed and require 128 to 150 hours (depending on the sector) of training with hands-on/simulated training modules for completion. A Manufacturing Skills Standards Council (MSSC) Certified Production Technician (CPT) Credential is awarded upon completion. The CPT Credential represents knowledge in four key areas common to all manufacturing: Safety, Quality, Manufacturing Processes, Maintenance Awareness and includes critical thinking, problem solving and team work through workshops. Manufacturing Plant Tours are included in the course. Interviews are guaranteed to those who complete these programs. The CPT Certification also translates into six academic credits at Ivy Tech Community College.

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

Regional Industry Sector Initiatives: The Eastern Indiana Workforce Investment Board is partnering with SAGE/Ivy Tech Community College and a national logistics/warehousing/distribution company to provide CDL training that meets the rapidly growing regional demands for this credential.

YOUTH SERVICES

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

Youth Leadership and IC3: The Eastern Indiana Workforce Investment Board provides Youth Leadership and IC3 Summer programming for Low-Income High School Youth in EGR6. In PY2013, there were 28 participants from 6 different High Schools. 100% of the participants completed the course and earned both Certificates. Every participant who completes the program and earns two (2) Certifications is awarded a computer tablet.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 6

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 15,633 | 274 |
| Dislocated Workers | 547 | 101 |
| Youth | 489 | 379 |
| Totals | 16,669 | 754 |

| | PARTICIPANTS DEMOGRAPHICS | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|------------------|---------------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 1,129 | 16 | 4 | 1 | 450 | 352 |
| | 21 - 25 | 2,356 | 63 | 34 | 12 | 39 | 27 |
| | 26 - 30 | 1,988 | 38 | 38 | 12 | | |
| | 31 - 35 | 1,837 | 42 | 51 | 15 | | |
| | 36 - 40 | 1,721 | 40 | 73 | 17 | | |
| | 41 - 45 | 1,707 | 24 | 70 | 11 | | |
| | 46 - 50 | 1,588 | 26 | 69 | 15 | | |
| | 51 - 55 | 1,472 | 14 | 97 | 10 | | |
| | 56 - 60 | 1,082 | 8 | 83 | 6 | | |
| | 61 + | 753 | 3 | 28 | 2 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 2,224 | 6 | 41 | 0 | 402 | 311 |
| | Received Diploma/ GED | 8,672 | 130 | 288 | 45 | 72 | 56 |
| | More than 12 years | 4,655 | 138 | 218 | 56 | 15 | 12 |
| | Not collected | 82 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 9,314 | 88 | 269 | 38 | 192 | 143 |
| | Female | 6,286 | 186 | 278 | 63 | 297 | 236 |
| | Not collected | 33 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 73.2% |
| | Dislocated Workers | 72.8% |
| Retention Rate | Adults | 87.3% |
| | Dislocated Workers | 90.2% |
| Six Months Average Earnings | Adults | \$12,875 |
| | Dislocated Workers | \$13,826 |
| Placement in Employment or Education | Youth (14-21) | 70.9% |
| Attain Degree or Certification | Youth (14-21) | 79.0% |
| Literacy and Numeracy Gains | Youth (14-21) | 45.98% |

*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

YOUTH SERVICES

JAG Program Receives 5 of 5 Award – The Region 7 JAG program was recently awarded the 5 of 5 Award for the second straight year. 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% | 92.31% |
| Total Civilian Job Placements and Military Service | 60% | 66.67% |
| Total Positive Outcomes | 80% | 83.33% |
| 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% | 90% |
| Total In Full Time Jobs | 60% | 65% |

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 ten camps were offered. These camps included: Machining, Welding, Healthcare, Electronics, Construction, Auto Service, IC3 - Internet and Computing Core Certification, Digital Photography, Electrical Worker in Construction Industry, and Robotics. WorkOne also provided youth with work experiences at sites throughout the region.

REGIONAL INITIATIVES

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

Education and Workforce Innovation Network (EWIN) Grant – In PY'12, Region 7 was awarded an EWIN grant. The program which the grant has funded is named "Classroom to Careers." The grant has resulted in the creation of a regional strategic plan to support workforce development as it relates to manufacturing. The goals of the plan are to: 1) establish a regional talent pipeline, 2) create a deliberate mechanism to increase industry-education partnerships that can fill skill gaps, and 3) increase marketing and outreach to build awareness and create excitement for manufacturing.

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

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

partnership between the region's CTE Directors, WorkOne, and Ivy Tech Community College.

- Two new career pathways have begun in the region. Two more are pending state approval.
- National Manufacturing Day is celebrated annually, with middle and high school counselors from throughout the region visiting local facilities throughout the day.
- All Parke County 7th, 8th, and 9th grade students learn about demand business sectors and related career opportunities through monthly "career workshops." At these workshops area business people serve on a panel talking about their businesses and careers, displaying products, and answering student questions.
- CTE Directors have been provided the opportunity to visit "best practices" around the county.

Duke Energy Foundation Grant – In response to the expressed need for incumbent worker training by our partners in manufacturing, the Western Indiana Workforce Investment Board applied for and was awarded a grant from the Duke Energy Foundation to support such training. Areas of training offered by Ivy Tech include industrial electrician, industrial maintenance, and machining.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 7

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 7,056 | 417 |
| Dislocated Workers | 320 | 115 |
| Youth | 374 | 328 |
| Totals | 7,750 | 860 |

| PARTICIPANTS DEMOGRAPHICS | | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|---------------------------|-----------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 545 | 48 | 3 | 0 | 356 | 314 |
| | 21 - 25 | 995 | 82 | 17 | 6 | 18 | 14 |
| | 26 - 30 | 842 | 55 | 23 | 13 | | |
| | 31 - 35 | 833 | 60 | 32 | 15 | | |
| | 36 - 40 | 686 | 42 | 27 | 13 | | |
| | 41 - 45 | 755 | 41 | 39 | 15 | | |
| | 46 - 50 | 738 | 32 | 45 | 20 | | |
| | 51 - 55 | 753 | 34 | 66 | 20 | | |
| | 56 - 60 | 555 | 20 | 49 | 12 | | |
| | 61 + | 354 | 3 | 19 | 1 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 2,224 | 24 | 23 | 4 | 304 | 263 |
| | Received Diploma/ GED | 8,672 | 197 | 164 | 49 | 54 | 50 |
| | More than 12 years | 4,655 | 196 | 133 | 62 | 16 | 15 |
| | Not collected | 82 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 3,955 | 178 | 182 | 69 | 154 | 133 |
| | Female | 3,090 | 239 | 138 | 46 | 220 | 195 |
| | Not collected | 11 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 78.5% |
| | Dislocated Workers | 90.0% |
| Retention Rate | Adults | 86.0% |
| | Dislocated Workers | 92.6% |
| Six Months Average Earnings | Adults | \$12,200 |
| | Dislocated Workers | \$16,494 |
| Placement in Employment or Education | Youth (14-21) | 70.8% |
| Attain Degree or Certification | Youth (14-21) | 66.7% |
| Literacy and Numeracy Gains | Youth (14-21) | 45.46% |

*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 8 – South Central Workforce Service Area

YOUTH SERVICES

Expansion of JAG Program -- During PY'13, Region 8 increased the number of in-school JAG programs from one site to three sites. In addition to the existing JAG Program located at Eastern Greene High School, the region launched new JAG programs at Bedford North Lawrence High School and Owen Valley High School in January 2014.

This expansion was made possible as a result of the leadership demonstrated by the South Central Region 8 Workforce Board and its Youth Council who worked to identify the schools in the region that were most able to benefit from JAG and offered those schools the chance to participate. The expansion was funded through the blending of WIA Youth resources with State JAG funds that were recently made available.

In addition to increasing the regional planned number of students to be served by JAG from 40 to 120 per year, the creation of two additional JAG sites within the region also allowed Region 8 an opportunity to host a regional JAG Career Development Conference for the first time. The regional Career Development Conference was a success and provided an opportunity for more JAG students from Region 8 to participate regionally and move on to participate at the state competition.

The expansion of JAG also presented the region with an opportunity to develop more partnerships. As a result of the additional JAG sites, partnerships have been formed with the North Lawrence Community School Corporation, Spencer Owen Community Schools, and additional industry and community partners who are interested in supporting the efforts of the JAG students.

REGIONAL INITIATIVES

Industry Sector Partnership with the Advanced Manufacturing Program (AMP)-In an effort to more effectively meet the need for workers who have skills that are in demand in the manufacturing sector, the South Central Region 8 Workforce Board and the WorkOne Centers located in Region 8 are partnering with Ivy Tech and other community partners in the implementation of AMP. Duke Energy, Bloomington-Monroe County Foundation, Lawrence County Economic Growth Council, Indiana Economic Development Council, and the South Central Region 8 Workforce Board are contributing tuition funds to assist candidates in completing the training for which they will receive a MSSC Certified Production Technician credential.

All of the WorkOne Centers in the region are working in cooperation with Ivy Tech-Bloomington to recruit, select and assess candidates by determining interest and appropriateness of each individual for the AMP training. In addition, the WorkOne Centers are providing National Career Readiness Certifications to document the basic foundational skills of the participating candidates. The Region 8 Training Coordinator is providing Basic Skill Identification and Soft Skills training to all participants. DWD has also agreed to cover the cost of drug testing for students attending the AMP classes.

This partnership is particularly valuable because manufacturing accounts for approximately 13% of the employment opportunities within the region, and it continues to be a significant industry sector in Region 8. Companies producing automotive products; appliances and other durable goods; medical products; and furniture and wood products are significant industries within the region and offer above average wages to job seekers.

Enhanced Business Services Model - During PY'13, Region 8 took steps to improve services to employers and make more effective connections between job seekers and employers who need workers. As a result, the region modified the existing staffing plan for business services and added a Director of Business Services.

Since the region has identified a goal of increasing the number of On-The-Job Training contracts that are written with local employers, a primary goal for the Director of Business Services is to help the region put a plan in place to better market the availability and value of OJTs to businesses. Also, in an effort to maximize

the benefit of employer contacts for both job seekers and the companies contacted, the Business Services Director will maintain an awareness of the skills of job ready customers and work to ensure that WorkOne communications are targeted to employers who are looking to hire workers with those specific skills sets.

The Director of Business Services also works closely with the Regional Business Services Coordinator and WorkOne staff who serve on the Business Services Team to ensure that WorkOne services are marketed to the business community in an effective and organized manner avoiding any unnecessary duplication of effort.

Because these staffing changes have resulted in a full-time position that focuses solely on business services, the region is now positioned to provide services that more effectively benefit both job seekers and enhance the services we provide to our employer partners.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 8

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 10,439 | 269 |
| Dislocated Workers | 269 | 42 |
| Youth | 279 | 214 |
| Totals | 10,987 | 525 |

| | PARTICIPANTS DEMOGRAPHICS | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|------------------|---------------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 980 | 98 | 5 | 4 | 252 | 196 |
| | 21 - 25 | 1,453 | 63 | 19 | 8 | 27 | 18 |
| | 26 - 30 | 1,213 | 22 | 18 | 5 | | |
| | 31 - 35 | 1,141 | 23 | 30 | 3 | | |
| | 36 - 40 | 1,000 | 28 | 29 | 11 | | |
| | 41 - 45 | 1,041 | 15 | 34 | 6 | | |
| | 46 - 50 | 1,086 | 6 | 45 | 3 | | |
| | 51 - 55 | 1,081 | 10 | 35 | 2 | | |
| | 56 - 60 | 807 | 4 | 24 | 0 | | |
| | 61 + | 637 | 0 | 30 | 0 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 1,703 | 32 | 23 | 3 | 160 | 138 |
| | Received Diploma/ GED | 5,340 | 123 | 155 | 29 | 83 | 45 |
| | More than 12 years | 3,357 | 114 | 91 | 10 | 36 | 31 |
| | Not collected | 39 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 5,977 | 92 | 143 | 14 | 117 | 84 |
| | Female | 4,443 | 176 | 126 | 28 | 160 | 129 |
| | Not collected | 19 | 1 | 0 | 0 | 2 | 1 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 73.0% |
| | Dislocated Workers | 75.8% |
| Retention Rate | Adults | 85.1% |
| | Dislocated Workers | 81.2% |
| Six Months Average Earnings | Adults | \$12,017 |
| | Dislocated Workers | \$13,152 |
| Placement in Employment or Education | Youth (14-21) | 80.7% |
| Attain Degree or Certification | Youth (14-21) | 66.7% |
| Literacy and Numeracy Gains | Youth (14-21) | 45.95% |

*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 9 – Southeast Indiana Workforce Service Area

PARTNERSHIPS

The Region 9 Workforce Investment Board (WIB) works with the Northern Kentucky Chamber of Commerce and the greater Cincinnati Workforce Network, and four additional WIBS that serve the Tri-State regional to create a regional public-private partnership, the Employers' First Regional Workforce Network and to align and coordinate workforce services for area employers.

During PY13 the WIB has also strengthened its existing contact with key partners within the region, including Eco15, the Columbus Education Coalition and the Region 9 Works Council. The Chair of the latter has recently joined the WIB formally, which will help ensure that this collaboration is comprehensive and ongoing.

WORKONE SERVICES

PY13 saw a dramatic reduction in administrative costs (-28%) due to the WIBs selection of a new Regional Operator. Subsequently, there was an 83% increase in direct client expenditures and a 24% increase in the number of participants in training. Increasing direct client services was an explicit goal of the WIB and this has been quite successful thus far. WorkIndiana was another major success, serving 3 times as many participants in PY13 and jumping to #2 in the state for overall expenditures.

The Regional Operator has also worked closely with the DWD and Service Provider managers to provide greater integration and flexibility of service delivery. The Jobs for Hoosiers program was expanded to the Express locations in the interest of client convenience. Efforts are also underway to share Vets and UI staff throughout the region so that services are not limited to brick and mortar locations. Reporting has been overhauled substantially as well to ensure that Center Managers are held accountable for outcomes across all programs and there is no longer a divide with DWD and Service Provider staff.

YOUTH SERVICES

The regional JAG program continues to serve four schools and serve ~160 students. JAG programs are located in Jennings, Franklin, Jackson and Jefferson counties. JAG has been very positively received by the community and the Region 9 Youth Council is actively seeking ways to expand it to other schools in the Region.

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 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 9

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 6,968 | 106 |
| Dislocated Workers | 151 | 36 |
| Youth | 226 | 209 |
| Totals | 7,345 | 351 |

| | PARTICIPANTS DEMOGRAPHICS | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|------------------|---------------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 480 | 9 | 1 | 0 | 220 | 204 |
| | 21 - 25 | 847 | 21 | 8 | 2 | 6 | 5 |
| | 26 - 30 | 823 | 12 | 8 | 4 | | |
| | 31 - 35 | 802 | 22 | 13 | 6 | | |
| | 36 - 40 | 764 | 12 | 19 | 9 | | |
| | 41 - 45 | 780 | 9 | 18 | 4 | | |
| | 46 - 50 | 775 | 12 | 29 | 7 | | |
| | 51 - 55 | 740 | 5 | 22 | 3 | | |
| | 56 - 60 | 562 | 3 | 21 | 0 | | |
| | 61 + | 395 | 1 | 12 | 1 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 1,107 | 7 | 4 | 1 | 199 | 193 |
| | Received Diploma/ GED | 3,997 | 63 | 83 | 22 | 27 | 16 |
| | More than 12 years | 1,627 | 36 | 64 | 13 | 0 | 0 |
| | Not collected | 237 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 3,458 | 35 | 77 | 15 | 79 | 72 |
| | Female | 3,483 | 71 | 74 | 21 | 147 | 137 |
| | Not collected | 27 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 69.3% |
| | Dislocated Workers | 76.2% |
| Retention Rate | Adults | 83.7% |
| | Dislocated Workers | 89.4% |
| Six Months Average Earnings | Adults | \$12,323 |
| | Dislocated Workers | \$13,729 |
| Placement in Employment or Education | Youth (14-21) | 72.8% |
| Attain Degree or Certification | Youth (14-21) | 74.8% |
| Literacy and Numeracy Gains | Youth (14-21) | 65.22% |

*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 10 – Workforce Region 10 Workforce Service Area

MANUFACTURING PARTNERSHIP

Region 10 Workforce Board has developed a partnership with Ivy Tech Community College, and Kentuckiana Works to offer Certified Manufacturing Technician Training at WorkOne. Four classes have been conducted at WorkOne to date, and the training program has benefited area employers and job seekers.

WORKONE JOB FAIR

WorkOne Southern Indiana hosts an annual Job Fair to benefit employers and job seekers. WorkOne Job Fair 2014 attracted 59 area employers ranging from manufacturing , healthcare and warehousing, and 450 job seekers over a four hour period.

BUSINESS SERVICES

The Business Services Team coordinated and scheduled 10 business seminars on a variety of human resource topics ranging from Employment Law, FMLA, Recruiting and Retaining Talent, Affordable Care Act, etc. WorkOne partners with SHRM to provide Human Resource Continuing Education Credit for individuals who participate in these seminars. Over 185 human resource professionals attended Business Seminars at Workone last year.

BUSINESS RECRUITING

Business Service staff have arranged over 100 recruiting events at WorkOne last program year, and have assisted employers with recruitment on approximately 1,464 job orders.

YOUTH SERVICES

Summer Youth Program: WorkOne Southern Indiana hosted a Microsoft Office Specialist Training for youth participants. Eight youth participated in the three-week intensive program designed to provide instruction on Microsoft Office Word and Excel, and successfully completed their certification exams. At the conclusion of the program participants delivered a PowerPoint presentation on their respective career path to WorkOne Management Team and staff. The program provided tangible business skills with a certification and soft skills. At the completion of the program each student was awarded a Microsoft Tablet as an incentive for successful completion of the program.

Youth Leadership Academy: WorkOne Southern Indiana held a Youth Leadership Academy in partnership with the New Albany Housing Authority. New Albany Housing Authority provided a classroom and computers for the three week class which was designed to provide leadership and customer service skills. Twenty-Five youth participated the training, and 24 youth received the Credential in Leadership and Customer Service. Students participated in team building activities, employability skills instruction, employer expectations, and other relevant activities related to career development.

WorkOne Youth Career Expo: WorkOne Southern Indiana hosted its second Youth Career Expo on April 17, 2014. The Expo is designed to provide youth age 15-25 an opportunity to explore a variety of career options with area businesses and training institutions. Thirty-eight businesses, colleges and training institutions participated in the Youth Expo and over 325 youth attended, representing eight regional high schools. Each student attending was provided a career packet to help them with career exploration. Several mini-workshops were held during the event, including professional dress techniques, career exploration, and hot 50 careers.

WorkOne Southern Indiana Hands-Up Program: Region 10 Workforce Board has partnered with four area Community Foundations (Clark/Floyd, Harrison, Scott and Washington Counties) to offer gap funding for WorkOne customers who are attending training for a degree/certification. The funding is to assist students with additional tuition and associated funding needed to complete their training program.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 10

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 6,297 | 93 |
| Dislocated Workers | 239 | 38 |
| Youth | 88 | 61 |
| Totals | 6,624 | 192 |

| PARTICIPANTS DEMOGRAPHICS | | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|---------------------------|-----------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 393 | 5 | 0 | 0 | 67 | 46 |
| | 21 - 25 | 793 | 17 | 13 | 6 | 21 | 15 |
| | 26 - 30 | 787 | 14 | 27 | 8 | | |
| | 31 - 35 | 756 | 16 | 24 | 2 | | |
| | 36 - 40 | 609 | 11 | 28 | 3 | | |
| | 41 - 45 | 713 | 11 | 28 | 5 | | |
| | 46 - 50 | 696 | 7 | 36 | 5 | | |
| | 51 - 55 | 711 | 6 | 36 | 3 | | |
| | 56 - 60 | 471 | 5 | 28 | 5 | | |
| | 61 + | 369 | 1 | 19 | 1 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 751 | 6 | 10 | 3 | 52 | 40 |
| | Received Diploma/ GED | 3,059 | 37 | 107 | 17 | 25 | 15 |
| | More than 12 years | 2,443 | 50 | 122 | 18 | 11 | 6 |
| | Not collected | 45 | 0 | 0 | 0 | 0 | 0 |
| Gender | Male | 3,281 | 32 | 97 | 18 | 35 | 24 |
| | Female | 3,010 | 61 | 142 | 20 | 53 | 37 |
| | Not collected | 7 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 69.9% |
| | Dislocated Workers | 70.9% |
| Retention Rate | Adults | 84.5% |
| | Dislocated Workers | 84.7% |
| Six Months Average Earnings | Adults | \$11,995 |
| | Dislocated Workers | \$12,270 |
| Placement in Employment or Education | Youth (14-21) | 75.6% |
| Attain Degree or Certification | Youth (14-21) | 63.0% |
| Literacy and Numeracy Gains | Youth (14-21) | 41.94% |

*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 11 – Southwest Indiana Workforce Service Area

Youth Services

JAG: Region 11 began five new JAG programs at Princeton Community, Gibson Southern, Evansville Harrison, Evansville Bosse, and Evansville Central high schools; totaling eight programs in the region. Region 11's JAG program achieved 5-of-5 Performance Goals; measuring graduation rates, job placements, and positive outcomes for the program year.

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

REGIONAL INITIATIVES/PARTNERSHIPS

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

Community Marriage Builders (CMB) - Goal of 40 participants; partnered with the agency in the provision of a full-time staff member.

HIRE - Continued collaboration with the Hoosier Initiative for Re-Entry Employment (HIRE) for recently released ex-offenders where over 200 participants were placed in meaningful employment.

STEM Challenge - Organized the First Annual Southwest Indiana STEM Challenge in conjunction with Mead Johnson Nutrition, Oakland City University and the Brainpower Task Force. 96 students from across the region competed in the day-long event with several problem-solving and trouble-shooting challenges utilizing their Science, Technology, Engineering, and Math skills. Jasper High School took home the honors.

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

Business & Professional Exchange (BPE) - Chapter launched, aimed at helping unemployed seasoned professionals transition into new careers.

Knox HR Group - Created a Knox HR Group in partnership with key human resource leaders in the county to discuss issues and concerns human resource representatives have day-in and day-out.

US 41 Corridor Initiative - Two distinct factors emerged – businesses along the route through Gibson and Vanderburgh counties are having difficulty hiring the workforce they need and WorkOne clients and other segments of the community can't apply for these jobs because they don't have reliable transportation. Government, businesses, community groups and transportation carriers have been convened to look at the two-sided dilemma and study ways of expanding transportation service along U.S. 41 through a possible public/private partnership.

WORKFORCE INVESTMENT ACT
PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE WORKFORCE INVESTMENT BOARD FOR REGION 11

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 9,995 | 496 |
| Dislocated Workers | 299 | 74 |
| Youth | 520 | 159 |
| Totals | 10,814 | 729 |

| | PARTICIPANTS DEMOGRAPHICS | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** |
|------------------|---------------------------|--------|-----------------|--------------------|-------------|-------|--------------------|
| Age Distribution | 14 - 20 | 604 | 64 | 0 | 0 | 501 | 156 |
| | 21 - 25 | 1,267 | 112 | 15 | 11 | 19 | 3 |
| | 26 - 30 | 1,139 | 70 | 17 | 9 | | |
| | 31 - 35 | 1,138 | 61 | 15 | 6 | | |
| | 36 - 40 | 991 | 39 | 29 | 6 | | |
| | 41 - 45 | 1,021 | 51 | 40 | 15 | | |
| | 46 - 50 | 1,193 | 29 | 58 | 8 | | |
| | 51 - 55 | 1,214 | 34 | 69 | 13 | | |
| | 56 - 60 | 818 | 18 | 47 | 5 | | |
| | 61 + | 611 | 7 | 9 | 1 | | |
| | Not collected | 0 | 0 | 0 | 0 | | |
| Education | Less than 12 years | 1,071 | 8 | 7 | 0 | 489 | 136 |
| | Received Diploma/ GED | 5,283 | 290 | 160 | 40 | 24 | 20 |
| | More than 12 years | 3,576 | 198 | 132 | 34 | 5 | 3 |
| | Not collected | 66 | 0 | 0 | 0 | 2 | 0 |
| Gender | Male | 6,048 | 266 | 149 | 39 | 214 | 52 |
| | Female | 3,940 | 230 | 230 | 35 | 306 | 107 |
| | Not collected | 8 | 0 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 77.9% |
| | Dislocated Workers | 79.1% |
| Retention Rate | Adults | 86.8% |
| | Dislocated Workers | 92.7% |
| Six Months Average Earnings | Adults | \$12,350 |
| | Dislocated Workers | \$14,793 |
| Placement in Employment or Education | Youth (14-21) | 71.1% |
| Attain Degree or Certification | Youth (14-21) | 77.3% |
| Literacy and Numeracy Gains | Youth (14-21) | 24.24% |

*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 co-enrolled as adults may receive training.

WSA 12 – Marion County Workforce Service Area

REGIONAL INITIATIVES

Hire Up Indy - In PY2013, EmployIndy continued its work with the Hire Up Indy Council to address critical issues in economic growth and career opportunities. The Council identified the lack of qualified applicants to fill available jobs as the single biggest issue facing growth. Commissioned research confirmed the results of the Council's analysis and showed a fundamental misalignment between the talent demanded by employers and the output of secondary and post-secondary education. The research produced specific numbers to outline both what will be needed and what will be attained at current production rates. Some highlights include:

Demand:

- There is enormous demand for technical talent in healthcare, manufacturing, advanced manufacturing, life sciences, high technology, logistics, and alternative energy. This demand will equal 51,500 net new technically orientated positions available by 2025, nearly twice the number of non-technical jobs;
- These jobs will be available in about 275 technically orientated occupations, including production maintenance workers, life science technicians, computer support specialists, logisticians, pharmacy technicians, health coders, computer systems analysts and software engineers; and,
- To meet demand, Central Indiana will need 30,000 net new associate and bachelor's degrees in technical fields.

Supply:

- The adult workforce shows significant under-attainment in postsecondary education;
- At current rates, Central Indiana colleges and universities will produce 11,600 net new technically orientated associate and bachelor's degrees;
- This shortfall will consist of about 10,300 associate degrees and 9,500 bachelor's degrees in technical fields; and,
- To close the gap by 2025, associate degree production will need to triple and bachelor's degree production double.

In response to these facts and observations, Hire Up Indy, supported by more than \$1.8 million in local and philanthropic funds, will invest in programs and curricula that fill gaps, accelerate collaboration, and measure success in the following areas:

- Influence students and the workforce to make Smart Choices about careers and occupations;
- Establish employer-driven partnerships that build Skills that Matter in Central Indiana; and,
- Build Talent Highways enabling new and experienced workers to better access talent development, to accelerate degree and credential completion, and achieve career success.

PowerTrain Indy - PowerTrain Indy matches businesses in need of skilled talent with jobs for residents in their neighborhood. Launched in 2013, PowerTrain Indy offers training to qualifying residents through collaboration with Downtown Indianapolis employers. The program is funded by \$1.5 million created from the establishment of an expanded tax increment financing (TIF) district. Residents can access PowerTrain Indy through the WorkOne Indy network. Engaged employers must commit to hiring program participants and assist in the development and execution of training programs. This engagement allows the organization to develop a workforce through customized training programs and on-the-job training so they know individuals will have the skills needed to succeed from day one like CLA, CDL, CPT, CNA, welding, HVAC and dental assisting. Between January and June of 2014, PowerTrain Indy enrolled 118 residents and engaged 24 employers to start 75 residents in training programs, resulting in 38 job placements.

WorkOne Indy

- More than 30,000 citizens receive services at WorkOne Indy each year. PY2013 customer satisfaction rating exceeded 95%.
- In PY2013, WorkOne Indy programs led to more than 665 credentials earned and 3,951 job placements.
- Mobile WorkOne is 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. In 2013, the team serviced more than 25% of WorkOne Indy customers during more than 830 events.
- WorkOne Indy expanded its reach through the online portal WorkOneIndy.org to provide 24/7 access to re-employment services. In PY2013, the website added 9,307 new registrations and logged 167,959 sessions. Registered users attended 1,667 virtual workshops and created 1,938 resumes with the free Resume Builder.

PriorITize - Region 12 concluded PriorITize, an IT training initiative made possible by a \$2.9 million award from the USDOL. This pipeline initiative increased the supply of the labor pool by training 342 unemployed, underemployed, and incumbent workers in IT and electronic systems industries. Training included accelerated, alternative, pilot, stackable and dual-credit educational programs in computer support, computer information technology, health information technology, and electronic systems technology. The program exceeded the project goal of training 300 participants with 285 successfully completing training (goal was 270) and more than 200 trainees being placed in employment or earning a wage increase.

YOUTH SERVICES

JAG - In 2013, Region 12 provided services for 613 in-school and out-of-school youth. JAG (Jobs for America's Graduates) operated in 10 junior and senior classrooms throughout Marion County, exceeding all five of the National JAG standards for alternative education, and participated in 899 business, education and community service activities and 283 work experiences, job shadows and mentorships. For PY2013, JAG awarded \$899,167 in scholarship money to be used for participants' first year of post-secondary education. The out-of-school YouthWorks Indy program offered young adults, ages 18-21, assistance to obtain a high school equivalency diploma through accelerated adult basic education. In total, the two programs placed 66.8% of participants in education or employment and 63.3% of participants earned a degree or certification. The programs also delivered literacy and numeracy gains of 69.8%.

Youth Employment Services (YES) - This program is provided at no cost and is open to young adults, ages 18-24, who have a desire to secure and grow in a job. YES helps remove barriers to successful employment by providing vouchers to assist in childcare, transportation, work clothing, training and education. In PY2013 YES invested \$653,194 in services for 328 participants, leading to 73 high school equivalency completions, 56 certifications and 203 job placements.

YouthBuild Indy - This is a national education, work readiness and leadership training program which EmployIndy manages for Marion County. Participants receive support towards a high school equivalency diploma and pathways to college or vocational training, including credentialed construction training. In PY2013, YouthBuild Indy enrolled 68 participants resulting in 23 high school equivalencies and 21 certifications. The program also placed 62% of its participants in employment.

PROGRAM YEAR 2013 SUMMARY OF LOCAL PERFORMANCE
THE INDIANAPOLIS PRIVATE INDUSTRY COUNCIL
THE WORKFORCE INVESTMENT BOARD FOR MARION COUNTY

| | Participants Served | Training Participants |
|--------------------|---------------------|-----------------------|
| Adults | 7,224 | 911 |
| Dislocated Workers | 1,081 | 268 |
| Youth | 481 | 280 |
| Totals | 8,786 | 1,459 |

| PARTICIPANTS DEMOGRAPHICS | ADULTS | TRAINING ADULTS | DISLOCATED WORKERS | TRAINING DW | YOUTH | TRAINING YOUTH *** | |
|---------------------------|----------------------|-----------------|--------------------|-------------|-------|--------------------|-----|
| Age Distribution | 14 - 20 | 450 | 124 | 13 | 5 | 459 | 259 |
| | 21 - 25 | 946 | 187 | 68 | 29 | 22 | 21 |
| | 26 - 30 | 878 | 137 | 102 | 38 | | |
| | 31 - 35 | 860 | 138 | 131 | 50 | | |
| | 36 - 40 | 790 | 118 | 126 | 49 | | |
| | 41 - 45 | 780 | 79 | 148 | 36 | | |
| | 46 - 50 | 719 | 50 | 136 | 22 | | |
| | 51 - 55 | 854 | 40 | 167 | 18 | | |
| | 56 - 60 | 624 | 28 | 137 | 15 | | |
| | 61 + | 323 | 10 | 53 | 6 | | |
| Not collected | 0 | 0 | 0 | 0 | | | |
| Education | Less than 12 years | 835 | 80 | 32 | 9 | 479 | 278 |
| | Received Diploma/GED | 3,225 | 450 | 424 | 110 | 2 | 2 |
| | More than 12 years | 3,097 | 381 | 624 | 149 | 0 | 0 |
| Gender | Not collected | 67 | 0 | 1 | 0 | 0 | |
| | Male | 3,470 | 473 | 566 | 166 | 186 | 108 |
| | Female | 3,742 | 437 | 515 | 102 | 295 | 172 |
| | Not collected | 12 | 1 | 0 | 0 | 0 | 0 |

WIA COMMON MEASURES RESULTS FOR PARTICIPANTS SERVED

| | | |
|--------------------------------------|--------------------|----------|
| Entered Employment Rate | Adults | 66.91% |
| | Dislocated Workers | 68.54% |
| Retention Rate | Adults | 82.04% |
| | Dislocated Workers | 84.38% |
| Six Months Average Earnings | Adults | \$13,669 |
| | Dislocated Workers | \$14,987 |
| Placement in Employment or Education | Youth (14-21) | 66.83% |
| Attain Degree or Certification | Youth (14-21) | 63.27% |
| Literacy and Numeracy Gains | Youth (14-21) | 69.77% |

*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.

Glossary of Terms

Average Earnings (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 October 2011 through September 2012.

Earning Replacement Rate (ERR)

A measurement that is used to determine wage change. The ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the training entrance quarter.

Employment Rate

The percentage of graduates employed one year after training. It is determined by dividing the number employed during the fourth quarter after training is completed by the number of graduates.

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 October 2011 through September 2012.

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 2011 through September 2012.

Retention Rate

One of the measurements used to gauge long-term benefits of DWD training programs. Retention rates are calculated by analyzing wage data one year after the completion of training.

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 January 2012 through December 2012.

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 January 2012 through December 2012.

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 January 2012 through December 2012.