



Western Indiana Workforce Investment Board

Quarterly Meeting

September 18, 2014

7:30 A.M. – 9:00 A.M.

Meadows Conference Center

Western Indiana Workforce Investment Board, Inc.
Board Meeting
Thursday, September 18, 2014 - 7:30 a.m. – Meadows Conference Center

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Agenda
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| | Page Number |
|---|-------------|
| Call to Order, President Rick Burger | -- |
| Public Comments | -- |
| Approval of the May 22, 2014 Meeting Minutes | 1 |
| Minutes Annual Meeting of Local Officials June 27, 2014 | 6 |
| Minutes One-Stop Partner Meeting - August 8, 2014 | 8 |
| Planning and Evaluation Committee Report, Doug Dillion | 10 |
| Personnel Committee Report, Mary Ann Clark – Did not meet this quarter. | -- |
| Budget, Finance, Distribution Committee Report, George Guinn | 44 |
| Youth Council Report, Ellen Reeves – Did not meet this quarter. | -- |
| Executive Committee Report, Rick Burger | 53 |
| Other Business | |
| Adjournment | |
| Next Board Meeting: 7:30 AM –November 20, 2014 - Meadows Banquet Center | |

Western Indiana Workforce investment Board, Inc.
Quarterly Meeting
May22, 2014-Meadows Conference Center – 7:30 A.M.

Members Present: Bill Dory, Larry Tempel, Tom Szymanski, Ron Hinsenkamp, Rene Hankins, Laurence Cross, Dr. Tad Foster, Steve Witt, Ellen Reeves , Mary Caye Pfister, Mary Ann Clark, Fred Rubey, Darryl Andrews, Teresa Shaffer, Bill Carper, Dr. Tim Rayle, Doug Dillion

Others Present: Lisa Lee, Tim Kelley, Mike Smith, Brent Woolwine, Bonnie Maxey, Tricia Parish, Dave Tucker, Shelia Hess, Nichelle Washington, Jackie Zangrilli, Brad Trusler, Laury Burris, Rick Shagley-Attorney to the Board

Board Vice President Larry Tempel called the meeting to order and introductions were made. He asked for any public comments and none were made known. The minutes of the March 6, 2014 board meeting were presented. Mary Caye Pfister moved for approval of the minutes. The motion was seconded by Ellen Reeves and the motion was carried.

Mark Fuson, owner of Fuson Automotive, and employee Ernest Smith, were introduced to the WIB Board. Mark gave an overview of how he learned about an auto tech training program being held at the Putnamville Correctional Facility. Mark visited the site to meet and interview possible employment candidates. Mr. Smith was moved to the Vigo County Work Release program and secured employment with Fuson automotive. Lisa Lee recognized Business Consultant Laury Burris and Operations Manager Shelia Hess from WorkOne, along with the Fuson Automotive staff, for the support provided to Mr. Smith help him be successful in gaining and maintaining his employment. Mr. Smith expressed thanks to the group for assistance in making this experience a success for him.

Doug Dillion presented the Planning committee report. Doug highlighted changes and additions to the Region 7 Demand Occupation list. The list is used to help customers focus on training for jobs that are in demand in Region 7. However the list is not intended to all inclusive nor does training for an occupation on this receive automatic approval. Bill Dory moved to approve the changes and additions to the list. Daryl Andrews seconded and motion was passed.

Doug informed the Board the Prisoner Re-entry Grant Proposal application that Region 7 had partnered with Region 11 has been denied by Department of Labor.

Doug provided an overview of a DEI Mini-Grant to DWD in support of the BLN (Business Leadership Network) of the Wabash Valley. The proposed grant request highlights three areas of support which end on September 30, 2014.

1. BLN Wabash Valley co-sponsorship of the Wabash Valley Human Resource Association's annual conference on September 19, 2014; using grant funds to bring in a nationally known speaker on the topic on disability employment as the keynote speaker for the conference plus perhaps leading one of the breakout sessions.

Approximate Cost: \$8,000

2. Develop and implement a marketing campaign including radio/TV spots, newspapers and billboards designed to promote hiring person with disabilities. This would primarily be staged during October which is Disability Awareness Month, but would also be used less frequently for several months.

Approximate Cost: \$20,000

3. Provide funds for two or three BLN-WV members to attend the national BLN conference in Orlando, Florida September 29 to October 2. This conference includes a national business to business event that focuses on disability inclusion in the workplace.

Approximate Cost: \$6,000

Total Grant Request: \$34,000.

Dr. Foster moved to approve the Grant application. Tom Szymanski seconded and motion was carried. Mary Ann Clark abstained from discussion and the vote.

Fred Rubey moved to accept the Planning Committee report. Ellen Reeves seconded and motion was carried.

Mary Ann Clark provided members with information of the Personnel Committee Meeting. The committee is recommending a 2% wage increase for all WIB employees effective July 1, 2014. Tom Szymanski moved to approve the proposed staff wage increase. Ellen Reeves seconded and motion was passed unanimously.

Mary Ann recommended increasing the salary of the DEI Disability Resource Coordinator position from \$30,000.00 annually to \$35,000.00 annually, effective immediately. Mary Ann noted adequate funding is in the DEI Grant to support the increase. Ellen Reeves moved to approve the salary increase. Mary Caye Pfister seconded the motion, and it was passed unanimously.

Mary Ann informed members the annual Executive Director review had been conducted. The committee congratulated Ms. Lee on an outstanding job in fulfilling the job requirements. She recommended continuing the work of the Executive Director.

Bill Caper provided a motion to approve the Personnel Committee report. Doug Dillion seconded and motion was carried.

Tim Kelley presented the Budget, Finance, and Committee Report. Tim reviewed expenditures through April 30, 2014. DEI-2-07 Amendment 1 increases the previously obligated funds by \$30,000.00. Total amount of grant now totals \$216,062.00. The additional funding will be used to conduct two consumer asset development fairs required under the terms of the grant. Tim also reviewed PY14 WIA allocations for Region 7 totaling \$2,075,526.00. All youth funding will be received on July 1, 2014. Adult funding of \$49,005.00 and dislocated worker funding amount of \$88,829.00 will be released on July 1, the balance will be received in October 2014. Mary Ann Clark moved to accept the Grants report, Tom Szymanski seconded and motion was carried.

Tim presented the PY 14 proposed WIWIB budget. The budget represents direct WIWIB expenses and the cost of WorkOne offices leases including increased rent and communication costs. The proposed WIWIB budget amount for the upcoming fiscal year totaled \$871,085.00. Fred Rubey moved to approve the proposed budget. Doug Dillion seconded and motion was carried.

Lisa Lee informed Board members an RFP for Financial Services Provider will be released on May 23, 2014. The service delivery period will be a 2 year contract from July 1, 2014 thru June 30, 2016 with a third year option. She gave an overview of Senate Bill 330 that possibly will impact PY'14 funding. This new legislation allows the State Workforce Investment Council to use a portion the WIA funding to approve providers and contract for performance based training. Total clarity about this bill and possible outcomes have not fully been released, Lisa will provide updates to members when complete metrics of program are received.

Bill Carper provided a motion to approve the Budget and Finance Committee Report. Tom Szymanski seconded and motion was carried.

Ellen Reeves presented the Youth Committee Report. She informed members of Youth services provided from July1, 2013 thru March 31, 2014. Ellen discussed the difference between WIA Youth who are considered either an In School Youth or Out of School Youth. The number of services provided to these youth was discussed. From July 1, 2013 through March 31, 2014 WorkOne staff have provided WIA youth services to 333 youth customers.

- 235 are in school youth
 - 73 have been enrolled since July 1
 - 22 have been exited since July 1
- 98 are out of school youth
 - 39 have been enrolled since July 1
 - 21 have been exited since July 1.
- Of the exits, 32 have been exited to employment at an average wage of \$8.80 per hour.

11 youth have participated in and completed WorkIndiana training programs.

Ellen provided an overview of JAG Programs and activities.

- JAG Specialist activities and current enrollments
- State JAG Career Development Conference
- Terre Haute North High School Service Projects
- Region 7 JAG Student Statistics

Dr. Foster motioned to approve the Youth Services Report, Bill Carper seconded and motion was passed.

The Request for Proposals (RFP) for youth summer camp opportunities was issued by Vincennes University. Proposals were received from Vigo County School Corporation, Landsbaum Center for Health Education, Area 30 Career Center, International Brotherhood of Electrical Workers and Ivy Tech Community College. Ellen informed members the Youth Council voted to support all the received responses. Lisa Lee informed members the Construction and Auto Service Camps will be held in the evening from 4:30 pm to 7:30 pm. Bill Dory moved to support the Youth Summer Camps, Bill Carper seconded and motion was carried.

Lisa Lee commented on upcoming youth work experience and internship opportunities to be offered throughout the summer months. Work experiences will provide youth the opportunity to learn skills required for certain positions and also the opportunity to practice and display the essential soft skills required in the workplace. Youth internships will be more career-focused and provide specific classroom training opportunities to ensure the student has the appropriate skills before being placed. Internships could lead to full time placements and possible on the job training opportunities.

Dr. Foster made a motion to approve the Youth Council Report, Fred Rubey seconded and motion was carried.

Vice President Larry Tempel updated members of the Executive Committee Meeting which was held on May 14, 2014. The Executive Committee nominated the following slate of officers for PY 14:

| | |
|----------------|----------------|
| President | Rick Burger |
| Vice President | Larry Tempel |
| Secretary | Mary Ann Clark |
| Treasurer | George Guinn |

He also stated that board committee assignments will remain unchanged. If someone would like to serve on a different committee, please speak to the President or Lisa Lee. Doug Dillion moved to approve the PY 14 slate of officers, Ellen Reeves seconded and motion was carried.

Mary Caye Pfister provided a motion to approve the Executive Committee report, Doug Dillion seconded and motion was carried.

Members were informed that the next board meeting is scheduled for September 4, 2014.

There being no additional business, Tom Szymanski moved to adjourn. Mary Ann Clark seconded and the motion was carried.

Respectfully Submitted,

Mary Ann Clark, Secretary

Local Elected Official Meeting
Economic Growth Region 7
June 27, 2014 – 7:30 A.M. - Terre Haute Holiday Inn

In attendance: Chief Local Elected Official Vigo County Commissioner Judy Anderson, Terre Haute Mayor Duke Bennett, Clay County Commissioner Tony Fenwick, Vigo County Commissioner Brad Anderson, Parke County Commissioner Jim Meece, Clinton Mayor Jack Gilfoy, Greencastle Mayor Sue Murray via phone, Attorney Rick Shagley, Lisa Lee, and Mike Smith.

Chief Local Elected Official Judy Anderson opened the meeting and thanked everyone for their attendance. She also thanked Lisa and Mike for their work and that of all staff of the WIB and WorkOne Western Indiana. Ms. Anderson then asked Lisa and Mike for an update of activities and achievements of the local WorkOne system.

Lisa Lee told the group that Region 7 met federal performance measures in Program Year 2012, and while the current program year actually ends on June 30, it appears that the local system is on track to once again meet or exceed federal performance levels. She stated that Vincennes University (VU) continues to be an excellent service provider and VU staff are very aware of program policies and performance requirements and work hard every day to serve customer needs. She also stated that the region's WIA allocation for the current program year is approximately 2.4 million dollars, and if state officials approve the proposed carry-in of funds, the WIA allocation for the upcoming year should remain about the same as the previous year. She also told attendees that there were no findings on either the annual audit or state monitoring reports regarding the Western Indiana Workforce Investment Board.

It was announced that Region 7 once again met or exceeded the Jobs for America's Graduates (JAG) 5 of 5 program national performance measures. This is the second year in a row for the local program to receive this distinction. It was noted that only ten programs in the nation achieved this level of JAG performance this year, and we are proud to be a part of that elite group.

Mike Smith presented information on Work Keys testing services. He discussed the many businesses and labor organizations throughout the region that use Work Keys as their employee assessment tool. Mayor Gilfoy stated that the City of Clinton is using Work Keys assessments as part of their hiring process, and he has been very pleased with the results. Mr. Smith also highlighted the use of Work Keys testing by Gartland Foundry as an assessment tool to determine promotion of employees at their facility. He stressed the great monetary value to local employers of using business service tools such as Indiana Career Connect and Work Keys and encouraged those in attendance to promote the use of these tools with businesses in their communities.

When asked about any developments occurring at the state level, Ms. Lee highlighted the Governor's new strategic plan, created by his Career Council. The group was given handouts

containing an executive summary of the plan, including the vision, the goal, and the pillars of transformation and related objectives. The group then discussed the important role the state's workforce investment boards can play in achieving the goals of this plan. It was then noted that as part of Governor's plan, he has created taskforces to examine specific aspects of the plan. One taskforce of particular note was the System Alignment Taskforce. The mission of this taskforce is to align many of the state agencies into a single integrated system, operating under one statewide regional map. The possibility of moving the state into a single or dual regional system once again is being discussed, along with an option to create a regional map with fewer, much larger regions than currently exist.

Local elected officials expressed strong concerns and disapproval of reducing the number of workforce regions that currently exist. A number of local elected officials recalled the disparity in the distribution of workforce funds under the two region system because the state no longer had to abide by the federal distribution formula. Others stated their concerns of being pushed into a larger region that would be dominated by the workforce needs of larger cities such as Evansville and Indianapolis and the very real possibility of having fewer local WorkOne offices and staff. The local elected officials then asked about sending letters to state officials voicing their concerns and requesting that Region 7 remain a region composed of the current six counties. Lisa Lee explained that these talks are currently proceeding and that a taskforce recommendation is due to the Governor by October 1. She will keep the local elected officials informed of developments and of opportunities to express the regional position on this matter.

There being no further business, the meeting was adjourned.

One Stop Partner Meeting
10:00 AM - August 8, 2014 – Terre Haute WorkOne office

Present: Brent Woolwine, Ellen Reeves, Ruth Hooker, Beau Brown, Majdi El-Alami, Doug Dillion, Sheila Hess, Lisa Lee, Linda Morley

PARTNER UPDATES

Lisa Lee presented information on the recently passed Workforce Investment Opportunity Act (WIOA) that goes into effect in July 2015 and replaces the current WIA legislation under which WorkOne has operated since 1998. Some of the major changes in the act include:

- Workforce investment boards will be smaller
- A number of partners will be considered participants
- Funding will be available for incumbent worker training
- 100% of the funds may be transferred between adult and dislocated worker
- 75% of youth funding must be used for out of school youth

Sheila Hess discussed the successful summer youth camps and internships/work experiences. JAG classes are or will be underway in August. For the second year in a row the region has earned a national JAG 5 of 5 Award, indicating the programs met or exceeded the JAG standards.

Ellen Reeves provided information on the Success by 6 and Real Men Read programs. She will be attending the Workforce Development Offender Re-Entry training later this year. Ellen also discussed the United Way High 5 for Kids Challenge on September 2, 2014 at Hulman Center.

Information on the Disability Employment Initiative asset development consumer fair was provided by Linda Morley. The fair is scheduled for September 24, 2014 at the Terre Holiday Inn starting at 8:30 am. The purpose of the fair is to provide individuals with disabilities information on the Social Security Ticket to Work program and entering or re-entering the workforce in order to become self-sufficient. The public is invited to attend the workshops and lunch.

Brent Woolwine discussed how WIOA may impact the adult basic education programs. College and career readiness will continue to be emphasized as will unsubsidized employment for participants.

Majdi El-Alami informed the partners that Sullivan County no longer is part of the local region for Vocational Rehabilitation services as it will now be served from the Vincennes office. There is some major restructuring of VR at the state level. The local office has received over 500 applications this year.

Ruth Hooker commented on the senior employment program Experience Works which provides employment opportunities for individuals over 55 in Putnam, Parke and Vermillion Counties. Referrals to the program are welcome.

Changes at Ivy Tech Community College were highlighted by Beau Brown. The Evansville and Terre Haute campuses have been combined with Jonathan Weinzapfel serving as Chancellor and Lea Anne Crooks serving as campus president. In addition to personnel changes, the college will soon be offering an accelerated one year degree programs.

Doug Dillion discussed the anticipated need for teachers in the future. Openings for math, science, and English are anticipated. There is a critical need for Family and Consumer Science teachers and all trade and industry areas.

The final topic of discussion concerned the annual WorkOne Partner Conference. October 24 and November 21 were chosen as possible dates. Beau Brown agreed to determine the availability of Brandon Johnson as a keynote speaker. The conference will be held at the Meadows Conference Center.

The next partner meeting is scheduled for September 26 at 10:00 am.

Western Indiana Workforce Investment Board, Inc.
Planning Committee
August 21, 2014-WIWIB Office-7:30 a.m.

Present: Chairperson Doug Dillion, Laurence Cross, Bill Dory, Lisa Lee, Tim Kelley, Mike Smith, Linda Morley, Richard Shagley-Attorney to the Board

Chairperson Doug Dillion called the meeting to order.

Lisa Lee reviewed the performance measures for Program Year 2013 (July 1, 2013 to June 30, 2014). Region 7 exceeded all federal measures with the exception of the Adult Average Earnings. A measure is considered met if the outcome is within 80% of the standard, and in this case the region was at 94% of the standard.

For the second year in a row, the region has earned the JAG 5 of 5 Award. This was presented at the national JAG training in Orlando, Florida and the region was 1 of only 10 programs in the nation to receive this award. Also highlighted were the summer youth camps and summer internship opportunities throughout the region. More than 300 local youth had an opportunity gain skills and knowledge from these training activities.

Linda Morley presented additional information on the JAG programs including graduation numbers for the spring 2014 graduating class. At the end of July 2014 the region had an 87% graduation rate. Of those not graduating, several are returning this fall to complete credits, others are involved in credit recovery programs or seeking their high school equivalency diploma. All seniors will continue to receive services and support for a full year up from the JAG and WorkOne staff. Bill Dory discussed a mentoring program in Putnam County that would be an excellent resource for former JAG students and suggested a meeting be arranged to coordinate services. Doug Dillion discussed an upcoming Counselor Academy that would benefit JAG specialists.

Lisa Lee discussed the possible impact of the WIOA (Workforce Investment Opportunity Act) that is effective July 1, 2015 on youth services in the future. WIOA requires that 75% of youth funds be spent on out of school youth as opposed to the current 30% requirement for out of school youth. Indications are that DWD may request a waiver to change this split to 50/50. In PY 2013, the region spent \$829,300 in youth funds. Of this, \$563,924 or 68% was spent on in school youth and 32% or \$265,376 was spent on out of school youth. In past years allocations to the service provider were based on 30% planned carry in. Following a discussion regarding youth costs, the committee recommended a carry in of 30% not planned from the PY14 youth allocation of \$756,649.00. Based on this the possible impact of WIOA would be:

| PY 14 Allocation | 25% in school | 75% out of school |
|------------------|---------------|-------------------|
| \$756,654.00 | \$189,164.00 | \$567,490.00 |

| PY 14 Allocation | 50% in school | 50% out of school |
|------------------|---------------|-------------------|
| \$756,654.00 | \$378,327.00 | \$378,327.00 |

Lisa Lee then discussed the JAG program at South Vermillion High School. Discussions with school administrators indicated they did not feel they could support a JAG program with at least 40 students. They would agree to have a JAG specialist this coming year to support building a program for the 2015 school year. Based on changing youth requirements and funding concerns, consensus was for the planning committee to recommend discontinuing the JAG program at South Vermillion High School.

Lisa Lee discussed SEA 330 that requires 10% of training funds must be used for performance based training. The attached Resolution 2014-02, passed by the State Workforce Innovation Council (SWIC) provides further details.

Mike Smith presented the Business Services report. An orientation session for workers from M&B Logistics is scheduled for September 3 at the WorkOne Terre Haute office. Workers from the Novelis layoff have received TAA Certification. Local efforts to support Duke Energy in their hiring efforts have resulted in a statewide initiative to support Duke's need to fill linemen positions by post job listings on Indiana Career Connect, assess candidate skill levels using Work Keys and recommend qualified candidates to Duke Energy officials.

A new dashboard reporting system available through Indiana Career Connect was presented. Also, a report on website usage indicates an increased following on Facebook due to efforts of WTHI. Activities of the Business Services team were presented for review.

Doug Dillion and Lisa Lee provided an update on the C2C local plan. Updated action strategies were reviewed with the committee. Doug stated that three students are participating in drafting internships and two students in machining internships at local manufacturing sites.

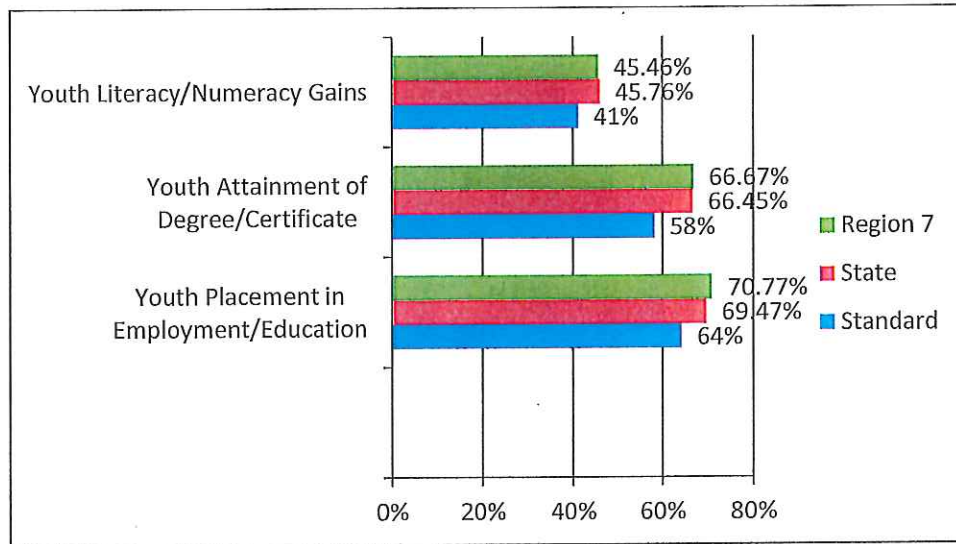
As part of the Disability Employment Initiative (DEI) an asset development fair is scheduled for September 24 at the Terre Haute Holiday Inn. The purpose of the fair is to bring together individuals with disabilities who are eligible for Social Security Ticket to Work services and the providers that support them to provide information on the services available to support individuals wishing to enter or re-enter the workforce. Josh Bliell, community spokesperson for the Indianapolis Colts will serve as the keynote speaker. Financial, Ticket to Work and entrepreneurial workshops will also be presented.

An introduction to WIOA was provided to committee members for their review.

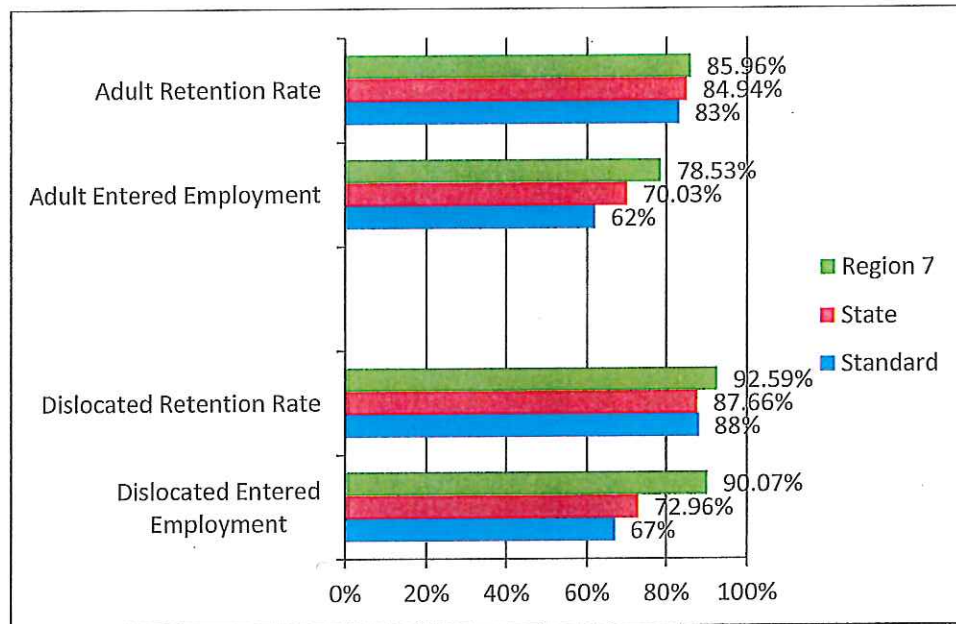
There being no additional business, the meeting was adjourned.

| Measure | Standard | State | PY'13 Performance | | |
|---|----------|-------------|-------------------|-------------|-------------|
| | | | Region 7 | Region 8 | Region 10 |
| Youth Placement in Employment/Education | 64% | 69.47% | 70.77% | 80.65% | 79.61% |
| Youth Attainment of Degree/Certificate | 58% | 66.45% | 66.67% | 66.67% | 62.96% |
| Youth Literacy/Numeracy Gains | 41% | 45.76% | 45.46% | 45.95% | 41.94% |
| Measure | Standard | State | Region 7 | | |
| Dislocated Entered Employment | 67% | 72.96% | 90.07% | 75.83% | 70.91% |
| Dislocated Retention Rate | 88% | 87.66% | 92.59% | 85.08% | 84.72% |
| Adult Entered Employment | 62% | 70.03% | 78.53% | 72.98% | 69.94% |
| Adult Retention Rate | 83% | 84.94% | 85.96% | 85.08% | 84.50% |
| Measure | Standard | State | Region 7 | | |
| Adult Average Earnings | \$13,000 | \$12,764.00 | \$12,200.00 | \$12,017.00 | \$11,994.00 |
| Dislocated Average Earnings | \$15,750 | \$14,690.00 | \$16,494.00 | \$13,152.00 | \$12,269.00 |

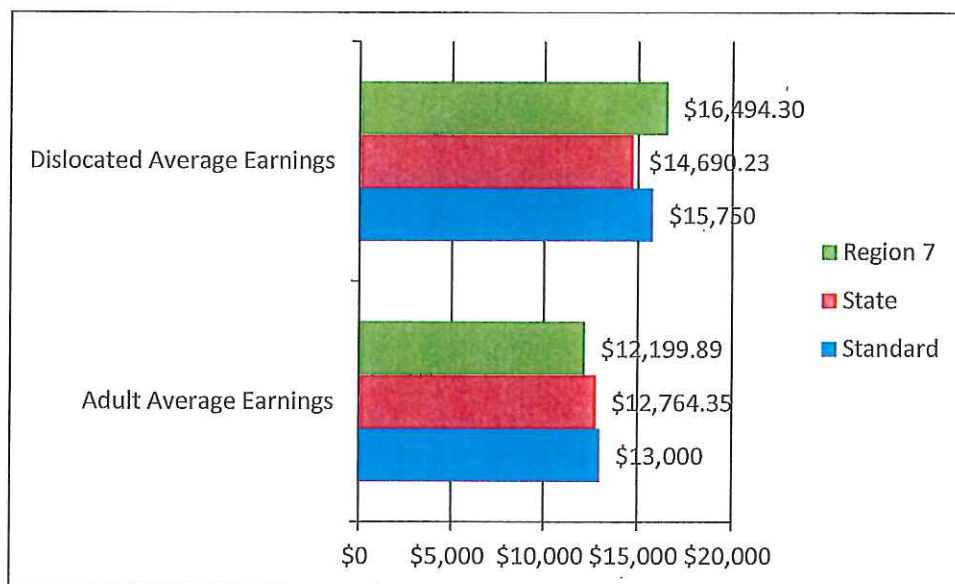
PY 13 Performance Measures



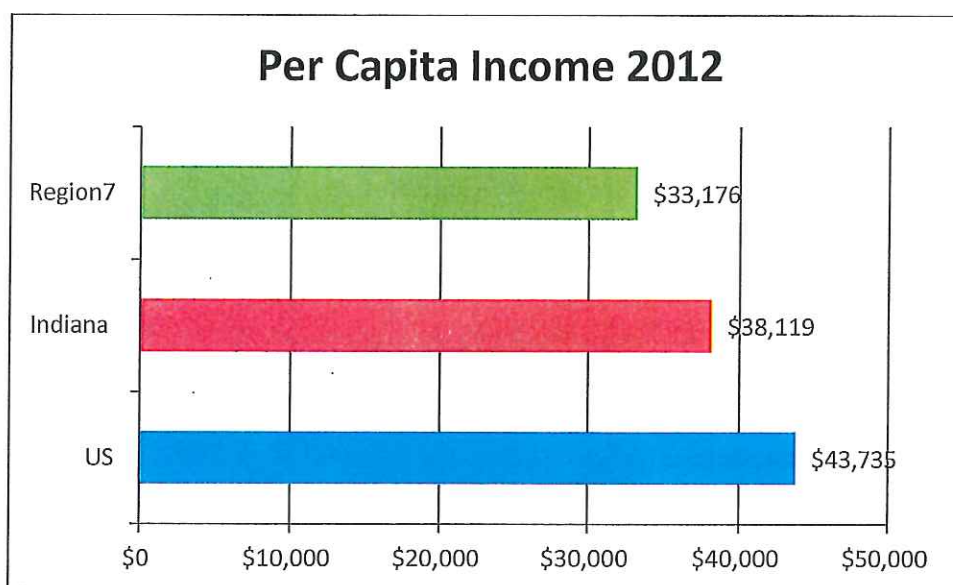
Youth Performance



Adult and Dislocated Worker Performance



Adult and Dislocated Average Earnings Performance Measure



Per Capita Income Comparison

JAG Programs

A system wide "5 of 5" award was earned in the region for the graduating class of 2013 (School year 2012-2013) and presented at the JAG National Training Seminar in Orlando, Florida earlier this year. The schools contributing to this accomplishment include:

| | |
|-------------------------------|-----------------------------|
| Sullivan High School | Specialist Diana Lighthizer |
| Terre Haute North High School | Specialist Audrey Harbison |
| Northview High School | Specialist Dana Bottomley |

For school year 2013-2014 there were 154 seniors on the rosters. Of those 134 (87%) graduated in spring of 2014. Of the 20 that did not graduate, approximately 7 have returned this fall to complete high school requirements and 6 plan to attend High School equivalency classes. These students have a full year of follow up and support.

We started the fall 2014-2015 school year with 202 students distributed as follows:

| | |
|--------------------------|----|
| Northview | 33 |
| Terre Haute North | 40 |
| Greencastle/South Putnam | 35 |
| Sullivan | 46 |
| Riverton Park/Turkey Run | 53 |
| Terre Haute South | 35 |

Specialists are still adding students and will continue to add second semester.

Region 7 JAG Program Receives 5 of 5 Award

Our JAG (Jobs for America's Graduates) program was recently awarded the 5 of 5 Award for the second straight year.



As noted on the JAG website, www.jag.org, "Jobs for America's Graduates (JAG) is a state-based national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. In more than three decades of operation, JAG has delivered consistent, compelling results – helping nearly three-quarters of a million young people stay in school through graduation, pursue postsecondary education and secure quality entry-level jobs leading to career advancement opportunities."

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% |

The 5 of 5 Awards applies to programs that have been in existence for more than one year. These statistics represent students from our Northview, Sullivan and Terre Haute North JAG classes. Last year, we launched new JAG programs in Parke (Riverton Parke, Turkey Run), Putnam (Greencastle, South Putnam), Vermillion (South Vermillion) and Vigo (Terre Haute

South) counties. As these programs continue, the success of those students will be included in next year's results.

Thank you to our dedicated JAG Instructors who are making such a positive influence on these students.

Congratulations to all of our JAG students who are seeing the benefits of their hard work.

TRAINING TOMORROW'S WORKFORCE TODAY!

WorkOne
Western Indiana

The Western Indiana Workforce Investment Board would like to thank the following organizations who provided Career Camps for more than 300 youth throughout Western Indiana this summer.



Healthcare
Careers



Robotics



Electrical Worker
in the
Construction
Industry



Electronics



Auto Service,
Construction,
Digital Photography,
IC3, Machining,
Welding



Thanks also to the following municipalities and organization that provided youth with valuable summer work experience:

City of Clinton
City of Greencastle
City of Sullivan
City of Terre Haute
Terre Haute Children's Museum

Impact of WIOA on Youth Programs

The recent passing of the Workforce Investment Opportunity Act will have considerable impact on youth programs. The current WIA regulations require that at a minimum 30% of the youth dollars be spent on out of school youth. Out of school youth are those that have dropped out of high school or completed high school but are not attending post-secondary training.

WIOA legislation requires that 75% of youth funds be spent on out of school youth. The Indiana Department of Workforce Development has indicated they may request a waiver from the Department of Labor to change this to a fifty/fifty split between in school and out of school spending.

In PY 2013, the region spent \$829,300 in youth funds. Of this, \$563,924 or 68% was spent on in school youth and 32% or \$265,376 was spent on out of school youth. Shown below are the projections based on possible scenarios:

| PY 14 Allocation | 25% in school | 75% out of school |
|---------------------|---------------|----------------------|
| 529,654* | 132,414 | 397,240 |
| | | |
| | 50% in school | 50% out of school |
| | 264,827 | 264,827 |
| | | |

- Total WIA youth allocation of \$756,649 minus a 30% planned carry in of \$235,995.



RESOLUTION 2014-02

Approval of Performance Based Funding Under SEA 330

August 15, 2014

WHEREAS, in accordance with the Workforce Investment Act of 1998, Section 111(d) (the "Act") and Indiana Code 22-4-18.1-3, the State Workforce Innovation Council ("SWIC") is established to accomplish certain enumerated functions; and

WHEREAS, included among those duties is the SWIC's responsibility to review the services and use of funds granted to Indiana under the Act; and

WHEREAS new legislation was recently passed under SEA 330, creating a new section within the Indiana Code as IC 22-4.1-4-6 ("SEA 330"), which became effective July 1, 2014; and

WHEREAS SEA 330 requires that the SWIC allocate a percentage of WIA Adult and Dislocated Worker training funds for performance based funding training; and

WHEREAS the SWIC's Executive Committee has reviewed SEA 330 and recommends that ten (10) percent of Adult and Dislocated Worker training funds be allocated to performance based funding training; now, therefore, be it

RESOLVED that the SWIC hereby accepts and approves the Executive Committee's recommendation and authorizes the Department of Workforce Development to implement this performance based funding program as herein described.

State Workforce Innovation Council:

Paul Perkins, Chair

Date

Attest:

Connie Berry, Director of Policy

Date

Michael R. Pence, Governor
Scott B. Sanders, Commissioner

10 North Senate Avenue
Indianapolis, IN 46204-2277
www.IN.gov/dwd

An Economic Development Partner

Phone: 317.233.7670
Fax: 317.233.4793

Jobs Program Activity May 2014 - August 2014

WorkKeys

Duke Energy – Vigo County

1 New Profile

Line Installer & Repairer—\$25.11 hr. — 75 new hires
375 assessments

- Total Project Cost - \$10,000.00

Poet Biorefining – Putnam County

2 New Profiles

Plant Technician—\$16.00- 10 new hires
Commodities Assistant - \$13.00 — 5 new hires
75 assessments

- Total Project Cost - \$5,420.00

Technicote – Vigo County

3 New Profiles

Machine Operator—\$12.00- 10 new hires
Operator Helper - \$10.00 — 10 new hires
Material Handler—\$10.00- 5 new hires
Maintenance Technician - \$16.00 — 5 new hires
150 assessments

- Total Project Cost - \$10,840.00

National Career Readiness Certificate

City of Clinton-Vermillion County Assessor

Deputy Assessor—\$15.83- 1 new hire
5 assessments

- Total Project Cost - \$108.00

On the Job Training Contracts

City of Clinton – Vermillion County

- Laborer
- Contract amount - \$4,000.00

Ribbe Welding – Fountain County

- Welder/Fabricator – 2 WorkOne clients hired by Ribbe
- Painter/Fit Up
- Contract Amount – 3 OJT's @ \$4,000 = \$12,000.00

Chamber Events

- Clay
- Putnam
- Vermillion
- Parke
- Vigo

Participated:

1. Rapid Response event – Sony DADC – 18 dislocated staff
2. JAG class visits - Sullivan, Greencastle, Terre Haute North
3. TAA (Trade Adjustment Act) Orientation Session – Plycem (CertainTeed)
4. C2C Speaker Series – Parke County Chamber
5. Proctored WorkKeys tests
6. BLN Advisory Meeting & Workshops
7. JAG Instructor Training – Reviewed Resume Creation, ICC Usage
8. www.workonewest.com Website Administration – Added News Articles, Reports, Page Updates
9. Work Council Meetings
10. Attended Accelerate West Central Indiana Economic Development Association Meeting
11. Presented Business Services at Wabash Valley Human Resources
12. DWD Business Consultant Training
13. Parke County Learning Center Meeting
14. Business Services Presentation at Clinton Chamber of Commerce
15. Terre Haute EDC Meeting
16. Duke Energy Job Fair at Booker T Washington Center
17. Brampton Brick – Tour of Facility
18. Facebook Account Administration
19. Area 30 Advisory Board Meeting



Terre Haute Job Fair

Over 450 Terre Haute area employers invited!

**WorkOne Western
offers assistance
with**

**Interview Skills
& Resume
Writing**

**Please visit your
local WorkOne
Western office to
receive assistance
from an
Employment
Specialist**

Hosted by Congressman Larry Bucshon, MD

in cooperation with WorkOne Western Indiana, Terre Haute
Chamber of Commerce, Indiana State University, &
the City of Terre Haute

When: Monday, August 25, 2014

**Where: Hulman Center at
Indiana State University**
200 North 8th Street
Terre Haute, IN 47809

**Times: Veterans of the Armed Services
arrive at 1:00 p.m.**

In recognition for service to our country,
a special one hour opportunity will be
provided for Veterans to interact with
employers from 1:00 to 2:00 p.m.

General Public from 2:00 to 5:00 p.m.

Congressman Larry Bucshon, WorkOne Director Lisa
Lee, Terre Haute Mayor Duke Bennett, Chamber
President David Haynes, and Indiana State
University's President Dan Bradley will be addressing
both job seekers
and employers at 2:00 p.m.

Visit <http://bucshon.house.gov/event/2014-terre-haute-job-fair>
for more information.

PARKING:

-Parking in the lot east of the
Hulman Center (Lot D) will
be available for free parking
during job fair hours only

-Two hour parking is avail-
able for free on the streets
surrounding the Hulman
Center

-Parking will be available in
the parking garage on the
corner of 8th and Cherry
Streets for \$1 per hour, with
a \$6 maximum

Hunting for jobs



WorkOneSM

Western Indiana

Direct Manufacturing Hires for

FULL-TIME AND PART-TIME OPENINGS

with C.A.R.S. @ Vermillion Rise Mega Park

\$10/hr with Great Benefits including:

- **HEALTH**
- **DENTAL**
- **LIFE**
- **PAID HOLIDAYS**
- **401K**

Apply to **Job Order #8595542** on [IndianaCareerConnect.com](http://www.indianacareerconnect.com)

<http://www.indianacareerconnect.com>

For further information, Attend one of these

JOB FAIRS:

July 24, 10 a.m. - Noon
Clinton WorkOne
306 S. Main Street
Clinton, IN
(765) 832-3523

July 24, 1p.m. - 3 p.m.
Rockville WorkOne
517 N. Lincoln Street
Rockville, IN
(765) 569-2021



As one of the workers impacted by the recent closing of M & B Logistics, WorkOne Western Indiana is offering an important informational session to help you and learn more about all the services available to individuals who have been displaced by this closure. Spouses are also encouraged to attend this session as they may also be eligible for services.

The orientation sessions will give an overview of possible programs and services such as:

- Unemployment Insurance Benefit Program
- Job Search and placement assistance
- Professional interviewing and resume preparation workshops
- Information about education and training opportunities
- Financial planning and stress management workshops
- Labor Market Information
- Veterans programs and services

ORIENTATION SESSION

Wednesday, September 3, 2014
9:00 am – 11:00 am
Terre Haute WorkOne Office
30 North 8th Street
Terre Haute, IN 47807

The Orientation Session will be held on the 5th floor of the WorkOne office. If attending orientation, please park in parking garage located directly north of the WorkOne office. Parking will be validated.

If you have any further questions about any of the information listed above please contact **Mike Smith** at **812-238-5616 ext. 4**.

If you cannot attend please be sure to visit any WorkOne office to learn more about services available to you.



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

August 12, 2014

[Merged Name]
[Merged Address]
[Merged City] [Merged State] [Merged ZIP]

IMPORTANT Dates contained within that will require your PROMPT action.

Trade Adjustment Assistance (TAA) Notification for All Eligible Workers of
NOVELIS CORPORATION
LIGHT GAUGE DIVISION
INCLUDING ON-SITE LEASED WORKERS FROM MANPOWER
AND INDEPENDENT CONTRACTORS
TERRE HAUTE, INDIANA
TAA Petition TA-W-85,256

On **30JUL2014** the United States Department of Labor (USDOL) issued a positive decision on TAA Petition **TA-W-85,256** permitting eligible workers of **Novelis Corporation Light Gauge Division Including On-Site Leased Workers from Manpower and Independent Contractors Terre Haute, Indiana** to apply for consideration of benefits under Trade Adjustment Assistance (TAA) per Chapter 2 of Title II of the Trade Act of 1974, as amended.

Workers who were or will be laid off between **21APR2013** and **30JUL2016** must register with a WorkOne office in order to be considered for potential TAA benefits and services. There are time limits and other specific eligibility criteria associated with applying for and receiving TAA benefits. **You are encouraged to contact a local WorkOne office promptly.** To locate a convenient WorkOne office, please visit www.in.gov/dwd and select "WorkOne Centers."

NOTE: Failure to meet critical deadlines and related eligibility criteria could place potential TAA benefits at risk.

TAA offers a variety of benefits and services to support workers in their search for reemployment. An overview of each benefit is provided on the reverse side of this letter. To learn more about TAA, please visit a local WorkOne office or go to www.doleta.gov/tradeact.

Additionally, for your convenience, an orientation session has been scheduled (details below) to provide important information regarding TAA eligibility and benefits. Please contact the WorkOne office listed below with questions regarding the orientation session.

Orientation Date/Time: **Wednesday, September 03, 2014**
1:00 PM (EST)

Orientation Location: **WorkOne – Terre Haute***
30 North 8th Street
Terre Haute, IN 47807
(812) 242-6426

*** If attending orientation, please park in parking garage located directly north of the WorkOne office. Parking will be validated.**

Questions: **WorkOne – Terre Haute**
30 North 8th Street
Terre Haute, IN 47807

David James, TAA Coordinator (812) 242-4443
Karen Bean, TAA Coordinator (812) 242-6426

Overview of Potential Key Benefits

TRADE ADJUSTMENT ASSISTANCE (TAA) PROGRAM

Training

Full-time occupational skills training may be available for eligible participants. If eligible, the training benefit covers the cost of tuition and books for an approved plan.

Trade Readjustment Allowances (TRA)

Income support benefits may be available while participating in full-time training.

Job Search Allowances

Reimburses up to 90% of pre-approved transportation and living allowance expenses (maximum of \$1,250) incurred if required to search for work outside of the normal commuting area.

Relocation Allowances

Reimburses up to 90% of the pre-approved expenses incurred to move the participant, family, and household goods if successful in finding suitable employment outside of the normal commuting area.

Alternative Trade Adjustment Assistance (ATAA)

Available to eligible participants over the age of 50 at the time of reemployment. Alternative Trade Adjustment Assistance (ATAA) is a wage subsidy program which allows eligible participants to receive a wage supplement when they accept new employment at a lower wage. ATAA provides 50% of the difference between a participant's separating wage at dislocation and new wage if the new wage is lower than the separating wage.

NOTE: Failure to meet critical deadlines and related eligibility criteria could place potential TAA benefits at risk.

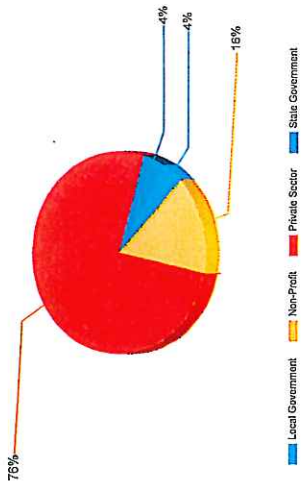
There are time limits and other specific eligibility criteria associated with applying for and receiving TAA benefits. **Eligible workers are encouraged to promptly contact a local WorkOne office.** To locate a WorkOne office, please visit www.in.gov/dwd and select "WorkOne Centers."

Additional information on the TAA Program benefits is available through a local WorkOne office or online at www.doleta.gov/tradeact.

Registered Employer Report

- Local Government
 - Non-Profit
 - Private Sector
 - State Government

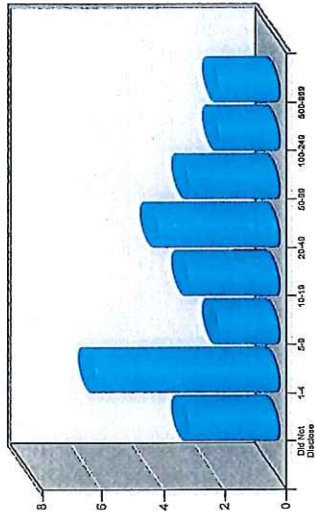
Type of Registered Employer



Registered Employer Report

- Local Government
 - Non-Profit
 - Private Sector
 - State Government

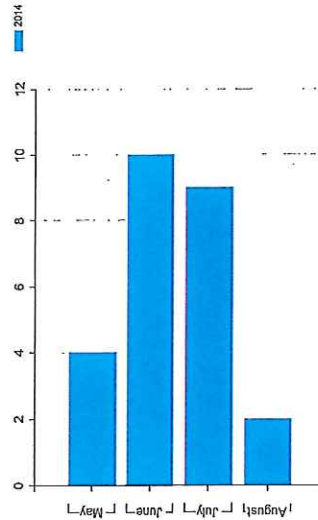
Employees Range of Registered Employers



Registered Employer Report

- Local Government
 - Non-Profit
 - Private Sector
 - State Government

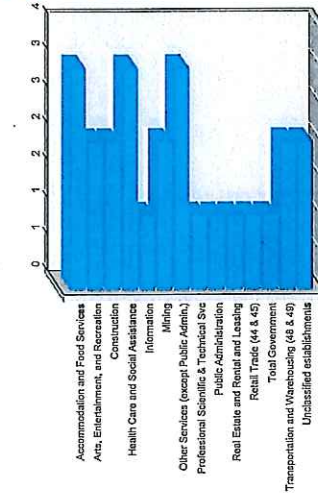
Registration Completed Date



Registered Employer Report

- Local Government
 - Non-Profit
 - Private Sector
 - State Government

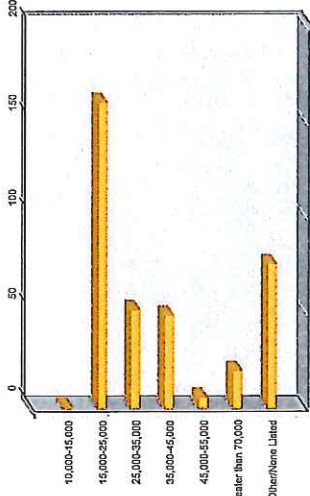
Industry of Registered Employers



Total Job Orders Report

- State: IL
- Local: Region 7
- From Date: 05/01/2014
- To Date: 05/20/2014
- Filter Date: Create Date

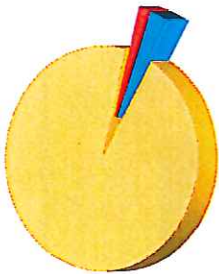
Minimum Salary of Total Job Orders



Total Job Orders Report

- State: IL
- Local: Region 7
- From Date: 05/01/2014
- To Date: 05/20/2014
- Filter Date: Create Date

Job Types of Total Job Orders

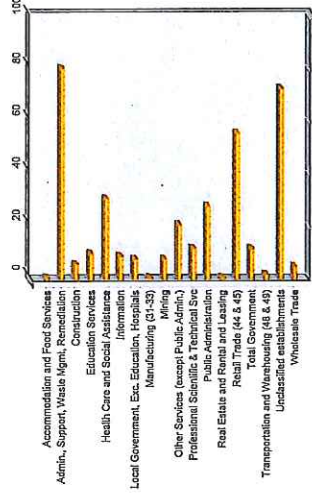


Contract - Total Job Orders Seasonal - Total Job Orders
Regular - Total Job Orders Temporary - Total Job Orders

Total Job Orders Report

- State: IL
- Local: Region 7
- From Date: 05/01/2014
- To Date: 05/20/2014
- Filter Date: Create Date

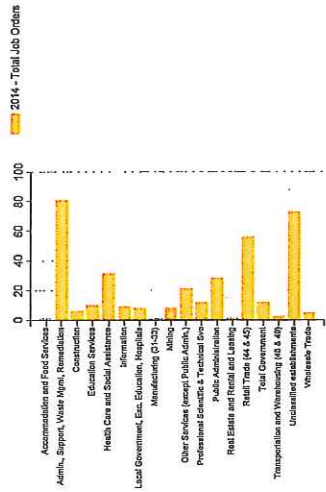
Industry of Total Job Orders



Total Job Orders Report

- State: IL
- Local: Region 7
- From Date: 05/01/2014
- To Date: 05/20/2014
- Filter Date: Create Date

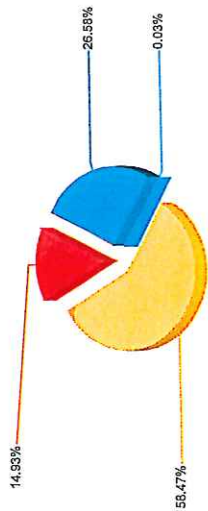
Industry Trend of Total Job Orders



Total Job Openings Report

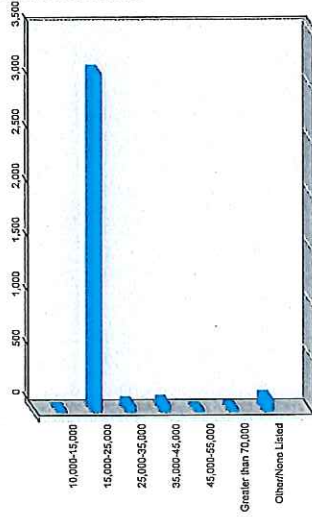
- State: IL
- LMI Region: 7
- From Date: 01/01/2014
- To Date: 08/22/2014
- Filter Date: Create Date

Job Types of Total Job Openings



Contract - Total Job Openings
Regular - Total Job Openings
Seasonal - Total Job Openings
Temporary - Total Job Openings
Other/None Listed

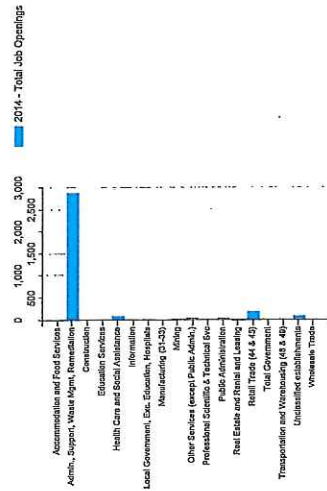
Minimum Salary of Total Job Openings



Total Job Openings Report

- State: IL
- LMI Region: 7
- From Date: 01/01/2014
- To Date: 08/22/2014
- Filter Date: Create Date

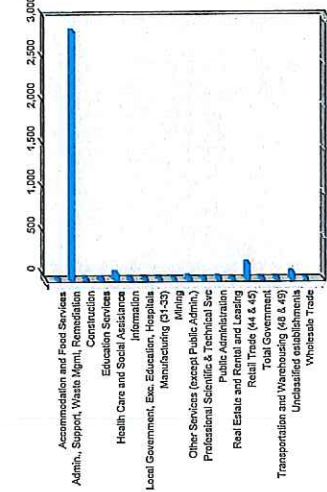
Industry Trend of Total Job Openings



Total Job Openings Report

- State: IL
- LMI Region: 7
- From Date: 01/01/2014
- To Date: 08/22/2014
- Filter Date: Create Date

Industry of Total Job Openings



Detail Master Summary Report by LWIA

- Region/LWIA: Region 7
- Date range: 05/01/2014 - 08/20/2014

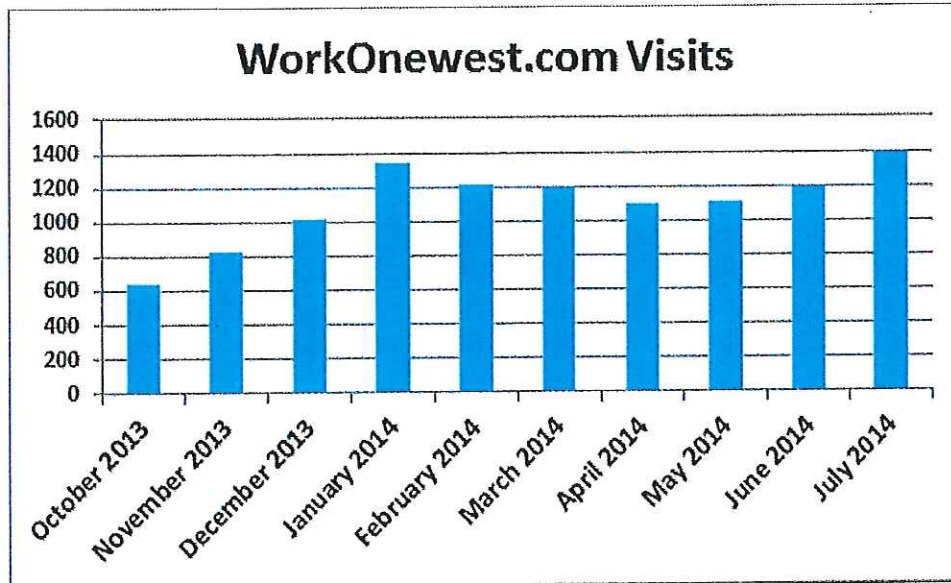
32

| Summary | Total |
|--|---------------|
| INDIVIDUAL AND TOTAL SERVICES | |
| Individuals that Registered | |
| 07 - Region 7 | 1,235 |
| Total number of Individuals that Registered | 1,235 |
| Individuals that Logged In | |
| 07 - Region 7 | 5,442 |
| Total number of Individuals that Logged In | 5,442 |
| Distinct Individuals Receiving Services | |
| 07 - Region 7 | 5,149 |
| Total number of Distinct Individuals Receiving Services | 5,149 |
| Services Provided to Individuals | |
| 07 - Region 7 | 40,996 |
| Total number of Services Provided to Individuals | 40,996 |
| LABOR EXCHANGE SERVICES | |
| Individual Virtual Recruiters Created | |
| 07 - Region 7 | 294 |
| Total number of Individual Virtual Recruiters Created | 294 |
| Resumes Added | |
| 07 - Region 7 | 1,913 |
| Total number of Resumes Added | 1,913 |
| Internal Job Orders Created | |
| 07 - Region 7 | 386 |
| Total number of Internal Job Orders Created | 386 |
| Internal Job Referrals | |
| 07 - Region 7 | 7,753 |
| Total number of Internal Job Referrals | 7,753 |

Detail Master Summary Report by LWIA

- Region/LWIA: Region 7
- Date range: 05/01/2014 - 09/20/2014

| Summary | Total |
|---|--------------|
| LABOR EXCHANGE SERVICES | |
| External Job Referrals Created | |
| 07 - Region 7 | 7,091 |
| Total number of External Job Referrals Created | 7,091 |
| EMPLOYER SERVICES | |
| Services Provided Employers | |
| 07 - Region 7 | 690 |
| Total number of Services Provided Employers | 690 |
| WAGNER PEYSER PROGRAMS (WP) INFORMATION | |
| Completed WP applications | |
| 07 - Region 7 | 1,327 |
| Total number of Completed WP applications | 1,327 |
| WP Participations | |
| 07 - Region 7 | 1,330 |
| Total number of WP Participations | 1,330 |
| Summary | Total |
| Total Rows: 12 | |



| Page | Pageviews | % Page Views | Overall % |
|-------|--|--------------|-----------|
| 1 | / (Main Page) | 1,523 | 43.1% |
| 2 | /job-seekers/job-seeker-resources | 157 | 4.45% |
| 3 | /job-seekers | 120 | 3.40% |
| 4 | /youth/office-locations-hours-of-operation | 88 | 2.49% |
| 5 | /youth/workone-training-programs | 73 | 2.07% |
| 6 | /resources/win-remediation | 70 | 1.98% |
| 7 | /about/calendars-of-events | 65 | 1.84% |
| 8 | /resources/indiana-career-connect | 62 | 1.76% |
| 9 | /2014-summer-camps | 56 | 1.59% |
| 10 | /search | 53 | 1.50% |
| Total | Total Page views | 3531 | |

Facebook Activity - Prior to working with WTHI, WorkOne West had less than 20 followers.

In approximately one month, our number of followers increased to 272. We have tried to post some new content at least once a week. Two successful posts: 1) Bucshon Job Fair – in 2 weeks has reached over 400 people and has been shared numerous times; 2) Duke Energy information – reached over 300 people in a similar period.

Action Strategies

Goal 1:

Establish a Regional Talent Pipeline

| Suggested Strategies | Specific Tasks | Key Partners | Timeline | Metrics |
|--|--|-------------------------------------|--|---|
| 1. Expand career pathways that address the skill needs of the region. | Task 1.1 Develop a "Technical Specialist" (multi-craft) pathway | Region 7 CTE Directors and teachers | Pending DOE Approval | Implementation upon DOE approval. |
| | Task 1.2 Develop a "Robotics and Automation" pathway | Region 7 CTE Directors | Pending DOE Approval | Implementation upon DOE approval. |
| | Task 1.3 Solicit approval for a separate "Process Engineering" pathway | Region 7 CTE Directors | Pending DOE Approval | Implementation upon DOE approval. |
| | Task 1.4 Develop and "Energy" Pathway. Currently Parke/Vermillion Program | Region 7 CTE Directors | Has DOE Approval – Underway | At least 30 students will enroll in introductory course in first year. 10 students completing curr. will earn industry-recog. cert. or credential. All completers will earn at least 3 college credits. |
| | Task 1.5 Develop a "WIRED" Pathway. (Welding, Innovation, Robotics, Engineering, Design) Currently Putnam County Program | Region 7 CTE Directors | Has DOE Approval – Underway | At least 12 students enrolled in 2014-15 school year. 80% will earn Industry-recog. cert. or credential. 90% will earn 9 dual credits. |
| 2. Develop a process that ensures pedagogical practices are increased throughout the regional CTE manufacturing curriculum. | Task 2.1 Increase project-based and problem-based teaching strategies | Region 7 CTE Directors | Currently underway – ongoing. Can crusher added as a result of last year's C2C teacher training. | Increase classroom observation. |
| | Task 2.2 Incorporate Socratic methodology in all classes as appropriate | Region 7 CTE Directors | Currently underway – ongoing. | Increase classroom observation. |
| | Task 2.3 Employ flipped | Region 7 CTE | Currently underway – | Increase |

| | | | | |
|--|---|--|--|--|
| | learning methods (allowing students to watch videos or do reading at home) in all classes where available | Directors | ongoing. | classroom observation. |
| | Task 2.4 Provide Seniors / Juniors with work-based learning experiences | Region 7 CTE Directors | Provide work-based experiences during 2014-15 school yr. Regional meetings w/ businesses underway Summer & Fall 2014 | Increase classroom observation. |
| 3. Significantly expand the work-readiness skills (soft skills) education and training students receive in CTE courses in the region. | Task 3.1 Review and add (where necessary) work-readiness standards into the standards of each manufacturing-related CTE course. | Region 7 CTE teachers (from each school and content area in region) and district CTE directors | Implemented | Revised CTE course standards with inclusion of work-readiness standards |
| | Task 3.2 Develop process to ensure every CTE concentrator experiences mock interviews and job applications skills by graduation. | Region 7 CTE teachers (especially FACS and Business) and district CTE directors | Implementing 2014-15 School Year | Checklist for CTE director, teachers and/or counselors of required experiences |
| | Task 3.3 Give CTE teachers and all middle and high school counselors WorkKeys assessments for the NCRC and discuss how assessment could be used with students to measure work-readiness skills. | Region 7 CTE teachers, counselors, administrators, CTE directors and WorkOne representatives. (Ideally, invite at least one CTE Advisory Council member to take as well) | Implementing 2014-15 School Year | List of teachers and counselors who have completed WorkKeys assessments – First year goal – 50% tested |
| | Task 3.4 Follow up WorkKeys test administration with | Region 7 CTE teachers, counselors, | Implementing 2014-15 School Year | List of teachers and counselors (and others) |

| | | | | |
|--|---|--|--|--|
| | training on free WIN resources with CTE teachers and middle and high school counselors. | administrators, CTE directors and WorkOne representatives. | | who have completed WIN training First year goal – 50% tested |
|--|---|--|--|--|

| | | | | |
|--|---|--|---|--|
| 4. Expose students to exploration opportunities in manufacturing career pathways at the middle school level (or earlier) | Task 4.1 Create a small team of CTE teachers and manufacturing reps to develop a simple hands-on classroom activity for middle school students that demonstrates manufacturing. Develop activity so it could be used by any teacher in the area and is inexpensive to administer. Determine best delivery method (e.g. part of a class rotation, special presentation, etc) | Middle school and high school CTE teachers and manufacturing reps (perhaps from C2C steering team) | Implementing 2014-15 School Year | Year 1 – Conduct middle school student survey (in each of the 8 middle schools that don't currently teach manufacturing) to measure student exposure to Adv Mftg. Year 2 (and beyond) - Track enrollment in high school CTE Adv Mftg programs (would want to see increase) |
| | | | | |
| | | | | |

| | | | | |
|--|---|-----------------|--|--|
| | Task 4.2 Develop and distribute N.E.A.T. Newsflashes. Monthly Newsflashes focus on demand occupations, salaries earned, high school pathways related to highlighted sector and Ivy Tech courses offered related to sector. | Lisa Lee | Develop by September 1, 2014. To highlight various sectors 10 times throughout the school year. | List and number of schools receiving N.E.A.T Newsflashes. |
| | Task 4.3 Expose other CTE districts in region to the Vigo County program for | Doug Dillion | Completed May 31, 2014 – Can | 100% participation and completion |

| | | | | |
|---|---|--|---|--|
| | Adv Mftg (Vigo County has strong manufacturing program that could be replicated in surrounding counties). | | Crusher, CNC Programming, 3D Rapid Printing/CAD, PLC | by CTE teachers throughout the region. |
| 5. Ensure every high school in region offers manufacturing awareness or educational experiences to students | Task 5.1 Create a list of what manufacturing-related courses or experiences are currently offered in region schools | Region 7 CTE Directors – New CTE Assistants | Implementing 2014-15 School Year. Funding obtained to hire CTE assistants to promote CTE offerings. | List of schools and what mftg experiences or courses offered |
| | Task 5.2 Work with CTE directors to identify and contact appropriate school person(s) regarding possibility of offering Intro to Manufacturing course or other manufacturing awareness or educational experiences | Region 7 CTE Directors | Implementing 2014-15 School Year | Number and names of schools contacted |

Goal 2:

Create a Deliberate Mechanism to Increase Industry-Education Partnerships That Can Fill Skill Gaps

| Suggested Strategies | Specific Tasks | Partners | Timeline | Metrics |
|---|--|--|---|---|
| 1. Provide employers with packaged information and examples of how they can participate in developing the future workforce. | Task 1.1 Expand "Roadmap" document, already started by Lora Busch, to show "entry/exit" methods and activities/ways employers can be involved including who to contact, how to address liability concerns, what to prepare, etc. Edit and finalize document to include low-cost to high-cost commitments, time required, \$ required, etc. Include FAQ sheet that answers common questions employers have about participating in the activities included in Roadmap. | Lora Busch | Completed | Final "Roadmap" document |
| | Task 1.2 Develop document for manufacturing employers regarding laws/rules for student visits and ways of overcoming safety/liability concerns with those under 18 (may be included in Roadmap) | CTE directors, WIB, economic development partners, HR Managers/ SHRM Chapters/ Industry Associations | Implementing 2014-15 School Year Suggested bonding >18. Exploring ed. experience different than employment | Document finalized and available to employers |

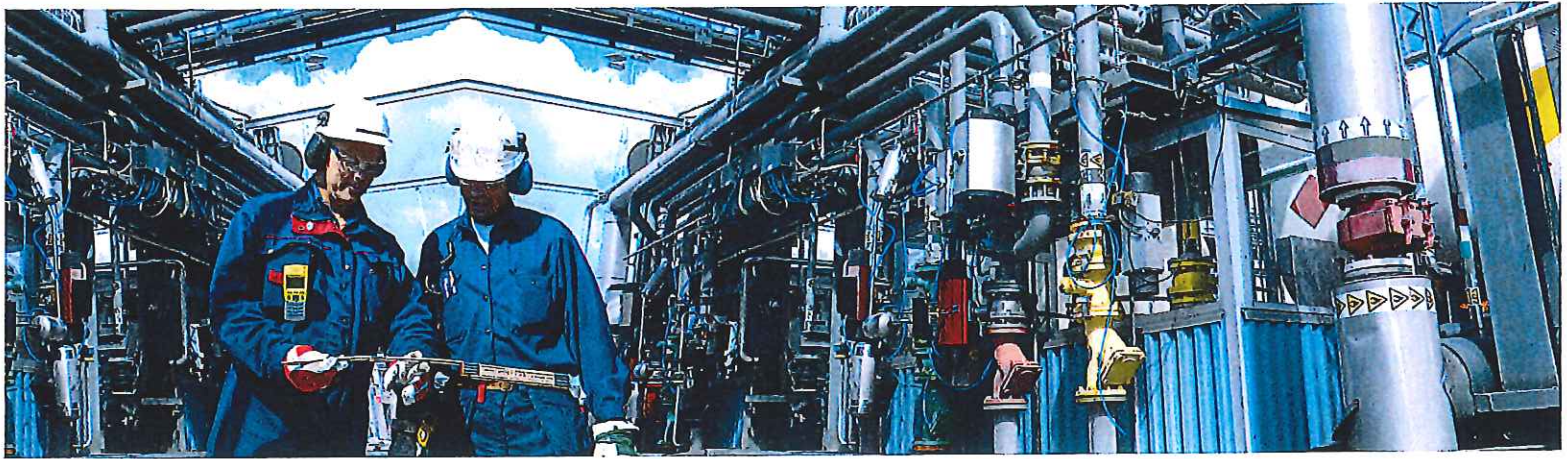
| | | | | |
|---|--|--|--|--|
| 2. Share information about existing CTE programs and employer engagement opportunities at chamber of commerce events or other business organizations to increase awareness | Task 2.1 Make sure information is available on school and chamber webpages, etc. | CTE Directors, chamber of commerce representatives, economic development | Underway – N.E.A.T. Newsletters and Newsflashes | Total number of websites with CTE program information |
| | Task 2.2 Create a regional Talking Points document to ensure consistent messaging and the promotion of both regional and local opportunities | CTE Directors | Implementing 2014-15 School Year | Completion of talking points document |
| | Task 2.3 Provide the Roadmap document as a resource to regional business/industry leaders | CTE Directors | Roadmap usage underway. Database being developed. | Name and number of manufacturing firms receiving Roadmap |
| | Task 2.4 Obtain marketing information from schools to provide to employers | CTE Directors, WIB, employer representatives | Implementing 2014-15 School Year | List of marketing information by school name |

Goal 3:

Increase Marketing and Outreach to Build Awareness and Create Excitement for Manufacturing

| Suggested Strategies | Specific Tasks | Key Partners | Timeline | Metrics |
|---|---|-----------------------------|---|---|
| 1. Develop a comprehensive marketing and promotions plan for manufacturing in Region 7 | Task 1.1 Form a marketing and promotions team to develop a one-year comprehensive marketing plan to include print, video, social media, newsletters, presentations, exhibits and other activities | Lisa Lee, Rod Dowell | Implementing 2014-15 School Year (Vigo Co. CTE program/ occupation promotional posters) | Development of and meeting minutes from marketing and promotions team |
| | Task 1.2 Create consistent branding, including a recognizable logo, that identifies efforts related to manufacturing promotions | C2C Steering Committee | Implementing 2014-15 School Year | Logo and other branding materials |
| 2. Utilize videos in schools to promote the availability of manufacturing careers in the region. | Task 2.1 Contact schools to secure approval to have videos shown in hallways, at lunch time, etc | Rod Dowell CTE Directors | Implementing 2014-15 School Year | List of schools approving videos |
| | Task 2.2 Leverage existing WorkOne videos to highlight regional manufacturers | WIB | Contacting Miller-White | Existing film utilized. |
| | Task 2.3 Create student team responsible for editing positive manufacturing promotional videos/ Possible contest. | Rod Dowell Lora Bush | Implementing 2014-15 School Year | Schools receiving information on editing and possible contest |

| | | | | |
|--|---|-------------------------------|--|---|
| 3. Ask regional manufacturing businesses to provide incentive scholarships for students | Task 3.1 Compile list of businesses that already provide scholarships to students and develop a process for marketing. | Lisa Lee and WIB Mftg Cluster | Implementing 2014-15 School Year | List of businesses offering scholarships |
| | Task 3.2 Seek additional manufacturers interested in developing a "scholarship" type of program | WIB Mftg Cluster | Implementing 2014-15 School Year | List of additional manufacturers offering scholarships |
| | Task 3.3 Ask area high schools to include recognition of manufacturing "scholarships" during senior award programs | Region 7 CTE directors | Implementing 2014-15 School Year | List of schools agreeable to this proposal |
| 4. Expand school visits to manufacturing businesses through in-person and online training opportunities to better inform students, school counselors, teachers and parents of: <ul style="list-style-type: none"> • Careers in manufacturing • Postsecondary education and training options including 2-yr & 4-year college, certifications, certificates, apprenticeships & other options | Task 4.1 Use "Roadmap" document to assist in scheduling in-person or online "visits" or tours of manufacturing businesses | WIB and CTE directors | Implementing 2014-15 School Year | Information on tours available and businesses offering |
| | Task 4.2 Align employer visits with course curriculum so employers can come in and describe how the curriculum is relevant and applies to manufacturing | CTE directors | Implementing 2014-15 School Year (Parke Co. monthly Career Workshops) | Measure increase in business involvement and support. |
| | Task 4.3 Secure support of videographer, editing, and layout duties related to C2C. | WIB CTE Directors | Implementing 2014-15 School Year | Quicker turnaround, more frequent distribution of video support pieces. |
| 5. Send monthly NEAT (Newly Emerging Automation & Technology) newsletter to students, parents | Task 5.1 Create an electronic email or social media distribution list and process for sending NEAT newsletter and Newsflashes to parents, | Lisa Lee, Ivy Tech, WIB | Underway | Email or social media contact list |



WIOA Overview

Passage of WIOA is vital to the modernization of the nation's workforce development system. WIOA introduces a renewed system which will ensure access for all individuals, of every skill level, the opportunity to pursue the skills, training, and education they need to obtain employment that will lead to financial stability and economic security for themselves and their families. Employers will also have the assurance that trained and qualified workers will be available to fill their current and future openings. Through WIOA, a more collaborative and robust service delivery system will be implemented. A sample of key changes include:

Workforce Boards – Workforce Boards will maintain much of the same structures under WIA with the exception that the number of required members would be reduced. Minimum membership under WIOA:

- (12) Business Representatives (51%), including the Chair
- (5) Labor Representatives (20%) (further definitions apply)
- (1) Adult Education/Literacy Representative
- (1) Vocational Rehabilitation Representative
- (1) Higher Education Representative
- (1) Wagner-Peyser Representative
- (1) Economic Development Representative

Boards are charged with ensuring coordination of their Local Plans with the State's strategic workforce goals.

System Plans at the State and Local Levels – In an effort to create a more comprehensive, strategic and streamlined system, WIOA requires a single, unified State Plan inclusive of all core programs under the Act. The State

Plans are designed to improve service delivery and access to the workforce system for job seekers and employers. Local Plans are designed to address the needs of the local labor market and encompass the overall strategy of the State Plan.

Performance Accountability – WIOA establishes core measures for Adult and Dislocated Worker Funding (including Title II, Title III, and Title IV), which includes the revision of the three WIA measures and two additional measures. WIOA establishes Youth measures which eliminates one measure, revises three WIA measures and adds two new measures. Still to be determined is an employer measure that is expected to be implemented in year two of the law. (See chart on the following page) WIOA performance measures are designed to measure the effectiveness and continuous improvement of the One-Stop and Youth service delivery systems.

One-Stop Career Centers – Under WIOA, the One-Stops are measured by their effectiveness, accessibility, and continuous improvement as it relates to their ability to achieve negotiated performance levels, integrate available services, and meet the workforce development and employment needs of the local employers and job seekers.

Employment and Training – More diversity in the types of job training programs will be made available. This is critical to closing the skills gap that exist between job seekers and good paying - high skilled jobs. Fifteen duplicative programs will be eliminated and the remaining programs will be more closely aligned with the needs of U.S. employers.

National Programs – Programs will be reauthorized for Job Corps, YouthBuild, Native Americans Programs, Migrant and Seasonal Farmworkers programs, and evaluation and multi-state projects.

Western Indiana Workforce Investment Board, Inc.
 Budget, Finance and Distribution Committee Meeting
 August 22, 2014 – WIWIB Office-7:30 a.m.

Present: Fred Rubey, Steve Witt, Arnold Jenkins, Daryl Andrews, Lisa Lee, Tim Kelley, Mike Smith, Linda Morley, Richard Shagley-Attorney to the Board

The meeting was called to order.

Tim Kelley presented the final expenditure report for the Program Year 2013 which ended June 30, 2014. The board had previously set aside a 30% (\$553,935.90) carry in of adult, dislocated worker and youth funds, the primary purpose being to provide first quarter funding for program year 2014, as only a small percentage of adult and dislocated worker funding is distributed in July.

At the end of June there was a balance of \$115,759.79 or 6% above the planned 30% limit. Approval of this additional carry in is pending with DWD. This additional carry-in is needed to meet obligations until the remainder of the PY14 funding is released in October. Steve Witt moved to approve the additional carry in of \$115,759.79. The motion was seconded by Fred Rubey. The motion was carried.

Fred Rubey then moved to authorize the use of unrestricted dollars if needed to cover expenses until the final WIA adult and dislocated worker allocations are received in October. Steve Witt seconded and the motion was carried.

Lisa Lee noted that there is approximately \$124,000.00 of WIWIB unrestricted dollars at DWD. The Board had previously pulled down about one-half of the available unrestricted money and secured it in a savings account. A motion to pull down the remaining unrestricted funds made by Arnold Jenkins was seconded by Daryl Andrews. The motion was carried.

Tim Kelley presented the current expenditure report for the period ending July 31, 2014. Carry-in dollars will be expended first. He reported the following grant activity for PY 14:

WIB 4-07 Main WIA grant (July Allocation) including WIA Adult of \$49,005, WIA Dislocated Worker in the amount of \$86,179 and Youth for \$756,649. This represents the full regional allocation for Youth for PY 14. Additional WIA Adult funding of \$643,265 and Dislocated Worker of \$521,723 is expected with the October 1, 2014, distribution.

JAG 3-07 amendment # 1 extends the expiration date of the grant from June 30, 2014 to September 30, 2014. The grant provides funding for the Non-WIA JAG participants. The original PY 13 allocation was \$427,900, with \$68,856.72 remaining as of June 30, 2014.

JAG 4-07 PY 14 funding for Non-WIA JAG participants, with an allocation of \$406,505. Term of the contract is from July 1, 2014 through June 30, 2015.

Cross Comparison of Performance Measures Comparing WIA and the Proposed WIOA

| Performance Measure | Current WIA | Proposed WIOA |
|---|---|---|
| Adults and Dislocated Worker Measures | | |
| Entry into unsubsidized employment (Entered Employment) | Measured in Q1 after exit. | Measured in Q2 after exit. (Additional 1 quarter lag in reporting.) |
| Retention in unsubsidized employment (Employment Retention) | Measured in Q2 and Q3 after exit. | Measured in Q4 after exit. (Additional 1 quarter lag in reporting.) |
| Earnings change after entry into unsubsidized employment (Average Earnings) | Measured as average, in Q2 and Q3 after exit. | Measured as median earnings in Q2 after exit only. Median is defined as the numerical value that separates the higher half from the lower half of earnings. |
| Credential rate | None | New measure: Percentage of participants who obtain a recognized post-secondary credential or diploma during participation or within 1 year after program exit. |
| In Program Skills Gain | None | New measure: Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time. |
| Youth Measures | | |
| Placement in Employment, Education, or Training | Measured in Q1 after exit. | Measured in Q2 after exit. (Additional 1 quarter lag in reporting.) |
| Retention in Employment, Education, or Training | None | New measure: Percentage of participants in education, training, or unsubsidized employment; measured in Q4 after exit. |
| Earnings after entry into unsubsidized employment | None | New measure: Median earnings of participants in unsubsidized employment during Q2 after exit. |
| Credential rate | Attainment of a Degree or Certificate - Rate of youth participants who obtain a diploma, GED, or certificate by the end of the Q3 after exit. | Percentage of participants who obtain a recognized credentials or secondary diploma during participation or within 1 year after program exit. |
| Literacy and Numeracy Gains | Literacy and Numeracy Gain - Rate of youth participants who increase one or more educational functioning levels during first year in program. | Eliminates measure |
| In Program Skills Gain | None | New measure: Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time. |
| Employer Measure | | |
| Indicators of effectiveness in serving employers | None | New measure: One or more employer measures to be implemented before commencement of Year 2. |

BC 3-07 Amendment #3 adds \$30,000 to the Business Consultant grant. The original agreement provided the term of contract as July 1, 2013 through June 30, 2014, with **Amendment # 2** extending the date through June 30, 2015. The balance as of June 30, 2014 was \$34,072.78. With the additional funds from amendment #3, the balance effective July 1, 2014 was \$64,072.78. Additional funding from DWD is expected later in the program year.

WIN 4-07 WorkIndiana grant provides funds for WorkIndiana training and supportive services for eligible students. The region's allocation for PY 14 is \$80,098, with the term of the contract from July 1, 2014 through September 30, 2015.

DEIDC 3-07 Additional funding for the Disability Employment Initiative Grant, in the amount of \$9,554, for use in data collection as outlined by USDOL. Grant was received on May 22, 2014, with a retroactive effective date of January 1, 2014 and an expiration date of September 30, 2014.

Lisa Lee commented on the Workforce Investment Opportunity Act (WIOA) that comes into effect on July 1, 2015, particularly as it relates to youth spending. The new act requires that 75% of youth funds be spent on out of school youth. Currently law requires a minimum of 30% of funds be spent on out of school youth. At the current spending levels the region will about \$180,000.00 short for in school youth programs. This is a development which staff will be watching closely.

A suggested change to the Accounting Procedures Manual was presented. The change adds language to cover voided checks and the security of blank checks. Fred Rubey moved to approve the change. Steve Witt seconded and the motion was carried.

Earlier this year a Request for Proposals for fiscal services was released. Responses were received from three entities, reviewed and scored by WIB staff (excluding Tim Kelley). The results of the scoring resulted in a recommendation being made to the Executive Committee to approve and offer a two year contract to Crowe Chizek, with a third year option. The Executive Committee, acting for the full board, approved this recommendation.

A letter from DWD regarding final determination of the audit report for the period ending June 30, 2013 was presented. This confirms the audit report closed with no further action necessary.

Lisa Lee commented on her recent attendance at the Governor's Career Council System Alignment Task Force meeting. The committee is looking at all state agency areas in the state in hopes of realigning systems. It was noted at the meeting that WIOA has a provision that if a region has met performance standard for the past two years, as fiscally sound, and in compliance with state and federal policy they can remain in place as a WIB for another two years. Based on discussion at this task force meeting, this is not the direction the Career Council hopes to move as the attempt to restructure education and workforce development. The state WIB association is looking further into this matter.

There being no other business, the meeting was adjourned.

| Region 7 / Western Indiana Workforce Investment Board | | | | | | | | | | |
|---|-------|-----------------|---------------|---------------------|---------------------|--------------|-----------------|-----------------------------|---|---------------|
| Grant Breakdown and Current Standing of Remaining Funds | | | | | | | | | | |
| through June 2014 FINAL | | | | | | | | | | |
| Program Year 2013 | | | | | | | | | | |
| Funding | Grant | Expiration Date | Period Actual | Year to date Actual | Approved Allocation | Total % used | Funds Remaining | WIB Approved PY 14 Carry-In | Remaining Funds Above the 30% Approved Carry-In | Benchmark % = |
| | | | | | | | | | | 100% |
| Total | | | | | | | | | | |
| WIA Adult PY 13 | | 6/30/2015 | \$ 168,058.56 | \$ 566,125.88 | \$ 832,632.00 | 67.99% | \$ 266,506.12 | 249,789.50 | \$ 16,716.52 | |
| WIA Adult PY 12 Carry-In | | 6/30/2014 | - | 453,358.00 | 452,358.00 | 100.00% | - | | | |
| WIA Dislocated Worker PY 13 | | 6/30/2015 | 28,177.97 | 148,811.58 | 215,593.00 | 69.02% | 66,781.42 | 64,677.90 | 2,103.52 | |
| WIA Dislocated Worker PY 12 Carry-In | | 6/30/2014 | - | 227,512.00 | 227,512.00 | 100.00% | - | | | |
| WIA Youth PY 13 | | 6/30/2015 | 134,088.81 | 387,804.21 | 613,583.00 | 63.20% | 225,778.79 | 184,074.90 | 41,703.89 | |
| WIA Youth PY 12 Carry-In | | 6/30/2014 | - | 269,588.00 | 269,588.00 | 100.00% | - | | | |
| WIA Admin. PY 13 | | 6/30/2015 | 74,015.64 | 74,015.64 | 184,645.00 | 40.09% | 110,629.36 | 55,393.50 | 55,235.86 | |
| WIA Admin. PY 12 Carry-In | | 6/30/2014 | 25,795.15 | 130,522.34 | 130,522.34 | 100.00% | - | 533,935.90 | 115,759.79 | |
| BC 3-07 | | 6/30/2014 | 29,965.13 | 115,927.22 | 120,000.00 | 96.61% | 4,072.78 | | | |
| DEIA-2-07 | | 9/30/2013 | - | 447.04 | 32,239.04 | 1.39% | 31,792.00 | | | |
| DEI-2-07 | | 9/30/2015 | 6,027.94 | 45,843.15 | 176,947.53 | 25.91% | 131,104.38 | | | |
| WIN 3-07 | | 6/30/2014 | 1,038.68 | 89,051.00 | 89,051.00 | 100.00% | - | | | |
| JAGCD-2-07 | | 6/30/2014 | - | 550.00 | 550.00 | 100.00% | - | | | |
| RR 3-07 | | 6/30/2014 | 13,557.35 | 157,086.60 | 159,397.00 | 98.55% | 2,310.40 | | | |
| NEG 3-07 | | 6/30/2015 | (580.80) | 25,455.43 | 102,398.00 | 24.86% | 76,939.57 | | | |
| JAG 3-07 | | 6/30/2014 | 65,805.01 | 359,043.28 | 427,900.00 | 83.91% | 68,856.72 | | | |
| JAGCD 2A-07 | | 12/31/2013 | - | 1,565.00 | 2,475.00 | 63.23% | 910.00 | | | |
| IS-2-07 Contract | | 9/30/2014 | (21,086.01) | 160,662.46 | 176,685.70 | 90.93% | 16,033.24 | | | |
| Duke Energy Grant | | 12/31/2013 | - | 12,376.00 | 33,917.00 | 36.49% | 21,541.00 | | | |
| EWIN/CELL | | 6/31/2015 | 19.06 | 21,225.28 | 32,500.00 | 65.31% | 11,274.72 | | | |
| Unrestricted | | N/A | - | 1,901.17 | | | | | | |
| Total Funding | | | \$ 524,882.45 | \$ 3,247,874.28 | 4,280,503.61 | 75.88% | 1,034,530.50 | | | |
| Less: Carry Over to PY 14 | | | | | (553,936.00) | | (553,936.00) | | | |
| Available Funding | | | | | \$ 3,726,567.61 | 87.15% | \$ 480,594.50 | | | |
| Notes: | | | | | | | | | | |
| Total Budget Includes DWD approved Carry-In of \$1,071,518 plus WIA funds under WIB 3-07 & WIB 3-07 Amendment #1 totaling \$1,846,453. | | | | | | | | | | |
| Budget includes DWD approved transfer of 50% of PY 13 WIA DW funds to WIA Adult totaling \$269,491. | | | | | | | | | | |
| Budget excludes \$553,936 of PY 13 WIA Allocation which has been set aside as planned carry-in for PY 14 (30% of current PY 13 WIA Budget). | | | | | | | | | | |
| Budget includes Additional DW PY 12 Carry-In of \$8,462 added by DWD per WIB 2-07 amendment #2, February 2014. | | | | | | | | | | |
| Budget Includes Additional \$60,000 for Business Consultant Grant added by DWD per BC-3-07, amendment #1, February 2014 | | | | | | | | | | |

Region 7 / Western Indiana Workforce Investment Board

Grant Breakdown and Current Standing of Remaining Funds

through July 2014

| Program Year 2014 | | | | BENCHMARK % = | | 8% | |
|--------------------------------------|-----------------------|-----------------------|---------------------|---------------------------|--------------|-----------------|--|
| JULY 2014 ALLOCATION ONLY | | | | | | | |
| Funding | Grant Expiration Date | Current Period Actual | Year to date Actual | Total Approved Allocation | Total % used | Funds Remaining | |
| WIA Adult PY 14 | 6/30/2016 | | 0 | 44,105.00 | - | 44,105.00 | |
| WIA Adult PY 13 Carry-In | 6/30/2015 | \$ 83,438.37 | \$ 83,438.37 | \$ 249,789.60 | 33.40% | \$ 166,351.23 | |
| WIA Dislocated Worker PY 14 | 6/30/2016 | \$ - | \$ - | \$ 77,561.00 | 0.00% | \$ 77,561.00 | |
| WIA Dislocated Worker PY 13 Carry-In | 6/30/2015 | 34,058.66 | 34,058.66 | 64,677.90 | 52.66% | 30,619.24 | |
| WIA Youth PY 14 | 6/30/2016 | - | - | 680,984.00 | 0.00% | 680,984.00 | |
| WIA Youth PY 13 Carry-In | 6/30/2015 | 66,970.76 | 66,970.76 | 184,074.90 | 36.38% | 117,104.14 | |
| WIA Admin. PY 14 | 6/30/2015 | - | - | 89,183.00 | 0.00% | 89,183.00 | |
| WIA Admin. PY 13 Carry-In | 6/30/2015 | 11,764.42 | 11,764.42 | 55,393.50 | 21.24% | 43,629.08 | |
| BC 3-07 | 6/30/2015 | 21,691.05 | 21,691.05 | 34,072.78 | 63.66% | 12,381.73 | |
| DEI-2-07 | 9/30/2015 | 7,755.11 | 7,755.11 | 161,104.38 | 4.81% | 153,349.27 | |
| DEIDC-3-07 | 9/30/2014 | - | - | 9,554.00 | 0.00% | 9,554.00 | |
| WIN-4-07 | 9/30/2015 | 4,227.45 | 4,227.45 | 80,098.00 | 5.28% | 75,870.55 | |
| NEG 3-07 | 6/30/2015 | 438.93 | 438.93 | 76,939.57 | 0.57% | 76,500.64 | |
| JAG 3-07 | 9/30/2014 | 20,217.61 | 20,217.61 | 68,856.72 | 29.36% | 48,639.11 | |
| JAG 4-07 | 6/30/2015 | - | - | 406,505.00 | 0.00% | 406,505.00 | |
| IS-2-07 Contract | 9/30/2014 | 13,873.32 | 13,873.32 | 16,033.24 | 86.53% | 2,159.92 | |
| Duke Energy Grant | extended | - | - | 21,541.00 | 0.00% | 21,541.00 | |
| EWIN/CELL | 5/31/2015 | - | - | 11,274.72 | 0.00% | 11,274.72 | |
| Unrestricted | N/A | - | - | | | | |
| Total Funding | | \$ 264,435.68 | \$ 264,435.68 | 2,331,748.31 | 11.34% | 2,067,312.63 | |
| Less: Carry Over PY 15 | | | | 0.00 | | - | |
| Available Funding | | | | \$ 2,331,748.31 | 11.34% | \$ 2,067,312.63 | |

Notes:

The budget includes the approved PY 13 Carry-In amount of 30% or \$553,925.90. An additional amount of \$115,759.79 has been requested by WINIB from DWD. If approved, these additional funds would increase the PY 13 Carry-In amount to 36%.

The initial PY 14 Distribution of July 2014 provided only a small portion of the WIA Adult and Dislocated Worker allocation. The remainder will be distributed by October 1, 2014. The WIA Youth amount distributed on July 1, 2014, represents the full WIA Youth allocation for PY 14.

Western Indiana Workforce Investment Board Inc.
Grants Report
September 2014

WIB 4-07 Main WIA grant (July Allocation) including WIA Adult of \$49,005, WIA Dislocated Worker in the amount of \$86,179 and Youth for \$756,649. This represents the full regional allocation for Youth for PY 14. Additional WIA Adult funding of \$643,265 and Dislocated Worker of \$521,723 is expected with the October 1, 2014, distribution.

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WIN 4-07 WorkIndiana grant provides funds for WorkIndiana training and supportive services for eligible students. The region's allocation for PY 14 is \$80,098, with the term of the contract from July 1, 2014 through September 30, 2015.

DEIDC 3-07 Additional funding for the Disability Employment Initiative Grant, in the amount of \$9,554, for use in data collection as outlined by USDOL. Grant was received on May 22, 2014, with a retroactive effective date of January 1, 2014 and an expiration date of September 30, 2014.

Western Indiana Workforce Investment Board, Inc

Accounting Procedures Manual

Petty Cash:

1. Petty cash is used for office expenses that cannot be paid by a check or by use of the credit card. Generally expenses that are not anticipated or that are incidental in nature are paid through use of petty cash.
2. Petty cash has a starting balance of \$200.00 and should be replenished when necessary with receipts reconciled at that time.
3. Receipts shall be returned upon completion of the transaction with the purpose and employee's name written on the back of the receipt.
4. The financial officer will identify and record the correct account to be charged for each transaction.
5. No personal usage of petty cash is allowed.

Credit Card Usage:

1. The Western Indiana Workforce Investment Board has a corporate credit card to cover expenses while out of town on business and expenses that must be paid by this method. (i.e. Internet Service Provider)
2. Receipts for credit card expenditures shall be returned promptly with purpose and employee name on them.
3. The financial officer will review the monthly credit card statement to match up receipts and record the correct account to be charged for each transaction.
4. Cards are stored at the corporate office and only removed when needed.
5. No personal usage is allowed with the corporate credit card.

Payroll Preparation:

1. Payroll is prepared every two weeks and is paid on Friday unless this date is a Holiday or the office is scheduled to be closed.
2. Staff submits completed time sheets for review by the executive director prior to payday. The financial officer then receives the signed time sheets and enters time charging detail into the accounting system, followed by the completion of data to initiate the payment of payroll through IOI internet payroll service.
3. Paychecks are computed on the individual's pay rate less applicable taxes and deductions.
4. Insurance premiums are based on a two pays per month. In the event of three pays in a calendar month the last pay shall have no insurance premiums withheld.
5. Federal and state taxes that are withheld are deposited in accordance with the appropriate status.

Accounts Payable:

1. Invoices for recurring expenses such as utilities, rent or those items identified in a contract will be reviewed and coded by the financial officer. Final approval is made by the executive director or other signatory with the signature on the check for payment.
2. Non-recurring expenses will be verified and approved by both the COO and the FO by initialing a procurement approval stamp affixed to the invoice. The financial officer will then code the proper account to be charged. Final approval is made by the executive director or other signatory with the signature on the check for payment.
3. Completed checks are submitted with documentation to the executive director and or other authorized signatories.
4. Accounts payable should be paid as needed. All checks require two signatures for bank processing.
5. Beginning with the last week of the program year and continuing until the issuance of the final audited financial statements, the WIWIB financial officer will maintain a tracking spreadsheet of all payments issued during the identified period. The spreadsheet should include the check's date, check number, vendor, amount, account charged and the identification of the program year charged. The tracking spreadsheet will serve as a tool to assure each check is assigned to the proper program year and will provide management with the means to quickly review the status of those payments.

Bank Reconciliation:

1. Bank statements are now accessed on-line. Each month they are reviewed by the executive director or the chief operations officer. The financial officer will forward an electronic copy to the financial services engagement manager for use in reconciliation.
2. Bank reconciliations are completed by the financial services staff.
3. Any discrepancies must be investigated and resolved as soon as possible.
4. The bank reconciliations are completed by the 10th working day after receipt.
5. Any outstanding checks will be adjusted off after 6 months of being outstanding by financial services staff.
6. The financial services accounting manager reviews and signs off on the Bank Reconciliations after completion by the fiscal services staff.

Cost Allocation:

1. Cost allocation is used to distribute costs that are not easily assignable to any program. The cost allocation will be completed according to the cost allocation plan.
2. Cost allocation shall be completed on a monthly basis except when costs to be allocated are de minimis in size.
3. Cost allocation is distributed on a basis that properly reflects the allocation of costs.

Voided Checks: *(including preparation spoilage) will be handled as follows:*

1. *Voided checks including copies will have "VOID" boldly written in ink or stamped across the face of check.*
2. *The signature portion of the original of "VOIDED" check will be cut out.*
3. *The "VOIDED" Check will be filed in numerical order in the "VOIDED" check file.*

Security for Blank Checks:

Blank checks will be stored in a locked file drawer at the WIWIB office.

Other Procedures:

1. All accruals are done by financial services staff after the 6th working day of the month.
2. The financial services staff manages and input entries into the trial balance.
3. The financial services staff completes the financial requirements of the grant closeouts.



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

July 24, 2014

Lisa Lee, Executive Director
WorkOne Western Indiana
630 Wabash Ave Ste 205
Terre Haute IN 47807

lisalee@workforcenet.org

Re: PY 12 Audit – Region 7

Lisa Lee

This letter is in reference to the Indiana Department of Workforce Development grant funds administered by Region 7 and the audit of Western Indiana Workforce Investment Board for the period ending June 30, 2013. The audit disclosed no Administrative and/or Internal Control findings and no questioned cost findings. The audit also disclosed no unresolved prior year findings.

This letter serves as the Final Determination relative to the Audit Report and the Indiana Department of Workforce Development grants. Unless you have any questions or comments regarding this letter, we will consider this Audit Report closed with no further action necessary.

Please note this Final Determination is subject to the review and approval by the US Department of Labor. If you have any questions, please contact me at 317-234-4103 or rlindsey@dwd.in.gov.

Richard Lindsey, Oversight Resolution

317-234-4103
Fax 317-233-6128

cc: Audit File

Michael R. Pence, *Governor*
Scott B. Sanders, *Commissioner*

10 North Senate Avenue
Indianapolis, IN 46204-2277
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An Economic Development Partner

Phone: 317.232.7670
Fax: 317.233.4793

Western Indiana Workforce Investment Board, Inc.
Executive Committee Meeting
August 27, 2014-WIWIB Office- 7:30 a.m.

Present: Rick Burger, Larry Tempel, Doug Dillion, Mary Ann Clark, Lisa Lee, Tim Kelley, Mike Smith, Linda Morley, Richard Shagley-Attorney to the Board

President Rick Burger called the meeting to order.

Planning Committee

Chairperson Doug Dillion presented the Planning Committee report. Program Year 2013 WIA performance measures were presented for review. The region met or exceeded all nine measures. The outcome measures for the JAG program were also reviewed. For the second year in a row, the region earned a 5 of 5 Award for exceeding all JAG national performance standards.

The future of youth programming was discussed in light of the changes enacted by Congress with the Workforce Investment Opportunity Act (WIOA) that becomes effective July 1, 2015. Lisa Lee noted that under the current WIA legislation a minimum of 30% of youth funds must be spent on out of school youth. Under WIOA, 75% of youth funds must be spent on out of school youth. This will have a major impact on our WIA JAG in school programs. In PY 13, 68% of the youth funds were spent on in school youth. Maintaining the JAG programs requires a great deal of commitment from both the board and the school administrations. Administration changes at South Vermillion High School resulted in reduced support for continuation of the program. That, coupled with anticipated reduced funding for in school youth in the future led to a motion by Larry Tempel to recommend discontinuation of the JAG program at South Vermillion High School. Mary Ann Clark seconded and the motion was carried.

In past years, the region has set aside 30% of the annual youth funding as carry-in for the next program year. Based on anticipated funding issues, the committee recommended looking into all options before deciding on youth carry-in funding under WIOA. Lisa Lee commented on SEA 330 which authorizes that 10% of all WIA training funds be performance based.

The Business Services report was presented for review. Work Keys activity, Rapid Response services, TAA orientations were among the highlighted activities. The Business Services team has worked closely with Duke Energy to enhance their recruitment process. The process developed in this region by our business services team has been shared and implemented throughout the state. Mike Smith also commented on the Congressman Bucshon job fair that was held on August 25, 2014 at Hulman Center. Over 500 jobseekers attended the fair.

Lisa Lee and Doug Dillion presented the updated C2C action strategies. The C2C program establishes a connection between high school students and industry partners in an effort to begin closing the skills gaps in the region.

Mary Clark moved approve the Planning Committee Report. Larry Tempel seconded and the motion was carried.

Budget, Finance and Distribution Committee

Tim Kelley presented the PY 13 final grant expenditure report. The Board had previously planned to carry in \$553,935.90, the 30% carry in that is allowed by the WIA regulations. At the end of July there were additional carry in dollars totaling 115,759.79 which equals a carry in of 36%. The DWD Deputy Commissioner for Finance has approved the additional carry in. Approval by the Governor which is the final step in this approval process is pending. Mary Ann Clark moved to approve the revised carry- in amount. Doug Dillion seconded and the motion was carried.

The Grant expenditure report through July 2014 was presented. Lisa Lee noted that only a portion of the adult and dislocated worker allocation was received in July, with the remainder to be distributed in October. Based on anticipated expenditure rates, it is possible that there will be a shortfall of funds, particularly adult funds. If there is a shortfall, it may be necessary to use unrestricted funds to meet the Board's obligations. Larry Tempel moved to approve the use of unrestricted funds to cover any shortfalls pending the release of the final WIA allocations. Mary Ann Clark seconded and the motion was carried.

Crowe Horwath has recommended that all remaining unrestricted funds be drawn down from the Department of Workforce Development. Based on FDIC regulations this money would need to be housed in a different banking institution than the current WIWIB account. The funds will be secured in an interest bearing account. Doug Dillion moved to draw down remaining unrestricted funds. Larry Tempel seconded and the motion was carried.

Tim Kelley reviewed the current grants and the DWD approval letter regarding the PY 13 audit. He also presented a proposed change to the Accounting Procedures Manual regarding the handling of voided and blank checks. Doug Dillion moved to approve the manual changes. Mary Ann Clark seconded and the motion was carried.

Doug Dillion moved to approve the Budget Committee Report. Mary Ann Clark seconded and the motion was carried.

Executive Committee

Lisa Lee informed committee members that the local plan addendum has been approved by the Department of Workforce Development and the State Workforce Investment Council (SWIC).

No public comment was received when the Region 7 Plan and Addendum were available for public comment.

In an effort to continue providing the NEAT newsletter and other outreach and technical support as needed, it has been suggested that Board look at offering an internship to a student or students at DePauw University to support such board activity. The budget allows for an hourly compensation rate of \$10.00 to \$12.00 per hour for up to 20 hours per week. DePauw has a state of the media center, that includes a school newspaper, radio and TV stations. Bill Dory has offered to facilitate a meeting with DePauw staff to begin the process. Doug Dillion moved to approve creating this internship opportunity. Mary Ann Clark seconded and the motion was carried.

Lisa Lee reviewed the results of the response to the request for proposals for Fiscal Services. The WIB staff had reviewed and scored all responses and previously presented the findings to the Executive Committee. The Executive Committee had unanimously approved issuing a two year contract with a third year option to Crowe Horwath.

Lisa Lee presented information on the Governor's Career Council strategies. One of the major tenets of the Career Council is realignment of the workforce development system. A taskforce of the Council is reviewing the maps of all state agencies to determine which might best meet their realignment plans. Realignment could result in the disintegration of local WIBs and possibly a two WIB state. Based on the historical and strong connections of the Region 7 Board with business, labor and education this would be very detrimental to our region. Local elected officials endorse the retention of the local WIB system as it currently exists. A draft resolution to this effect was presented. It is anticipated that the content of this resolution will be submitted to the Governor by local elected officials around the state. Doug Dillion move to approve submission of this resolution as part of the statewide effort to retain local WIBs. Mary Ann Clark seconded and the motion carried. The Executive Committee also considered sending a letter from the Western Indiana Workforce Investment Board President and Chief Local Elected Official to the Governor requesting the two year extension of the board remaining in place and undertaking current duties, as provided in the new federal WIOA legislation. Mary Ann Clark moved to approve the sending of this letter. Larry Tempel seconded and the motion carried.

Doug Dillion move to approve the Executive Committee report. Larry Tempel seconded and the motion was carried. There being no additional business, the meeting was adjourned.

WorkOne Western Indiana Success Stories: Changing Lives

Presented to the Western Indiana Workforce Investment Board September 2014 Meeting

Vigo County WorkOne: Joel was enrolled in the WIA program in May 2013. He had the original goal of Technical Cert in HVAC. He had been unemployed for six months but previously had a good work history and had an electrical background. He graduated in May of 2014 from Ivy Tech with an Associates in HVAC; since he had electrical experience, Ivy Tech offered and we were able to process "PLA's" (Prior Learning Assessments) where he tested out of certain classes. He was such a good student (and client) that the instructor of the HVAC Program at Ivy Tech, who owns Roehm in Terre Haute, asked him to apply and offered him a position of "HVAC Refrigeration Tech". He started at \$16.00/hr after graduation.

Joel is scheduled to take a NATE test; which WIA assisted with the cost. Successfully passing the NATE certification will result in approximately \$2 more on the hour and make Joel much more in demand if were to have to job search again. Each company must have a NATE certified Tech on staff and the only one at Roehm currently is the owner; Joel's cert will allow the owner to be away on vacation as Joel will have the cert. In addition, WorkOne assisted with purchasing the book, "National Electric Code" to help Joel prepare to take the test for his "Master Electrician's License."

Joel has advised WorkOne that he has also been approached to possibly teach part of the HVAC program at Ivy Tech.

Joel had Pell for tuition but WIA assisted with supportive services including books, gas assistance, Prior Learning Assessments, as well as the NATE test and National Electric Code book.

Sullivan WorkOne Office: Natasha contacted the Work One office seeking assistance while attending training. She was enrolled at Ivy Tech working towards an AS degree in Surgery Technology.

Natasha was a high school dropout who attained her GED and enrolled in post -secondary education. She was married with one child and one on the way. Her husband had just become unemployed. Financially they were struggling.

Staff enrolled Natasha into the WAG program where she received assistance with her tuition and books while attending training. Natasha also received assistance with training costs for CNA. The CNA certification gave her the ability to begin working to help offset living expenses while working towards her AS degree. Natasha earned her CNA license in August of 2010 and began working in area nursing homes to help supplement the family income.

With the support of WIA, Natasha successfully completed her AS degree in August of 2013. In October of 2013, she was hired by Sullivan Co. Community Hospital as a Surgery Tech at \$17.37 per hour.

Natasha was noted by an Ivy Tech faculty member as being one of her best students. Against all odds, she managed a B average at time of graduation while balancing a job, a family, and a full time college career.

Putnam County WorkOne: Samantha came into the Greencastle WorkOne office in August 2013. She was a young mother of three, with all of the children under the age five. She received no support from the children's father as he was incarcerated at the time. She had remarried but her current husband was unemployed as well. Samantha was working at fast food jobs in order to support her family and receiving assistance. She did not have a high school diploma or HSE. She was looking for a better job and was very interested in the welding program held at Area 30 Career Center. She was referred to Area 30 for adult education classes and entered the WorkIN welding program at Area 30 Career Center on January 2014.

Samantha seemed to have a natural talent for welding. The instructor stated that she had some of the best welds he had ever seen. She successfully passed her certification test weld on the first attempt and earned her AWS certification in April. She was hired on at Great Dane Trailers in Brazil in the same week for production work earning \$9.00 per hour. Four months later she was promoted to Aluminum welding at Great Dane and now earns a wage of \$18.00 per hour. Samantha has achieved her goal of being able to support her family. She is gaining valuable welding experience that she can take anywhere.

Clay County WorkOne: Tracy was referred to the Clay County WorkOne by GOALS Academy for WorkINDiana training. Tracy attained her GED on December 8, 2012 and was referred to our office for CNA training shortly after. In the previous 4 years Tracy had worked at two small grocery stores and her wage was \$7.50 an hour. She said that after she obtained her GED she knew she could find work that was more challenging and paid a higher wage if she had some type of short term training. Tracy completed CNA training at Advanced Healthcare and passed her CNA certification exam on her second attempt. Two days after she became certified she started a full time position at Westminster Village as a CNA. Tracy has worked there for over a year and presently earns \$12.72 an hour. Tracy's training was funded by WorkINDiana. WIA Adult Program funded her supportive services (gasoline assistance, scrubs, shoes, and her second certification exam). Tracy was exited from all services on 7/31/2013 and has completed all four quarters of follow up successfully.

Vermillion County WorkOne: Gary, a dislocated worker from Certain Teed, was assisted through WIA with workshops, job search assistance and mining training at Vincennes University. He received further WIA training through an OJT at Speciality Rim. He is currently employed at Speciality Rim as a maintenance mechanic and is making \$18.00 per hour.

Michael, who had been at his job for 26 years working as a production worker, lost his job due to his company closing. He attended WorkOne workshops, including basic computer skill training and received intensive staff counseling and job referrals. After 7 months of daily visits to the office, Michael secured employment as a forklift operator and is very happy to be back at work. Michael still visits the office on his day off to check his email.

Align, Engage, Advance: A Strategic Plan for Transforming Indiana's Workforce

Executive Summary

Indiana has always been a "State that Works;" Hoosiers know the meaning of honest and hard work. As recently as a generation ago, Hoosiers were enjoying long, successful careers with only their high school diploma or, in some cases, less formal education. Deep ties to the large and prosperous manufacturing and agriculture sectors meant Hoosiers could access jobs that provided comfortable wages and family stability without advanced skills and training. But, things have changed.

Careers today require hard work, of course, but they also require advanced knowledge and technical skills. It is critical that Hoosiers have the skills needed by business and industry, not only to spur economic growth within Indiana, but also because education and skill development have become necessary to rebuilding Indiana's middle class. Hoosiers who advance their skill levels advance their incomes, thus positioning themselves and their families for meaningful, fulfilling lives.

However, Indiana is not adequately positioned to respond to the demand for high-skilled talent and risks falling even further behind. As a state, we rank in the lowest levels nationally for educational attainment and income levels.

Over the next decade, estimates suggest that more than 60 percent of jobs in Indiana will require some form of postsecondary education beyond high school. However, today, only 34 percent of Indiana's workers have the equivalent of a two year post-secondary degree or more.*

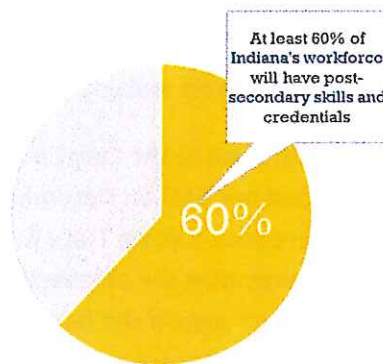
The VISION

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

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

The GOAL

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



**Note: Currently available data do not include quality workforce credentials in estimates of post-secondary attainment. Future estimates are expected to include these credentials.*

If current growth projections hold, this will increase to only 41 percent by 2025. Therefore, within the next decade Indiana will face a shortage of 675,000 workers with post-secondary credentials or degrees, unless urgent action is taken.

We must not only increase educational attainment, but we must tackle the issue with a fervent sense of urgency. Because Indiana's economy and the well-being of our citizens increasingly depend on the skills and talent gained through high quality education, success ultimately hinges on the value Hoosiers place on education. The importance of a good education must become ingrained in our culture. Our Hoosier culture must also recognize that education and skills are not static. Learning must be dynamic and continuous throughout an individual's career. As business and industry evolves, so must the skills that are required by their workers. Individuals must keep pace with these changes throughout their careers and we must offer dynamic options for continually developing and enhancing these skills.

Pillars for Transformation

PILLAR 1: SYSTEM ALIGNMENT

Analysis by the Career Council has found that over \$650 million in public funding is allocated annually to education, training, and career development in Indiana.¹ Greater focus must be given to a true systems approach which aligns these resources to maximize their impact and fundamentally transform the ways in which workers and students engage with, and are served by, the career development system.

Objective 1: Provide a seamless system of partners that provides worker-centric and student-centric services

PILLAR 2: WORKER- AND STUDENT-CENTRIC SERVICES

The Indiana Career Council aims to provide a client-centric approach to services throughout Indiana in which system partners and programs coordinate in a way that each individual student or client has a pathway to improving his or her education, knowledge, and skills and entering into a fulfilling and rewarding career, with partner and program resources designed to complement the individual's pathway.

Objective 2: Link career pathways to Indiana high wage, high demand careers for students and workers across the K-12, postsecondary and adult systems

Objective 3: Increase the number of students and adults who attain post-secondary skill certifications and degrees

Objective 4: Elevate the importance of work-and-learn models

PILLAR 3: DEMAND-DRIVEN PROGRAMS AND INVESTMENTS

The Council believes that investments and resources made available through public funding should be closely aligned with the primary sectors in Indiana's economy that provide the greatest number of career opportunities *and* provide the opportunity for high earnings potential.

Objective 5: Adopt a data-driven, sector-based approach that directly aligns education and training with the needs of Indiana's regional economies

¹ Indiana Career Council, 2013. "Career Council Asset Map."



ACKNOWLEDGEMENTS

With unanimous support in the Indiana General Assembly, the Indiana Career Council was established by I.C. 22-4.5-9 to align and coordinate the activities conducted by Indiana's education, job skills development, and career training system and to ensure that education and training provided by the system meets the existing and future needs of the state's employers.

After the Indiana Career Council was formed, efforts began in earnest to not only fulfill the legislative mandate to submit a strategic plan but to do so in a way that fully engaged key constituencies among those working in state government, in partner organizations, and, importantly, engaging employers and private sector organizations. In a relatively short period, scores of individuals representing their organizations or companies worked together in a structured process to consider Indiana's need for a talented and educated workforce and to develop goals and strategies to ensure Hoosiers have access to education and employers have access to the talent they need to grow their businesses in our state.

The Indiana Career Council defines five strategic imperatives as a framework for the strategic planning process. These imperatives were developed in alignment with the required contents of the strategic plan, as established within I.C. 22-4.5-9. The strategic imperatives include the following:

Strategic Imperative 1:

Ensure the State of Indiana maintains a cohesive, demand-driven education, job skills development, and career training system that focuses on developing and delivering client-centered career pathways

Strategic Imperative 2:

Increase the skill and education levels of Indiana's workforce in order to meet the needs of the state's employer community

Strategic Imperative 3:

Increase the alignment between education and training provided through the use of public funds and high-paying occupations and careers that are projected for growth

Strategic Imperative 4:

Make Indiana a leader in employment opportunities related to the fields of science, technology, engineering, and math (STEM)

Strategic Imperative 5:

Address the shortage of employment opportunities for individuals with a bachelor's degree or greater educational attainment



Indiana Career Council

Governor Mike Pence
State of Indiana (*Chair*)

Gary Hobbs
Representative - Business Community

Teresa Lubbers, Commissioner
Indiana Commission for Higher Education

Neil Pickett
Representative - Life Sciences Industry

Scott Sanders, Commissioner
Indiana Department of Workforce Development

Tom Snyder, President
Ivy Tech Community College of Indiana

Lieutenant Governor Sue Ellspermann
State of Indiana (*Vice Chair*)

Joe Loughrey
Representative - Manufacturing Industry

Debra Minott, Secretary
Indiana Family Social Services
Administration

Superintendent Glenda Ritz
Superintendent of Public Instruction,
State of Indiana

Victor Smith, Secretary of Commerce
Indiana Economic Development
Corporation

Dan Waldrop
Representative - Organized Labor

Advisory Members

Representative Steve Braun
Indiana House of Representatives

J.R. Gaylor
Associated Builders and Contractors

Pat Kiely
Indiana Manufacturers Association

Senator Jim Smith
Indiana Senate

Kevin Brinegar
Indiana Chamber of Commerce

Representative Christina Hale
Indiana House of Representatives

Senator Frank Mrvan
Indiana Senate

ALIGN, ENGAGE, ADVANCE

A Strategic Plan to Transform Indiana's Workforce

Indiana has always been a "State that Works;" Hoosiers know the meaning of honest and hard work. As recently as a generation ago, Hoosiers were enjoying long, successful careers with only their high school diploma or, in some cases, less formal education. Deep ties to the large and prosperous manufacturing and agriculture sectors meant Hoosiers could access jobs which provided comfortable wages and family stability without advanced skills and training. But, things have changed.

The economy has changed . . .

Agriculture and manufacturing are still vital parts of the Indiana economy, but these sectors, as well as life sciences, information technology and other sources of new growth, now require more highly skilled and knowledgeable workers.

The jobs have changed . . . It will be increasingly difficult for workers without the appropriate skills and training to find good-paying jobs to support their families and communities. This means students and workers need different and higher-level skills, but not necessarily a four-year degree.

The workforce has changed . . . The shift to jobs that require both knowledge and the ability to perform, coupled with serious concerns about the affordability of higher education, suggests more workers are "working learners."² This means both business and education must make changes in the way we prepare and support Hoosiers to achieve success in the workplace.

In America,
there are 110
million
working
learners.

Careers today require hard work, of course, but they also require advanced knowledge and technical skills. It is critical that Hoosiers have the skills needed by business and industry, not only to spur economic growth within Indiana, but also because education and skill development have become necessary to rebuilding Indiana's middle class. Hoosiers who advance their skill levels advance their incomes, thus positioning themselves and their families for meaningful, fulfilling lives. As educational attainment increases, an individual's chances of becoming unemployed decreases *and* his/her average earnings increase significantly.

² ACT, Inc.

THE GOAL

VISION

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

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

GOAL

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

COMMITMENTS TO CHANGE

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

The Career Council seeks endorsement from the Indiana General Assembly of the 60 percent goal, which has been adopted by the Indiana Career Council, the Indiana Commission for Higher Education, and the Indiana Chamber of Commerce. Further, the Council commits to facilitate the adoption of the goal among all agencies, institutions, organizations, and employers that are stakeholders in the education, job skills development, and career training system.

60 percent

of Indiana's workforce will have the postsecondary knowledge, skills, and credentials demanded within Indiana's economy by 2025

Western Indiana Workforce Investment Board Resolution on ICC Strategic Plan

Whereas the Western Indiana Workforce Investment Board, Inc., (Region 7) comprised of a majority of key community business leaders, with other members from economic development, education, community based organizations, and labor, has a strong history of working diligently with partners to assist our community to increase the skill levels of our current and future labor force to meet the ever increasing demands of local businesses by:

- assisting the community to determine its key community workforce development issues;
- pulling together all partners to create solutions to those local issues;
- integrating services with other partner agencies to create a local workforce system from the collection of agencies;
- implementing sector strategies and career pathways; and,
- using a data-driven, sector-based approach that directly aligns education and training with the needs of our local economy; and,

Whereas the Western Indiana Workforce Investment Board, Inc.:

- has read the Indiana Career Council's (ICC) new strategic plan and agrees, applauds and supports its vision, goal, and outcomes;
- agrees with and has a history of successfully demonstrating and promoting the overall tenets of the pillars of transformation including: system alignment, customer centric services, and demand driven, sector-based approach that directly aligns education and training with the needs of Indiana regional economies;
- believes Indiana's WIBs can be assets to help Indiana execute the plan; and,
- has concerns with the implementation of Strategy 1.1 in the ICC's strategic plan; and,

Whereas Western Indiana Workforce Investment Board, Inc.:

- Indiana is comprised of separate economic regions with unique industry sectors and their needs which would be ignored if addressing only those common across the whole state;
- effective WIBs require WIB members to know about the entire area they represent;
- effective sector strategies require the relevant and measurable added value of local stakeholders working in concert on issues within the neighborhoods where they live;
- a decrease in the number of WIBs would decrease the leveraging of workforce development funds within Indiana and our region ;
- history indicates having two local WIBs hinders successful performance in workforce and adult education programs; and,
- dismantling the current integrated approaches already established among the current twelve local WIBs and their partners would be detrimental to the local communities and citizens; and,

Whereas Chief Elected Officials (CEOs) and Local Elected Officials (LEOs) are responsible for requesting designation of their region as a workforce area with a fully compliant workforce board;

Therefore, the membership of Western Indiana Workforce Investment Board, Inc. and its CEOs and LEOS stand together in opposing the reduction in the number of Indiana's Workforce Investment areas.

Signed on this date the 18th of September, 2014 by:

Rick Burger
WIB President

Judith Anderson
EGR 7 CEO

