

2020-2021 Annual Report



July 1, 2020-June 30, 2021

Table of Contents

03 | MESSAGE FROM THE EXECUTIVE DIRECTOR

04 | SKILL BUILDING INITIATIVES

06 | GRANT PERFORMANCE

07 | FINANCIAL PERFORMANCE

08 | BOARD OF DIRECTORS

Message From The Executive Director

Dear friends,

The Program Year completed on June 30th, 2021, dramatically affected most of us in one way or another. For some, it provided significant opportunities; for others, traumatic losses. And it has left us with many new challenges to overcome, as well as the opportunity to grow back better than before.

One of the unexpected challenges to emerge from the pandemic recovery has been the lackluster growth of the labor force in the midst of otherwise strong economic growth. The dynamics of the workforce have changed. Consider, for example, the “churn” phenomenon in which workers feel safe leaving a job with the expectation of quickly being able to get a better one. Or for others, the realization that they lack the skills required in the “new” way of working remotely. And what about those who found through their pandemic experience the simplicity and value of having more time at home with their children?

One of the “new” things the Region 4 Workforce Board will be doing in the coming year, with the support of the Indiana Department of Workforce Development, is to introduce something we think will contribute to job satisfaction and worker retention. The Sustainable Workforce Model we’re adopting will engage employers as financial contributors and partners. It will utilize specially trained WorkLife Navigators to support frontline workers who are having difficulty navigating issues such as childcare, transportation, housing, health, and financial stability. The Model works with employer-members to build supportive, inclusive, workplace cultures through tailored leadership, management and frontline employee trainings.

Isn’t it interesting that we invest a lot of resources helping un- or under-employed workers land great entry-level jobs only to stumble unnecessarily in the first few months of their new careers? Shouldn’t we protect those earlier investments by partnering with employers desperate for good workers to get the early intervention they need to be successful over the long run?

I think this kind of intervention, in partnership with employers, is one way to seize on an opportunity to grow back better than before.

Roger Feldhaus

Executive Director
Region 4 Workforce Board

Contact Us

Address:
976 Mezzanine Drive, Suite C
Lafayette, Indiana 47905

Phone:
765-477-1710

Website:
www.region4workforceboard.org

Email:
r4wbwebsite@tap.lafayette.in.us



Skill Building Initiatives

Apprenticeship Statewide Expansion Grant

The Apprenticeship Grant increased the number of registered apprentices in our region. Grant funds support increasing the number of individuals in an existing registered apprenticeship program and/or establishing new apprenticeship programs.

Helped establish 2 new programs and supported 67 apprentices

Grant: 06/01/19 -05/15/2022

Amount: \$100,000



America's Promise Grant (APG)



U.S. Department of Labor (USDOL) America's Promise Grant program helped to strengthen the pipeline of skilled workers by expanding our region's middle- to high-skilled workforce within the advanced manufacturing sector. By so doing, we created economic opportunities for the workforce to gain the necessary skills to fill in-demand jobs and increasing the long-term competitiveness of our economic region. The grant provided individuals the opportunity to get high-quality, education and training that leads to in-demand and industry-recognized credentials and degrees.

Over 1445 participants have been enrolled, so far.

Grant: 01/01/2017-12/31/2021

Amount: \$6 M

Rural Healthcare Grant

Region 4 is the lead applicant and fiscal agent for a USDOL Rural Healthcare Grant in collaboration with eight other Indiana regions. Our Indiana Rural Healthcare Coalition proposal is for a total funding of \$2.5 million to serve 875 individuals. The purpose of the grant program is to increase the number of individuals training in healthcare occupations that directly impact patient care and to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations serving rural populations. The targeted populations to be served include unemployed and underemployed who are underrepresented, underserved, and disadvantaged. Targeted occupations include Certified Nursing Assistant, Licensed Practical and Licensed Vocational Nurses, Registered Nurses, and other direct patient care occupations in rural communities.

Over 58 individuals enrolled in training, so far.

Grant: 02/01/2021 – 01/31/2025

Amount: \$2.5M



Engaging the Emerging & Future Workforce

Jobs for America's Graduates (JAG)



The JAG program assists high school students of promise who have experienced challenging or traumatic life experiences with achieving success through graduation. JAG's workforce preparation program helps students learn in-demand employability skills and provides a bridge to post-secondary education and career advancement opportunities.

460 students served in PY 20
Amount: \$570,000



WHIN Grant

This initiative in partnership with Purdue, Greater Lafayette Commerce, and IN-MaC creates a regional talent pipeline for the next generation of manufacturing that immerses youth (K-12) in hands-on industry-education environments. We will do this by providing summer camps focused on Robotics in Manufacturing, career exploration and awareness activities during Manufacturing Week, introducing robotics and coding through afterschool CoderDojos, and active learning within IoT-enhanced Design & Make School Laboratories. These will provide opportunities to educate and inspire the emerging workforce, spark creative thinking and develop the essential skill sets critical for the future careers in manufacturing.

Over 12,000 youth have been served, so far.
Grant: 5/01/2019 - 4/30/2022
Amount: \$727,770

Special Initiatives & Funding COVID-19 Related

UI COVID-19 Grant

Grant funds were used to procure 4 scanners to assist with the ID.Me process required for Unemployment Insurance (UI) claims filing and to fund 4 staff to provide "over the shoulder" assistance for huge rise in UI claims filing and claims issues.

Disaster Recovery Grant

The COVID-19 public health emergency contributed to the dramatic rise in unemployment throughout Indiana. In addition, COVID-19 created an increased demand for humanitarian services and supports, and the need for an expanded workforce in some sectors in order to provide such assistance and respond to the crisis. Our region used these funds to support temporary employment with FoodFinders Foodbank and Logansport Memorial Hospital.

Employment Recovery Grant

These grant funds allow workforce development boards to temporarily expand capacity and meet the increased demand for career and training services due to COVID-19. These services will assist Hoosiers in successfully finding employment and/or advancing their skills through training.

Grant Performance

WIOA

Performance Measures for Program Year 2020 (July 1, 2020 - June 30, 2021)

		Employed 2nd Qtr.	Employed 4th Qtr.	Credential Attainment	Median Earnings	Measurable Skills Gain	Participants Served
Adult	Actual	76.5	74.4	80.7	\$7,020	77.1	554
	Goal	79.1	77.6	66.8	\$6,184	69.5	
Dislocated Worker	Actual	63.8	69.1	75.5	\$6,436	90.4	312
	Goal	75.9	75.8	61.1	\$7,130	62.7	
Youth	Actual	82.4	81.3	73.1	\$3,444	74.1	276
	Goal	77.1	76.2	63.5	\$3,352	45.5	

America's Promise Job Driven Grant

Through June 30, 2021

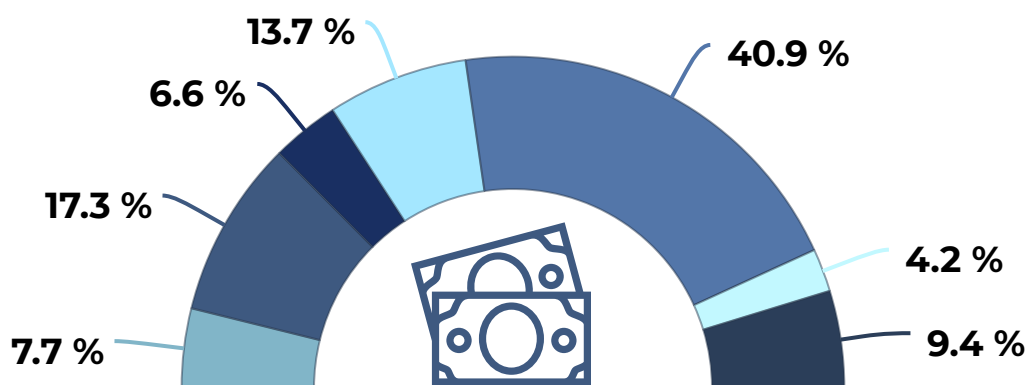
	Participants	Completed Training	Employed	Average Wage
Actual	1391	898	966	\$14.85
Goal	1124	915	616	\$14.35



Financial Performance



Sources of Funding



● Other Funding
 ● US Dept of Labor Grants
 ● Covid Grants
 ● Jobs for America's Graduates Grants
● Workforce Innovation & Opportunity Act
 ● Work Based Learning Grants
 ● WorkOne Staffing Support Grants

Board of Directors

Randy Vernon, Chair

Vice President, Elements Wealth Management
Board of Directors, Lyn Treece Boys & Girls Club

Karen Mellen, Vice Chair

Human Resources & Training Development Specialist,
Haynes International

Arden Cramer, Treasurer

President & CEO, Logansport Savings Bank

Stephen Snyder, Secretary

Field Representative, Local 157 Plumbers & Pipefitters

Michael Barnes

Chief Workforce Officer, Indiana Department of Workforce Development

Richard Bradshaw

President, Delphi Body Shop

Spencer Buchanan

President, USW Local 115

Dennis Carson

Economic Development Director,
City of Lafayette

Deb Close

CEO, Dukes Memorial Hospital

Alicia Hanawalt

Regulatory Consultant, Indiana Electric Cooperatives

Randall Holmes

Technical Training Manager,
Subaru of Indiana Automotive, Inc.

Elva James

Executive Director, Area IV Agency on Aging & Community Action Programs, Inc.

Dean McCurdy

Chancellor, Ivy Tech Community College, Kokomo

Shannon Polmateer

Supervisor, Vocational Rehabilitation Services,
Lafayette

Larry West

Board of Directors, Hometown Federal Credit Union

Amy Wood

Director, Lafayette Adult Resource Academy