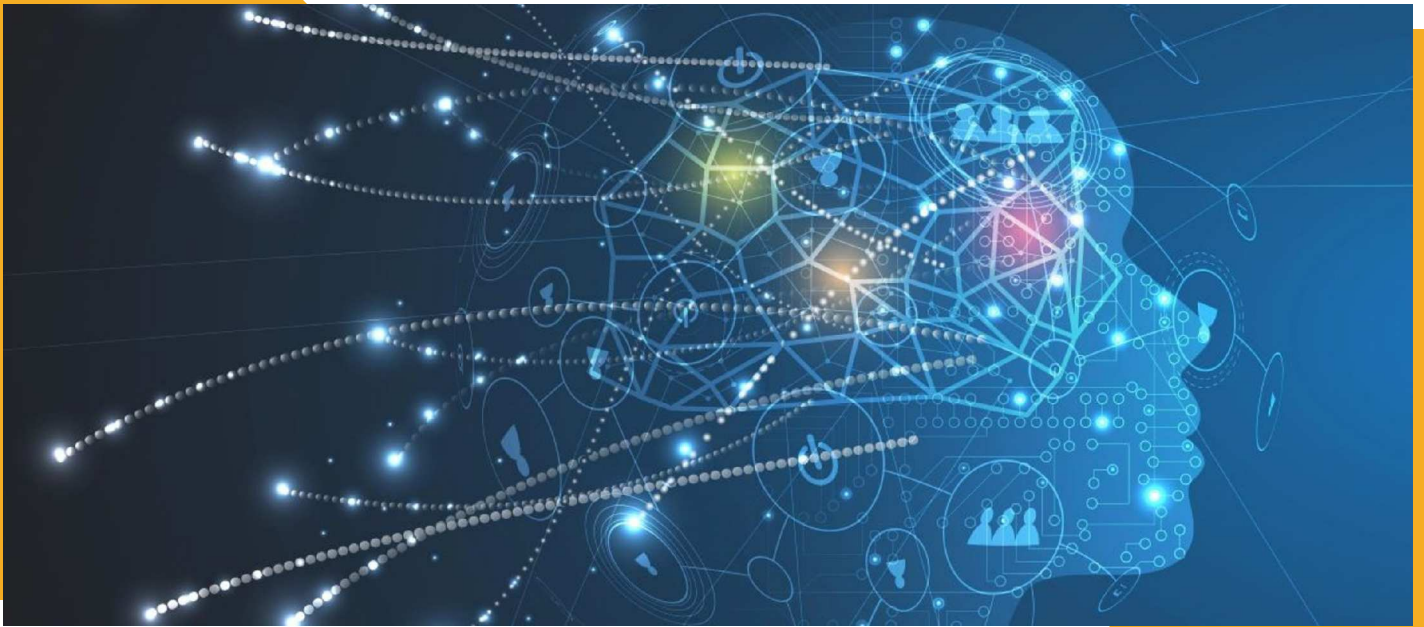


2022-
2023

July 1, 2022 - June 30, 2023

ANNUAL REPORT

Region 4 Workforce Board



Workforce Development
Empowering Futures, Building Prosperity

Mission

The Region 4 Workforce Board is an innovative and collaborative problem solver that promotes and supports skills development and life-long learning as a means of achieving economic success and improving the quality of life of our citizenry.

Board of Directors for 2022-2023

Randy Vernon, Chair

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

Ethan Heicher

Chancellor
Ivy Tech Community College- Kokomo

Karen Mellen, Vice Chair

Human Resources & Training Development Specialist
Haynes International

Elva James

Executive Director
Area IV Agency on Aging & Community Action Programs

Deb Close, Treasurer

Chief Executive Officer
Dukes Memorial Hospital

Rebecca Jones

Counselor
Vocational Rehabilitation Services of Lafayette

Stephen Snyder, Secretary

Field Representative
Local 157 Plumbers & Pipefitters

Matt Lewellen

President
Steinberger Construction, Inc

Spencer Buchanan

President
USW Local 115

Holly Moore

Director of Human Resources
Syndicate Sales

Dennis Carson

Economic Development Director
City of Lafayette, Indiana

Katie Rounds

Associate Chief, Workforce Operations
Indiana Department of Workforce Development

Alicia Hanawalt

Regulatory Consultant
Indiana Electric Cooperatives

Amy Wood

Director
Lafayette Adult Resource Academy

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Message from the Executive Director

In our annual report, we highlight the critical role of strategic planning in responding to the ever-changing labor market conditions. This approach not only ensures economic prosperity for all our valued customers but also relies on visionary leadership, thorough evaluations, data-driven decision-making, and collaborative efforts to best address the needs of jobseekers, workers, and businesses alike.

We are truly privileged to benefit from the unwavering commitment and visionary leadership of our dedicated Board members and regional partners. Their support plays a pivotal role in driving workforce development initiatives in our region.

While the path to progress may not always be straightforward, we remain resolute in our commitment to help businesses and individuals adapt to the evolving workforce challenges of today and tomorrow.

It is important to acknowledge that Regional Workforce Boards, like ours, are uniquely positioned to secure funding from the U.S. Department of Labor through competitive processes. Over the past decade, Region 4 has been awarded approximately \$17.5 million in grant funding, in addition to the formula-allocated funds provided by the state. These resources have been instrumental in bridging skill gaps within the advanced manufacturing and healthcare sectors.

The electrification industry is currently one of the fastest-growing sectors globally, with soaring demand for electric vehicles and energy storage devices. This surge has put significant pressure on the skilled workforce pipeline. To address this challenge, our Board successfully secured a \$2 million grant aimed at preparing Region 4 workers for promising careers in the Electric Vehicle and Electric Vehicle Battery industries.

We are immensely grateful for the generous support we have received from Indiana Department of Workforce Development through initiatives such as Next Level Jobs, the Jobs for America's Graduates program, and the provision of reemployment resources for eligible UI claimants. These resources play a crucial role in enhancing employability and sustaining the growth of our workforce.

We would also like to extend our appreciation to the Department of Workforce Development for its commitment to providing the ACT WorkKeys job profiling service to qualifying employers at no cost. Furthermore, we are honored to have been selected as a provider of Job Task Analysis services throughout Indiana. This opportunity underscores our dedication to delivering valuable workforce solutions in our region and beyond.



A handwritten signature in black ink that reads "Roger L. Feldhaus". The signature is written in a cursive, flowing style.

Roger L. Feldhaus
Executive Director
Region 4 Workforce Board

Empowering Futures

Anthony

During an outreach event at the Tippecanoe County Work Release, we met Anthony who had been incarcerated in the Miami Correctional Facility. Due to his time of incarceration Anthony struggled with technology making it difficult to complete job searches and applications. He worked on interview skills, connected with a company to receive a free phone, and recovered his email access. After several weeks of work searching and continued staff assistance, Anthony was offered a job. With this new opportunity Anthony was able to leave the work release center and now has a place of his own.

Travis

Travis, single and living with his mother, was receiving SNAP benefits, and working odd jobs for his family to help support himself and his mother. He had no means to pay for training, but really wanted to become a CDL driver. When he called to find out about training options, he had no idea what we could offer him as far as help to obtain his CDL license. Then, Nikki reviewed the Workforce Ready Grant eligibility with him letting him know that he qualified for WRG funding that would pay for all CDL classes! Travis now has a full-time job using his CDL making \$21.80 an hour with a \$2 an hour bonus for being on time. Also, his new job has benefits.

Cynthia

Cynthia needed job search assistance after her parents passed away. She was their full-time caregiver for 13 years. Now, she was left with choices to make about her future. Getting back into the workforce seemed very intimidating to her because of the gap in her work history. She participated in resume and interview workshops which proved to be quite helpful giving her the confidence she needed. She was provided job openings and we kept in weekly contact with her. Now Cynthia has a new job as administrative assistant in Kokomo where she handles a lot of the administrative duties.

Heather

Heather came to WorkOne to see if she qualified for help to pay for CNA training. Heather is single and has 4 children in the home. She has her GED and works as a hairdresser part-time making \$13.98 an hour. Heather completed her CNA training at Ivy Tech Lafayette and passed her Indiana State Licensing test. She is making \$25.50 an hour and working full time most weeks. She has also informed me that in June she will be starting with Hoosier Staffing making \$27.00 an hour to add hours on the weeks that she is not full-time at her other job.

Dennis

Dennis was dislocated from his employer of 27 years on March 31, 2023. Dennis is over 55 years of age and struggles with reading. With assistance from the services at Workone, Dennis improved his computer skills, his job search process, became comfortable reading and responding to e-mails, as well as taking on-line employer assessments. He was making \$9.25hr. and now has full-time as a machine operator making \$15.50 hr.

Building Prosperity

Truck Drivers are part of our national economic system and the need in our area for more individuals to step into this field of work is immense! Merrell Bros. has been fortunate enough to be awarded grant funds that allow us to not only cover the costs of our employees obtaining a Commercial Driver License, but also covering the cost of their time while taking the required courses.

At Logansport Machine, we were able to bring in a few added employees that had little to no experience in CNC Machining, knowing that some of the cost of training could be reimbursed. The time it takes to take someone with little to no experience and get them up and running can be considerable and a large cost to a small shop like ours. Knowing that we would get some reimbursement of that cost was why we felt comfortable moving forward with the less experienced new hire and bringing them on at that time rather than continue to scan the country for already experienced machinist. Besides our company now having well trained skilled new machinists, these people now have high paying machinist jobs that they were not previously qualified for. This has been a win – win for both us and our new employees.

We are particularly appreciative of the Labor Market information you and your group have provided to WSP. We are a new company and your help providing labor compensation data has been invaluable in our development of job pay grades during startup as well as on-going data to support our efforts to recruit top applicants to fill positions. Our commitment to our employees and the community is to bring well-paying jobs that are competitive in the local market. Your data and resources have helped us understand the local market which ultimately helped us to reach our goal to fill all our positions that were critical to a successful start-up. We also appreciate the support of the On-the-Job training grants which helped offset some of our initial training expenses. Starting a new facility and training an entirely new staff is very expensive. The support provided through WorkOne makes a difference.

Region 4 Overall Customer Satisfaction 100%

- I have only had positive experiences with Kokomo WorkOne office. Anne is so knowledgeable and kind!
- Everyone was nice and very helpful.
- Lorri is very knowledgeable with the jobs in the area and has been very helpful with helping me.
- Cody went out of his way for me-very kind and patient, with health info at his fingertips.
- Both ladies in the Peru office were extremely helpful and very pleasant with me thru ALL my questions.
- Tracey has been great to work with throughout the process of regaining my CNA. I appreciate you all and what you have done for me. Thank you.
- Thanks for all the info on job openings in the area Kevin. He had a lot of knowledge and information that will help me on my searches. Thanks, WorkOne.
- Shannon Thompson gave me some good advice regarding my resume updates.



Building Prosperity through Talent Development

We're proud to announce the highlights of our year!



Rural Healthcare Grant

- \$2,500,000
- Participants to be served: 875
- 572 participants as of 6/30/2023
- Career Paths: CNA, LPN, BSN, QMA, CMA, EMT, Phlebotomy, Radiology Technician, & Peer Recovery



Employer Training Grant

- \$1,020,885
- Employers: 34 Trained Employees: 275

Workforce Ready Grant

- \$119,445
- 24 Participants
- Careers in Manufacturing, Healthcare, Automotive



Apprenticeship Building America Grant

- \$307,500
- 100 participants to be served
- 57 Registered Apprenticeships
- 43 Pre-apprenticeships
- Create 2 new apprenticeship programs
- Expand 4 current apprenticeship programs



Jobs for America's Graduates

- Serving Students at-risk of graduating
- 7 Schools
- 204 Students
- 90% Graduation Rate Goal - **ACHIEVED**

Performance (July 1, 2022-June 30, 2023)



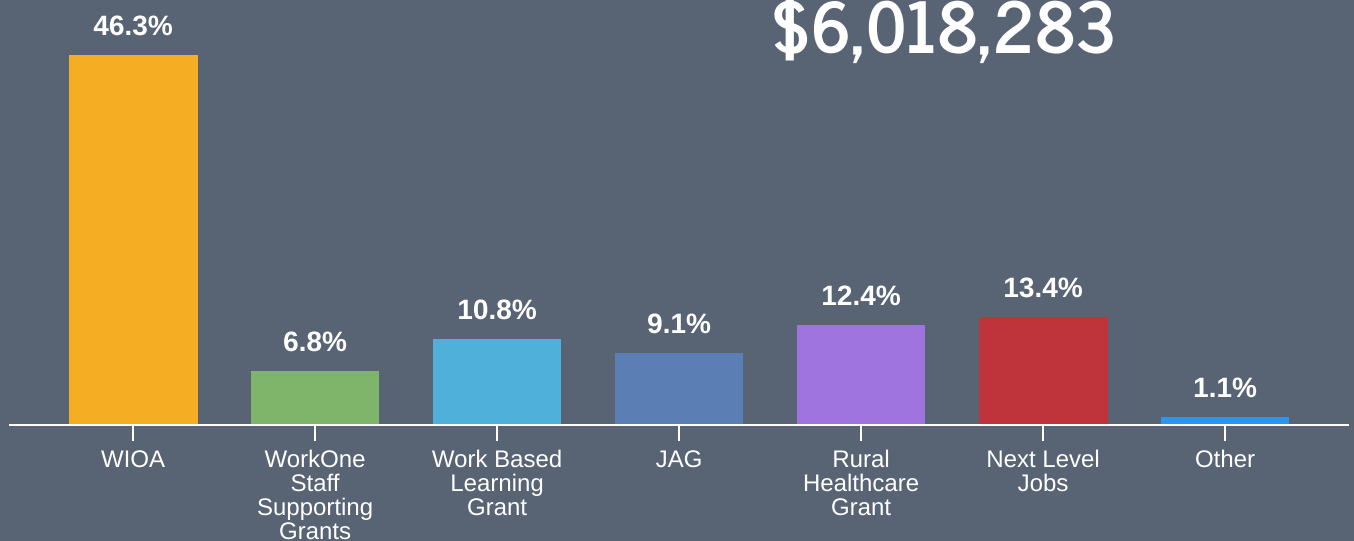
Region 4		Employed 2nd Qt	Employed 4th Qt	Credential Attained	Median Earnings	Measurable Skill Gain
Adult	Actual	82.3	85.5	70.1	\$9,398	77.5
	Goal	80.2	76.4	73.2	\$7,377	61.0
Dislocated Worker	Actual	77.0	81.7	69.8	\$8,882	94.9
	Goal	70.2	70.0	70.8	\$7,335	61.0
Youth	Actual	73.2	86.7	64.2	\$4,937	79.8
	Goal	78.6	79.2	73.9	\$3,681	65.0

	Region 4 Participants Served	% of Participants Satewide	Region 4 Allocations	% of Allocation Satewide
Adult	339	6%	\$627,813	5%
Dislocated Worker	151	5%	\$748,723	7%
Youth	339	6%	\$703,636	5%

Financial Overview

Total Expenditures for Program Year 2022

\$6,018,283



Program Operations
\$1,325,483



WorkOne Operations
\$4,362,290



General &
Management
\$330,510

Staff to the Board

Roger Feldhaus, Executive Director

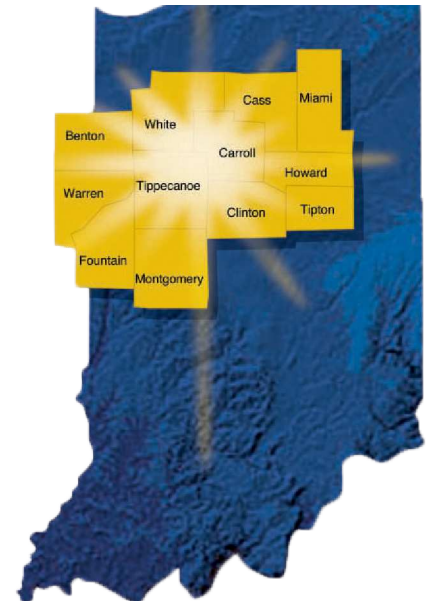
Deb Waymire, Chief Operations Officer

Mellisa Leaming, Director of Operations

Blake Sempstrott, Controller

Kathy Burns, Lead Business Consultant & Data Analyst

Tina Overley-Hilt, Executive Assistant



Region 4
WORKFORCE
Board

Tecumseh Area Partnership, Inc.

976 Mezzanine Drive, Suite C, Lafayette, Indiana 47905

www.region4workforceboard.org // r4wbwebsite@tap.lafayette.in.us