

# Innovation and Economic Growth



2023-2024

July 1, 2023-June 30, 2024

**Region 4 Workforce Board  
Annual Report**



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# Message from The Executive Director



**Gregg Notestine**

Executive Director  
Region 4 Workforce Board

It was a great honor to step into the role of Executive Director for the Region 4 Workforce Board in late February of this year. Prior to joining Region 4, I spent over 30 years in the manufacturing industry, where I frequently utilized the training funds provided by the Indiana Department of Workforce Development (DWD) and the U.S. Department of Labor (DOL) through our Regional Workforce Boards. These funds were instrumental in enhancing our training programs and conducting job analysis, ultimately boosting our competitiveness and profitability. With this knowledge of the value of state and federally sponsored training grants, I was thrilled to learn about the opportunity to lead Region 4, following the retirement of Roger Feldhaus.

I am keenly aware of the substantial legacy left by Roger Feldhaus, whose leadership has been instrumental in shaping the success of Region 4. In just the last decade, Region 4 secured more than \$17.5 million in federal grant funding, supplementing the formula-allocated funds provided by the state. His commitment to workforce development and his unwavering integrity have left a lasting impact on our region. While we will miss his guidance, we extend our best wishes to Roger in his well-deserved retirement.

Region 4 continued to excel in the 2023 plan year, consistently meeting key performance metrics. We disbursed a total of \$5.3 million in grant funding, and our service provider, JobWorks, has continued to deliver strong results, even in the face of a tight labor market. Moreover, our focus on Innovation and Economic Growth enabled us to secure and implement the following four significant grants over the last 18 months, all of which will continue to benefit employers and job seekers in the coming plan year:

- Building Pathways to Infrastructure Jobs
- Rural Healthcare
- Employer Training
- Apprenticeships Building America

You can read more about these grants in the following pages of the Annual Report.

Looking ahead, driving Innovation and Economic Growth will remain central to our strategy for assisting employers and job seekers in Indiana and Region 4. Key initiatives for the coming year include:

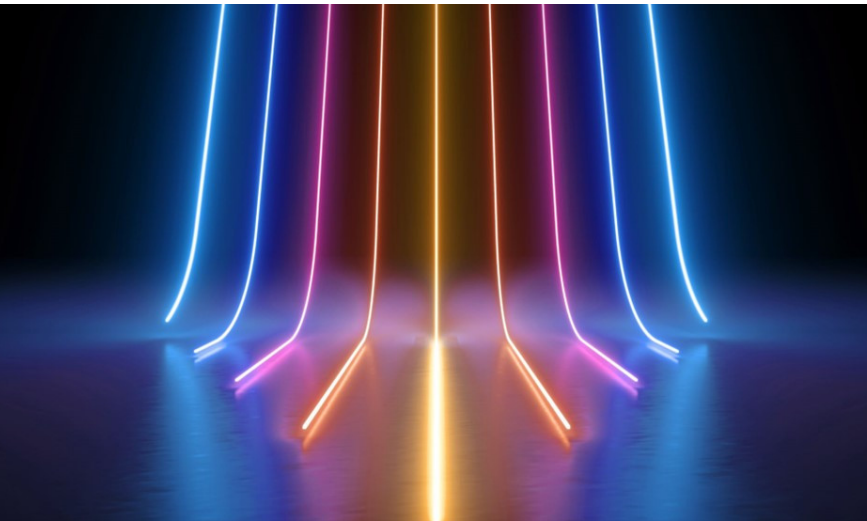
- Youth Workforce Preparation: Indiana is adapting to a tight adult labor market and changing youth priorities by updating the state's high school curriculum to focus more on preparing high school graduates for immediate entry into the workforce, rather than in preparation for four-year colleges. Our involvement in preparing youth for these changes is still evolving but, among other things, will likely entail Region 4 and our partners acting as an intermediary between students and employers on providing internships and youth apprenticeships.
- Supporting the Start-Up of a New Semiconductor Packaging Facility: We're collaborating with our partners in preparation for the construction and operation of a \$3.8 billion semiconductor packaging facility in West Lafayette, which is scheduled to begin operating in 2028.
- Ongoing Employer Support: We'll continue to support employers across all sectors with access to job seekers, training funds, and supportive services as they seek to find and train the workforce of tomorrow.

We deeply appreciate the support and guidance of the Indiana DWD and the U.S. DOL, as their partnership is essential to our success. We are also grateful for our collaborations with academic institutions, economic development organizations, industry leaders, healthcare providers, and community-based organizations, to name a few. Over the coming years, we aim to further strengthen these partnerships to maximize the workforce development resources available to our region.

Thank you for your continued support to Region 4 Workforce Board, and I look forward to the opportunities that lie ahead.



# Innovation and Economic Growth



## Building Pathways to Infrastructure Jobs



What an exciting time to be part of this transformation from the Internal Combustion Engine to the Electric Vehicle.

StarPlus Energy is building Indiana's first EV battery plant, Stellantis will be building electric vehicles and Suncharge EV is building Solar Power Charging stations. The investments and innovation occurring in our region are truly remarkable.

To support this transformation, the Board secured:

- \$2M for the upskilling of 700 individuals for this new sector

## Rural Healthcare Grant

The integration of technology has given rise to new job roles and responsibilities in the healthcare industry. These roles highlight changing the skill required in the healthcare sector emphasizing the need for professionals who can blend IT skills with patient care. The emphasis on continuous learning and adaptability is greater than ever, as healthcare workers must stay abreast of technological advancements to remain effective.

In support of training new and incumbent workers, the Board received a USDOL grant:

- \$2.5M USDOL grant
- 932 participants served as of 6/30/2024, surpassing the goal of 875
- Career Paths : CNA, LPN, BSN, QMA, EMT, Phlebotomy, Radiology Technican, and Peer Recovery.



# Employer Training Grant

Digital transformation is not only creating new jobs but is fundamentally changing the nature of existing ones, including entry-level positions. The rapid pace of technology is at the heart of these challenges.

Today, the diversity of skills required to advance in many companies, coupled with the variety of career paths available, is unprecedented.

This shift highlights the importance of developing the skills of current employees, emphasizing the need to engage and train those already in the workforce.

To assist employers with upskilling workers the Board received:

- \$1.5M
- Supported more than 30 Employers and 300 incumbent workers



## Apprenticeships Building America

Apprenticeships are recognized as a tool to create the highly skilled workforce necessary to modernize our country's infrastructure, build clean energy technologies, address cybersecurity threats, and build a stronger care economy. For every dollar spent on apprenticeship, employers get approximately \$1.50 return on investment.

The Board received funding to increase and support apprenticeships in our region.

- \$307,500
- 100 participants to be served
- 57 Registered Apprenticeships
- 43 Pre-apprenticeships



## Innovation and Economic Growth



The economic fortune of the Kokomo Metropolitan Statistical Area (MSA) is tied to its strong manufacturing base. While employment and unemployment figures stayed relatively stable between 2022 and 2023, the announcements of two new electric vehicle battery manufacturing facilities by Stellantis and Samsung SDI, as well as additional investments by suppliers in the electric vehicle battery supply chain, are expected to create growth in the region's employment and GDP in the near future. These investments position the region well for sustained economic growth\*.

The Lafayette Metropolitan Statistical Area (MSA) has become an attractive market to live and work with a relatively resilient economy. The region has attracted attention due to past rankings about career opportunities and real estate hot markets coupled with the prestige of Purdue University. The 2023 data show the region's goods producing sector has experienced growth both in employment numbers and in wage levels, despite tight labor markets and housing inventory\*. The Investment in chip manufacturing will also position the region well for economic growth.

The total employment of the region stands at 231,906 and jobs increased by 0.6% from 2018 to 2023. The average earnings per job is \$62,800. Taking out Hospitals, Education and Hospitality, the top industries include Manufacturing, Healthcare and Construction. In looking at the emerging industries, the region is seeing an increase in EV battery manufacturing, healthcare and cybersecurity.

\*Source -IBR



# Performance

July 1, 2023-June 30, 2024

Region 4		Employed 2nd Quarter	Employed 4th Quarter	Credential Attained	Median Earnings	Measureable Skill Gain
Adult	Actual	78.5	79.6	65.7	\$7,900	46.7
	Goal	80.2	76.4	73.2	\$7,377	61.0
Dislocated Worker	Actual	84.6	77.5	85.3	\$8,927	87.5
	Goal	70.2	70.0	70.8	\$7,335	61.0
Youth	Actual	79.0	74.8	55.7	\$5,554	85.7
	Goal	78.6	79.2	73.9	\$3,681	65.0

	Participants Served	% of Participants Statewide	Region 4 Allocations	% of Allocations Statewide
Adult	396	7%	\$615,827	6%
Dislocated Worker	126	5%	\$673,096	7%
Youth	155	4%	\$695,246	6%

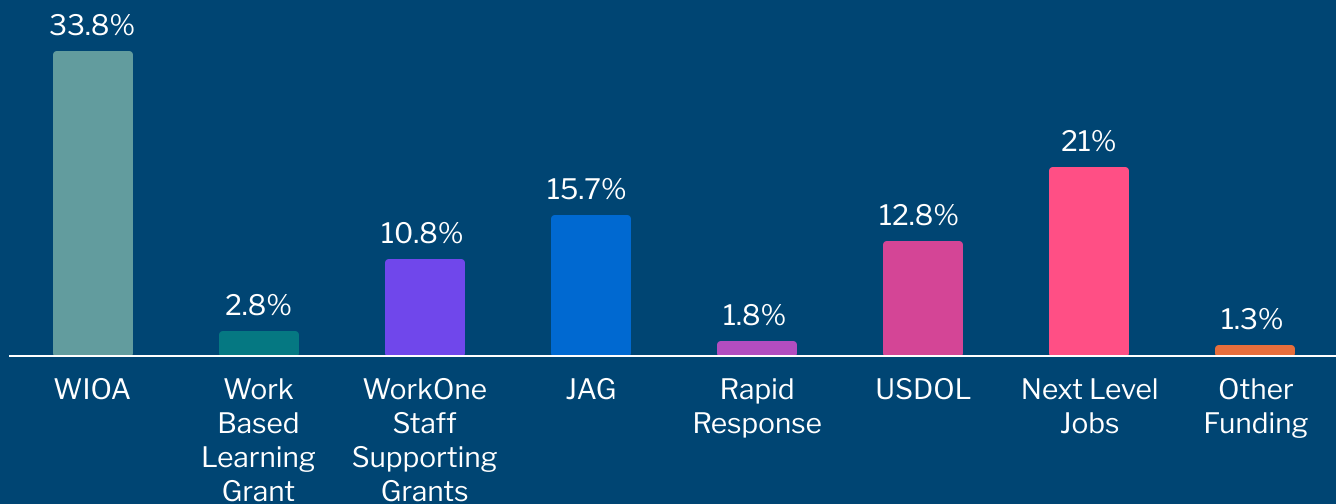
## Total Expenditures for Program Year 2023

# \$5,330,235

Program Operations  
\$1,309,675

WorkOne Operations  
\$3,634,015

General & Management  
\$386,544





# Contact Us

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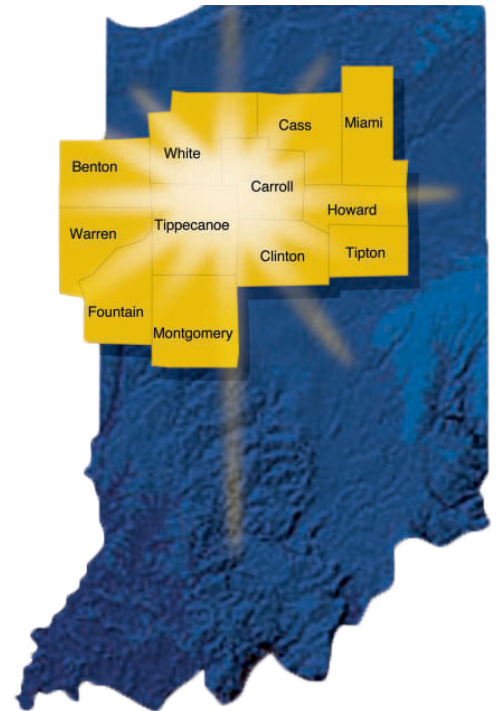
## Website

[www.region4workforceboard.org](http://www.region4workforceboard.org)



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Region 4  
**WORKFORCE**  
Board

Tecumseh Area Partnership, Inc.