

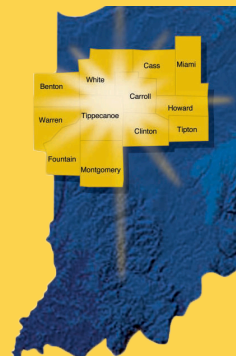
Program Year 2025

ANNUAL REPORT

July 1, 2025-June 30, 2026



Region 4
WORK *force*
Board
Tecumseh Area Partnership, Inc.



Executive Summary

The Year in Review

Mellisa Leaming, President/Chief Executive Officer

I am honored to present the Region 4 Workforce Development Board's 2025 Annual Report. As we reflect on the past year, I am proud of the meaningful progress we have made to strengthen our regional workforce, expand opportunities for job seekers, and support the employers who drive our local economy. These accomplishments reflect the power of collaboration and a shared commitment to building a stronger, more resilient workforce system.

Throughout 2025, we remained focused on connecting individuals to meaningful career pathways, supporting talent development, and helping employers meet their workforce needs. Through innovative programs, strategic partnerships, and dedicated service delivery, we empowered individuals to gain new skills, achieve career goals, and contribute to the continued growth and vitality of our communities.



Our success is rooted in the collective efforts of many. To our Board of Directors, elected officials, employers, educators, economic development partners, community organizations, service providers, funders, and the entire Workforce Board team, thank you. Your leadership, collaboration, and unwavering commitment to workforce development make these achievements possible and help create lasting impact across the region.

As we look ahead, we remain committed to fostering a skilled, adaptable workforce that meets the evolving needs of today's economy while creating opportunities for future generations. Together, we are not only preparing individuals for success but also strengthening the economic prosperity and quality of life throughout Region 4.

Thank you for your continued partnership and dedication. We look forward to another year of working together to create opportunities, transform lives, and build a thriving workforce for our region.

Going Forward

Steve Snyder, Chair PY 26

Serving Region 4 for almost a decade, I have had the pleasure to watch in real time several major economic events none more consequential than Covid-19 and the fallout from the grinding halt of our economic engine. That disruption accelerated the retirements and departure of countless productive members of our regional workforce, placing immense pressure on our regional employer's ability not only to grow, but to sustain productivity. We are now at a defining moment in our mission to develop a workforce that is not merely self-sustaining but regenerative. Employers cannot afford to go back to work "Business as Usual" as the contracting labor market continues to create barriers to growth and sustainability.

As the newly appointed Chair of the Region 4 Workforce Board, I am committed to working alongside our board members, employers, educators, workforce partners, and community leaders to develop forward-thinking strategies that strengthen our regional talent ecosystem. Together, we will focus on creating pathways that lead to meaningful careers, support economic mobility, and ensure employers have access to the skilled workforce they need to thrive.

Our region needs to maintain a highly skilled, well-compensated workforce that not only meets today's workforce demands but is prepared to seize tomorrow's opportunities. I look forward to building upon the strong foundation established by this organization and working collaboratively to ensure a prosperous future for the employers, workers, and communities we serve.



Employer Training Grant

Technological advancement is generating new job opportunities while redefining existing roles at every level. The accelerating pace has expanded required skills and introduced unprecedented career pathways, reinforcing the critical importance of workforce upscaling and continuous employee development.

The Next Level Jobs Employer Training Grant funds from the Indiana Department of Workforce Development (DWD) support several employers in Region 4 to meet these demands.

Grant funds supported more than 19 employers and 37 incumbent workers.

Raybestos Powertrain

Thank you for all your work on this grant! It literally made all the difference and they are going to Vincennes University in Lebanon for their lathe class as a direct result of this (which paid for about ½ of the cost)! Thanks again!

-T, Raybestos

Business Services: Connecting Employers to Workforce Solutions

The Business Services team engaged with 77 different employers across the 12 counties of Region 4, delivering targeted consultations, market intelligence, and community outreach regarding local labor market trends and the One-Stop delivery system. We partnered closely with regional employers on proactive business layoff diversion and rapid response planning to navigate facility closures and workforce reductions. Our team administered publicly funded training solutions—including customized training, On-the-Job Training (OJT), incumbent worker training, and industry-recognized credentials—to upskill local talent. Additionally, we strengthened relationships with regional employers to support hiring demands by sourcing qualified talent, facilitating candidate searches, and organizing recruitment events.

Chariot Automotive Group

The funding provided through Region 4 Workforce Board has been instrumental in helping Chariot Automotive Group invest in the ongoing development of our employees. By expanding access to training, education, and professional development opportunities, this investment strengthens employee skills and confidence, enhances job performance and leadership capabilities, and creates meaningful career growth pathways. The result is a stronger, more prepared workforce that improves employee retention, productivity, and the exceptional customer experience we strive to deliver.

- Rex, Chariot Automotive



Apprenticeships Building America

Apprenticeship Building America (ABA) is a United States Department of Labor (DOL) initiative awarded to the Indiana Department of Workforce Development (DWD) to modernize, expand, and diversify Registered Apprenticeship Programs (RAPs) and Pre-Apprenticeships. Region 4 received funding to increase apprenticeship awareness, establish new RAPs, elevate enrollment rates, and expand pre-apprenticeship opportunities across the state.

Pre-apprenticeship partners included Greater Lafayette Career Academy, Chariot Auto Group, and LARA Educational Opportunities.

Participating apprenticeship employers included Chariot Auto Group, Freitag-Weinhardt, Haynes International, Huston Electric, Raybestos Powertrain, and Steinberger Construction.

A total of 196 new pre-apprentices and apprentices received training assistance.

The Next Level Jobs Workforce Ready Grant funded by DWD provided Region 4 individuals with valuable opportunities to pursue education and training in high-demand career fields. Through this program, eligible participants can receive support for tuition and fees associated with more than 150 qualifying certificate programs across Advanced Manufacturing, Building & Construction, Health & Life Sciences, IT & Business Services, and Transportation & Logistics. By connecting individuals with approved training providers and programs aligned with their career goals, the Workforce Ready Grant helps remove financial barriers to education while strengthening Indiana's workforce and preparing participants for sustainable employment in high-growth industries.

A total of 77 individuals received occupational skills training.

Career Coaching - Indiana Department of Education (DOE) initiative

Across this region, students are being asked to make decisions about careers, credentials, and life after high school earlier than ever before. At the same time, schools are putting Indiana's redesigned diploma and Graduation Readiness Seal expectations into practice, and employers are looking for clearer ways to connect with the talent forming in their own communities. Career+ Pathways brings those needs into a single, connected system, and it does so through a regional coalition built to make the work more coherent and impactful rather than isolated and scattered.

That coalition is led by the Region 4 Workforce Board, which serves as the lead applicant and fiscal agent. It is joined by Greater Lafayette Commerce as the employer and experience backbone, the Wabash Valley Education Center (WVEC) as the school implementation and professional development partner, and Skyepack as the platform and service provider behind Career+ Pathways. Each partner contributes a distinct strength, and together they give schools, employers, and families one governance structure and one data system with shared accountability for student outcomes.

Using the Career+ model, students discover their interests, reflect on what careers those interests suggest, build a plan, and then begin working through that plan. Schools gain a working structure for Career Coaching and for documenting some of the many pieces of the high school experience around student pathways and graduation planning into a single coordinated system. Employers and workforce partners gain a clearer view of where student interest and readiness are beginning to form.

43

Schools working with the coalition

2,585

Go for Growth Career Assessments completed

4,046

Microcredential lessons completed across five credential packs

1,531

Career + experience engagements across chats, tours, and bootcamps

591

Work-based learning plans created

224

Locally Created Pathway graduation completions in Class of 2026



Region 4 JAG Celebrates Student Success

Since its launch in 2006, Jobs for America's Graduates (JAG) has supported more than 40,000 Hoosier students, helping them develop critical thinking skills and build pathways to education and employment.

During the 2025–26 school year, JAG Region 4 served 203 students at Benton Central, McCutcheon, Logansport, Oakland Academy, and Tipton high schools.

Region 4 also received the JAG 6 of 6 Award, the most prestigious national honor a JAG program can attain. The award recognizes state affiliates, regions, and individual school programs that exceed all six of JAG's core performance metrics focused on youth education and workforce readiness.

Congratulations to Jazmine Merrill of Benton Central High School, who was named the 2026 Outstanding Senior at the JAG Regional Career Development Conference. Benton Central High School also took home the Outstanding Chapter award.

We are incredibly proud of the accomplishments of our students, educators, and JAG programs across Region 4!



**Richard M Fairbanks
Foundation (RMFF) initiative**



INCAP, the Indiana Career Apprenticeship Pathway, is an innovative, employer-driven solution designed to address Indiana's growing workforce shortages and skills gaps. Employers define the core competencies students—whether high school participants or adults—must master for in-demand occupations. Graduates of the pathway can seamlessly transition directly into the workforce or pursue advanced education within INCAP or collegiate programs, retaining full credit for all prior training and coursework completed.

Participating high school students divide their schedules between professional employment and classroom instruction, dedicating multiple full days each week to on-the-job training. This structure ensures they acquire high-demand, practical competencies while making substantial contributions to their host organizations. All student participants are compensated by their employers on a year-round basis.

In this inaugural year, the Region 4 Workforce Board was provided with the opportunity to assist employers and connect with students interested in apprenticeship opportunities in Banking. Bank positions were available in Region 4 at First Bank Midwest in Clinton County and Hoosier Heartland State Bank in Montgomery County. Apprenticeships were offered to Addyson Brock, a junior from Clinton Prairie High School and Owen Pierce, a junior at Crawfordsville High School. Both students were onboarded and started their positions with their respective banks in the first week of August as they returned to a new school year.

The outlook for the fall is promising as we anticipate growing the apprenticeship opportunities in our region in the sectors of Healthcare, Life Sciences, Advanced Manufacturing and possibly Construction.



Performance Measures

July 1, 2025-June 30, 2026

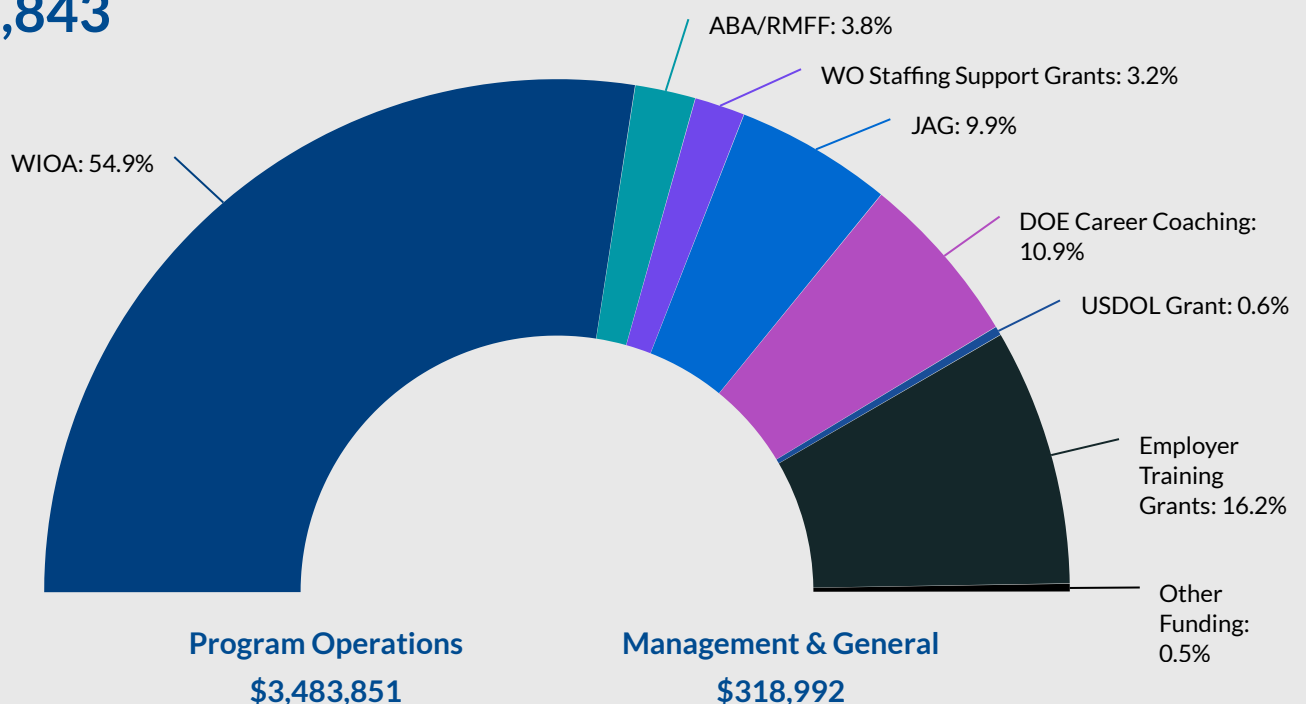
Region 4	Employed 2nd Qtr	Employed 4th Qtr	Median Earnings	Credential Attainment	Measurable Skill Gain
Adult	Met	Met	Exceeded	Exceeded	Exceeded
Dislocated Worker	Exceeded	Met	Exceeded	Exceeded	Exceeded
Youth	Exceeded	Met	Exceeded	Met	Exceeded

Workforce Development Programs

Program	Participants Served	Program	Participants Served
WIOA Adult	129	Next Level Jobs-Employer Training	49
WIOA Dislocated Worker	28	Next Level Jobs-Workforce Ready	77
WIOA Youth	116	Career Coaching (Career + Engagements) (DOE)	1531
Jobs for America's Graduates	203	INCAP (RMFF)	2
Apprenticeships Building America	196		
Wagner-Peyser	2498	Total Participants Served	4829

Total Expenditures for Program Year 2025

\$3,802,843



Success Stories

Michelle - Building More Stable Future

When Michelle, a single mother of five from Kokomo, enrolled in the WIOA Adult program, she was seeking stable employment to support her family.

Through WorkOne Kokomo, Michelle connected with Haynes International for On-the-Job Training. She successfully completed the program demonstrating dedication, dependability, and a strong commitment to learning.

Today, Michelle remains employed with Haynes International, earning \$29.30 per hour. Her success shows how workforce development services and employer partnerships can help individuals turn opportunity into lasting employment and a more secure future.

Cory's Manufacturing Career

As a veteran, Cory met with the Disabled Veterans' Outreach Program (DVOP) representative and was referred to Workforce Innovation and Opportunity Act (WIOA) staff as a dislocated worker after losing his position as an electrician.

Cory and his Case Manager (CM) explored potential training and employment opportunities. Working collaboratively with the DVOP representative and CM, Cory identified manufacturing employment opportunities that aligned with his skills and interests.

Within a few days of working with the CM and DVOP representative, Cory was hired by SIA for a second-shift position. Cory is currently happy with his new position and is enjoying his new area of employment.

Patricia's Path to Self Sufficiency

When Patricia, a 57-year-old single mother from Kokomo, enrolled in the WIOA Adult program, she faced barriers including unemployment, low income, and lack of a high school diploma. CM quickly connected her with Proman Staffing, where she secured full-time employment as a Die Cutter earning \$16 per hour.

Patricia's strong performance led to additional training and a promotion to Machine Operator, with a pay increase and potential direct employment under review. Employment also enabled her to move from a women's shelter into her own independent home.

Patricia's story highlights how workforce development services connect individuals with meaningful opportunities to achieve stability and independence.

Sharise's CDL Career

Sharise successfully completed her CDL training during the winter/spring and had been actively pursuing employment opportunities in the commercial driving field. Her dedication and persistence in her job search recently paid off when she received a job offer for a driving position based out of the Indianapolis area.

This opportunity allows Sharise to put her newly acquired CDL skills and training to work as she begins her career in the transportation industry.



Kokomo WorkOne

700 E. Firmin Street, Suite 150
Kokomo, Indiana

Lafayette WorkOne

820 Park East Blvd
Lafayette, Indiana

Logansport WorkOne

1 Ivy Tech Way, Suite B
Logansport, Indiana

Region 4 Regional Chief Elected Official

Mayor Tony Roswarski

Region 4 Workforce Board of Directors

Matt Lewellen, Chair

President, Steinberger Construction, Inc.

Stephen Snyder, Vice Chair

Business Development, Freitag-Weinhardt, Inc

Randy Vernon, Secretary

Board of Directors, Lyn Treece Boys & Girls Club

Holly Moore, Treasurer

Director, Human Resources, Syndicate Sales

Craig Allison

Field Representative, LiUNA Local 274

Sheri Burnett

Area 9 Supervisor, Vocational Rehabilitation Services-Kokomo

David Douglass

Employment Services Division Director, Indiana Dept. of Workforce Development

Rob Golding

Manager, First Farmer Financial Bank & Trust

Julie Hackerd

Executive Director, LARA Educational Opportunities

Melissa Harwood

HR Manager, Tipmont REMC Wintek

Ethan Heicher

Chancellor, Ivy Tech Community College-Kokomo

Matt Huston

President, Huston Electric

Elva James

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

T Mullens

Training Coordinator, Raybestos Powertrain

Alpen Patel

Facility Manager, Caterpillar

Frank Szendrey

Vice President Manufacturing, Lakeside Book Company

Ben Tiefel

Apprenticeship Director, Lafayette Electrical JATC

Erin Townsend

Senior Mgr. Talent Development, Haynes International

Shannon Turner

President & Field Representative, International Union of Bricklayers & Allied Craftworkers

Kara Webb

Workforce Development Director, Greater Lafayette Commerce

Donte Wilburn

Owner, Premier Auto Detailing

New Region 4 Workforce Board of Directors for PY 2026

Derek Bradshaw

Owner, Delphi Machine Works, LLC

Veronica Siegle

Director of Human Resources, IU Health Arnett

Michael Federspill

Corporate Recruiter, Haynes International



Contact Us

Mellisa Leaming, President / Chief Executive Officer

Terri Simons, Chief Operations Officer

Blake Sempstrott, Controller

Brian Grimes, Regional Business Services Director

Tina Overley-Hilt, Executive Assistant



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r4website@tap.lafayette.in.us



Region 4 Workforce Board is an equal opportunity employer that administers equal opportunity programs. Free auxiliary aids and services are available upon request to individuals with disabilities (TDD/TTY Number: 1-800-743-3333). Free language interpretation and translation services are also available upon request.