

Region 4 PY '18 Goals/Objectives/Strategies-Updated 10/18/19

Goal	Objective	Strategy	Assign to...
<p>1. We will realign/refocus the <u>current</u> workforce to meet employer work skills and work behaviors demands.</p>	<p>We will continue to develop at least one (1) sub-sector partnership.</p>	<p>Sub-sector to work with adv mfg companies 100 employees or less. Bus. Services team has convened groups in White, Miami and Clinton counties. Speak with such companies at various meetings. Working with local economic developers to convene small county business to discuss needs and our services</p>	<p>One Stop Operator Oversight Committee</p>
	<p>We will ensure workers are prepared with foundational skills.</p>	<p>REACH Center works with businesses conducting WorkKeys profiles/assessments Special Grants help with preparing individuals with foundational skills through training options</p>	
	<p>We will know employer/employee needs (salaries and benefits, scheduling, transportation and child care) to assist employers with retention.</p>	<p>When requested, salary and benefit information is pulled for employers to see they are competitive in their wage pay. We meet face to face to discuss hiring/retention needs. Employer Survey, Vestibule training</p>	
	<p>We will frequently monitor and understand employer work skills and work behavior demands (including those of new employers).</p>	<p>Business Service team work with economic development groups monthly. A skills survey of employers was conducted for the North Central Indiana Economic Development Partnership in 2018. We conduct WorkKeys job profiling and assessment as</p>	

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		requested Work with local schools to implement the Work Ethic initiative	
<p>2. We will realign/refocus the <u>emerging, future</u> workforce to meet employer work skills and work behaviors' demands.</p>	<p>We will ensure the youth have information about careers and methods to determine how they fit within them.</p>	<p>The #iWork program is tailored for out of school youth. During the initial 2 weeks of this program, young adults and case managers explore careers and opportunities. In addition, in-school youth are able to meet with local employers and post-secondary institutions to begin preparing for post high school careers through the Youth Summits in Greater Lafayette and North Central Indiana. Skill Up funding was also used to assist Greater Lafayette Chamber to implement Coder Dojo camps that enable young students to experience coding and robotics. And lastly, the JAG Career Association invites Employers into their class weekly.</p>	<p>Youth Committee</p>
	<p>We will ensure workers are prepared with foundational skills. This will include supporting technical skills' training that incorporates behavioral skills development and work and learn opportunities, especially for out-of-school youth.</p>	<p>#iWork includes team building, goal setting, and active listening. Utilize WorkKeys for assessment of foundational skills. JAG completion of employability competencies. Special Grants include employability and occupational skills improvement. Work Ethic Certifications for high school</p>	

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	<p>In collaboration with the regional community stakeholders, CTE Districts, AE Providers, LEDOs, and postsecondary institutions, we will develop and promote (to parents, educators and in-school and out-of-school youth) career pathways with multiple on-and off-ramps for all youth to pursue.</p>	<p>seniors are earned by the youth showing work ethic attributes such as attendance, grit, and good peer/teacher interaction</p> <p>Through the #iWork program, Skill UP 3, and Special grants we are building a system with partners that allows for young adults to personalize their journey on their career pathway.</p>	
<p>3. We will support initiatives that provide career opportunities for underutilized and incumbent workers that will meet employer work skills demands.</p>	<p>We will address incumbent worker skills training.</p> <p>We will address return-to-school/college completion services to college stop-outs.</p> <p>We will address re-entry services to recently-returned veterans.</p> <p>We will address re-entry services to ex-offenders.</p> <p>We will address job entry services with individuals with disabilities.</p>	<p>WIOA funding & Special Grants funds several incumbent workers.</p> <p>One-Stop Partner – Ivy Tech</p> <p>Vet Works Program</p> <p>Special Grants serve may ex-offenders. Collaborate with HIRE program.</p> <p>One-Stop Partner - VR</p>	<p>One Stop Operator Oversight Committee</p>
<p>4. We will collaborate with, and convene strategic stakeholders, local partners, businesses, groups and agencies to leverage resources and opportunities to meet employer work skills and work behaviors demands.</p>	<p>We will identify and address the key workforce development issues within the region.</p>	<ul style="list-style-type: none"> Working with Venture Logistics, DWD, and Ivy Tech to expand the availability, accessibility, and ways of funding CDL-A training to meet the growing demand for truck drivers. Establishing a Transportation Task Group (through GLC's Workforce 2030 Council) to identify/create regional approaches for helping 	<p>Executive Committee</p>

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		individuals get to and from work and home. <ul style="list-style-type: none"> Working with WHIN partners to increase informal STEM activities for in-school youth that introduce them to manufacturing career opportunities. 	
	We will establish and maintain a region-wide service listing, and analyze/address gaps/duplications.	We have several partnerships and networks to understand employer and job seeker needs. The membership includes employers, post-secondary educ. economic developers and multiple employers. We work with One-Stop Partners and other community agencies to understand and leverage job seeker resources.	One Stop Operator Oversight Committee
	We will understand and utilize the resources to meet employer and job seeker needs.		
5. We will obtain adequate funds to carry out the initiatives of the organization through leveraging and procuring new funds.	We will explore public funds.	<ul style="list-style-type: none"> Contract with Region1 to provide financial services to them. Secured WIOA Performance Support Grant funding. Monitoring Grants.gov for new USDOL solicitations. Applied and received multiple grants for the region. (WHIN, Skill Up3, WPG 1 &2) \$2M Continue WorkKeys Profiling fee-for-service contract with DWD. 	Executive Committee
	We will explore private funds.	<ul style="list-style-type: none"> Recipient of Caterpillar Foundation grant (\$50k) for youth programs. 	

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		<ul style="list-style-type: none"> • Application as grant recipient/fiscal agent for WHIN Regional Cultivation Grant funding. • Employer sponsorships for Youth Summit • JAG scholarship (Vernon family) • Contacts with Indiana Philanthropy Alliance in response to a funder inquiry. 	
	We will leverage funds.	<ul style="list-style-type: none"> • Leveraging NLJ employer training and workforce ready grant resources to fund existing training initiatives. • Ongoing leveraging of employer funds for special grant-funded programs. (\$900,000) 	
6. We will have a regional identity.	We will market and publicize the region as a whole and each county within it.	<ul style="list-style-type: none"> • Through DWD: Sharing best practices for statewide distribution. • Through INWBA: same. • Nationally: Case studies through National Skills Coalition. • Spin-off the above for regional and local dissemination. • Maximal dissemination of Employer Services Guidebook, Top 60 Critical Occupations in West Central Indiana, and Annual Report brochure. • Extensive advertising of special grant-funded programs 	Executive Committee

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		through billboards and radio spots (Lafayette & Kokomo). <ul style="list-style-type: none"> • Newspaper ads in smaller communities. • Board website under revision to feature “storytelling” from throughout the region. • One legislator event in PY 18; more to follow. • Development of a ROI report prototype in PY 18 for full use in PY 19. • Study conducted of activities funded (urban/rural, east/west) to ensure equity of services throughout the region. • Participation in regional LEDO groups (ITC and NCIEDP), Workforce 2030 Council (GLC) and Economic Development Council (GKEDA). • WHIN-funded career awareness activities sponsored in multiple counties. • Chamber membership in multiple counties. 	
7. We will address board member transition and succession planning.	We will align board development with the strategic vision.	<ul style="list-style-type: none"> • So far; so good. • It’s a continuous process for the Board to act and to project itself as a Regional Backbone, System Builder, and Grant Steward. 	Executive Committee

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	On an ongoing basis, we will develop a pool of potential board officers.	<ul style="list-style-type: none"> • Utilize the October 2019 Regional Workforce Professionals Retreat for this purpose. • Plug WDB members into INWBA activities as INWBA enhances its image and relevance. 	
	On an ongoing basis, we will develop a pool of potential board member successors.	<ul style="list-style-type: none"> • Board candidates identified from Kirby Risk (Lafayette), FCA (Kokomo), MPI (Logansport), SIA Lafayette, Haynes (Kokomo) 	
	We will build board ownership.	<ul style="list-style-type: none"> • Board member attendance and participation have been good. 	