

Region 4 PY '21 Goals/Objectives/Strategies

| Goal  | Objective   | Strategy  | Assign to...                            | Progress  |
|---|---|---|---|---|
| <p>1. We will realign/refocus the <u>current</u> workforce to meet employer work skills and work behaviors demands.</p>           | <p>Develop talent for business by preparing workers with foundational and/or technical skills.</p>                          | <p>Use WorkKeys profiles &amp; assessments to identify skills/skill levels.</p> <p>Use WIOA, Special Grants, Next Level Job funding, etc. to support skills training.</p>   | <p>One Stop Operator Oversight Comm</p> | <p># of new Work Keys Profiles completed.</p> <p>In addition to WIOA, \$1.2M ETG, \$190K Solar, \$100K ASE, \$50K WRG<br/>Lead for \$2.5M RHG</p> |
|   | <p>Co-create and support programs focused on skill development</p>  | <p>Partner with local, state, and federal partners to access and /or develop solutions for skill development</p>  |   | <p>Partnering with Ivy Techs, DOL, DWD and Regions across state.</p>  |
|   | <p>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 or business groups monthly to understand need.</p> <p>Conduct a regional skills survey of employers in collaboration with LEDO's</p> <p>Use EMSI data</p> |   | <p>On-going work with ED's and other business groups.</p> <p>Use and share EMSI labor Market date</p>   |
| <p>2. We will realign/refocus the <u>emerging, future</u> workforce to meet employer work skills and work behaviors' demands.</p> | <p>Provide young adults with opportunities to prepare for sustainable employment.</p>                                       | <p>Develop Internships<br/>Support Youth Training</p>   | <p>Youth Comm</p>                       | <p>Challenging during Pandemic – looking to ramp up again this year.</p>  |
|   | <p>Ensure the youth have information about careers and methods to determine how they fit within them.</p>                   | <p>Support and engage youth in Youth Summit type activities<br/>Engage youth in Manufacturing/Trades/Health Days/Camps.</p>   |   | <p>JAG regional CDC<br/>Statewide CDC<br/>JAG National conference<br/>In collaboration with Greater Lafayette Commerce and Local</p>              |

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|   |   | Engage youth in STEM activities directly and as volunteers in younger youth STEM activities   |                                       | Schools thru WHIN grant have engaged youth in Mfg week, CoDojos, Innovation and Design Studios – all STEM activities.   |
|   | Foster and strengthen career pathways, work-based learning, internship, and apprenticeship programs for youth.                                  | Provide youth information on these WBL opportunities.<br>Provide info on Mfg/Trades/AHEC camps<br>Support these programs with funding (WIOA or other)<br>Collaborate with secondary and post-secondary to co-create opportunities |                                       | Collaboration with DWD, established SEAL programs in regional schools as pre-apprenticeships. iWork program for out of school youth. Increased staff in business services to enhance the linkages to employers for WBL opportunities. |
| 3. We will support initiatives that provide career opportunities for underutilized and incumbent workers that will meet employer work skills demands. | Ensure businesses have access to education and training resources for their incumbent workers to meet their current and future workforce needs. | Assist employers to access WIOA funding, R4WDB Special Grants, NLJ or other funds to support incumbent worker training.<br>Dedicate portion of WIOA funding for IWT   | One Stop Operator Oversight Committee | Through APG, RHG, ASE, WIOA assisted 182 workers<br><br>Assisted 45 companies to apply for ETG funding to train workers. \$1.2M obligated<br><br>20% of WIOA funds can be dedicated to IWT.   |
|   | Ensure veterans, low-income individuals and others with substantial barriers obtain the priority services and resources mandated by WIOA.       | Work with our WIOA Partners to access resources for special populations.<br>Engage with Vet Standowns and other Vet programs<br>Service to underutilized workers will be tracked monthly to ensure priority of service.           |                                       | Region meets Priority of Service as defined by WIOA.<br><br>Region Vet staff engaged with both the Kokomo and Lafayette Standowns in November   |
| 4. We will collaborate with, and convene strategic  | Convene or host partner groups to identify, collaborate, and co-create  | Host regional Economic Development Breakfast<br>Host Legislators Mtg<br>Host Employer Advisory Groups   | Executive Committee                   | -Established Rural Healthcare Grant Advisory Board<br>-GLC Innovative Workforce Strategies Presentation   |

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| stakeholders, local partners, businesses, groups and agencies to leverage resources and opportunities to meet employer work skills and work behaviors | workforce development solutions.  | Convene Regional LEO's  |                                       | -Presentation to HR Advance Group (WHIN/Krannert School of Management)   |
|   | Collaborate and /or co-create grants for funding to support skill building solutions. | We will meet with partners and employers at least quarterly to discuss opportunities to collaborate and co-create grants. | One Stop Operator Oversight Committee | Virtual meetings and collaboration occurred during the year, resulting in new grant received and new apprenticeship partnerships |
|   | Collaborate with partners to implement skill building solutions.                      | Collaborate with training vendors and employers to implement skill building solutions                                     |                                       | RHG and ASE grants helped to foster new training vendor on ETPL and new skill building opportunities                             |
| 5. We will obtain adequate funds to carry out the initiatives of the organization through leveraging and procuring new funds.                         | Explore public funds.   | Register on Grants.Gov for grant notifications<br>Seek state/local grant opportunities                                    | Executive Committee                   | We are registered and review to seek new grant opportunities.  |
|   | Explore private funds.  | Seek foundational funding<br>Connect with community foundations for awareness of grants                                   |                                       | Indirect activity with Lilly Endowment's WHIN grant  |
|   | Leverage funds.   | Procure sponsors for Job Fairs, Youth Summits, Surveys, grants etc.   |                                       | No activity re. leveraging of funds noted  |
| 6. We will have a regional identity.  | Market and publicize the region as a whole and each county within it.                 | Publicize/market the region in 12 counties and activities that impact counties in region                                  | Executive Committee                   | Supporting INWBA's initiative to enhance government and public relations of all RWBs   |
| 7. We will address board member transition and  | Align board development with the strategic vision.                                    | Board orientation include strategic vision and these goals.<br>Update WDB on progress of such.                            |                                       | Reviewed and supported development of DWD's guide for orienting new WDB members  |

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| succession planning. | On an ongoing basis, develop a pool of potential board officers.          | Develop roles and responsibilities of officers. Invite directors to Exec meetings.   | Executive Committee | Overcoming difficulty with engaging directors in a virtual environment |
|                      | On an ongoing basis, develop a pool of potential board member successors. | Six months prior to WDB director term ending, assess renewal. Begin search 6 months to term for new members for non-renewal members. |                     | Ongoing  |
|                      | Build board ownership.  | Engage members in committees<br>Utilize Board Member Expertise<br>Show impact of their strategies                                    |                     | Ongoing  |