

DWD Memo 2021-24 Attachment A
Local and Regional Plan Modification Cover and Signature Pages

**Program Years 2022 & 2023
Workforce and Innovation Opportunity Act
(WIOA)
Local and Regional Plan Modification
Cover and Signature Page**

Region 8 / South Central Region 8 Workforce Board, Inc.

Local/Regional Plan for July 1, 2020 – June 30, 2024

August 24, 2022

Attachment A – Planning Template

Contents*

Workforce Development Board (WDB) Approval2

Executive Summary.....3


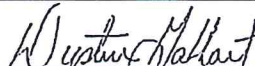
Section 1: Workforce and Economic Analysis.....5

Section 2: Strategic Vision and Goals.....12

Section 3: Local Area Partnerships and Investment Strategies.....22

Section 4: Program Design and Evaluation.....41

Section 5: Compliance.....58

Workforce Development Board (WDB) Local/Regional Plan Modification Approval			
WDB/Region #	8		
WDB Chair	Ms. Brenda Reetz, CEO, Greene County Hospital		
WDB Executive Director	Mr. Robert E. King		
One Stop Operator	Ms. Shannon Laurent, Ms. Susan Neal and Mr. Randy Wells		
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I certify that the information contained herein is true and accurate to the best of my knowledge and I submit this plan on behalf of the WDB listed above.			
Modification approved - Local Workforce Development Board Chair			
Name:	Ms. Brenda Reetz		
Title:	CEO, Greene County Hospital		
Signature:		Date:	8/24/2022
Modification approved - Regional Chief Local Elected Official/Chief Local Elected Official			
Name:	Mr. Dustin Gabhart		
Title:	Chief Local Elected Official (Lawrence County Commissioner)		
Signature:		Date:	8/24/2022

ES. Each local area may submit an **Executive Summary** of their plan, if desired; not to exceed 2 pages in length.

Region 8 is committed to the same philosophy as the Indiana State Unified Plan in terms of a strategic vision that supports the idea of creating a talent system that affords all Hoosiers in South Central Indiana equitable opportunities for lifelong learning and increased personal economic mobility. Region 8 has already adopted a successful operational pathway to achieving this overarching vision that provides regional employers with the talent to grow and diversify their workforce. Of course, we must always look for new and better ways to conduct business and ensure the continued positive economic growth in Region 8. The idea of “Putting People First” is definitely not a new concept in South Central Indiana as we have always approached delivery of services with the customer first and foremost in our minds. We believe this plan successfully lays out an appropriate course of action to continue the great work we have always done, currently do, and will carry on in the years to come.

Overview of the Region

Region 8 is comprised of Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange and Owen Counties in South Central Indiana. The total population of Region 8 has consistently experienced slow growth of less than 1% per year, increasing from 323,457 in 2017 to 324,866 in 2019.

The unemployment rate in Region 8 is nearly always higher than the State unemployment rate. However, in recent years the region has enjoyed a steady decline in unemployment from an average of 8.3% in 2012 to an average of 3.4% in 2019. In May of 2022, the unemployment rate was 2.5% in Region 8 which was equal to the State rate and below the national rate of 3.6%. Region 8 hit its highest unemployment rate of 12.6% back in April of 2020 but has seen a quick decrease and is at 4.8% for September of 2020. This rate is below the state rate of 5.8% and the national rate of 7.7% for September of 2020. This has been welcome news for the residents of Region 8.

According to the Quarterly Census of Employment and Wages report from DWD, in 2021 there were 121,527 jobs in the eight-county area that comprises Region 8. The top 5 industry sectors in the region are Government, Health Care and Social Services, Manufacturing, Accommodation and Food Services, and Retail Trade. These industries account for 79% of the total employment opportunities available within the region.

Growth projections for 2026 indicate these key industry sectors will continue to expand and more workers will be needed to fill openings. In addition to these sectors, there are other industry sectors such as defense related jobs, life sciences and agribusiness that also are important to the region’s economy. Because many of the jobs from these sectors are classified within specific industry designations, it is often difficult to illustrate their significance when looking at traditional labor market information. For example, medical products manufacturing is an essential part of life sciences initiatives in the region, but in the most relevant data points, these jobs are included within the manufacturing industry.

There are a number of business assets that make Region 8 unique from other parts of the State. These industries are key to the regional economy and represent opportunities for the region to build upon its existing strengths to create future economic growth. The strong presence of life science related jobs, many of which are in the manufacturing sector, is key to the region’s economy and presents a significant opportunity for economic growth. These advanced manufacturing jobs are located primarily in Monroe and Owen Counties.

The region also serves as a tourist destination due to the many recreational opportunities that are available. The numerous state parks, reservoirs, and forests make the region an ideal place to enjoy the outdoors. Indiana University’s

variety of cultural activities and sporting events draw thousands of visitors to the area each year. The shops and restaurants in Brown County and the hotels and casino in Orange County also help to make the region an enjoyable place to relax. Tourism is important to the region since it attracts large numbers of individuals from outside the region who contribute to the regional economy by supporting local hotels, restaurants and shopping establishments.

The presence of NSA Crane is also a significant part of the regional economy. In addition to the approximately 6,000 jobs that Crane directly provides, numerous other companies contract to provide goods and services to Crane creating even more jobs. The WestGate@Crane Technology Park, developed as a result of the efforts of local economic development representatives, elected officials, regional business leaders and civic organizations, presents the region with a rare opportunity to capitalize on the economic benefits that the recent development of the new I-69 corridor brings to South Central Indiana.

As described in Section 2.1 of this plan, the South Central Region 8 Workforce Board envisions a workforce development system that: **1) helps employers to identify the skilled workers needed to successfully maintain and expand their companies; and 2) Makes education and training opportunities available to prepare workers to successfully compete for jobs with wages that allow for self-sufficiency.**

WorkOne Services for Businesses and Job Seekers

The Board is committed to maintaining a WorkOne system where the customer, not programs or funding sources, are the primary focus. In support of this goal, a WorkOne Center will be maintained in each of the 8 counties within the region to allow customers to access services in locations that is close to their home. The region will work to promote all partners collectively as a unified WorkOne system with staff who are cross-trained and services that are co-located whenever possible.

The region will continue engaging workers who have previously not been equipped with the skills needed for current and future emerging jobs and include collaboration with other organizations in the region that are focused on identifying and addressing these workforce skills issues. To help employers find skilled workers, the WorkOne Business Services Team will maintain knowledge of employer needs and will ensure all businesses have the opportunity to post jobs on the state's automated labor exchange system to identify skilled individuals for job openings. Business services team members will also work with employers to develop and implement work-based learning opportunities for job seekers including the expansion of Registered Apprenticeships throughout the region. These work-based learning activities are often an effective method for businesses to find good employees.

In an effort to help individuals have career success, all citizens of Region 8 will have the opportunity to understand and improve their skills through the local WorkOne system. Individuals will have access to information about educational opportunities, career pathways, and available job opportunities including labor market information about demand occupations in the region and statewide. The South Central Region 8 Workforce Board is also committed to providing as much direct financial assistance as possible to assist customers with the costs of tuition, books, transportation, child care and other items that are necessary for them to successfully complete education and training activities that will help them gain marketable job skills.

Section 1: Workforce and Economic Analysis

Please answer the following questions in 8 pages or less. The Department of Workforce Development has regional labor market analysts assigned for each of the Regions. These experts can assist in developing responses to the questions 1.1 through 1.3 below. **Questions that require collaborative answers for regions 5 & 12 are designated with an *.**

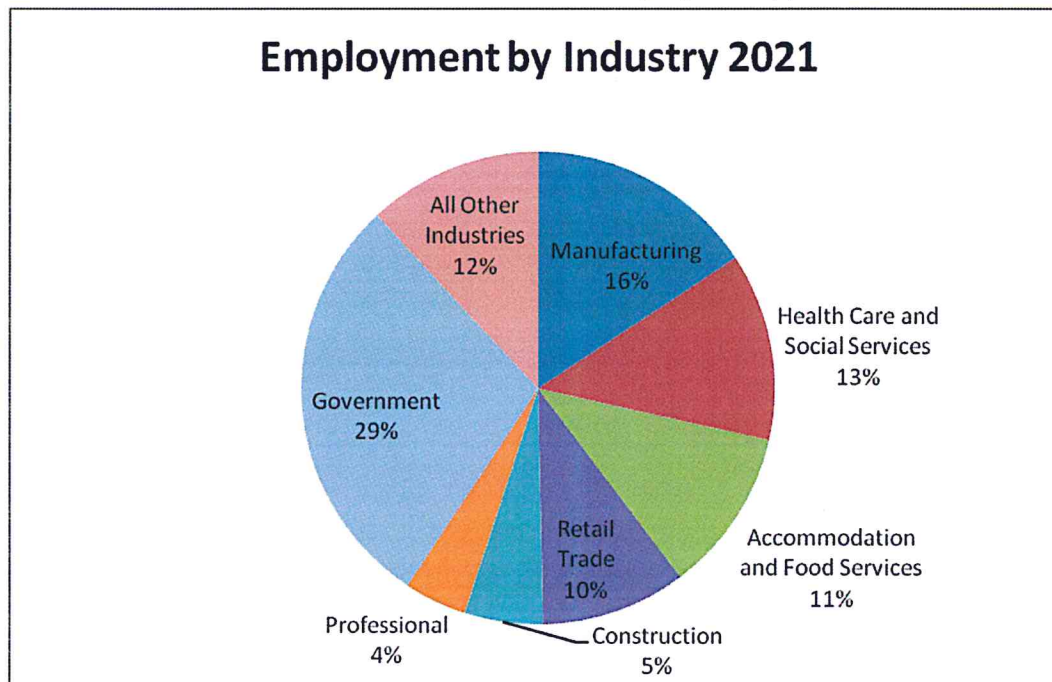
1.1* An analysis of the economic conditions including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. [WIOA Sec. 108(b)(1)(A)]

Industry Sectors

Region 8 is comprised of Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange and Owen Counties in South Central Indiana. The total population of Region 8 has consistently experienced slow growth of less than 1% per year, increasing from 323,457 in 2017 to 324,866 in 2019 and a decline in 2021 estimates to 315,736.

The unemployment rate in Region 8 is nearly always higher than the State unemployment rate. However, in recent years the region has enjoyed a steady decline in unemployment from an average of 8.3% in 2012 to an average of 3.4% in 2019 and a rate of 2.5% in May 2022. With the COVID19 Pandemic, there has been a major bump in unemployment. Region 8 hit its highest unemployment rate of 12.6% in April of 2020 but has seen a quick decrease and is at 4.8% for September of 2020 and has dropped to 2.5% for May 2022. This rate is the same as the state rate and below the national rate of 3.6% for May 2022.

According to the Quarterly Census of Employment and Wages report from DWD, in 2021 there were 121,527 jobs in the eight-county area that comprises Region 8. As illustrated by the chart below, the top 5 industry sectors in the region are Government, Health Care and Social Services, Manufacturing, Accommodation and Food Services, and Retail Trade. These industries account for almost 79% of the total employment opportunities available within the region.



As indicated in the chart below, growth projections for 2026 indicate these key industry sectors will continue to expand and more workers will be needed to fill openings. In addition to these sectors, there are other industry sectors such as defense related jobs, life sciences and agribusiness that also are important to the region's economy. Because many of the jobs from these sectors are classified within the industries included in this chart, it is often difficult to illustrate their significance when looking at traditional labor market information. For example, medical products manufacturing is an essential part of life sciences initiatives in the region, but in the data above, these jobs are included within the manufacturing industry.

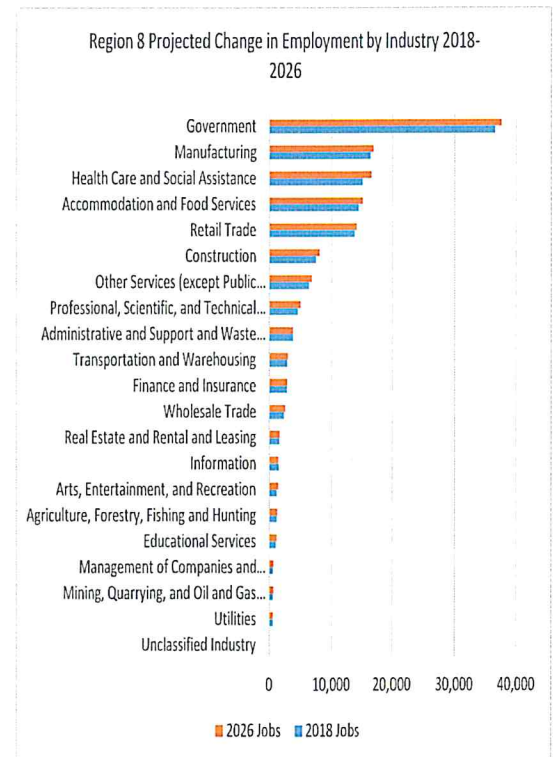
There are a number of business assets that make Region 8 unique from other parts of the State. These industries are a key component of the regional economy and represent opportunities for the region to build upon its existing strengths to create future economic growth.

The strong presence of life science related jobs, many of which are in the manufacturing sector, is key to the region's economy and it presents a significant opportunity for economic growth. These advanced manufacturing jobs are located primarily in Monroe and Owen Counties and have replaced many of the traditional manufacturing jobs that were lost over the past two decades.

The region also serves as a tourist destination due to the many recreational opportunities that are available. The numerous state parks, reservoirs, and forests make the region an ideal place to enjoy the outdoors. Indiana University's variety of cultural activities and sporting events draw thousands of visitors to the area each year. The shops and restaurants in Brown County and the hotels and casino in Orange County also help to make the region an enjoyable place to relax. Tourism is important to the region since it attracts large numbers of individuals from outside the region who contribute to the regional economy by supporting local hotels, restaurants and shopping establishments during their visits.

The presence of NSA Crane is also a unique and significant part of the regional economy. In addition to the approximately 6,000 jobs that Crane directly provides, numerous other companies contract to provide goods and services to Crane creating even more jobs. The WestGate@Crane Technology Park, developed as a result of the efforts of local economic development representatives, elected officials, regional business leaders and civic organizations, presents the region with a rare opportunity to capitalize on the economic benefits that the development of the new I-69 corridor can bring.

Entrepreneurship is also an important part of the regional economy. Approximately 89% of businesses in the region have fewer than 20 employees. The presence of the Gayle and Bill Cook Center for Entrepreneurship at Ivy Tech Bloomington provides current and future business owners with valuable assistance to prepare for successful entrepreneurial endeavors that will create more jobs for the region.



Occupations - According to DWD's most recent in-demand Jobs projections for the year 2026, the occupations in the following table are anticipated to be the top jobs for Region 8 based on total number of jobs in each occupation:

SOC	Description	2026 Jobs	Annual Openings	Median Hourly Earnings
25-1099	Postsecondary Teachers	4,003	320	\$26.36
29-1141	Registered Nurses	2,217	121	\$27.18
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,805	200	\$18.92
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	1,767	219	\$15.32
11-1021	General and Operations Managers	1,741	150	\$31.20
49-9071	Maintenance and Repair Workers, General	1,464	146	\$18.38
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,186	133	\$16.57
47-2061	Construction Laborers	1,153	128	\$18.32
41-1011	First-Line Supervisors of Retail Sales Workers	1,112	119	\$16.83
25-2021	Elementary School Teachers, Except Special Education	1,096	79	\$23.78
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,064	106	\$21.42
51-1011	First-Line Supervisors of Production and Operating Workers	966	97	\$25.95
41-4012	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Prod.	877	92	\$24.90
29-2061	Licensed Practical and Licensed Vocational Nurses	831	64	\$18.70
13-1199	Business Operations Specialists, All Other	801	76	\$26.87
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	683	48	\$24.12
17-2112	Industrial Engineers	659	50	\$34.04
47-2031	Carpenters	656	66	\$19.89
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	638	77	\$16.87
13-2011	Accountants and Auditors	609	58	\$26.89
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	579	60	\$30.22
33-3051	Police and Sheriff's Patrol Officers	514	35	\$23.49
47-2073	Operating Engineers and Other Construction Equipment Operators	509	58	\$25.54
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	478	43	\$26.10
13-1111	Management Analysts	478	43	\$32.93
49-3023	Automotive Service Technicians and Mechanics	474	48	\$17.77
15-1151	Computer User Support Specialists	460	35	\$22.81
13-1028	Buyers and Purchasing Agents	456	43	\$24.49
51-9111	Packaging and Filling Machine Operators and Tenders	448	53	\$15.62
11-9033	Education Administrators, Postsecondary	439	34	\$40.51
41-3099	Sales Representatives, Services, All Other	411	50	\$19.41
51-4041	Machinists	406	44	\$20.45
53-7051	Industrial Truck and Tractor Operators	402	47	\$16.99
13-1071	Human Resources Specialists	399	39	\$24.88
23-1011	Lawyers	388	19	\$37.23
17-2072	Electronics Engineers, Except Computer	385	26	\$46.49
11-3031	Financial Managers	340	28	\$43.65
47-2111	Electricians	336	38	\$25.23
51-4072	Molding, Coremaking, and Casting Mach. Operators, Tenders, (Metal and Plastic)	331	39	\$16.40
51-4121	Welders, Cutters, Solderers, and Brazers	328	37	\$16.32
47-2152	Plumbers, Pipefitters, and Steamfitters	320	36	\$26.20
13-1041	Compliance Officers	317	26	\$24.20
43-5052	Postal Service Mail Carriers	315	22	\$25.27
11-9199	Managers, All Other	314	24	\$31.56
11-9111	Medical and Health Services Managers	311	26	\$40.81
15-1131	Computer Programmers	308	20	\$29.50

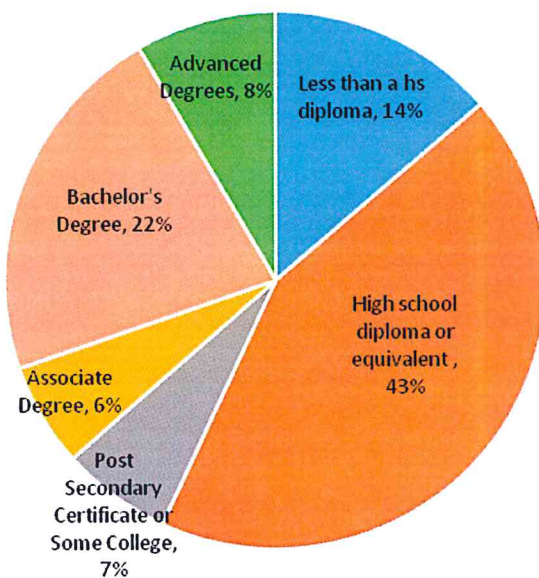
Indiana Career Ready (ICR), an Indiana Department of Workforce Development data tool, provides information on high-demand, high-wage jobs for the current and future job market (www.indianacareerready.com). The demand indicator used is based on a methodology that ranks all Indiana jobs based on total job openings, growth openings, percentage change, real time labor market information, and wages for both short term and long term outlooks and regional wage estimates. An occupation will be assigned a flame designation between 1 and 5 flames depending on how in-demand that occupation is in Indiana. This will be a useful tool for students and job seekers as they choose a career pathway to pursue.

According to Hoosiers by the Numbers Employment and Wages report for 2021, the regional average weekly earnings rate is \$960 per week, or \$49,920 annually. This is falling below the state average of \$1057 per week (\$54,964 annually), and even further below the national average of \$1300 per week (\$67,600 annually). These projected High-Demand Jobs represent a positive economic forecast for Region 8. This list includes 36,682 jobs anticipated in 2026, all of which pay more than \$30,000 per year. The availability of these jobs is welcome news for the region. The average median wage for the Top Jobs combined is \$51,899 per year, well above the regional average wage. It is critical for the region to have workers who are prepared to fill these jobs.

1.2 An analysis of the knowledge and skills required to meet the employment needs of the employers in the local area, including employment requirements for in-demand industry sectors and occupations. [WIOA Sec. 108(b)(1)(B)]

Revised Long-term projections through 2026 indicate there will be a total of 141,532 jobs in the region. It is anticipated that over the five (5) year period from 2021-2026, employers will need 14,995 (about 3,000 workers per year) to fill new and replacement job openings.

Educational levels needed to fill projected R8 jobs in 2026



The chart on the left illustrates the anticipated educational levels that will be needed by the labor force of Region 8 in 2026.

According to this data, employment prospects will be limited for those who lack a high school diploma or HSE. 86% of the region's jobs will require at least a high school diploma, and 43% will require some college or a post-secondary certification.

Data contained in section 1.3 of this plan indicates the educational levels of the Region 8 workforce are lagging behind the levels needed to fill projected job openings. One of the most significant concerns for the region is the increasingly lower number of employment opportunities that will be available to individuals without a high school diploma or HSE.

It is likely many of the degrees and certifications that workers currently possess may become

irrelevant and their skills may not align well to the jobs of the future without additional training. Regardless of educational level, an important challenge for the region in the upcoming years will be to ensure workers have the specific job skills needed by employers to fill the projected jobs.

The Regional Workforce Board will utilize labor market information and employment projections to identify a list of in-demand occupations for which WIOA funds may be used to provide financial assistance with training. As employment projections and demand for specific skills change, the Board will modify its demand occupation list in an attempt to use the limited resources available for training effectively to prepare workers to fill these anticipated future job openings. The Board's most recent demand occupation list is included in the exhibits section at the end of this plan.

In addition to required educational levels, degrees, and certifications, employers also need employees to have specific abilities that better enable them to perform their job duties successfully. An analysis of available data resulted in identification of the top 7 areas of knowledge, skills and abilities desired by employers who will hire workers in the region's top 50 "in-demand" occupations as described in the table below.

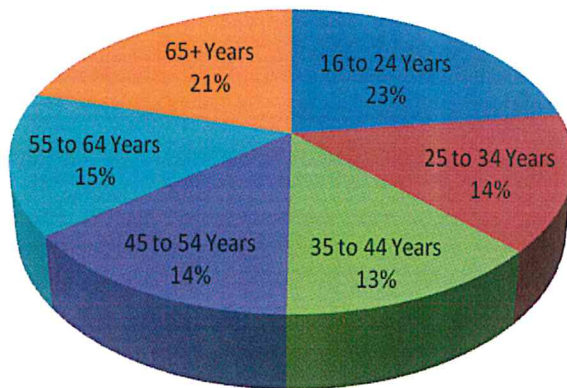
Top 7 Areas of Specialized Occupational Skills Needed for Region 8 Hot Jobs	Top 7 Analytical Skills Needed for Region 8 Hot Jobs	Top 7 Baseline Employability Skills Needed for Region 8 Hot Jobs
Customer & Personal Service	Active Listening	Communication Skills
Scheduling	Critical Thinking	Teamwork / Collaboration
Sales	Speaking (Sharing of Ideas)	Physical Abilities
Repair	Reading Comprehension	Organizational Skills
Retail Industry Knowledge	Coordination	Detailed Oriented
Cleaning	Data Analysis	Problem Solving
Patient Care	Creativity	Microsoft Office

In addition to academic and technical skills, companies also need workers who have good interpersonal skills, are able to work as a member of a team, are able to use judgment to make good decisions, are self-directed, and understand the importance of regular attendance and punctuality. Employers in the region also frequently cite the lack of workers with these "employability skills" as a significant problem which often leads to high turnover rates.

1.3 An analysis of the local workforce, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment and youth. WIOA Sec. 108(b)(1)(C)]

According to DWD's Hoosiers by the Numbers data, in September 2020, the region had 154,672 individuals in the labor force. Of the total labor force, 147,558 were employed and 7,114 were unemployed resulting in a regional unemployment rate of 4.8%. The unemployment rate has steadily declined from 8.4% in 2012 to the current rate of 2.5% in May 2022 which is now below the rate of 2.7% in March 2020 prior to the COVID-19 Pandemic. The region and the state have experienced a quicker drop than the national levels as the state rate is the same as the region and below the national rate of 3.6%.

2018 Region 8 Workforce Age Distribution



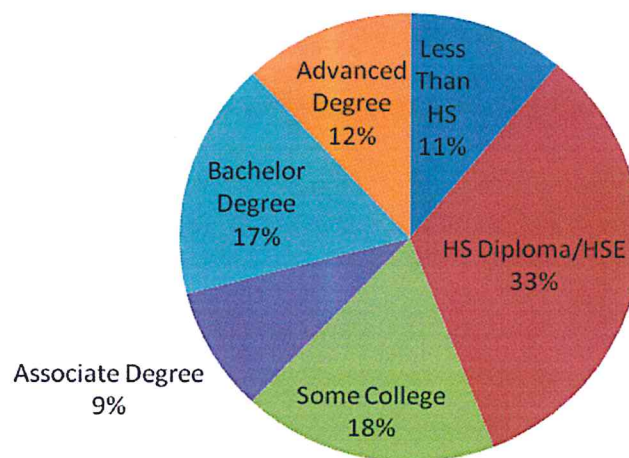
The region's population is well balanced between age groups. The chart to the left shows the age distribution of the 233,330 residents potentially in the labor force. With about 53,000 people in the 16-24 age group, and many of those in school, there are almost 180,000 individuals available for potential employment. 154,672 of those individuals are active in the labor force. This means approximately 25,000 residents are of working age but are not working or looking for work. These individuals are a potential untapped source of additional workers to fill future job openings.

Despite the presence of Indiana University and Ivy Tech within the region, and Vincennes University close by, nearly 65% of the region's residents have less than an

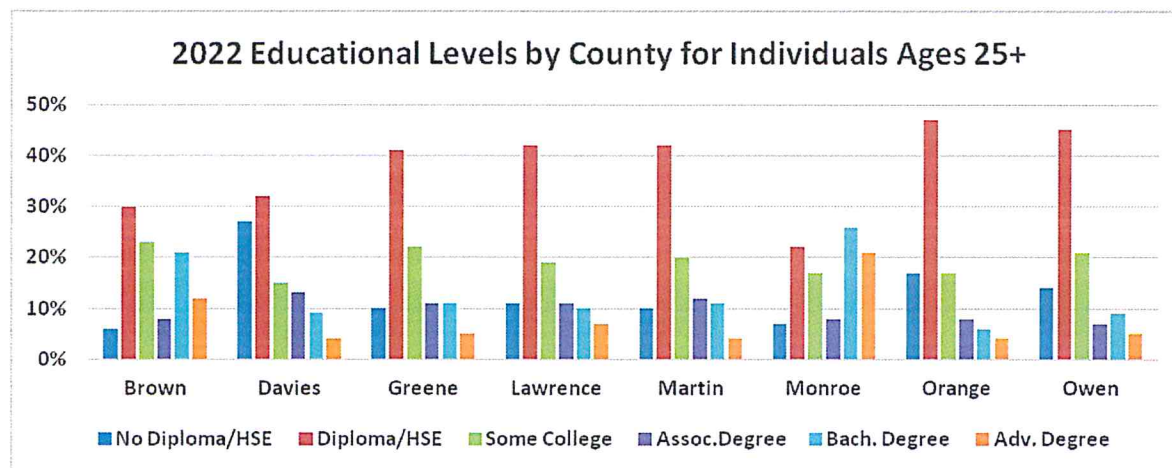
Associate degree. According to data from 2022, over 23,000 people (11%) over the age of 25 lack a high school diploma or equivalent. The high number of workers who lack any education beyond high school likely explains why the region's average wage of \$960 per week is well below the national (\$1300) weekly earnings.

In order to fill the projected jobs in 2026, Region 8 will need to increase the number of workers with post-secondary certifications and degrees. Although improvements in the last two years have improved completion rates, it still is an issue when 11% of working aged adults lacking a high school diploma or HSE.

2022 Educational Levels Region 8 Workforce Age 25+



The dropout rate poses a significant challenge for employers in the region to find skilled workers. It is critical for more individuals earn a diploma or HSE so they can utilize existing educational opportunities within the region to advance in their chosen career pathway. While all counties of the region need to increase educational levels, there is quite a disparity between Monroe County and the rest of the region. The chart below shows a detailed picture of the educational levels of each county in the region as of 2022. Significant improvements are being made in all counties due to improved coordination with Adult Ed.



As indicated in the above chart, the small, rural counties of Region 8 face a significant challenge in preparing their workforce for the jobs of the future. Monroe County accounts for 60% of the degrees held by residents of the region. Improvements have been made in many counties due to WorkOne/Adult Education co-ordination but, three fourths of the counties still have 10% or more of their workforce that do not have a HS Diploma or HSE.

Educational levels of out of school youth ages 18-24 also represent a challenge for the region. Projections over the last few years indicate nearly 5,000 youth from this age group in Region 8 who lacked a high school diploma or HSE. Given the anticipated workers needed to fill the projected 1 million jobs that will be available in Indiana in 2026 it is critical to engage these youth in educational and job training activities that lead to a secondary credential and skills needed to prepare them for active participation in the labor force.

The low educational levels combined with the lower than average weekly wages offer a likely explanation for the numbers of individuals who receive public assistance in the region. While the average number of families receiving monthly Temporary Assistance for Needy Families (TANF) is low at only 198 families as of 2021, there is a monthly average of 23,236 families who receive Supplemental Nutritional Assistance Program (SNAP) benefits so they will have enough food. Region 8 ranks lowest of the 12 regions in this area. Many of those receiving SNAP assistance are likely working but their earnings are not enough to allow them to become self-sufficient so they must continue to rely on public assistance programs to help meet their basic needs.

Section 2: Strategic Vision and Goals

Please answer the following questions of Section 2 in 10 pages or less. Section 2 responses should reflect input from members of the local workforce development board and other community stakeholders. **Questions that require collaborative answers for regions 5 & 12 are designated with an *.**

2.1 Provide the board's vision and goals for its local workforce system in preparing an educated and skilled workforce in the local area, including goals for youth and individuals with barriers to employment. As to youth, describe unique goals for in-school youth and out-of-school youth. [WIOA Sec. 108(b)(1)(E)]

The South Central Region 8 Workforce Board envisions a workforce development system that:

- Helps employers to identify the skilled workers needed to successfully maintain and expand their companies.
- Makes education and training opportunities available to prepare workers to successfully compete for jobs with wages that allow for self-sufficiency.

With this vision in mind, the Board has the following goals:

1. Region 8 residents will have accessible services from WorkOne partners available close to their homes.
2. Services will be provided through a coordinated WorkOne system where staff are knowledgeable about services available from partner agencies and share resources to effectively meet the needs of job seekers and employers.
3. Customers of the WorkOne system will have an identified career pathway and a plan to help them prepare for regional in-demand occupations by gaining the education and skills needed by employers.
4. Work-based learning opportunities will be available to those who lack the skills necessary to compete in the labor market.
5. Individuals who lack basic literacy skills and/or a high school diploma or HSE will be connected with Adult Education and Literacy programs in the region so they can focus on earning a diploma or HSE while improving their skills to a level where they can be competitive in the labor market.
6. In-School Youth will complete high school and graduate with a plan for postsecondary training or employment. The WorkOne system will coordinate with local schools to ensure high school seniors have an opportunity to connect with WorkOne services.
7. Out-of-School Youth who lack a high school diploma or HSE will be encouraged to enroll in Adult Education to earn their diploma or HSE and improve basic skills. They will also be encouraged to pursue postsecondary training that aligns with the region's in-demand occupations so they can prepare for their future and compete for jobs.

8. Individuals with disabilities, those who are deficient in basic skills, and/or customers with other barriers to employment will be connected with appropriate resources to assist them to overcome their barriers and participate successfully in labor force.
9. Targeted efforts will be made to identify, recruit, and develop individuals who are unemployed or underemployed and engage them in WorkOne services to assist them in finding suitable employment.

2.2 Describe how the board's vision aligns with and/or supports the strategic vision of Governor's Workforce Cabinet (GWC) as set out in the WIOA State Plan.

<https://www.in.gov/gwc/files/Indiana%20Strategic%20Workforce%20Plan.pdf>

Indiana's strategic vision is to create a talent system that affords all Hoosiers equitable opportunities for lifelong learning and increased personal economic mobility and provides employers the talent to grow and diversify their workforce.

We will endeavor to increase intergenerational social and economic mobility by:

- Ensuring quality pathways that provide opportunities for career advancement, personal prosperity, and well-being for all Hoosiers;
- Partnering with Indiana employers and education and training providers to identify and close the skills gap while meeting emerging talent needs; and
- Strengthening Indiana's economy by aligning programs and funding to meet current and future workforce needs.

The vision of the South Central Region 8 Workforce Board aligns closely with the GWC's vision for both businesses and individuals.

In an effort to help employers find and develop skilled talent and maintain a competitive advantage in a global economy, the WorkOne Business Services Team will ensure all businesses have the opportunity to post jobs on the state's automated labor exchange system to identify skilled individuals for job openings. Employers will also have access to labor market information that can be used to make their business more competitive and more successful in hiring, developing, and retaining employees. The Business Services Team will also work with Employers to assist with incumbent worker and new hire training activities through the Next Level Jobs Employer Training Grants (ETG).

Business services team members will also work with employers and education and training partners to develop and implement work-based learning opportunities, including apprenticeships, for job seekers as appropriate. These work-based learning activities are often an effective method for businesses to find and develop skilled employees.

In an effort to help individuals have career success, all citizens of Region 8 will have the opportunity to understand and improve their skills through the local workforce system. Individuals will have access to information about educational opportunities, career pathways, and available job opportunities including labor market information about demand occupations in the region and statewide. This information will be provided by the WorkOne through collaborative partnerships with area education providers and community organizations. Coordination among area partners will allow an improved approach to meeting the needs of the regional economy and strengthen the overall state economy.

2.3 Describe how the board's goals contribute to each of the five GWC goals.

https://www.in.gov/gwc/files/Indiana%20Strategic%20Workforce%20Plan_Draft_2.6.2020.pdf

The GWC's strategic plan includes a number of strategies under each goal. While Local boards are required to respond to each goal, they are not expected to address how each strategy under each goal will be implemented. It is up to the discretion of the local board to determine what strategies best fit the local needs.

Goal 1. Focus on meeting the individual needs of Hoosiers. Indiana has created a talent development system comprised of wide-ranging workforce training and education programs. Hoosiers need to be able to find and navigate this often complex system to find the best option that meets their current and often immediate needs, fulfills their aspirations, and equips them with the skills and knowledge for socioeconomic mobility. Career pathways that help diversify the skills and talent within Indiana must be designed and delivered with the individual's economic sustainability and mobility as the focal point. These career pathways will help diversify the skills and talent within Indiana to promote economic opportunities for Hoosiers. We need to ensure that we do not focus merely on programmatic requirements and funding streams, but rather what an individual needs and aspires to in order to be successful. We must include an intergenerational approach to communicating, offering, and delivering services in order to meet an individual's ambitions and current and future economic needs. This system may not look the same for each person, and it may not provide the same resources for each person. It will be customizable to an individual's goals and aspirations in order to achieve social and economic mobility.

Goal # 2 in Section 2.1 of this plan conveys the Board's intent for services to be provided through a coordinated WorkOne system where staff are knowledgeable about services available from partner agencies and work in collaboration to meet the needs of job seekers and employers. As such, the region will work to promote all partners collectively as a unified WorkOne system.

Properly trained staff are key to a coordinated WorkOne system. The region will conduct cross-training sessions where subject matter experts from each WorkOne partner will provide training on the basic eligibility requirements and services available from their respective programs. This will ensure all WorkOne partner staff have the basic knowledge necessary to make appropriate referrals and assist customers in getting connected to all services from which they can benefit regardless of which partner agency they encounter first. Partner staff will also provide coordinated case management services for mutual customers to ensure an individualized career plan is developed and all available resources are used efficiently to help the customer successfully implement the plan.

To address our customers social and economic mobility issues, all WorkOne staff providing case management activities will be effectively able to manage the comprehensive array of services available to all customers through each County office including any additional WIOA and partner agency resources as appropriate. Customers will be provided with personal service from a Career Advisor and be able to coordinate with just one WorkOne representative as opposed to meeting with multiple representatives requesting similar information thus avoiding any unnecessary duplicative services. This will allow WorkOne representatives to properly meet the individual needs of each customer and align impactful program services and referrals directly related to their specific social and economic needs appropriately. Properly trained staff knowledgeable to social and economic impacts affecting Hoosiers combined with a co-location of partner agency services as appropriate will be the foundation upon which Region 8 delivers services in South Central Indiana.

Goal 2. Integrate state systems to facilitate greater access to information, resources, and services for constituents, businesses, state personnel, career coaches or navigators, and case managers. In addition to acquiring skills, education, and jobs that put them on the path to social and economic mobility, constituents also must understand that they have continuous access to the talent development system throughout their working lives. For sustained economic success and personal growth, Hoosiers will need to continually engage with, and pursue, lifelong learning opportunities, which could exacerbate the complexities of this multifaceted system. Indiana must integrate our state and federal resources to help simplify navigation of this system for constituents. Our current program-by-program approach to serving constituents and businesses has resulted in a profusion of program-specific solutions. If the talent development system is to better serve our Hoosiers and improve their lives, we must align and simplify access to this array of resources and services. Strategic coordination of systems and collaboration across state agencies will begin breaking down to better empower our Workforce Development Boards, outreach personnel, and local partners.

Co-location of partners is one of the most effective methods to achieve a well-coordinated service delivery approach. This is particularly true in Region 8 due to the rural nature of the counties in our region and the lengthy distance customers may potentially need to travel to access available services and resources. Goal # 1 in Section 2.1 of this plan reflects the Board's desire for residents of the region to be able to access services from WorkOne partners without having to drive long distances. The region will explore ways in which to use technology to improve customer access to services. However, limited computer skills of many customers coupled with limited availability of computers, printers, and internet access in their homes often makes it difficult for some of the individuals who most need assistance to access services electronically. WorkOne Centers throughout the region will provide a local site where individuals can access services provided from a variety of WorkOne partners in a location that is convenient for them.

In support of this goal, Region 8 has already made efforts toward co-location of services with key partners in the WorkOne Centers throughout the region. Adult Education classes are available on-site in six WorkOne Centers and are closely coordinated with WorkOne in the remaining 2 counties. WorkOne staff in Bloomington are now co-located in a common facility with all other state staff including Vocational Rehabilitation staff, DFR staff, DCS staff, and IMPACT staff. VR staff utilize space in WorkOne Centers throughout the region as needed to meet with customers. The region will continue to explore options for further co-location or on-site service delivery options.

In order to get the greatest impact out of co-located services and well trained staff, management staff from the various partner agencies must also work to coordinate services and resources. For approximately the past 16 years, all key programmatic decisions in Region 8 for WIA (and now WIOA), Wagner Peyser, TAA, RESEA, and Veterans Services have been made by the regional Leadership Team. This team, comprised of staff from the One-Stop Operator, the WIOA Service Provider, Business Services, Rapid Response and JAG, meets regularly to discuss available resources, staffing, professional development and training needs, program performance, and any other challenges or opportunities that exist within the region. Partner agency management staff will be invited to participate in meetings of the Leadership Team to ensure there is ongoing communication, problem solving, and joint planning between partners. In addition to improved coordination, this will also reinforce the message to staff of each partner agency that we are a unified WorkOne system.

In addition, representatives of most core programs have participated on the Region 8 Adult Education Consortium for the past several years. Additional members from other WorkOne partner agencies will be invited to participate.

Goal 3. Align programs towards creating a healthy, engaged, and talented citizen. Often, our programs deal with the aftermath of either situational or systematic difficulties. Some government programs perform triage on crises occurring in Hoosiers' lives, rather than curbing the systemic inequities through early intervention strategies. We envision a realignment of our programs to include an emphasis on prevention and early intervention that will elevate opportunities for success. The most vital and entrenched strategy we have for early intervention is our early education and K-12 education systems. By expanding access to early education, we can begin providing advantageous programs to Hoosier children. As our students progress through our educational system, better integration of academic and technical skills and knowledge will provide Hoosiers with more opportunities for future mobility. Our education and workforce programs for adults will focus on finding the right fit for the individual person and equipping Hoosiers with the skills needed for career advancement and longevity. By assisting multiple generations in advancement towards quality health, societal engagement, and preparation for the jobs of today and tomorrow, we can foster an environment where economic mobility is attainable for more Hoosiers.

The South Central Region 8 Workforce Board is committed to maintaining a WorkOne system where the customer, not the programs or funding sources, is the primary focus. As indicated previously in this plan, the Board has established a number of goals that support the GWC's goal of a client-centric approach.

In Section 2.1, goals numbered 2-9 support a system where the customer is at the center of service delivery. Coordination between partner agencies is an essential part of providing customers a positive and productive experience with the WorkOne system. As appropriate, customers will have individual career plans that lay out the steps needed for success in a career pathway. These plans will be designed with the needs of the customer in mind.

All WorkOne partners involved with each client will work to present a unified effort to maximize available resources. To the extent possible, customer flow procedures will be designed to avoid duplication of effort from the various partners and unnecessary collection of redundant information from the customer. As a part of their individualized plan, each customer will have access to assessment, career counseling, educational and training assistance, supportive services, work-based learning opportunities, and job placement assistance as appropriate. Throughout the implementation of the plan and duration of participation with the WorkOne system, staff from the WorkOne partners will communicate regularly and exchange information as allowed by confidentiality guidelines to ensure programs and funding sources are coordinated for the benefit of the customer. Specific efforts will be made to help youth, individuals with disabilities or basic skills deficiencies, and those with other barriers to employment connect with resources that can help them become successful members of the labor force. WorkOne staff will maintain current knowledge of all available services with their communities and will work to establish referral processes with these organizations to assist customers in gaining access to services from which they can benefit.

The South Central Region 8 Workforce Board is also committed to providing as much direct financial assistance as possible to assist customers with the costs of tuition, books, transportation, child care and other items that are necessary for them to successfully complete education and training activities that will help them gain marketable job skills. As evidence of this commitment, the Board will establish a target expenditure goal for these direct client costs. This goal is included in the WIOA service provider contract language and progress toward meeting the goal will be reviewed quarterly by the Board as part of their ongoing review of financial reports.

Goal 4. Maximize state and federal resources through impact-driven programs for Hoosiers. In Indiana, there is a great deal of overlap between the populations served through our various state and federal programs focusing on either social services and/or workforce training. An interdependence of social, medical, and other support services can help Hoosiers overcome employment obstacles. To capitalize on Indiana's investments into these programs, we must include impact data in our evaluation of successful services. In addition to considering inputs (e.g., attendance and participation rates) and outputs (e.g., program completers and graduates) of these programs, we will also examine the outcomes (e.g., wages and improvement in socioeconomic status). We need to understand the return on investment we earn from each of our programs in order to ensure it is truly impacting the lives of Hoosiers.

As mentioned in Section 1, long-term projections through 2026 indicate that over the five (5) year period from 2022-2026, employers in Region 8 will need 14,999 (3,000 workers each year) to fill new and replacement job openings. The Workforce Board is committed to addressing this shortage of workers based on current data and is dedicated to the delivery of impactful services that increases WorkOne customer's socioeconomic status and provides the region with a high return on investment that focuses on the needs of Hoosiers residing in South Central Indiana.

To address the worker shortage and meet the challenge associated with the anticipated future job openings, it is imperative to tap into additional pools of workers who have not previously been equipped with the skills needed by employers for these emerging jobs. While the WorkOne system will help job seekers with preparation to find careers, there are several groups of potential workers that will be targeted by these efforts. Region 8 will use two primary strategies. One strategy will be to better engage workers who may not have been in the labor force in the past or who may have been employed but lack the skills needed to become self-sufficient and/or retain employment at a high wage. The second strategy will be to collaborate with employer-based entities, economic development organizations, educational institutions, sector partnerships and others to maximize available funding sources and work together toward the common goal of helping employers in the region find skilled workers.

The overall makeup of the Region 8 population outside of Bloomington is quite unique. Workers from rural areas often cannot financially afford to relocate to more metropolitan areas where they do not have family members and friends to help with childcare or transportation needs that enable them to work. This worker shortage also presents opportunities for many workers in the region, particularly those who in the past may not have been able to compete in the labor force. With the help of the WorkOne system and educational and community partners, these workers can learn about employer needs, gain relevant skills, and prepare for careers in these in-demand occupations of the future.

Individuals who have lost their jobs and are receiving Unemployment Insurance benefits are a valuable source of potential workers for employers. Typically, these individuals have at least some work experience and a work history but may lack the specific job skills needed to remain employed as workforce needs change. Rapid Response, TAA, RESEA and Jobs for Hoosiers programs are designed to capture unemployed workers prior to layoff or early in their Unemployment Insurance claim, engage them throughout the duration of their claim, and encourage them to develop a plan to become re-employed. The WorkOne system will ensure participants of these programs are aware of all the services available to assist them in preparing for their next job. These workers will be screened for eligibility for all applicable programs, especially dislocated worker programs, and will be able to access resources seamlessly through an integrated service delivery model. As appropriate, these dislocated workers will be encouraged to pursue training that leads to a credential which makes them more marketable to employers.

Veterans are an excellent pool of workers for employers. Most veterans leave military service with valuable skills that can be transferrable to educational programs and/or to the workplace. Often with minimal training, skills gained from military service can be built upon or enhanced to align with the needs of area businesses. WorkOne staff will provide assessments, labor market information and career counseling as appropriate to help Veterans identify potential career pathways and training options that can prepare them for successful careers as a part of the civilian workforce. Staff of the Disabled Veterans Outreach Program (DVOP) are available to provide additional assistance to veterans who have disabilities and significant barriers to employment.

It is also important to note that not all of these projected jobs will require advanced degrees and high-level skills. Many of the jobs will require only an Associate Degree or perhaps even short-term training. But all jobs are likely to require a high school diploma or HSE and basic skill levels that enable an employee to continue to learn and advance on the job. Thus, all individuals who lack these skills and credentials will be targeted as candidates to receive WorkOne services. These workers will be encouraged to earn their high school diploma or HSE and pursue training appropriate to their chosen career path. While many of these individuals may already be employed, they likely have not reached their earnings potential due to their lack of educational credentials and/or low basic skills. Through coordination with

Vocational Rehabilitation (VR), efforts will be made to engage individuals with mental and physical disabilities. If VR is unable to provide the needed assistance to help these customers prepare for employment, referrals will be made to other service providers as appropriate.

The Board and WorkOne staff have already been working in close partnership with Employers and Adult Education providers in the region to operate a successful Next Level Jobs (NLJ) program. This program encourages students to work with Adult Education staff on earning a HSE if needed and improve basic skills while also attending short term training that results in a certificate or credential in a demand occupation. The WorkOne system in the region continues to promote Adult Education services and the Next Level Jobs programs. We will further explore opportunities to expand the occupations eligible for Next Level Jobs funding and work with providers in an attempt to make more training options available at locations within the region that are easily accessible for customers.

In-school and out-of-school youth are a critical part of the solution to the challenge of filling the Region 8 projected jobs through 2026. These youth represent the labor force of the future and it is important for them to gain skills that are relevant to emerging careers in the region. Career Advisors from the WorkOne system will work with in-school youth and encourage them to complete high school and identify a career plan that prepares the student for a successful employment future. As appropriate, WorkOne resources will be coordinated with JAG resources for students who are JAG participants. Out-of-school youth will be encouraged to return to school and pursue their HSE or high school diploma if they have not received it. Out-of-school youth who already have a secondary credential will be encouraged to enroll in either traditional degree or certificate programs or short-term training through Next Level Jobs, or other funding sources to earn a credential that prepares them for in-demand job openings.

Collaboration with other entities in the region is a key part of the Board's strategy to prepare workers for the new and replacement jobs of the future. WorkOne system staff, especially Business Services staff, will work with employer organizations, including Chambers of Commerce and local economic development organizations, to maintain an awareness of the needs of local businesses and emerging occupations for which workers are needed. Partnerships with educational institutions including Vincennes University, Ivy Tech, private training vendors, Adult Education providers and others will be crucial to the region's ability to prepare workers for future jobs. WorkOne system staff members already have close working relationships with these entities and will continue to work with these providers to ensure they are aware of the training programs needed for in-demand occupations. These providers will be encouraged to include contextual learning activities as part of the curriculum to reinforce the connection between coursework and the needs of employers in the workplace.

The Board and the WorkOne system will also work in cooperation with other entities such as Radius, Regional Opportunity Initiative (ROI), AHEC and other community and economic development groups that receive grants focused on workforce development issues to ensure WorkOne customers can take advantage of opportunities for training. The WorkOne Centers have collaborated with Southern Indiana Development Corporation (SIDC) in the past to administer an OCRA Workforce Development grant to provide short term training to eligible individuals within the region for Industrial Maintenance Training.

Region 8 will monitor all measurable outcomes for any services delivered throughout the area and adjust and/or change program delivery of these services to maximize results most beneficial to the customers we serve. Additionally, regional employers will be actively involved and work collaboratively with WorkOne staff to identify and implement programs in most demand.

Goal 5. Foster impactful relationships between businesses, community partners, and government agencies. In order to create a more robust talent development system and advance our populous towards economic mobility, the private sector must be a partner to drive training. We need to deepen our current partnerships with engaged businesses and expand our outreach to involve more businesses. Simultaneously, Indiana must increasingly diversify its economy to ensure we keep up with the rapid pace of the global change. The first step is promoting coordinated communication of the state's programs to all Indiana employers so no matter the size or type of business all are empowered to engage. This involves synchronization from state agencies to local regions to ensure our employers know and understand the multitude of state opportunities to engage with the talent development system. Successful business engagement must deliver value to employers, which will require our talent development programs to be more accessible and user-friendly for employers. We must also start to engage with businesses holistically, rather than focusing solely on their current needs. Our ultimate goal is to change the culture of how employers play a role and invest in their own workforce development as opposed to the government steering and telling employers what to do. Our engagement practices will shift employers from simply being the customers of the workforce system to active participants in the creation and implementation of workforce development and wraparound service solutions. Fostering and showcasing business investments in their people will highlight the mutual benefits of the talent development system for both employers and individuals.

The goal of the Board is to facilitate the involvement of regional employers in workforce development and having businesses collaboratively, along with the Board, community partners and State agencies, guide the overall regional direction involving programmatic assistance with current and future job openings. The Board also wants to ensure that funds used to support customer participation in education and training activities will be focused on preparing workers to have skills that are not only needed by area employers, but also skills identified by area employers as well. Goals #2 and 3 in Section 2.1 of this plan convey the Board's intent for customers to have career plans that will lead to employment in occupations that are in-demand in the region. In support of this goal, the Board will review and approve the region's demand occupation list. This list will be created using available labor market information, occupational projections and other available data as well as knowledge and input of the needs of local businesses.

The demand occupation list will also consider the needs of current or emerging sector partnerships throughout the region that represent opportunities for economic stability and/or growth within the region. It has been most recently updated in September 2022. Under the Board's oversight, the WorkOne system will engage employers from these sector partnerships and maintain knowledge of sector strategies to ensure resources are used to support training and education that addresses the skill needs of these sectors.

Current sector partnerships in Region 8 with which the Board and WorkOne system is involved include:

- Regional Opportunity Initiative (ROI) in partnership with Radius Indiana and the Community Foundation of Bloomington and Monroe County received a \$42 million grant from Lilly Foundation. There is a sector focus on advanced manufacturing, modern youth apprenticeships, K-12 initiatives, career coach enhanced development, defense contractors and the Crane Naval Surface Warfare Center.
- Radius Indiana is a regional partnership representing 8 counties in South Central Indiana: Crawford, Daviess, Dubois, Greene, Lawrence, Martin, Orange, and Washington Counties. Formed in 2009, Radius Indiana also serves as a primary point of contact in Indiana for Crane. There is a sector focus on regional talent development and attraction including Veterans recruitment.
- South Central Indiana Area Health Education Center (SCI AHEC) is a program designed to improve healthcare through community and academic partnerships. Indiana's third AHEC was established in the South Central

region of the state in the fall of 2003 under the guidance of Hoosier Uplands Economic Development Corporation. The community based non-profit organization has forged successful partnerships within the 12-county region by creating an advisory board to guide the development of programs to address the unique needs of the region. Counties represented include Brown, Clark, Crawford, Floyd, Harrison, Jackson, Lawrence, Martin, Monroe, Orange, Scott, and Washington.

- WestGate@Crane - Professionals, elected officials, business leaders, and civic figures worked for the development of a technology park adjacent to NSWC-Crane Division. WestGate@Crane Technology Park partners with organizations and businesses such as local and state economic development corporations, NSWC-Crane Division, I-69 Innovation Corridor, Indiana Office of Defense Development, and WorkOne.
- Southern Indiana Development Corporation (SIDC) is an EDA focused upon providing economic and community development services for residents, businesses and government within a five-county area with funding from federal and state resources including OCRA. Counties served are Daviess, Greene, Knox, Lawrence, and Martin.
- Bloomington Life Science Partnership (BLSP) BLSP is focused on Life Science companies in the Bloomington area including surrounding counties. BLSP is a partnership formed by Bloomington Economic Development Corporation (BEDC) which includes employers, government, workforce development representatives, and educational representatives. The Bloomington Life Sciences Partnership is a collaborative effort dedicated to continued life sciences business growth in greater Bloomington, Indiana - a nationally recognized leading metro area in medical devices, contract pharma, biotechnology, basic research and life sciences workforce development. Life Sciences companies in Monroe County include Baxter, Catalent and Cook.
- Bloomington Tech Partnership (BTP) is focused on the development and growth of technology in the South Central area of Indiana. Another partnership formed by BEDC in conjunction with the growing Tech companies, Indiana University and the City of Bloomington as well as other community partners and workforce development. Many of these Tech companies are associated with Indiana University and Crane NSWC. The Bloomington Technology Partnership fosters the growth of Bloomington's emerging high-tech economy through talent recruitment, networking opportunities and technical assistance.

Business services staff in Region 8 will develop expertise about labor force needs and strategies of key sectors in the region and will share their knowledge with partners of the WorkOne system. WorkOne partners will work together to coordinate activities of the various programs and funding sources to help employers in these sectors find skilled workers. The WorkOne system will also serve as a broker of information on labor market information, existing education and training initiatives, grants and other workforce development opportunities that exist within the region. WorkOne staff will work to facilitate an increased awareness about ongoing initiatives and help promote collaboration and build partnerships to maximize the effectiveness of resources throughout the region.

2.4* Describe how the board's goals relate to the achievement of federal performance accountability measures. [WIOA Sec. 108 (b) (1) (E)] See WIOA Section 116 (b) (2) (A) for more information on the federal performance accountability measures.

Federal performance accountability measures for WIOA are well aligned with the South Central Region 8 Workforce Board's goals and expectations for the WorkOne system. These federal standards focus on measuring the extent to which WIOA participants get jobs and retain employment, earn good wages, demonstrate measurable skill gains, and

earn educational credentials. The standards also will measure the effectiveness of the services provided by the WorkOne system to employers.

As indicated in Section 2.1, the South Central Region 8 Workforce Board envisions a workforce development system that: 1) Helps employers to identify the skilled workers needed to successfully maintain and expand their companies; and 2) Makes education and training opportunities available to help workers prepare themselves to successfully compete for jobs with wages that allow for self-sufficiency.

Key strategies that will be used to work toward meeting the expectations of the Board include:

- Implementing a WorkOne system that is accessible to employers and individuals and utilizes a streamlined and coordinated approach to delivery of partner services with customer needs as the primary focus.
- Development of individualized plans for education and training that lead to identified career pathways for customers.
- Effective use of available assessment tools, educational resources, career readiness services, and work-based learning strategies to equip customers with the skills to perform tasks needed by employers.
- Providing the support and encouragement needed by in-school and out-of-school youth to help them earn secondary school credentials and make a smooth and successful transition into postsecondary education, employment or military service.
- Development and improvement of coordinated activities with community partners, educational providers, and businesses.

The Board will use the federal performance accountability measures as one method to determine if WorkOne system services are being delivered to effectively meet the goals of the Board. If the WorkOne system is helping workers gain the skills needed to successfully find and retain employment, assisting employers to find the skilled employees they need, and helping youth to earn a high school diploma or HSE and successfully prepare for future careers, the region will be well positioned to meet the federal standards.

2.5* Describe any additional indicators used by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), contracted service providers and the one-stop delivery system in the local area. [WIOA Sec. 108 (b) (17)]

In addition to federal performance measures, the board will also use a number of additional indicators to measure effectiveness of the WorkOne system in Region 8. Working with the fiscal agent, the board will regularly review expenditure rates and service levels to ensure funds are being spent effectively to serve customers and meet desired expenditure rates. As previously mentioned, at the start of each program year the Board will establish a goal for the amount of funding that is spent directly on customers to assist them financially with costs related to their attendance and completion of education, training, and employment preparation activities. Progress toward meeting this goal will be reviewed by the Board as a part of the financial report given by the fiscal agent each Board meeting. This direct client costs expenditure goal is based on available funds for each program year. As part of negotiating the contracts for WIOA Adult, Dislocated Worker and Youth services, the Board establishes service-level goals for each of these programs. Progress toward meeting these goals is monitored regularly by the One-Stop Operator and corrective action is taken to address any deficiencies. It is essential that Business Services staff continue to increase awareness among local employers regarding the valuable services that exist to help employers find skilled workers. The Board will also regularly review reports of how many employer visits that are made, the number of job orders that result from these contacts, and the extent to which the employer contact plan aligns with the sector demands within the region.

Section 3: Local Area Partnerships and Investment Strategies

Please answer the following questions of Section 3 in 15 pages or less. Many of the responses below, such as targeted sector strategies, should be based on strategic discussions with the local board and partners. The local board is not required to complete the questions shaded in gray at this time. **Questions that require collaborative answers for regions 5 & 12 are designated with an *.**

3.1 Taking into account the analysis in Section 1, describe the local board's strategy to work with the organizations that carry out core programs (*Core programs include: Title I Adult, Dislocated Worker, Youth Services, Title II Adult Education and Literacy, Title III Wagner-Peyser, and Title IV Vocational Rehabilitation*) to align resources in the local area, in support of the vision and goals described in Question 2.1. [WIOA Sec. 108(b)(1)(F)]

As explained in Section One, the South Central Region 8 Workforce Board supports cross-training of WorkOne system staff and co-location of programs and services whenever possible. This allows for a better understanding of services and programs by each partner agency and fosters a much better referral system. These are important parts of the Board's strategy for creating a system where resources are client supported and used effectively.

Under the oversight of the Board, WorkOne system staff representing at a minimum WIOA, Vocational Rehabilitation, Adult Education and Literacy, Wagner-Peyser, and Veterans Employment and Training Services will participate in cross-training activities designed to increase awareness of all partner programs available through the WorkOne system. The goal of these trainings will be to provide all staff with a basic understanding of program eligibility and referral processes, as well as services available to benefit the customer. In support of the "Putting People First" approach to services, it is important to have well trained staff that can direct the customer seamlessly through the maze of resources and services available without duplication of required information and unnecessary office visits by the customer.

The WorkOne centers throughout the region serve as locations where partner staff and resources can be co-located. Every effort will be made to consolidate as many partners as possible in each facility for the benefit of customers throughout the region. When partner staff have been cross-trained and core partner services are housed in the same facility, alignment of resources is much more effective.

Co-located partner resources and well-trained staff will position the WorkOne system in Region 8 to meet the Board's goals described in Section 2.1. As a result, customers will be able to identify career pathways and access well-coordinated services in a location that is convenient for them. Region 8 believes that having an Adult Education presence on-site at office locations is an effective way to identify and recruit appropriate Adult Education students into the system. The presence of Adult Education in the WorkOne Centers allows customers who lack a high school diploma or have low basic skills to attend class in a convenient location where they can improve their skills in an environment that is often more effective for adult learners than a school facility.

Because the WIOA Service Provider for Adult and Dislocated Worker Services is also the provider of Youth services in the region, staff who provide case management can effectively manage the comprehensive package of services available to youth and adults to include any additional WIOA resources as appropriate. This eliminates the need for customers to meet with multiple Career Advisors and provide repetitive information during service delivery. This method aligns well with the State Unified Plan goal of ensuring we closely track customers from the time they walk into a WorkOne office until they attain suitable employment which includes receiving appropriate services and referrals. In addition, close

coordination with Vocational Rehabilitation services will provide increased access to WorkOne system services for individuals with disabilities.

Region 8 continues to embrace the concept of co-location and has negotiated arrangements in most counties of the region for multiple programs and agencies to provide services from WorkOne offices. Arrangements developed within the past 12-24 months include:

WorkOne Monroe County – In 2018, the State Government Center in Bloomington opened its doors on the West Side of Bloomington. This Center provides community services from a true one-stop perspective. The State Government Center houses the following agencies: WorkOne Bloomington, Vocational rehabilitation (FSSA), Bureau of Motor Vehicles, Indiana Department of Revenue, DFR, and DCS. WorkOne Bloomington provides access to the following services: WIOA, WP, TAA, Veterans, Unemployment Insurance (Bat Phones available for UI – Direct Access to representatives at DWD), RESEA and Adult Education.

WorkOne Martin County - In 2019, we successfully partnered with the Martin County Public Library to offer all WorkOne services at their new Loogootee location. The WorkOne office is co-located within the Public Library along with Adult Education services and has thus far been an excellent partnership that aligns well with the State Plan concept of mobile locations.

WorkOne Brown County – In 2021, we continued our partnership with the Brown County Career Resource Center (Brown County Schools) to offer all WorkOne Services at their new school location in Nashville. The WorkOne is co-located with the BCCRC along with their Adult Education services. This partnership has existed for quite some time, but the new location offers additional space to include a computer lab, classroom and conference rooms. This is a successful partnership that also aligns well with the State Plan concept of mobile/co-locations of partner agencies. The BCCRC also delivers several trainings through their partnerships with Vincennes University and Ivy Tech Community College Bloomington.

Note: Section 3.3 contains further details about co-location efforts within each county of the region.

3.2* Identify the programs/partners that are included in the local workforce development system. Include, at a minimum, organizations that provide services for relevant secondary and post-secondary education programs, provision of transportation, Adult Education and Literacy, Wagner-Peyser, Trade Adjustment Assistance, Jobs for Veterans State Grant, Senior Community Service and Employment Program, Vocational Rehabilitation, Temporary Assistance for Needy Families, Supplemental Nutritional Assistance Program, and programs of study

Partners in the Region 8 workforce development system include the following organizations:

- Wagner-Peyser provided by WorkOne staff
- As indicated in the WorkOne Center tables located in Section 3.3 of this plan, Vocational Rehabilitation Services are available on a full-time basis from VR staff who are co-located at WorkOne Bloomington. VR staff also visit WorkOne offices in Brown, Daviess, Greene, Lawrence, Martin, Orange and Owen Counties on an itinerant basis to meet with customers and provide services as needed
- WIOA Adult, Dislocated Worker and Youth services provided by Vincennes University
- TANF and SNAP provided by Division of Family Resources offices in Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange and Owen Counties
- Adult Education and Literacy provided by the following entities and their connections to local literacy programs: Broadview Learning Center (Monroe), Brown County Career Resource Center, Owen County Learning Network,

Wagler Education & Training Center (Davies, Greene, Lawrence), and Vincennes University (Davies, Lawrence, Martin, and Orange)

- Carl D. Perkins Career and Technical Education postsecondary programs provided by Vincennes University and Ivy Tech Community College
- Jobs for Veterans State Grant (JVSG)
- Transportation Services are only provided in Monroe County via bus passes through the City of Bloomington Transportation Department for eligible program participants. However, Region 8 does have a robust supportive services program and offers assistance to eligible participants in the form of fuel assistance, tire maintenance and light vehicle repair as appropriate.

3.3* Describe efforts to work with each partner identified in 3.2 to support alignment of service provision and avoid duplication of services to contribute to the achievement of the GWC's goals and strategies. [WIOA Sec. 108 (b) (2), (10), (11), (12) & (13)]

According to the State Unified Plan, the GWC goal of creating a talent system that affords all Hoosiers equitable opportunities for lifelong learning is supported by the following four strategies:

- 1) To develop a common understanding among partners as to what the “one-stop system” is in Indiana and foster impactful relationships between businesses, community partners and government agencies;
- 2) To increase service integration among partner agencies within the one-stop system and allow for greater access to information, resources, and services for constituents, businesses, state personnel, career coaches or navigators, and case managers;
- 3) To simplify the process for customers in order for services to be accessible when, where, and how they are needed; and
- 4) To ensure the culture of the one stop system promotes knowledge transfer across partner programs, such that staff embraces the “putting people first” philosophy and are capable of providing information on services across programs and making appropriate referrals.

We will continue our efforts to develop and maintain a one-stop system throughout Region 8 that implements these strategies. Region 8 has already made strides toward cross-training of staff. Once each year, a joint training session has been held to provide a brief overview of Adult Education, Vocational Rehabilitation, Wagner-Peyser and WIOA services. These sessions have been attended by front-line staff representing all of the aforementioned programs. Due to the COVID-19 event, this has not occurred in 2020 but will resume in 2021. In addition, small workgroups have been formed within some of the counties to discuss mutual customers and how services from Adult Education and WorkOne can be blended to benefit those individuals. Intensive collaborative efforts have been developed between WorkOne staff and Adult Education agencies including Vincennes University, Broadview Learning Center, Wagler Education & Training Center, Brown County Adult Ed Center and the Owen County Public Library. Moving forward, Region 8 will plan to make these joint training sessions available at least twice per Program Year to ensure partner staff have a chance to attend the training session. This will most likely be offered in the Spring and the Fall of each Program Year.

One of the most effective methods to cross-train staff is co-location of partner agencies. While training sessions are informative, constant first-hand exposure in a co-located facility is often the most valuable learning experience. Work based learning is often recognized as a beneficial tool to help customers prepare for jobs in their chosen career pathway. This method is also an effective way for partners of the workforce development system to become knowledgeable about programs and services. When staff representing various programs and agencies are housed in the same facility and have an opportunity to observe implementation of partner programs first-hand, participate in frequent

programmatic discussions, and ask real-time questions of one another to assist customers, it is much easier to learn about the full array of services available and how to make appropriate customer referrals.

Region 8 continues to make considerable progress in working with workforce development partners to establish co-location arrangements within all regional WorkOne Centers. For management purposes, the region has organized these WorkOne Centers into three smaller groups focused around the three full service WorkOne Centers located in Bedford, Bloomington and Linton. WorkOne Centers from Orange and Martin County are aligned with WorkOne Bedford, Brown and Owen County WorkOne Centers are aligned with WorkOne Bloomington and the Daviess County WorkOne center is aligned with WorkOne Linton. Region 8 Business Services staff also work closely with regional businesses and provide onsite services when appropriate and necessary. Under this structure, the service provider regional Operations Director serves as functional supervisor for all WIOA, Wagner-Peyser, JVSG, RESEA, TAA, and Jobs for Hoosiers programs and the staff who provide them. Having one Manager to oversee the daily schedules, work assignments, staff meetings, and productivity of these funding sources has allowed for a more coordinated customer flow and significant system alignment of these resources.

Current co-location and integration arrangements for each WorkOne center and future goals for additional activities to promote system alignment are described in the following tables:

WorkOne Bloomington, Brown and Owen County WorkOne Centers

		Co-located Services available onsite during regular office hours	Partial Co-location Services available onsite on itinerant basis or by appointment	Not Co-located On- going coordination exists between partners and referral process in place	Not Co-located Informal communication exists.
Brown County WorkOne Center	Wagner-Peyser	X			
	Vincennes University -WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Brown County Career Resource Center -Adult Ed	X			
	Brown Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and IvyTech)			X	
Owen County WorkOne Center	Wagner-Peyser	X			
	Vincennes University -WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Owen County Learning Network - Adult Ed			X	
	Owen Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and IvyTech)			X	
Bloomington WorkOne	Wagner-Peyser	X			
	Vincennes University -WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation	X			
	Broadview Learning Center Adult Ed	X			
	Monroe Co Division of Family Resources -TANF and SNAP	X			
	Carl Perkins CTE Postsecondary Programs (VU and IvyTech)			X	

WorkOne Bedford, Martin and Orange County WorkOne Centers

		Co-located Services available onsite during regular office hours	Partial Co-location Services available onsite on itinerant basis or by appointment	Not Co-located On-going coordination exists between partners and referral process in place	Not Co-located Informal communication exists. The region will formalize the referral process.
Martin County WorkOne Center	Wagner-Peyser		X		
	Vincennes University -WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Vincennes University -Adult Ed	X			
	Martin Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and Ivy Tech)			X	
Orange County WorkOne Center	Wagner-Peyser	X			
	Vincennes University -WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Vincennes University -Adult Ed	X			
	Orange Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and Ivy Tech)			X	
Bedford WorkOne	Wagner-Peyser	X			
	Vincennes University – WIOA, Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Vincennes University -Adult Ed	X			
	Lawrence Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and Ivy Tech)			X	

WorkOne Linton and Daviess County WorkOne Center

		Co-located Services available on-site during regular office hours	Partial Co-location Services available onsite on itinerant basis or by appointment	Not Co-located On-going coordination exists between partners and referral process in place	Not Co-located Informal communication exists. The region will formalize the referral process.
Daviess County WorkOne Center	Wagner-Peyser	X			
	Vincennes University WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Vincennes University Adult Ed	X			
	Daviess Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and IvyTech)			X	
Linton WorkOne	Wagner-Peyser	X			
	Vincennes University WIOA Adult, DW and Youth	X			
	Vocational Rehabilitation		X		
	Turning Point Education Center -Adult Ed	X			
	Greene Co Division of Family Resources -TANF and SNAP				X
	Carl Perkins CTE Postsecondary Programs (VU and IvyTech)			X	

Region 8 has successfully maintained an office presence in each of the eight counties served - Continued efforts will be made to increase co-location opportunities and to strengthen and formalize information exchange and referral processes with partners. The Workforce Board has maintained this philosophy for several years and is directly linked to the ability of Region 8 staff to deliver program services to all areas within the South Central region. This philosophy earned Region 8 a "Best Practices" recognition by DWD State monitors in 2019 as being aligned to properly and effectively serve clients throughout every county within the South Central service area. Allowing citizens to seek and obtain services close to where they reside is of utmost importance, especially for a plan that intends to reach all Hoosiers in Indiana. TAA, RESEA and Veterans services are also accessible at all office locations.

3.4 Identify how the local board will carry out a review of local applications submitted under WIOA Title II Adult Education and Literacy, consistent with the local plan and state provided criteria. See the [Multi-Year Adult Education Competitive Grant Application \(Request for Application\)](#). [WIOA Sec. 108 (b) (13)].

The Region 8 Workforce Board Executive Committee is responsible for reviewing Adult Education Applications for the provision of appropriate services within the Region and makes a final Application recommendation upon completion of the review process. The Executive Committee is comprised of the Region 8 Workforce Board Officers and includes the Board Chair, Vice-Chair, Secretary and Regional Local Elected Official as Application reviewers. Each Officer reviews the Applications independently and records whether or not each Adult Education Provider meets the Regional Checklist Criteria in the following four areas:

- Needs Assessment
- Alignment with Local Plan Strategies and Goals
- Coordination of Services
- Training Services Alignment with WIOA 134 (c) (3) (D)

Once the Regional Checklist is completed, an open forum is allowed for Officers to discuss each Adult Education Provider Application and agree on a final recommendation. The final step is to complete the Local Workforce Development Board AEFLA Application Recommendation for each applicant and submit to DWD Adult Education Team in Indianapolis.

3.5* Describe how the local boards are partnering with economic development and promoting entrepreneurial skills training and microenterprise services. [WIOA Sec. 108 (b) (5)]

Local economic development organizations are valuable partners of the WorkOne system since they share the goal of having a skilled workforce available to local employers. The Board and staff of the WorkOne offices work in coordination with local economic development organizations in a variety of ways. An economic development representative serves on the Board, and other board members also participate actively with economic development organizations located in their communities. These board members provide knowledge and expertise by sharing regional economic and workforce goals and concerns during planning discussions. WorkOne staff also serve on a variety of advisory boards and committees related to economic development initiatives.

The Workforce Board will work closely with Economic Development Organizations to ensure collaborative efforts among those agencies that are involved with systemic Workforce Development efforts such as the Indiana Economic Development Corporation (IEDC), the Indiana Department of Workforce Development (DWD), and other State agencies as appropriate.

The Region is fortunate to have the Gayle & Bill Cook Center for Entrepreneurship located at Ivy Tech Bloomington. The Center provides practical tools to help entrepreneurs from South Central Indiana to start and grow their businesses. The Cook Center developed entrepreneurship courses designed to give students practical skills in business planning, marketing, accounting, taxes, finance, and more. WorkOne staff will make referrals to these classes and/or to the entrepreneurship certificate program offered by the Cook Center. The Board and WorkOne system will consult with staff of the Cook Center to determine additional ways to help promote entrepreneurship and microenterprise services to customers. The Center will also be a valuable resource in assisting WIOA Youth staff to identify materials and activities that can be used to help incorporate an increased awareness of entrepreneurship into the delivery of the Youth Program Elements.

3.6 Describe how the local area is partnering with adult education and with out of school youth regarding business services.

The Business Services Director and the Business Services Team comprised of WorkOne staff works to ensure a coordinated approach to assisting businesses throughout the region. The Business Services Team also works to connect customers with valuable training and employment opportunities at local businesses. In Region 8, the Adult Education and out-of-school youth populations are largely overlapping since over 50% of the Adult Education students in the region are under 25 years of age. Specific efforts are made by business services staff to develop work-based learning experiences and job placement opportunities for Adult Education students and out-of-school youth. Adult Education providers have access to job posting information and Indiana Career Connect and encourage their students to use these tools to find employment. Business Services staff are members of the Adult Education Regional Consortium and use information shared at Consortium meetings to tailor and enhance services available to Adult Education students and assist employers to train their future and current workforce utilizing Adult Education training services.

In coordination with Adult Education providers in Region 8, Business Services staff present employers the opportunity to utilize the HSE Pathway program and English Language Learners program as a work and learn opportunity to attract workers for high wage and high demand jobs. Recent initiatives include:

Boston Scientific Earn While You Learn – In collaboration with Monroe County Community Schools Adult Education to provide English language instruction and employability skills training to employees with limited English proficiency. Clients have an opportunity to join a global company with strong local roots. To date, recruitment for 22 positions has already occurred offering the chance for employees to learn English while growing their career. Employees attend two classes per week with each session lasting 2 hours via Zoom.

PrintPak HSE Program – Working closely with Broadview Learning Center, this program is for customers wanting to complete their High School Equivalency (HSE) degree while working part-time in a manufacturing setting. Customers must be available to work morning or late afternoon shift part time, 28 hours per week while attending HSE classes through Broadview Learning Center Adult Education. Those who pass the HSE test at the end of seven weeks will be considered for full-time operator careers. Customers can earn \$14.37 an hour while enrolled in this program with the potential to earn more as a full-time associate after successful completion of the program.

Cook Medical/Cook Urological – This new HSE Program in Region 8 allows students to work 28 hours per week and take classes for ten hours a week to prepare for the TASC test at Bloomington and Ellettsville locations. Once they pass the TASC and demonstrate success in part-time work, the student will be offered full-time work in Production, Quality Control, Packaging or Warehouse.

Vincennes University (VU) Allied Health Programs – In partnership with Brown County Community School Adult Education, VU will be offering two Allied Health program certifications beginning in 2021. Certifications will be offered in Phlebotomy and Dental Assisting with more programs to be offered in the near future.

Lawrence County Workforce Coalition (Adult Education and Training Initiatives) – In partnership with Vincennes University Adult Education and Broadview Learning Center, Lawrence County has increased HSE obtainment by local participants through targeted recruitment efforts and increased local advertisements sponsored by the Lawrence County Growth Council. Lawrence County hosts 3-Day HSE Bootcamps and has thus far increased HSE completions significantly in the Lawrence County area. Enhanced partnerships for additional training opportunities are in process.

Academic Partners Project Team – Created in the Fall of 2021, this initiative includes several regional academic and training institutions including Vincennes University, Ivy Tech Community College, Region 8 Workforce Development Services, Hoosier Hills Career Center, North Lawrence Career Center, and the Lost River Career Cooperative. Representatives from Mitchell High School, Bedford-North Lawrence High School, Stonegate Arts and Education Center and the Bedford Mayors office participate in this group as well. This project team was created to address training issues in and around the Lawrence County area with the goal of potentially making this area a major training hub in the southern counties of Region 8. Initially, this group coordinated efforts to create and implement a Regional Course scheduler for all training providers, including Adult Education and Career and Technical Education institutions, to properly list all regional training opportunities within Region 8. This was launched in 2022 and has thus far been a successful coordination resource for all involved. Secondly, this group is currently in the process of creating a stackable credential platform that references all trainings available within Region 8 and the potential training paths for continued education opportunities, available in one online location. This is anticipated to roll out in the Fall of 2022. Lastly, develop training programs and partnership opportunities among service/training providers that effectively utilizes all available employment and training resources for participants of the WorkOne system.

Wagler Education and Training Center- This Adult Education Service provider, located in Greene County, focuses on providing High School Equivalency and certification education within Welding, Nursing Assistant, Teaching Assistant, CNC Machine Production and CDL training. Wagler Education and Training programs rival many CTE programs and delivers quality training in these high-demand industries in Region 8. Wagler provides training in Greene and Daviess Counties, and will be partnering with the North Lawrence Career Center (NLCC) to provide Welding in the Fall of 2022, and CNC training in January of 2023. Additionally, Wagler will partner with NLCC and the Lawrence County area to provide CDL state testing and training in the near future as well.

3.7 Based on the analysis described in Section 1.1-1.3, describe plans to focus efforts and resources on serving priority of service populations in the local area, including how this will be managed. Include any other priority populations the local area will focus on.

In accordance with WIOA Adult Priority of Service requirements, not less than 50.1% of Region 8's WIOA Adult participants will meet low-income criteria, receive public assistance, or meet the definition of basic skills deficient. Region 8's goal is that at least 75% of WIOA Adult participants will meet one of those required adult priority categories, or be from one of the additional targeted populations listed below that have been identified as priorities by the South Central Region 8 Workforce Board:

- Current JAG students or JAG students actively engaged in follow-up
- RESEA or SUBRESEA Participants
- Displaced Homemakers
- Individuals currently or previously involved in the criminal justice system
- Pregnant or Parenting Youth
- Youth In foster care or aged out of the foster care system

Region 8 should have no difficulty finding individuals who need help with developing a career plan and improving their skills so they can become employed in demand occupations that pay decent wages. As described in Section One of this plan, the region has more than 23,000 residents who are 25 years or older and lack a high school diploma or equivalent. In addition, due to the low average wages earned by workers in the region, over 23,236 families receive public assistance. A review of these statistics, along with the numbers of individuals who are either homeless or have a

disability that is a barrier to employment, leads to the conclusion that Region 8 should have no shortage of customers who meet priority of service criteria as described above and need assistance preparing for career success.

Beyond the requirements of WIOA and state policy, the region will focus resources on these population groups because they are the individuals who are most in need of employment and training assistance as they prepare to become competitive members of the labor force needed to fill projected jobs through 2026. As indicated in Section 1.2 of this plan, it is anticipated that during the period 2021-2026 employers in Region 8 will need an additional 14,995 workers each year to fill new and replacement job positions. Projections indicate that 86% of the region's jobs will need at least a high school diploma or equivalent and 43% will require some college or post-secondary certification. As indicated in Section 1.1 of this plan, many of these job vacancies will be in Government, Manufacturing, Health Care and Social Services, Accommodation and Food Services, and Retail Trade. Based on employment numbers, these top 5 industries account for 79% of the total employment opportunities available within the region.

The regional employment projections pose both an opportunity and a challenge. These jobs represent valuable employment options for job seekers, but finding skilled workers to fill these open positions will be a challenge for employers. As a part of the regional strategy to address these worker shortages, efforts will be focused upon increased engagement of the priority of service populations described in the paragraphs above. Many of these individuals likely need to increase their basic skills and/or earn a high school diploma or equivalent and complete at least short term post-secondary training to become more employable.

These priority customers will all have an opportunity to meet with a Career Advisor to receive individualized career services that can help them prepare to obtain or retain employment. Specific recruitment efforts will be made to target individuals from these priority groups to increase their awareness of how services available through the WorkOne system can help them become self-sufficient. Partnerships with community organizations who specialize in serving individuals with these barriers will be developed and maintained to enhance recruitment efforts of these targeted populations and facilitate the process of making and receiving appropriate customer referrals. WorkOne staff may also provide services on site at local community service organizations as needed to allow priority populations to access programs and services in locations that are more convenient for them.

Individuals who meet priority of service criteria and lack marketable skills to be competitive in the labor force will be encouraged to earn their HSE as appropriate and will also be offered assistance to attend training to gain the skills necessary to find suitable employment. This approach will not only benefit the individual job seekers, but it will also help increase the number of workers who have skills needed by regional employers.

The focus on serving these priority groups will be managed using DWD's case management system. Data on the enrollment levels of these populations will be regularly reviewed. In the unlikely event that less than 50.1% of those enrolled on the WIOA Adult population meet the priority of service criteria, corrective action will be taken and targeted recruitment efforts will be increased.

3.8* Based on the analysis described Section 1, identify up to three industries where a sector partnership is currently being convened in the local area or where there will be an attempt to convene a sector partnership and the timeframe. Describe how you will be partnering to achieve defined goals.

As described in Section One, current sector partnerships in Region 8 with which the Board and WorkOne system is involved include:

- **Regional Opportunity Initiative (ROI)** in partnership with Radius Indiana and the Community Foundation of Bloomington and Monroe County received a \$42 million grant from Lilly Foundation back in 2016. Forming what is now known as “Hoosier Uplands,” ROI has worked on several initiatives assisting businesses and organizations throughout Region 8 to identify, target, and recruit talent from across the area and country to South Central Indiana. Work continues today with a sector focus on advanced manufacturing, defense contractors and the Crane Naval Surface Warfare Center, and the large Life Science sector in the region. Several Board members and the Director of the Board have participated actively with this initiative by providing information about existing workforce development needs and giving input and feedback on program design. Workforce development is a key factor of this endeavor and new partnerships are being formed with WorkOne Centers, the Board, and the Workforce and Education component of ROI.
- **Radius Indiana** is a regional partnership representing 8 counties in South Central Indiana: Crawford, Daviess, Dubois, Greene, Lawrence, Martin, Orange, and Washington Counties. Formed in 2009, Radius Indiana also serves as a primary point of contact in Indiana for Crane. The Workforce Board Director and Business Services Director serve on Radius committees and workgroups to identify educational and workforce issues important to the counties within the Radius region. Region 8 works closely with Radius Indiana to identify, attract and recruit talent from across the country to relocate and work in South Central Indiana.
- **South Central Indiana Area Health Education Center (SCI AHEC)** is a program designed to improve healthcare through community and academic partnerships. Indiana's third AHEC was established in the South Central region of the state in the fall of 2003 under the guidance of Hoosier Uplands Economic Development Corporation. The community based non-profit organization has forged successful partnerships within the 12-county region by creating an advisory board to guide the development of programs to address the unique needs of the region. Counties represented include Brown, Clark, Crawford, Floyd, Harrison, Jackson, Lawrence, Martin, Monroe, Orange, Scott, and Washington. WorkOne representatives participate on the AHEC advisory board and exchange information to help increase opportunities available to customers.
- **WestGate@Crane** - Professionals, elected officials, business leaders, and civic figures worked for the development of a technology park adjacent to NSWC-Crane Division. WestGate@Crane Technology Park partners with a variety of organizations and businesses such as local and state economic development corporations, NSWC-Crane Division, I-69 Innovation Corridor, Indiana Office of Defense Development, and WorkOne.
- **Bloomington Life Science Partnership (BLSP)** BLSP is focused on Life Science companies in the Bloomington area including surrounding counties. BLSP is a partnership formed by Bloomington Economic Development Corporation (BEDC) which includes employers, government, workforce development representatives, and educational representatives. The Bloomington Life Sciences Partnership is a collaborative effort dedicated to continued life sciences business growth in greater Bloomington, Indiana - a nationally recognized leading metro area in medical devices, contract pharma, biotechnology, basic research and life sciences workforce development.

WorkOne staff provide labor market data, information on skills of the workforce and ongoing assistance to coordinate economic development and workforce development efforts. WorkOne and BLSP representatives will continue to meet on a regular basis. Ongoing recruitment and job postings are planned for the next year. In the most recent Life Science initiative, WorkOne has partnered with Ivy Tech Community College, Hoosier Hills Career Center, Boston Scientific, Baxter International, Catalent and Cook on the **Biomanufacturing Technician Apprenticeship Program**. This Program offers the opportunity for individuals interested in starting a career as a

Technician with a life science company in the Bloomington and Spencer area. This 3-week Bio-manufacturing Technician Apprenticeship program focuses on the medical work environment, culture and career advancement opportunities in Life Science companies. Training covers relevant information with hands-on experiences and content related to bio-pharmaceutical and medical device production. Successful completion of the course will allow individuals to earn a certification. Students may also have the opportunity to interview for a direct hire position with local companies and potentially enter into a US Department of Labor Registered Apprenticeship as a Bio-manufacturing Technician. Catalent is currently in the process of creating a direct hire method for new applicants to receive in-house training and Bio-manufacturing Technician Apprenticeship training through Hoosier Hills Career Center. This method will include company training through Catalent and a one to two week Technician training through HHCC. If successful, this model could be duplicated for the other Life Sciences companies in Monroe and Owen counties. It is anticipated this initiative will be implemented within the next year.

- **Bloomington Tech Partnership (BTP)** is focused on the development and growth of technology in the South Central area of Indiana. This partnership was formed by BEDC in conjunction with the growing Tech companies, Indiana University and the City of Bloomington as well as other community partners and workforce development. Many of these companies are associated with Indiana University and Crane NSWC. The Bloomington Technology Partnership fosters the growth of Bloomington's emerging high-tech economy through talent recruitment, networking opportunities and technical assistance. WorkOne is a regular sponsor and participant in two annual Career and Internship Fairs to attract skilled IT workers to the expanding IT community in the area. As a result of the coordination between WorkOne, the BTP and local businesses, additional jobs are posted, connections of businesses to skilled workers are increasing, and the number of new entrepreneurial IT businesses is growing. WorkOne has and will continue to be a partner in marketing and attracting individuals to participate in Bloomington Tech Partnership efforts. Recently, the City of Bloomington, the BEDC, and numerous partners, received approximately \$5.9 million in federal funding to develop a technology hub in Bloomington's downtown Trades District. The Trades District is a 12-acre portion of the Bloomington Certified Technology Park and is envisioned as a place of innovation, attraction, and job creation for the City of Bloomington. The hub would act as a "commercialization center" to complement startup activity and support the existing entrepreneurial ecosystem within the Trades District. The nearly 30,000 square foot building would host tenant office spaces and convening facilities to encourage startup collaboration. To encourage the growth of tech companies, WorkOne has developed partnerships with the Mill Code School and Eleven Fifty Academy to provide technology training to support local tech companies and provide high wage and high demand jobs for the regional workforce.

3.9 A-D

Responses may include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, industry and sector strategies, career pathways or utilization of effective business intermediaries and other business services and strategies that support the local board's strategy in 3.1. [WIOA Sec. 108 (b) (4) (A) & (B)]

Identify and describe the strategies and services that are and/or will be used to:

A. Facilitate engagement of employers, including small employers with in-demand industry sectors and occupations, workforce development programs, in addition to targeted sector strategies.

The WorkOne Business Services Team has been established to ensure a coordinated approach to assisting and engaging businesses throughout the region to utilize the services available through the WorkOne offices. This team meets regularly to share information and coordinate business contacts with area employers and to discuss employer engagement strategies. The Business Services Team will collect intelligence and information by engaging individual employers and attending Chamber of Commerce and Economic Development meetings. Information from businesses and other sources of Labor Market information will be actively compiled and analyzed by Business Services staff to identify any changes in economic conditions and will target industry sectors that have the most impact on regional economy.

Business Services staff will identify potential industry sector partners with the goal of identifying common needs and workforce issues. Sector experts within the Business Services Team will develop and maintain expertise on the needs of specific targeted sectors by collecting information from sector employers about their current and future needs. The WorkOne system will actively participate in the development of sector partnerships by bringing together employers within industry sectors, labor organizations, and educational institutions to identify strategies to address employer needs and develop solutions to common problems. The creation of these sector partnerships will benefit the involved employers and workers within the Region by increasing employment opportunities.

Members of the Business Services team also participate actively with area Chambers of Commerce, local economic development entities, and employer organizations such as local human resources staff associations to ensure area businesses are aware of the many valuable services they can access through WorkOne offices. Members of the Business Services Team make on-site visits to local businesses every month to learn more about the needs of these businesses and to help them devise recruitment, retention, training and employee development plans.

Engagement of employers in work-based learning opportunities is an effective way for job seekers to gain skills and for employers to find desirable candidates for vacant positions within their companies. During employer visits, Business Services Team members will explain On-the-Job Training and Work Experience/Internship opportunities available through the WorkOne system making sure employers are aware of how these services benefit not only job seekers but employers as well.

Region 8 Business Services staff will also encourage employers to participate in the Next Level Jobs Workforce Employer Training Grant program. This workforce development program is part of Governor Eric Holcomb's Next Level Indiana Agenda to continue the positive momentum in Indiana. The goal of this grant program is to focus on high-priority industries and the high-demand jobs driving Indiana's 21st century economy forward. This Grant reimburses employers in high-demand business sectors up to \$5,000 for each new employee that is trained, hired and retained for six months. There is a \$50,000 cap for each employer and is available to assist employers with filling in-demand positions within six priority sectors.

B. Support a local workforce development system described in 3.2 that meets the needs of businesses.

In addition to the Business Services Director and Business Services staff, the Business Services team is comprised of local staff representing the WIOA service provider, Veterans (JVSG) program staff, and local DWD staff who regularly assist employers. Staff from Vocational Rehabilitation, Adult Education, TANF, SNAP, and WIOA Youth programs will be invited to participate on this team as appropriate to increase employment opportunities for all populations.

In addition to the initiatives described above, WorkOne offices throughout the region provide a variety of services designed to meet the needs of businesses by assisting them with job recruitment, job posting, and job matching, including the following:

- ✦ Business contacts – Staff make individual contact with businesses to increase awareness of Indiana Career Connect and encourage them to post their job openings through the WorkOne and utilize other available resources.
- ✦ Technical assistance to businesses – Staff members advise businesses on how to post jobs and screen applicants using ICC.
- ✦ Business Account Representatives – To ensure excellent customer service, large employers and businesses who utilize WorkOne services frequently have a designated WorkOne Business Account Representative who is familiar with the individual needs of their business.
- ✦ Job Fairs – Organize, develop and participate in local and regional job fairs for multiple businesses, including Virtual Job Fairs.
- ✦ Mini Job Fairs – To assist with recruitment, WorkOne offices host smaller job fairs that are targeted primarily to one employer or a small group of employers from the same industry.
- ✦ Labor Market Information – WorkOne staff help businesses access information available on DWD’s Hoosiers by the Numbers website.
- ✦ Office space – WorkOne provides office space and support to employers for recruitment, job fairs, and interviews as needed.
- ✦ WorkKeys – Numerous employers in the region rely on WorkKeys test scores to assist with job matching and recruitment.

A priority of the Board is to continually increase the number of businesses who use the WorkOne system to help meet their employment needs. Employer engagement will continue to be a focus of the WorkOne Business Services team with a sustained goal of having more companies use WorkOne as a primary resource for employee recruitment. An enhanced marketing plan using e-mail, newsletters, partnerships with Chambers of Commerce and Economic Development, and other strategies will continue to be implemented to help more employers understand how the services available through the WorkOne system can help them reduce employee turnover and find the right workers for their business.

In addition, Business Service Team members will promote the Next level Jobs Employer Training Grant, mentioned in section A on page 35, opportunities within the South Central Region 8 service area and will be targeting new employers within the region. The initiative focuses on high-priority sectors and high-demand jobs within six priority sectors which encompass more than 100 occupations. Two million Hoosiers need additional training to compete in the future workforce, and there will be millions of job openings due to retirements and the creation of new jobs in the next decade. Next Level Jobs will help meet that challenge in the following areas:

- Advanced Manufacturing
- Technology and Business Services
- Transportation and Logistics
- Health and Life Sciences
- Building and Construction
- Agriculture

Training must be job skills training that aligns to an eligible occupation and is at least 40 hours in length. Training must yield a post-secondary credential, a nationally recognized industry credential, or be specialized company training.

Wage Requirements

- New employees must receive a minimum wage of \$17 per hour.
- Existing employees must receive a minimum 3% wage increase upon training completion.

Employer Reimbursement

- Employers can be reimbursed up to \$5,000 for each new or current employee who is trained and retained for 6 months from the start of training, for up to \$50,000 per employer, per year.
- Employer reimbursement amount is based upon the actual cost of training and the type of training provided.
- Up to \$5,000 per employee for training resulting in a post-secondary credential or nationally recognized industry credential.
- Up to \$3,000 per employee for specialized company training.
- Up to \$1,000 per High School Student enrolled in a work-based learning program.
- A maximum two (2) employer FEINs are allowed per WDB region.

Trainee Requirements

- Training can be provided to new or existing employees, and
- Trainee must be retained for six (6) months from the start of training or be a high school student enrolled in a work-based learning program.

Employer Training Grant 6.0 Timeline

- Regional Business Services will host an informational Employer Seminar to present the Employer Training Grant 6.0 processes **to employers who have not utilized the grant previously.**
- Employer applies via the Employer Portal.
- Business Services staff will reach out to employer within 2-3 business days and provide link to create an employer portal account.
- Employer will submit training plan, wages and job descriptions via portal.
- After review of documents, employer will receive an Employer Training Agreement to sign. Once submitted, funding will be obligated.
- Business Services staff will perform periodic check-ins during training.
- Employer will upload financial documents (W9 and direct deposit forms) into portal.
- Once 6 month retention is achieved for trainees, employer will complete and submit invoice via portal.

C. Better coordinate workforce development programs with economic development partners and programs.

Staff to the Board and members of the Business Services team have regular contact with economic development officials to coordinate retention and expansion activities, assist with developing new employment opportunities, and assist in developing recruitment and training plans. Staff members frequently provide labor market information and assist economic development staff and businesses to utilize data available through DWD's Hoosiers by the Numbers website and other sources. When economic development officials are working with potential business prospects that may be considering locating within the region, local WorkOne offices routinely provide information on the skills of the workforce, the currently available labor pool, and other information that is key to helping a business decide the best location for its facilities. Participation in these activities also helps WorkOne staff to maintain current knowledge of the employability and job skills that are needed in order for prospective companies to locate or expand in the region.

The Board also works to coordinate the programs available through the WorkOne system with the initiatives of economic development organizations in the region. One example of this coordination is the development of the region's list of demand occupations. As this list is being developed, plans and priorities of local economic development entities as well as their knowledge of current labor force needs of employers are taken into consideration when identifying specific occupations for which current openings exist or future openings are projected. The Board and WorkOne staff have also been involved with and supportive of the development of sector partnerships in the region.

In partnership with the Bloomington Economic Development Corporation, the Staff to the Board is collaborating with several regional partners as a participant on the Economic Vitality Project (EVP) initiative for Monroe and the surrounding counties. A strategy group, Fourth Economy Consulting, is conducting a Comprehensive Economic Development Strategy to address ongoing economic challenges such as Workforce, Housing, Transit, Child Care, Land Availability and much more in terms of available community resources. The goal is to address these issues as a whole within the communities as opposed to working in siloes. The three areas of focus include: 1) Engage community in co-owned vision setting and action to address current and future needs, 2) Build on existing work in Monroe County, fill-in gaps and connect to the region, and 3) Recognize the diversity of our communities in Monroe and the surrounding counties.

D. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.

Although recent changes implemented by DWD have resulted in the discontinuation of staff assistance for Unemployment Insurance (UI) claims in local WorkOne offices, UI claimants are still able to connect to services with the WorkOne system from which they can benefit. The WorkOne customer flow process encourages UI claimants to register for Indiana Career Connect and begin their job search immediately. Available RESEA and Jobs for Hoosiers programs help to facilitate linkages between UI and WorkOne services and provide opportunities for WorkOne system staff to promote employment and training services to participants of these programs. Non-compliance with re-employment plans and scheduled WorkOne activities are reported as required which can have a negative effect on UI payments. WorkOne staff will build an even stronger connection between UI and job search services by ensuring that UI claimants are referred as appropriate to workshops, job fairs, and any other services that can help them become re-employed more quickly.

UI claimants that have trouble with connecting directly to UI representatives at DWD may utilize BAT phones located at our Bloomington and Linton WorkOne offices. These BAT phones provide a direct linkage to a UI Specialist at a Contact Center in Indianapolis and are available during regular business hours.

3.10 Including WIOA and non-WIOA funding, what percentage of total funds would you project will be used for training annually?

It is difficult to calculate a projected regional percentage for training given that each funding source in the WorkOne system has different definitions, allowable uses and restrictions, and budget processes regarding funds for customer training. For example, Vocational Rehabilitation does not have a specified local budget for training, funds are requested from the state as needed so it is difficult to project an annual training budget for the region. Wagner-Peyser and Adult Education funds are not available to be used for direct client tuition payment. For these reasons, the Board has not calculated a projected percentage of these funding sources that will be used for direct client training.

The Board has, however, established a direct client expenditure goal specifically for the WIOA and Performance Support Grant funds that are granted to the Board from DWD. The region's planned total PY'22 budget for WIOA Adult, Dislocated Worker and Youth funds (\$1,489,311). Of this amount, it is anticipated that approximately 15-20% (\$223,000 - \$298,000) of the total funds available for WIOA program activities will be used for direct client tuition and supportive service payments.

On top of these projections, WorkOne staff will work in coordination with partner agencies including Adult Education, Wagner-Peyser, TAA and Vocational Rehabilitation to ensure that customers can access all available training funds as appropriate to maximize the impact of the Region's total funds available for training to participants of the WorkOne system.

3.11 If the local board is currently leveraging funding outside of WIOA Title I funding and state general funds to support the local workforce development system, briefly describe the funding and how it will impact the local system. Break down the description by adult, dislocated worker and youth. If the local board does not currently have oversight of additional funding, describe any plans to pursue it.

The Board continually evaluates funding opportunities as they arise and determine the most appropriate manner in which to proceed. As appropriate, the Board will seek additional funding to increase available employment and training services in the region. The Board is a 501(c) (3) non-profit corporation and will leverage its funding from DWD to obtain additional grants and contracts that will enhance or compliment WorkOne services in Region 8. In 2018, we established a goal of obtaining \$100,000 per year in additional non-DWD funding. To date, Region 8 has secured additional funding dollars as follows:

Homeless Veterans Reintegration Program through the U.S. Department of Labor – In July of 2019, Region 8 applied for and received a Department of Labor Homeless Veterans Reintegration Program (HVRP) Grant in the amount of \$125,000. Region 8 also received an additional \$125,000 for a continuation year in 2020. This project focuses primarily on serving Veterans who are eligible under Priority 1 – HVRP criteria. The proposed service area covers all of Indiana's Economic Growth Region 8. Eligible Veterans from Morgan County are also served by this project.

Lilly Endowment Youth Program Resilience Fund (YPRF) – In August of 2020, Region 8 applied for and received a Grant to support JAG program staff and student activities at Owen Valley High School in the amount of \$62,000.

Registered Apprenticeships - The South Central Region 8 Workforce Board was certified in May of 2020 by the Indiana Department of Labor as a Registered Apprenticeship Intermediary. This means that the Region 8 Workforce Board may

act as a host for approved Registered Apprenticeships. The Workforce Board is working closely with the Indiana Office of Work-Based Learning and Apprenticeships (OWBLA) to deliver Registered Apprenticeships throughout the Region when appropriate. In December of 2020, Region 8 began providing Registered Apprenticeship opportunities through DOL sponsored grants acquired by the OWBLA in connection with the Apprenticeship State Expansion (ASE) Grant Program. To date, Region 8 has developed Registered Apprenticeship programs in the following areas: 1) Workforce Development Specialist, 2) Bio-Manufacturing, 3) Certified Clinical Medical Technician, and 4) Behavioral Health Technician. Region 8 plans to continue the partnership with the OWBLA and is partnering to deliver Registered Apprenticeships utilizing grant funds under the Apprenticeship Building America (ABA) Grant Program.

Staff to the Board will continue to research funding opportunities with corporations, foundations, other State of Indiana Agencies, the U.S. Department of Labor and other Federal, State, or Local funding sources that support Workforce Development programming. The Board will apply for grants and contracts that are compatible with the Board's mission and goals. In particular, the Board will seek funding that will help to support staffing and overhead costs associated with our eight WorkOne offices.

The Board understands that it is not necessary to be the grant applicant to help leverage resources for the region. The region is often better served by allowing other entities such as economic development organizations, employer led sector partnerships and others to be the direct recipient of funds. When the Board is not the applicant or entity responsible for administering workforce development funds, the resources available under the umbrella of the Board and its WorkOne system can still be used to support other regional entities in their efforts to apply for funds and implement programs with funds that are received. The Board works continually to develop and maintain alliances with these entities and will always provide support and workforce services when appropriate.

3.12 Optional: Describe any collaboration with organizations or groups outside of your local area, interstate or intrastate, and what outcomes you plan to achieve as a result of the collaboration.

Region 8 is currently working with Region 11 in support of the Vincennes University Jasper Catapult Production Training for Advanced Manufacturing. Jasper is located EGR 11 and borders the Region 8 service area. The funding partners for this program include: Radius Indiana, Conexus Indiana, Dubois Strong/Grow Dubois, and the Dubois County Community Foundation. This program will provide classroom and applied learning in Lean Manufacturing and prepare candidates for potential employment with a wide variety of manufacturing companies. Region 8 plans the result of this effort to be in terms of high-wage/high-demand job placement with advanced manufacturing companies.

Section 4: Program Design and Evaluation

Please answer the following questions of Section 4 in 15 pages or less. Many of the responses below, such as career pathways and individual training accounts, should be based on strategic discussions with the local board and partners. Questions that require collaborative answers for regions 5 & 12 are designated with an *.

4.1 Describe how the local board, working with the entities carrying out core programs (*Core programs include: Title I Adult, Dislocated Worker, Youth Services, Title II Adult Education and Literacy, Title III Wagner-Peyser, and Title IV Vocational Rehabilitation*), will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment and out of school youth. Include referral processes with one stop partners. [WIOA Sec. 108 (b) (3)]

As previously mentioned in this plan, cross-training of partner staff and co-location of services will improve access to WorkOne system programs in the region for all individuals, especially those with barriers to employment. As staff of WorkOne partners become more knowledgeable about programs and services, they will be better equipped to make appropriate referrals to enable customers to access all employment and training assistance available that can help them meet their individual career goals. As a part of the cross-training process, more formalized referral processes will be developed between one-stop partners to ensure customers do not fall through the cracks. For customers with vision or hearing impairments, accessible workstations are located in the WorkOne Centers located in Bedford, Bloomington and Linton.

Efforts will also be made to develop closer connections with high school guidance counselors and community organizations who serve youth to increase awareness about services that are available through the WorkOne system to help out-of-school youth successfully transition into a career. Region 8 has Eight (8) Jobs for America's Graduates (JAG) programs located throughout the Region. JAG Programs are located at the following High Schools: Bedford North Lawrence, Brown County, Eastern Greene, Edgewood, Mitchell, Owen Valley, Paoli and Washington. JAG Specialists will also work closely with schools, community organizations and WorkOne staff to provide supportive services and referrals to students and former students as appropriate.

Region 8 has a South Central Indiana website at www.southcentral8.org for Board members and the general public. Board meeting dates and minutes are available for review on this site, as well as any important regional announcements that need to be posted. Additionally, and working closely with DWD, a regional State WorkOne website is also available at www.workonesouthcentral.org. Customers can obtain information about programs and services, upcoming events, and other useful information designed for employers and job seekers in the region. Region 8 has established a JAG Facebook account to allow followers to receive helpful tips and alert them about upcoming JAG events, happenings, or other items that may be of interest. Social Media usage will undoubtedly increase the effectiveness of communication between WorkOne and In and Out-of School Youth. Region 8 plans to establish a regional WorkOne Facebook page by Fall of 2022. Linked-In will also be used to communicate happenings and announcements in Region 8.

4.2 Describe how the local board will facilitate and develop career pathways and utilize co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized post-secondary credential, including a credential that is an industry-recognized certificate. <https://www.in.gov/gwc/2445.htm> [WIOA Sec. 108 (b) (3)]

The region has a long history of co-enrollment between WIOA programs and Wagner-Peyser programs. Continued partnerships with Adult Education Providers throughout the service area have increased collaboration between WIOA

and Adult Education programs, which has led to increased co-enrollments. As mentioned in Section 3 of this plan, the region will ensure staff are well trained and knowledgeable about other partner programs so they can effectively screen customers and make appropriate referrals that lead to co-enrollment among partner programs.

The exchange of information between Vocational Rehabilitation staff and other partner agencies remains a priority for the Board. Confidentiality and privacy regulations make it more difficult for staff to work in collaboration on behalf of VR customers who are co-enrolled in other programs unless the customer takes the lead on sharing information with staff of each program. Per the Unified State Plan, the region plans to investigate options that will comply with all rules and requirements while also allowing for information to be shared to the extent possible between Vocational Rehabilitation staff and other partners. Increased access to information between all partners is necessary to facilitate the development of a coordinated plan of service for the customer and more efficient use of resources by partner organizations.

As appropriate, customers in the workforce system will continue to be assessed for training eligibility and co-enrolled in programs they are determined eligible for based on an in-depth career assessment. If deemed eligible and identified as a candidate for a funded training activity or program, customer will have the opportunity to pursue industry-recognized credential certification and/or degree programs. As mentioned in this plan, Region 8, working with the Office of Work Based Learning and Apprenticeships, will be expanding Registered Apprenticeship programs in South Central Indiana with plans to offer a wider variety of certifications in the Life Sciences, IT, Health Care and Advanced Manufacturing sectors. An example of this involves WorkOne partnering with Ivy Tech Community College, Hoosier Hills Career Center, Boston Scientific, Baxter International, Cook and Catalent on the Biomanufacturing Technician Apprenticeship Program described in section 3.8 of this plan. Successful completion of the course will earn customers an industry recognized certification. At the end of the training, students will then have the opportunity to interview for a direct hire position with local companies and potentially be entered into a US Department of Labor Registered Apprenticeship as a Bio-manufacturing Technician. To date, Region 8 has served/is serving more than 45 participants in the Bio-Manufacturing Apprenticeship through either the Region 8 Workforce Board or Hoosier Hills Career Center.

Region 8 Self-Sufficiency definition note: The current labor shortage caused by the COVID-19 pandemic has drastically increased wage levels for low-skilled entry level positions in the region. As a result, many individuals who are currently able to earn \$16.00 to \$17.00 per hour still lack training beyond high school and/or the skills and certifications that are needed by local employers. In order to continue providing training services to individuals who need help with developing a career path and earning skills/credentials that will allow them to be self-sufficient in a post COVID -19 economy, Region 8 has temporarily increased the self-sufficient wage from \$13.00 per hour to \$18.00 per hour, working at least 35 hours per week, effective 08/01/2021. If/when the COVID-19 related impact of regional wages begins to dissipate, Region 8 will re-evaluate and adjust the self-sufficient wage accordingly. For individuals earning more than \$18.00 per hour, staff will determine if the participant is able to work at least 35 hours a week with their current employer and if not, they will determine if the customer is able to obtain self-sufficiency from another employer. If not, the participant may qualify for training services. However, participants receiving verified public assistance and showing a need for training can be considered for WIOA funding eligibility regardless of income earned.

4.3 A-E Describe the one-stop delivery system in the local area as required by WIOA Sec. 121(e). See below subparts for specific areas that must be addressed. [WIOA Sec. 108 (b) (6) (A-D)] (4.3 D is a collaborative answer for Regions 5 & 12).

The One-Stop delivery system in Region 8 consists of a unified and coordinated effort among all One-Stop Partners. Region 8 leadership will ensure that an effective and efficient delivery of services to South Central Indiana citizens is conducted in a smooth and seamless flow among all regional partners.

A. Describe the local board's efforts to ensure the continuous improvement of eligible providers of services, including contracted services providers and ensure that such providers meet the employment needs of local employers, and workers and jobseekers. [WIOA Sec. 108 (b) (6) (A)]

The region will encourage continuous improvement of service provision in a variety of ways. The Board will regularly review progress toward meeting federal performance standards. If deficiencies are noted, the Board's One Stop Operator will work with providers to implement corrective actions designed to improve performance.

At each quarterly meeting, the Board will also receive a WorkOne report which provides information on services provided to employers and job seekers. Board members will have an opportunity during these meetings to discuss the information presented and ask questions regarding the effectiveness of businesses services efforts in meeting the needs of employers, and WorkOne service delivery processes in helping to assist customers in meeting their employment goals. Service providers will be asked to address any concerns raised by Board members as a part of this process.

The One-Stop Operator will also review available data on co-enrollment rates between partners to ensure that referral processes are continuously improved to increase customer access to all programs. The region will use feedback received from customers and employers to improve service delivery practices to make them more effective and easier to access.

B. Describe how the local board will facilitate access to services provided through the one-stop delivery system in remote areas, through the use of technology, and through other means. [WIOA Sec. 108 (b) (6) (B)]

As mentioned previously, WorkOne Centers are located in each county of the region. Because some areas of the region lack reliable internet access and many customers do not have computers, printers and/or internet access in their homes, these Centers provide a convenient location where customers can use technology to apply for jobs, file Unemployment Insurance claims, take online testing, participate in internet based training activities, complete applications for postsecondary training, and other activities that are necessary for participation in employment and training programs. It is particularly beneficial for customers who lack computer skills to visit these WorkOne Centers where staff are available to answer questions and assist them while they conduct these online transactions.

Using technology, the Board and WorkOne Centers will make WorkKeys assessments throughout the region accessible via online testing arrangements as appropriate. Since a certain number of businesses within the region still utilize WorkKeys assessments, the assessment will continue to be offered to provide an opportunity for more individuals to prepare for jobs with those employers still utilizing the assessment as part of their hiring process. Additionally, using WIN Career Readiness Courseware, which is available to all users with internet access, individuals will be better prepared for the WorkKeys assessments and will improve their ability to succeed in Adult Education programs. Over the last two program years, the COVID-19 event caused the Region to update computer systems and allow for virtual Case Manager meetings with current and potential customers. This practice remains in place. Currently, a wide variety of services such as service orientations, enrollments, workshops and regional job fairs are now available online to customers and has become part of our normal services delivery system.

C. Describe how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA section 188, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities. [See WIOA Sec.

Region 8 will ensure WorkOne facilities comply with the physical and programmatic accessibility of our programs and services with the Americans with Disabilities Act and WIOA Section 188. We will work cooperatively with Vocational Rehabilitation to ensure WorkOne staff has been trained in addressing the needs of individuals with disabilities. Opportunities for staff training will be shared with one-stop partners as these opportunities become available. As a part of our annual program and compliance on-site monitoring, the Board through its contracted Staff to the Board performs a review of programmatic accessibility and a review of the WorkOne facilities accessibility. The following table indicates the results of the most recent review:

	Bedford	Bloomington	Linton	Brown	Daviess	Martin	Orange	Owen	Notes
Accessibility Element Reviewed									
Entrance	A	A	A	A	A	A	A	A	
Parking	A	A	A	A	A	A	A	A	
Doors / Force	A	A	A	A	A	A	A	A	
Services	A	A	A	A	A	A	A	A	
Interior Access Width 36"	A	A	A	A	A	A	A	A	
Wheelchair Access	A	A	A	A	A	A	A	A	
Rooms & Spaces 36" Wheelchair	A	A	A	A	A	I	A	A	Needs new computer desk, in progress
Signage Compliant	I	A	A	A	A	A	A	A	Parking Lot Signs Ordered
Controls, height, closed fist	A	A	A	A	A	A	A	A	
Seats, Tables and Chairs	A	A	A	A	A	A	A	A	
Ramps, Lifts, Elevators	N/A	N/A	N/A	A	N/A	N/A	A	N/A	
Stairs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Rest Room Usability	A	A	A	A	A	A	A	A	
Lavatories	A	A	A	A	A	A	A	A	
Drinking Fountains	A	A	N/A	N/A	N/A	N/A	N/A	N/A	

Telephones	A	A	A	A	A	A	A	A	
Special Accessible Workstations/ Computers	A	A	A	N/A	N/A	N/A	N/A	N/A	
A = Accessible I = Needs Improvement N/A = Not Applicable									Review Date 5/26/2022

Working closely with the regional Service Provider, the Staff to the Board will conduct annual training sessions for all WorkOne staff and provide appropriate materials to be reviewed each program year. This annual training will be recorded properly once completed.

WorkOne has a variety of resources available to provide reasonable accommodation to individuals requesting auxiliary aids and services. Appropriate accommodations are determined on an individualized basis. Strategies staff may use to assist an individual with disabilities will include but are not limited to:

1. **Partnering** with Vocational Rehabilitation or other community-based organizations able to meet the specific need of the customer.
2. **Contacting** Vincennes University's Office of Disability Services. This office provides information about services available to individuals with disabilities on appropriate accommodation procedures; evaluates disability documentation for reasonable and appropriate accommodations; assists in recruiting American Sign Language interpreters and provides information to make appropriate referrals.
3. **Requesting** consultation or information on accommodations from the Job Accommodation Network (JAN). 1-800-526-7234 (V) and 1-877-781-9403 (TTY)
4. **Referring** individuals to a full-service WorkOne office as these offices are equipped with disability work-stations that will accommodate accessibility to services (Bloomington, Linton and Bedford locations).

Individuals who are deaf, hard-of-hearing, or speech impaired are afforded the same equal opportunity to receive services, as are non-impaired persons. Persons with hearing impairments will receive reasonable accommodations in accessing services through the use of auxiliary aids and/or qualified interpreters at no cost to them.

WorkOne staff will also offer reasonable accommodations for individuals with limited English language proficiency by utilizing available interpreter services. A primary resource for these accommodations will be the In-Person Interpreter Services (QPA#13314) and Telephonic Interpreter Services (QPA#13336) contracted by the Indiana Department of Administration.

The In-Person Interpreter Services are available via established hourly rates based on the language selected. Educational materials to assist those interacting with Limited English Proficient persons are available through the Contractor (for example, cards to communicate that interpretative services are being provided at no cost to the person. Video Remote Interpretative (VRI) services are also provided through this contract. VRI services require a high-speed internet, webcam and a computer. Services are available for Spanish, American Sign Language, and most other requested languages.

The Telephonic Interpretation Services are available 24 hours a day, 7 days a week. The rates are billed by the minute based on the language selected. Interpreter services are available for Spanish and most other requested languages.

WorkOne staff will be made aware of these interpreter services available through the State of Indiana and will offer to help customers access these services as appropriate.

Listed below are some of the additional resources available within Region 8 to assist individuals with limited English proficiency:

- Transition Resources - Available in all counties
- City of Bloomington Office of Latino Affairs - Monroe County
- Indiana University Language Departments - Monroe County
- Vincennes University Foreign Language Department - All Counties
- On-Line Translation Services –www.translate.google.com. If no other resources are immediately available staff may use the free on-line translation service available from Google. This website provides free translation services in many languages.

The Bloomington, Bedford and Linton WorkOne Centers have workstations designed for use by individuals with disabilities. The workstation computers have been updated and the workstations are currently operational. Each entity located in the Region 8 WorkOne Centers is required to comply with WIOA section 188 and the Americans with Disabilities Act of 1990. Agreements developed by the Board will contain the following nondiscrimination assurances :

Pursuant to the Indiana Civil Rights Law, specifically including IC 22-9-1-10, and in keeping with the purposes of the federal Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disabilities Act, the One-Stop Partner covenants that it shall not discriminate against any employee or applicant for employment relating to the WorkOne with respect to the hire, tenure, terms, conditions or privileges of employment or any matter directly or indirectly related to employment because of the employee or applicant's : race, color, national origin, religion, sex, age, disability, ancestry, status as a veteran, or any other characteristic protected by federal, state, or local law ("Protected Characteristics"). Furthermore, the One-Stop partner certifies compliance with applicable federal laws, regulations, and executive orders prohibiting discrimination based on the Protected Characteristics in the provision of services.

Each One-Stop partner understands that the South Central Workforce Development Board is a recipient of federal funds, and therefore, where applicable, the One-Stop Partner and any One-Stop Partner contractors agree to comply with requisite affirmative action requirements, including reporting, pursuant to 29 CFR Part 38.

- A. Equal Opportunity Assurances: The parties to this Agreement assure that each will fully comply with the nondiscrimination and equal opportunity provisions of Section 188 of WIOA and its implementing regulations. These regulations prohibit discrimination because of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I- financially assisted program or activity.*
- B. Discrimination Complaint Procedures: The parties to this Agreement will assure those complaints alleging discrimination on any of the above bases will be processed in accordance with applicable federal WIOA regulations and DWD policy 2016-09, as well as any subsequent DWD policy which rescinds and replaces these, developed pursuant to this section and approved by the U.S. Department of Labor's Civil Rights Center.*

C. Accessibility and Reasonable Accommodation: Pursuant to federal WIOA regulations, the parties to this Agreement assure that the following is provided in the One-Stop delivery systems:

- (1.) Facilities and programs which are architecturally and programmatically accessible;*
- (2.) Reasonable accommodations for individuals with disabilities;*
- (3.) Cost allocation method for making reasonable accommodations (i.e., shared or paid by one entity).*

D. Obligation to Provide Notice: The parties to this Agreement will provide ongoing and continuing notification that it does not discriminate on any of the prohibited basis in accordance with applicable regulations for Section 188 of WIOA.

D.* Describe the roles and resource contributions of the one-stop partners agreed to per DWD Policy 2018-04 Memoranda of Understanding and Infrastructure/Additional Costs Funding Guidance. [WIOA Sec. 108 (b) (6) (D)]

In accordance with the MOU guidance issued by DWD, Policy 2018-04, the Board will submit all required MOUs as appropriate or requested by DWD.

DWD will facilitate the development of umbrella MOUs for Wagner-Peyser, TAA, Veterans programs, Unemployment Insurance and TANF Employment and Training programs. The Board anticipates MOUs which describe the roles and resource contributions of each partner will be developed locally with many of the following entities:

Vincennes University—Vincennes University is the WIOA Adult, Dislocated Worker, Youth, Business Services and JAG Service Provider. DWD leases the full service WorkOne office in Bloomington. Vincennes University has staff located in this office. The South Central Region 8 Workforce Development Board shares the proportional costs of overhead in the Bloomington office through the Integrated Services contract. Vincennes University employs staff and leases space for WorkOne Affiliate offices in Brown, Daviess, Greene, Lawrence, Martin, Orange and Owen counties.

National Able Network and AARP Foundation SCSEP—These organizations provide Senior Community Service Employment Programs funded by Title V of the Older Americans Act in designated counties.

Adult Education Consortium Partners—Wagner Education & Training Center (Greene, Daviess and Lawrence Counties), Owen County Public Library, Brown County Career Resource Center, Vincennes University Adult Education (Lawrence, Daviess, Martin and Orange counties) and Monroe County Community School Corporation provide Adult Education services.

Bloomington Housing Authority, South Central Community Action Program, Hoosier Uplands and PACE provide housing assistance, employment assistance, supportive services, career counseling and training under the Community Service Block Grant, Housing and Urban Development, and other funding sources.

Ivy Tech Community College Bloomington and Vincennes University receive funds through the Carl D. Perkins Career and Technical Education Act. Both entities provide an extensive array of short-term certification programs and Associate Degree programs in demand occupations.

Career & Technical Education (CTE) Partners—Hoosier Hills Career Center (Monroe County), Lost River Career Cooperative (Orange County) and North Lawrence Career Center (Lawrence County).

In addition to the MOUs required by WIOA, the South Central Region 8 Workforce Development Board has the following MOUs/Letters of Support in effect as of June 30, 2022.

1. **Thrive Orange County** – This MOU is a referral agreement to serve mutual customers and coordinate resources.
2. **Amethyst House, Inc.** - This MOU is a referral agreement to serve mutual customers and coordinate resources.
3. **Conexus Indiana** – This MOU defines the ways in which the Workforce Board may participate as partners in the launching of Catapult Indiana as appropriate.
4. **Centerstone** – This Letter of Commitment for Monroe County is a referral agreement to serve mutual customers and coordinate resources.
5. **Evansville Goodwill Industries, Inc.** - This Letter of Support is a referral agreement to serve mutual customers and coordinate resources.
6. **Easterseals** - This Letter of Support is a referral agreement to serve mutual customers and coordinate resources.
7. **Ivy Tech Community College Bloomington** – This Letter of Support is a referral agreement to serve mutual customers and coordinate services through IU Health’s CII Fund.
8. **Monroe County Community Schools Corporation/Richard Bean-Blossom Community School Corporation** - This Letter of Support is a referral agreement to serve mutual customers and coordinate services through the EARN Expansion Grant.
9. **Monroe County Community Schools Corporation** - This Letter of Support is a referral agreement to serve mutual customers and coordinate services through the GEAR UP Grant to fund their Ready Access Program.
10. **Lawrence County Workforce Coalition** - This Letter of Support is a referral agreement to serve mutual customers and coordinate services through IU Health’s CII Fund.
11. **Made Up Mind (MUM)** - This Letter of Support is a referral agreement to serve mutual customers and coordinate services through YARP Grant.
12. **Shakamak Junior-Senior High School** - This Letter of Support is a referral agreement to serve mutual customers and coordinate services through the School and Community Partnership Grant.
13. **Jobs for America’s Graduates** – South Central Workforce Development Board has entered agreements to operate JAG in Eight (8) High Schools:
 - a) Brown County School Corporation
 - b) Eastern Greene Schools
 - c) Mitchell Community School Corporation
 - d) North Lawrence Community Schools
 - e) Owen Community School Corporation
 - f) Paoli Community School Corporation
 - g) Richard Bean Blossom Community Schools
 - h) Washington Community School Corporation

E. Describe how one-stop centers are implementing and transitioning to an integrated technology enabled intake and case management information system for core programs and programs carried out by one-stop partners. [WIOA Sec. 108 (b) (21)]

As mentioned previously, some areas of the region lack reliable internet access and many customers do not have computers and/or internet access in their homes which limits the extent to which these customers can access one-stop services online. WorkOne Centers located in each county of the region provide a convenient location where individuals can use computers to access a variety of online tools including Indiana Career Connect, Indiana Career Explorer, WIN Career Readiness Courseware, the Uplink Unemployment Insurance Claim system, as well as online testing such as MOS Certifications and EmployTest to prepare for job opportunities where skills certifications are needed.

Many individuals also lack the necessary computer skills to effectively use the internet to conduct employment and training activities online. To enhance the skills of WorkOne customers in the region, the WIOA Service Provider employs an instructor to provide digital literacy workshops and individual tutoring using the computer labs located at WorkOne Centers throughout the region. These digital literacy workshops cover a variety of topics including basic computer skills and email, Windows, Microsoft Word, Excel and PowerPoint, Internet Explorer and other software programs. In addition, workshops are offered throughout the region that include instruction on how to use Indiana Career Connect and how to conduct an online job search.

Through use of ICE and ICC training programs such as ALISON, job seekers will be able to use technology to identify career paths and use additional online training programs to develop their skills. Currently, the region is offering many virtual activities online to include service orientations, workshops, intake assessments, counseling, and job referral services. More virtual delivery methods of additional services will continue to be reviewed and added as we move forward. Region 8 will also collaborate with the Indiana Department of Workforce Development and all one-stop partners in terms of integrated technology processes that are currently being considered or may be considered in the future.

4.4 An analysis and description of adult and dislocated worker workforce development activities, including type and availability of education, training and employment activities. Include analysis of the strengths and opportunities of such services, as well as the capacity to provide such services, in order to address the needs identified in 1.2. [WIOA Sec. 108 (b) (1) (D) & 108 (b) (7)]

Participants of the WIOA Adult and Dislocated Worker Programs will have access to a wide array of valuable employment and training assistance to help them meet their employment goals.

The services available are organized into three categories:

- **Basic Career Services** are available to every customer who seeks help from the WorkOne system. These services include: eligibility determination for applicable programs; orientation to the full array of services available through the WorkOne system; initial assessment of basic skills, abilities and supportive service needs; job placement assistance; labor market information including data on in-demand occupations, required skills and average wages; information about training programs offered by eligible providers; an overview of other assistance that may be available to help with basic needs including TANF and SNAP as well as housing, medical and child care assistance; and assistance with finding financial aid for training.
- **Individualized Career Services** are provided when WorkOne Career Advisors determine they are appropriate to help an individual obtain or retain employment. These services will be available in all WorkOne Centers and will include:

assessment of skill levels and service needs; development of an individual employment plan that identifies goals and the activities needed to be successful; counseling and career planning; short term pre-vocational training including employability skills, internships or work experience with linkages to careers; workforce preparation including digital literacy, basic skills, and other skills necessary to transition into postsecondary training or employment.

- **Training Services** linked to in-demand occupations will be available to individuals who are unlikely to obtain or retain employment leading to economic self-sufficiency with their current skills and are therefore in need of training. These individuals will receive financial assistance with postsecondary training through the use of an Individual Training Account and/or an On-the-Job Training contract.
- **Follow-Up Services** will be provided as appropriate for individuals who are placed into employment for up to 12 months after their first day on the job. These services may include counseling, job retention skills, time and stress management skills or other assistance necessary to help these individuals retain employment.

There are a number of strengths, weaknesses, opportunities and threats associated with the implementation of the WIOA Adult and Dislocated Worker programs.

Strengths include: services are already co-located in a number of WorkOne locations; a variety of short term and traditional training options are available in the region and strong partnerships already exist with Ivy Tech, Vincennes University and Adult Education providers; a WorkOne Center is located in every county of the region which facilitates access to services for customers, partners in the region have a sincere willingness to work together for the benefit of customers; Vincennes University, a long time service provider of WIA and now WIOA, has a successful track record of effectively delivering these services.

Weaknesses include: rural areas throughout the region where transportation options are limited, lack of resources and employment opportunities in some communities make it more challenging for customers to meet employment goals; and recent staff reductions the past few Program Years in WorkOne Centers have changed the service delivery capacity of some programs and activities. Staff additions in 2021 and 2022 has greatly reduced this area as a weakness and we are almost at full capacity. However, with the addition of newly hired staff it will take some time before they are able to operate at top levels in terms of programs and service delivery processing. Region 8 has a robust training program, so many of these new staff will still have an immediate positive impact on operations.

Opportunities include: Paid Work Experiences and Registered Apprenticeships will provide additional options in more career fields, therefore creating more opportunities for customers. The I-69 Corridor has allowed for business expansion and improved connectivity among communities and partners within the region, thus leading to more jobs that pay a good wage. This business expansion trend continues to affect job availability and creation; strong partnerships with Adult Education provides an opportunity for the many people in the region who lack a high school diploma to simultaneously work on their HSE and attend short term vocational training. More training opportunities are available to participants throughout the Region with some of our Adult Education partners increasing training program offerings in high demand occupations.

Threats include: with over 23,000 individuals of the workforce having a high school diploma or less, the region lacks workers with the basic skills and job skills needed to meet the needs of employers; and typical allocations of workforce development funding for Region 8 is among the lowest in the state.

4.5 Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities, as described in section 134 (a) (2) (A). [WIOA Sec. 108 (b) (8)].

The Business Services Director will coordinate Rapid Response services for Region 8. The Business Services Director will maintain regular contact with the State Rapid Response Team/Dislocated Worker Unit (DWU) and TAA Unit for mass layoffs, WARN information, and TAA activity. Information from DWD, the TAA Unit, and the Dislocated Worker Unit will be shared with the regional Leadership Team, and information obtained locally will be shared with the State Rapid Response Team, TAA Unit and DWU.

The Business Services Director will share information with the regional Leadership Team through use of regular meetings, email, and phone contact for immediate issues. The Business Services Director and the WIOA Service Provider for the region will schedule meetings with the regional Operations Director to coordinate staff, facilities and resources to plan rapid response activity in the region. The Business Services Director will ensure that all staff and partners needed to participate in orientations are advised and scheduled for appropriate presentations. The Business Services Director will keep the One-Stop Operator advised of activities and provide reports to the State Rapid Response Team/Dislocated Worker Unit (DWU), One-Stop Operator and to the Regional Workforce Board.

In the event that layoff activity involves a TAA certified company, the Business Services Director will ensure that all local activities are well coordinated between WIOA Dislocated Worker programs and the DWD TAA Unit. All Trade related activities will be shared with the Leadership Team and the Business Services Director will be copied on all communications related to Trade program issues. The Business Services Director will ensure contact with the State DWU occurs whenever a Trade activity occurs or has a potential to occur. Regular contacts with the Trade Specialists assigned to the region will ensure a cohesive ongoing relationship. Trade Specialists throughout the region will work with the Business Services Director to ensure all staff are aware of Trade activities and understand how to properly implement the applicable policies and procedures.

4.6 An analysis and description of the type and availability of youth workforce activities for in school youth, including youth with disabilities. If the same services are offered to out-of-school youth, describe how the programs are modified to fit the unique needs of in-school youth. For each program, include the following: length of program and availability/schedule (i.e. 2 weeks in July); % of youth budget allocation; WIOA program elements addressed by the program, with specific focus on how the 5 new elements have been incorporated; desired outputs and outcomes; and details on how the program is evaluated. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services, in order to address the needs identified in 1.2. [WIOA Sec. 108 (b) (9)]

Per WIOA definition, in-school youth are low-income individuals, ages 14-21, who are attending secondary or postsecondary school. In order to be eligible for WIOA services, these individuals must also have one of the following barriers: basic skills deficient; English language learner; offender; homeless or runaway; pregnant or parenting; disability or requires additional assistance to enter or complete an educational program or secure or hold employment.

The sole provider of WIOA Youth services in Region 8 is Vincennes University. As such, approximately 90% of the available youth funding is contracted by the Board to VU for direct service provision. WIOA limits the amount of funds that can be spent on in-school youth to 25% of total youth expenditures. Most WIOA in-school youth funds are spent on eligible WIOA youth clients with only a small amount, if any, spent in support of JAG programs. If a JAG student accesses any WIOA funding, it is due to the fact the client is eligible and enrolled as a WIOA youth participant. JAG programs in the region typically serve a combined total of approximately 35-40 students per year and these programs have an

exceptional track record at meeting service levels and performance measures. The partnerships that have developed with the participating high schools have led to increased attendance, better academic performance and improved graduation rates as well as more students going on to postsecondary training or finding suitable employment after high school.

The remaining WIOA in-school youth funds will be spent on providing employment and training services to eligible participants through the WorkOne Centers. As such, all customers under the age of 25 are screened for WIOA Youth eligibility when they visit a WorkOne Center in the region. Those who appear to be potentially eligible are immediately referred to a Career Advisor knowledgeable about the WIOA Youth program.

All in-school youth services will be available on-site during normal operating hours at each of the eight (8) WorkOne Centers in the region. Since Vincennes University is also the service provider for WIOA Adult and Dislocated Worker services, staff who provide case management services to youth also serve adults and dislocated workers. This allows all youth 18 years and older to receive seamless access to the full array of WorkOne services and WIOA resources for which they qualify from a single Career Advisor. This eliminates the need for youth to visit multiple locations or provide the same information to numerous case management staff in order to access all the services that can be offered by WorkOne staff. This design results in a well-coordinated service delivery system that maximizes available resources to assist youth participants.

All WIOA youth participants receive an objective assessment which reviews their educational functioning levels, barriers, goals, strengths, interests, aptitudes, employability and job skills, and supportive service needs. This assessment is an on-going process throughout their program participation and includes interviews, utilization of Indiana Career Explorer and other assessment tools and methods.

All youth customers will participate jointly with a Career Advisor in the development of an Individual Service Strategy (ISS). The ISS will identify the educational and employment goals for each youth and provide a road map for the steps that must be taken to meet these goals. The ISS will be updated to reflect any changes in goals or life changes that may affect goal attainment.

As a part of their participation, all youth will be offered the following 14 service elements:

1. Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies.
2. Alternative secondary school services or dropout recovery services as appropriate.
3. Paid and unpaid work experiences that have academic and occupational education as a component of the work experience, including summer employment and other opportunities throughout the year, pre-apprenticeship programs, internships and job shadowing, and on-the-job training opportunities.
4. Occupational skills training.
5. Education offered concurrently with and in the same context as workforce preparation activities.
6. Leadership development opportunities.
7. Supportive services.
8. Adult mentoring for a duration of at least 12 months.
9. Comprehensive guidance and counseling.
10. Financial literacy education.
11. Entrepreneurial skills training.
12. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area.
13. Activities that help youth prepare for and transition to postsecondary education and training.

14. Follow-up services for not less than 12 months after the completion of participation.

These elements will be provided either by staff of the WorkOne system or through collaborative agreements with other community agencies.

Several of these elements were newly created in 2015 as a result of the transition to WIOA from WIA legislation. More details about their implementation are included below:

- Education offered concurrently with and in the same context as workforce preparation activities.
Implementation strategies for this element include integrating education with workforce preparation activities. The JAG model is an excellent model that combines both education and career preparation in an integrated setting. Other strategies include establishing training options, when able and appropriate, that allow youth to participate in Work Experience, OJT, or Internships while completing a program of classroom education and skills training. This training may involve WorkOne, High School and/or community partners involvement to offer and deliver. The goal of this multifaceted approach will be to provide the Youth with not only a recognized credential, but valuable work experience within the occupation or industry.
- Financial literacy education.
Sound financial management training will be provided to youth clients which will allow them to understand the fundamentals of personal finance. This element is offered via one-on-one instruction, in groups, or using computer based instruction to help youth learn more about banking, loans, credit cards, credit scores, budgeting, making good financial decisions, avoiding identity theft, and other topics related to helping youth gain knowledge and confidence to make informed financial choices. This training will also include financial aid processes for postsecondary education opportunities.
- Entrepreneurial skills training.
This element will be offered on an individual basis or in a group setting and will include basic information on the tools needed to start a small business, how to identify business opportunities, understanding options for funding the development of a small business and effective marketing strategies. The Gayle & Bill Cook Center for Entrepreneurship at Bloomington Ivy Tech will serve as a resource for ideas and advice on how to best provide this information. Youth may also receive counseling on the option of self-employment as a career option.
- Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area.
Youth clients will be counseled on career pathways with an emphasis on Demand Occupations. Staff will discuss growth potential within the career pathway and career cluster. Staff will continually work with youth to determine the most suitable career choices and provide a foundation for long term self-sufficiency. Activities will include: career awareness, career guidance and counseling, career exploration; labor market information including in-demand industry sectors; assessment of career interests and how they align with occupational projections for the region; and aptitudes and values (ICE).
- Activities that help youth prepare for and transition to postsecondary education and training.
These services will be provided primarily on an individual basis although some of these activities may be conducted in a group. Components included in this element will include: coordination of remedial courses with Adult Education providers to increase success prior to entering postsecondary education programs; exposure to and assistance with the college admissions and financial aid processes; mentoring referrals; awareness of soft skills, study skills, time management, stress management, and other skills needed to successfully navigate the

postsecondary education experience; assistance with transitional activities associated with starting a new educational venture to include labor market information, career research and training program comparisons.

Similar services will be offered to out-of-school youth, but delivery of these services to in-school youth will be tailored to fit the needs of the in-school youth population. For in-school youth who have not yet graduated from high school, the focus will be on staying in school, maintaining good attendance and punctuality, making good grades and graduating with a diploma. These youth will also be encouraged to develop a plan for transitioning from high school to military service, postsecondary education, or employment. Services will be delivered with this transition in mind and every effort will be made to adequately prepare the youth so the transition to whichever option they choose will be a smooth and successful one. WorkOne staff will contact local high schools to offer on-site workshops at the schools to help graduating seniors learn how to access Indiana Career Connect and other WorkOne services.

There are a number of strengths, weaknesses, opportunities and challenges associated with the implementation of the WIOA In-school Youth program.

Strengths include: the opportunity to focus on helping youth to stay in school and prepare for a successful transition to life after high school will likely significantly increase the chances for future success; those 18 and older can be co-enrolled with other WIOA programs which maximizes available resources; and the focus on work-based learning will provide an opportunity to better prepare in school youth for transition into employment.

Weaknesses include: the low-income and barrier eligibility requirements can screen out youth who need services; and limited capacity due to in school expenditure limitations may result in a situation where some in-school youth are unable to be enrolled.

Opportunities include: increased focus on partnerships with schools will facilitate more coordinated delivery of services for youth; and the requirement for 20% of youth funds to be spent on work experience facilitates a focus on work-based learning opportunities for youth.

Threats include: the requirement that only 25% of total youth expenditures may be spent on in school youth limits both the numbers of youth that may be served and the resources that may be made available to them.

4.7 Identify how successful the above programs have been and any other best practices for youth workforce activities relevant to the local area. [WIOA Sec. 108 (b) (9)]

Youth programs in the region have historically been successful in achieving excellent outcomes for the youth who are enrolled. The table below summarizes youth performance in Region 8 for the past two program years during which all federal performance measure goals were exceeded:

WIOA Youth Performance	PY'20	PY'19
Placed In Employment or Education		
Goal	75.7%	75%
Actual	79.8%	76.9%
Attainment of Degree or Credential		
Goal	60.9%	48%
Actual	71.6%	61.9%

As evidenced by the performance data above, the region has a youth program in place that successfully helps participants complete educational activities and get jobs.

One practice that has been particularly effective in the region is the use of WIOA Youth funds to provide paid work experience opportunities with employers throughout the region. These work-based learning opportunities have not only given youth participants an opportunity to learn valuable skills and gain experience that can be included on a resume, the work experience assignments have often lead to job offers. The region will continue to expand work experience, OJT and other work-based learning opportunities to help connect youth with employment opportunities.

In addition to success with WIOA programs, the region also operates excellent JAG programs at Bedford North Lawrence, Brown County, Eastern Greene, Edgewood, Mitchell, Owen Valley, Paoli and Washington High Schools. These programs have a history of meeting the desired 5 of 5 Standards for measuring student success. These standards include graduation rate; employment rate; full-time employment (30-hours); positive outcomes; and further education rate.

4.8 Describe process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. Include a description of the process and criteria used for issuing individual training accounts. If training contracts are used, describe processes utilized by the local board to ensure customer choice in the selection of training programs, regardless of how the training services are to be provided [WIOA Sec. 108 (b) (19)]

In order to ensure training is provided for occupations in demand, WIOA resources will only be used to support Individual Training Accounts for the occupations listed on the regional demand occupation list included as an Exhibit of this plan. This list is updated annually and approved by the Board in an effort to make sure it reflects jobs with sufficient numbers of current or projected openings and provides a reasonable expectation that the customer will be able to find work in their desired occupation earning a good wage. In order to ensure that training services are accessible to as many customers as possible, including youth and individuals with disabilities, the Board makes a specific effort to ensure that occupations on the list require varying levels of training ranging from short term training of a few weeks, to On-The-Job training, to more traditional long-term training and degree programs. Vocational Rehabilitation programs will use the demand occupation list only for informational purposes and will not limit customer training opportunities to occupations on this list.

Prior to the issuance of an Individual Training Account, Career Advisors will review the educational profile and work history of each customer to determine if training is needed or if the customer already possesses the credentials and marketable job skills necessary to find employment in an in-demand occupation from this list. Once the determination is

made that training is needed to prepare the customer to compete for these high demand jobs, customers seeking assistance with training will be provided with career assessment services to assist them in identifying a career plan that is a good fit for their interests, abilities and aptitudes. Financial literacy workshops will also be provided to help the customers select a career path that will enable them to earn wages that will help them become self-sufficient.

After a customer's individual career plan has been developed identifying an employment goal, a Career Advisor will review DWD's INTraining list with customers to ensure they are aware of the available training options for their chosen career. In consultation with their Career Advisor, the customers will select an appropriate training provider taking into consideration location, class schedule and start date of next training, additional costs such as transportation or child care necessary for participation, total cost of attending training, and other factors that may affect their training choice.

4.9 Describe how Jobs for Hoosiers and RESEA activities are coordinated and carried out in the local area and how these activities will be incorporated into WIOA programming.

Customers participating on the Jobs for Hoosiers and RESEA programs are routinely screened for eligibility for other programs, especially dislocated worker programs. All individuals on the list of potential participants are selected and requested to visit the WorkOne for services. These individuals are assigned to a staff member who works to identify what skills are needed for these job seekers to become more marketable to area employers. WorkOne staff help these customers access services such as workshops, Adult Education, postsecondary training, or on-the-job training, that will help them meet their employment goals. As a part of the regional coordination for these programs, staff from the three full-service WorkOne Centers who have special knowledge or expertise that can benefit JFH and/or RESEA participants are cross utilized to assist local and state staff who provide these services throughout the region. These individuals will be co-enrolled with WIOA as appropriate.

4.10 Describe strategies to engage workers and employers impacted by the COVID-19 pandemic and how services will be provided.

With the onset of COVID-19 in early March of 2020, unemployment began to increase at a dramatic pace. In June of 2020 Region 8's unemployment rate was 9.5%, nearly triple the June 2019 rate of 3.6%. However, in September of 2020 the UI rate was at 4.8% which was below the State UI rate of 5.8%. Those industries affected most by the Pandemic to this date include citizens employed in the food and services sector and those employed in the tourism/hospitality sector. Fortunately for Region 8, the manufacturing industry has remained relatively steady since late summer of 2020.

Region 8 has received Dislocated Worker Employment Recovery and Disaster Grant funding to assist with regional needs and to provide services to customers. Region 8 intends to continue making available the re-employment services listed below:

- **Basic Career Services** – Participants will receive basic career services designed to help them make more informed career choices and develop a better understanding of how their skills align with the changing needs of local employers. Basic Career Services provided will include: outreach; eligibility determination for all available programs and services; orientation to all WorkOne services; referrals to partner agencies; initial assessment of skills, interests, abilities and supportive service needs; labor market information; basic resume and job search workshops; eligible training provider information; guidance to apply for financial aid for training; and job search/placement assistance. These services will be available to all WorkOne customers.

- **Individualized Career Services** – As deemed appropriate, the following services will be made available to help the customer successfully compete in the local labor market: comprehensive assessment; development of an individual employment plan; group and/or individual counseling; career planning; individual instruction on interviewing skills; soft skills; financial literacy; job retention skills; paid or unpaid internships/work experience activities linked to careers; and case management services.
- **Training Services** – As appropriate, Occupational Skills Training, Work Experience and/or On-the-Job Training services will be offered based on the individual needs and career goals of each customer.
- **Virtual Services** - We have found that many of these virtual service delivery methods can be an effective and more efficient manner to deliver WorkOne services to the public. Once we are able to move beyond the issues created by COVID-19, many of these service delivery methods will continue throughout the region.

Section 5: Compliance

Please answer the following questions of Section 5 in 12 pages or less. Most of the response should be staff driven responses as each are focused on the organization's compliance with federal or state requirements. **Questions that require collaborative answers for regions 5 & 12 are designated with an *.**

5.1 Describe any competitive process planned to be used to award the sub-grants and contracts in the local area for activities carried out under WIOA Title I. State the names of current contracted organizations and the duration of each contract for adult, dislocated worker and youth services. Attach contracts as Exhibit 1. [WIOA Sec. 108 (b) (16)]

WIOA Staff to the Board, One-Stop Operator and Service Provider – The South Central Region 8 Workforce Board, Inc. through its Fiscal Agent, Crowe LLP conducted a competitive solicitation and released an RFP in September of 2020 for Regional Staff to the Board, One-Stop Operator and WIOA Service provider functions as a combined proposal for all three functions to be executed by one entity. Throughout the solicitation process, Vincennes University staff were excluded from participation in meetings or discussions about the RFP specifications as well as ratings of proposals received. The RFP specifications were developed by Crowe LLP as a product of meeting with the Executive Committee of the South Central Region 8 Workforce Board, Inc. The Executive Committee was comprised of the Board Chair, Vice Chair, Secretary and the Chief Elected Official. Crowe LLP advertised the availability of the RFP by:

- Posting to DWD website
- E-mail distribution to Regional Operators and Service Providers statewide
- E-mail distribution to Community Actions Agencies statewide
- Posting to the South Central Region 8 Workforce Board, Inc. website
- Legal ads in Regional newspapers as well as the Indianapolis Star

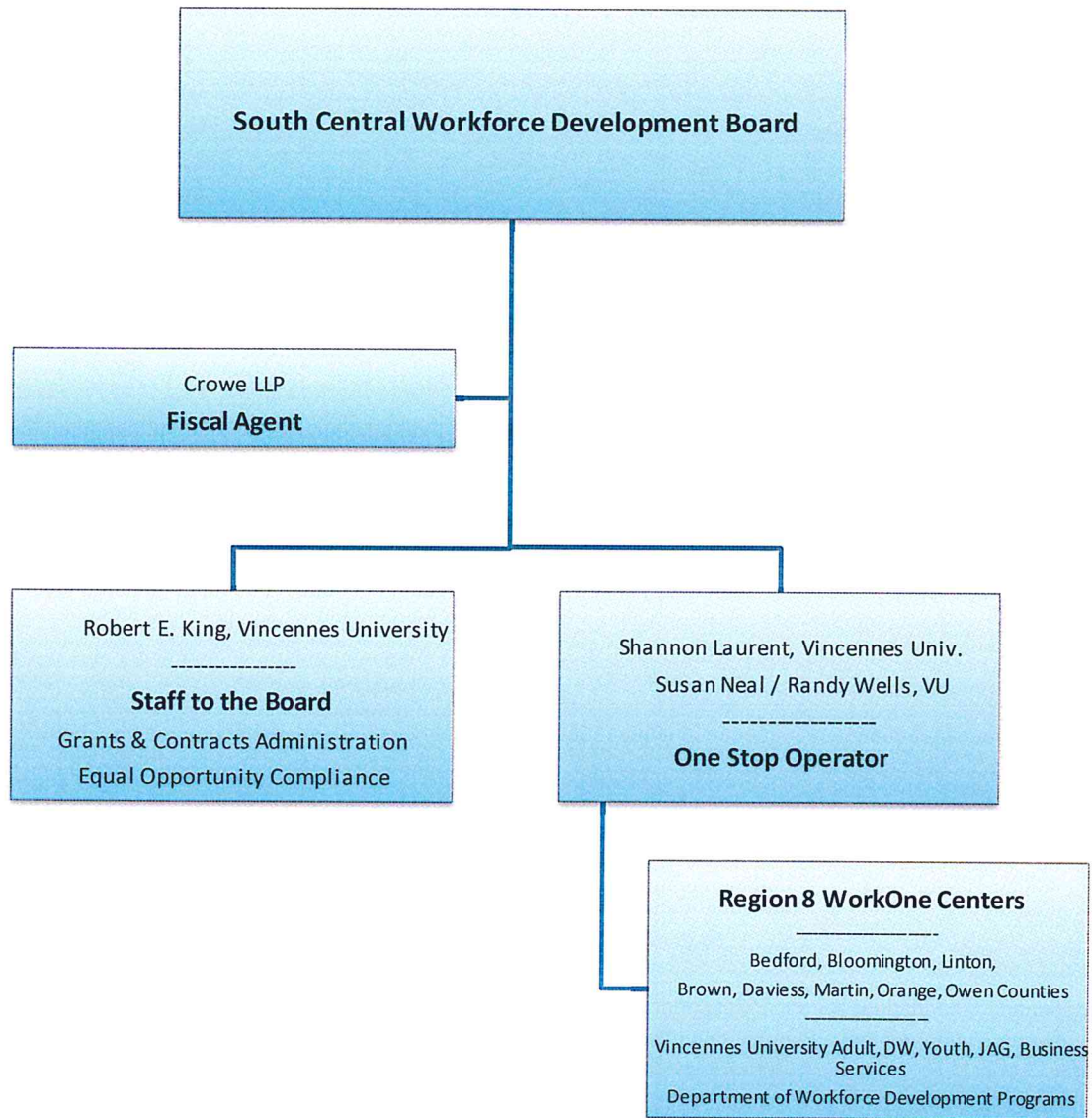
Two organizations submitted letters of intent to bid, with one proposal fully submitted to Crowe LLP. Crowe LLP distributed the proposal to the Workforce Board Executive Committee members for independent scoring. The Executive Committee met, discussed the proposal received, compiled scores and voted to recommend to the Board to award the contract to Vincennes University for a three-year period ending June 30, 2024 with a one-year extension through June 30, 2025 that may be exercised by the Workforce Board based on performance. The full Board subsequently met on October 28, 2020 and accepted the recommendation of the Executive Committee. Note: Region 8 Local Elected Officials (Executive Council) met on June 18, 2021 and approved Vincennes University serving Region 8 as Staff to the Board, One-Stop Operator and Service Provider. The Region 8 Workforce Board approved this Governance Structure as well on June 23, 2021. A Regional Governance Structure Agreement Letter authorizing VU to serve as a single-entity was drafted and signed by the Regional Chief Elected Official, Workforce Board Chair and Commissioner of DWD as a representative for the Governor's Office.

Effective July 1, 2021, Vincennes University (VU) assumed the role as Staff to the Region 8 Workforce Board and One-Stop Operator in addition to maintaining their role as the Service Provider for Region 8. All regional activities and services will be delivered under the management structure attached as an exhibit of this plan. Vincennes University is currently under contract through June 30, 2023.

Fiscal Agent – On June 23, 2021 the Chief Elected Official issued an opinion to the Workforce Board that Crowe LLP had done a great job as Fiscal Agent in Region 8 and recommended that they continue on for an additional two-year contract with a third-year option based on performance. The full Board discussed and voted to approve Crowe LLP to continue as Fiscal Agent through June 30, 2023.

5.2 Provide an organization chart as Exhibit 2 that depicts a clear separation of duties between the board and service provision.

The organizational chart below depicts the separation between the board and service provision:



5.3 Describe any standing committees or taskforces of your Local Board, including the role and scope of work of your youth committee (or youth representatives on the WDB if you do not have a committee).

The only standing committee of the South Central Region 8 Workforce Board is the Executive Committee. In the absence of a Youth Committee, the Board members listed below have the knowledge and experience to represent the youth perspective:

Adam Gross, Project Manager of Workforce Alignment, Ivy Tech Bloomington - Ivy Tech has a large number of students aged 24 and younger and Adam has experience working with regional partners to create systems which allow youth to have a smooth transition into postsecondary education. Adam also serves as a judge for our annual JAG CDC and works closely with Region 8 to support JAG initiatives.

Brenda Reetz, CEO of Greene County General Hospital and current Workforce Development Board Chair - In her role as CEO of the hospital, Brenda has been very supportive of efforts to serve youth. She regularly volunteers to speak to JAG classes and other school classrooms in our region, and serves as a judge for our annual JAG CDC. Brenda and Greene County Hospital recently received a WorkOne Achievement Award from DWD for their support of our youth work experience program.

Scott Baker, Operations Manager of Whitney Tool in Lawrence County and current Workforce Development Board Vice-Chair – In his role as Operations Manager, Scott has also been very supportive of efforts to serve youth. He has worked directly with local WorkOne office in support of Work Experience activities and has sponsored young adults participating these types of events. Scott has also worked with Conexus Indiana in support of their Summer Youth Intern Programs.

Michelle Ellis, Director of Adult Education, Wagler Education & Training Center – Since over 50% of Adult Ed students in Region 8 are 24 years old or younger, Michelle has expertise in working with young people who need to increase their skills and motivating them to use the resources available to meet their goals. Wagler Education & Training Center is an Adult Basic Education school offering High School Equivalency Diploma and Workforce Certifications.

Linda Henderson, Executive Director of Stonegate Arts & Education Center – In her role as Executive Director, Linda works closely with regional partners including Ivy Tech, Vincennes University and North Lawrence Career Center to serve area youth with workforce certifications, college course offerings and youth program activities. She also hosts various educational youth camps for JAG, Vincennes University and local partners.

5.4 Provide the name, organization, and contact information of the designated equal opportunity officer for WIOA within the local area.

The Region's designated **Equal Opportunity Officer** is:

Robert E. King
South Central Region 8 Workforce Board Director
Vincennes University
Phone: 812-322-6835
E-mail: reking@vinu.edu

5.5 Identify the entity responsible for the disbursement of grant funds as described in WIOA Sec. 107 (d) (12) (B) (i) (III). [WIOA Sec. 108 (b) (15)]

The Board's Fiscal Agent is Crowe LLP. Contact information is:

Brad Schelle

Crowe LLP

3815 River Crossing Parkway, Suite 300

PO Box 40977

Indianapolis, IN 46240-0977

317-208-2507

E-mail: brad.schelle@crowe.com

5.6 Indicate the negotiated local levels of performance for the federal measures. [WIOA Sec. 108 (b) (17)]

Region 8 Negotiated Levels of Performance for PY' 22 and PY' 23:

Activity	Adult	DW	Youth
Employment 2Q	78.9%	71.95%	79.35%
Employment 4Q	78.6%	74.15%	79.3%
Credential	62.45%	67.60%	61.55%
Median Earnings	\$6,566	\$7,268	\$4,280
MSG	61.0%/63.0%	61.0%/63.0%	65.0%

5.7 Provide a description of the replicated cooperative agreements, as defined by WIOA 107(d)(11), in place between the local board and the Department of Human Services' Office of Vocational Rehabilitation Services with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. See Local Plan References and Resources. [WIOA Sec. 108 (b) (14)]

VR Agreement is included as an Exhibit.

5.8 Describe the process for getting input into the development of the local plan in compliance with WIOA section 108(d) and providing public comment opportunity prior to submission. Be sure to address how members of the public, including representatives of business, labor organizations, and education were given an opportunity to provide comments on the local plans. If any comments received that represent disagreement with the plan were received, please include those comments in Exhibit 3 attached to this Local Plan. [WIOA Sec. 108 (b) (20)]

The South Central Region 8 Workforce Board Executive Committee met on August 24th, 2022 to discuss a draft of these plan updates and approved release of the plan for public comment. The plan was sent via e-mail to all Board members, including those who represent business, labor, economic development, community-based organizations and education. Prior to the submission of this plan to DWD, a copy of the updated plan was posted on the RWB website on August 26, 2022. A link to the plan and invitations to comment during the period 08/26/2022 – 09/26/2022 were sent via email to Local Elected Officials, Adult Education Directors, Career and Technical Education Directors, Division of Family Resources Directors, Local Economic Development Representatives, Community Action Program Directors, Vocational Rehabilitation Directors, Chambers of Commerce and other interested organizations. In addition, advertisements were placed in the legal ad section of area newspapers alerting the public of the opportunity to comment on the document. Region 8 did not receive any public comments during the public posting period. The following public comments were from the posting of the initial regional plan:

Comment One: Radius Indiana - It states on page 6 that Crane directly provides about 4,000 jobs within Region 8. This actual number is about 6,000 jobs within the Region.

Response: Information verified and updated in plan accordingly.

Comment Two: Boston Scientific general statement – Overall this plan looks good. Look forward to the continued collaborative efforts with regional partners. Especially excited about the implementation of Registered Apprenticeships in the Region, particularly in the Life Sciences sector.

Feedback from these planning sessions and public comments were appropriately incorporated into the final plan that was submitted to DWD.

5.9 Describe the board's process, frequency and schedule for monitoring adult, dislocated worker and youth services, including who conducts monitoring visits for your agency, training these staff receive on monitoring or site evaluation, and a listing of all upcoming planned or scheduled monitoring visits, all forms used during the review process and in Exhibit 4 attached to this Local Plan. [WIOA Sec. 108 (b) (22)]

Financial Compliance and Program Compliance monitoring of the Board contractors listed below is conducted once each program year, usually during the 4th quarter of the program year. DWD monitoring follows the annual DWD monitoring schedule.

BOARD CONTRACTOR	REGIONAL ROLE OF CONTRACTOR	SCOPE OF MONITORING	ENTITY WHO CONDUCTS MONITORING
Crowe LLP	Board Fiscal Agent	Regional Financial Operations	Department of Workforce Development
Vincennes University	Staff to the Board and One-Stop Operator	Financial Management	Crowe LLP
Vincennes University	Staff to the Board and One-Stop Operator	WIOA Regional Program and Financial Compliance	Department of Workforce Development
Vincennes University	Adult, Dislocated Worker, Youth and Business Services	Financial Management	Crowe LLP
Vincennes University	Adult, Dislocated Worker, Youth and Business Services	Contract and Program Compliance Equal Opportunity	Vincennes University (Staff to the Board and One-Stop Operator)

Monitoring Staff

Carla Crowe of Crowe LLP conducts the financial reviews of Vincennes University as Staff to the Board, One-Stop Operator and Service Provider. This work is supervised by Brad Schelle, CPA at Crowe LLP. Crowe LLP performs regular Continuing Professional Education of staff to assure that professional skill standards are maintained.

Robert E. King and Randy Wells, Staff to the Board and One-Stop Operator, perform compliance monitoring of Vincennes University. Both of these individuals each have over 14 years of experience monitoring employment and training program compliance. Mr. King and Mr. Wells have attended many training sessions on monitoring techniques over the years and will continue to attend such training when available. It is important to note that Mr. King and Mr. Wells maintain proficiency through their active participation in Indiana's WorkOne system at multiple levels regionally and statewide.

Schedule

Financial monitoring of Vincennes University will be conducted by Crowe LLP no later than April 30th of each Program Year. Staff to the Board and One-Stop Operator monitoring of Vincennes University will be conducted throughout the Program Year with a formal report released no later than June 1st of each Program Year.

5.10 Describe your professional development plan for all youth staff, including the frequency, type (in-person, self-guided, web-based, etc.), and topics addressed.

All in-school and out-of-school youth staff will receive ongoing professional development training throughout the program year. Staff will participate in comprehensive training at least once each program year covering every aspect of proper program case management to include assessment/counseling techniques, program eligibility requirements, service provision, time management practices and the effective use of work-based learning activities (Work Experiences & OJT's). In addition, refresher or mini-trainings will also be conducted two –four times a year to address specific areas such as application/enrollment procedures, SOP reviews and working with unique population segments such as individuals with disabilities, offenders and/or Veterans.

Trainings will mainly be conducted in-person by WIOA Service Provider management staff. When it is appropriate or as needed, staff can also be trained via virtual meetings or webinars for a variety of subject matters.

Staff who work with youth will also attend additional training sessions presented by DWD and other organizations as appropriate to maintain current knowledge about the most effective ways to serve youth and meet program performance expectations.

5.11 Provide a list of all local policies. Copies of documents are not required at this time but may be requested later.

Local

WIOA policies will include the following:

Customer Flow
Eligibility/Data Collection for Adult and DW
Selective Service
Grievance Complaint
Assessment
Occupational Skills Training
Supportive Service
Work Experience
On-The-Job Training
Relocation Assistance
Program Accessibility
Youth
Veteran's Priority of Service
Program Monitoring
Conflict of Interest

DWD Memo 2020-05
Attachment B - Program Participants for PY21

	Program Participants	Program Funding (WIOA)	Additional Funding (State)	Additional Funding (Federal)	Total Budget	Budget per Participant	Explanation (Optional)
WIOA Adult	879	\$615,513	\$0	See Explanation	\$515,171	\$700	Additional Funding includes PSG/WRG.
WIOA Dislocated Worker	211	\$634,410	\$0	See Explanation	\$480,469	\$3,000	Additional Federal funding includes CARES Act and COVID-19 Grants - DR, RR and ER.
WIOA Youth (In School)	43	\$150,250	\$0	\$0	\$0	\$3,500	Additional state funding includes SJAG & additional federal funds include JAG-TANF. Additional funds include Lilly Endowment, Inc. Participants include WIOA and JAG participants.
WIOA Youth (Out of School)	172	\$601,002	\$0	\$0	\$0	\$3,500	
ABE	0	\$0	\$0	\$0	\$0	\$0	Data to be updated when available.
Wagner-Peyser	0	\$0	\$0	\$0	\$0	\$0	Data to be updated when available.
Veterans (Overall)	150	\$0	\$0	\$0	\$0	\$0	Cost per participant based on 50 clients served via HVRP Grant only.