



GROW SOUTHWEST INDIANA

WORKFORCE

ANNUAL REPORT

July 1, 2019 — June 30, 2020

Regional Chief Elected Official

Partnership and collaboration have truly been the foundation this program year. The year started out continuing to find creative ways to cultivate talent retention and upskilling the current labor force to prepare for the in-demand positions with the NextLevel Jobs programs.

As the year proceeded, we were all relying on one another to navigate the unknown, helping others in any way possible; researching safety protocols, developing new standards, and most importantly sharing information. Even in trying times, new partnerships were developed which further proves how the region can work as a collaborative entity.

As the region gets back on track, Grow Southwest Indiana Workforce Board, Inc. will launch a fund diversification campaign to continue providing workforce services to individuals and employers in Southwest Indiana. As communities recover, the emphasis begins to shift to re-employment and the emphasis of talent retention. The Board and staff will continue to be innovative and vigilant, but, more now than ever, partnerships and regional collaboration are vital for the region to prosper in talent retention and growth.

- Dennis Spinner, Mayor
City of Huntingburg

Workforce Development Board Chair

Resiliency should be the theme of 2020. This Program Year has certainly required it. Communities throughout Region 11 are adapting to changes in the world of school, work and life itself, and in many cases, the intersection of all three. This year the Youth Committee expanded discussions on wrap around services for youth and engaged in discussions with Resilient Evansville on the resiliency work happening in our community. The focus of these discussions is how the same principles that build resilient youth, can also build a resilient workforce, improving productivity and retention. The Committee's Resiliency in the Workplace event was cancelled, like many other things at the start of the pandemic, with hopes of being able to reschedule in 2021. While the pandemic has highlighted the need for resiliency in families and the workplace, these conversations shouldn't end with the pandemic. If companies can take a stronger role in the development of resiliency for youth and workforce, we will have a stronger community overall.

At a time of heightened unemployment, the WorkOne Southwest offices become a place of re-employment; offering, for the first time in history, virtual services and workshops. Shifting to a virtual landscape has allowed the offices to maintain services, adjusting to the constraints and precautions of a pandemic. In addition to the adjustments from the pandemic, three of the five offices re-located in Program Year 2019 to continue providing services while reducing overhead rent costs. The shift in service delivery pushed the organization in new directions focusing on program sustainability and potential growth.

- Makenzie Coulter
Flanders

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This WIOA Title 1 –financially assisted program/activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

EO / TTY: Relay Indiana: 800-743-3333
WorkOne Southwest Assisted Service: 812-428-4476

Grow Southwest Indiana Workforce Board, Inc. is the Workforce Development Board (WDB) certified by the Governor of Indiana to provide oversight of activities under the Workforce Innovation & Opportunity Act (WIOA) in the nine-county region of Southwest Indiana: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer Vanderburgh, and Warrick (designated as “Region 11” by the Indiana Department of Workforce Development). Appointed by the Local Elected Officials (LEOs) in Region 11, the 2019-2020 Board consists of 28 members, with at least one member from each county representing business and additional individuals to represent Community-Based Organizations, Labor, Vocational Rehabilitation, Youth, Government & Economic Development, and Education & Training.

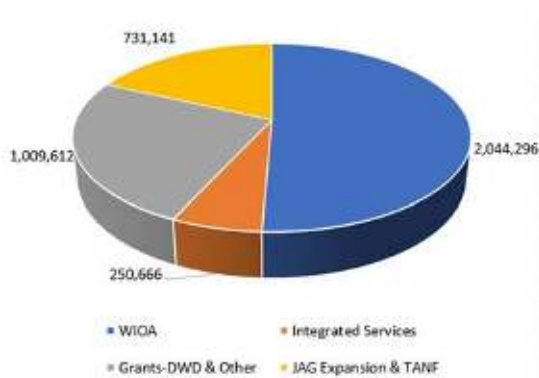
Under the umbrella of oversight, the Local Workforce Development Board certifies the WorkOne operator and WorkOne offices, procures the service provider(s), develops the budget and local policy, and evaluates program performance. Grow Southwest Indiana Workforce Board Inc. supports job growth in the region through employer engagement, career pathway development with educational partners, technology strategies for service access, and alignment of all with the Local Plan.

To meet federal and state performance measurements in a demand-driven workforce system, the Board manages the WorkOne Southwest offices in Region 11; WorkOne Southwest centers provide local resources for job postings, candidate recruitment and development including skills training, job placement, job retention, and other workforce needs.

Financials

Budget

Workforce Investment & Opportunity Act (WIOA) Funds	\$2,044,296
Infrastructure Agreement	250,666
Jobs for America's Graduates (JAG)	731,141
Others	1,009,612
TOTAL Funding Budget	<u>\$4,035,715</u>

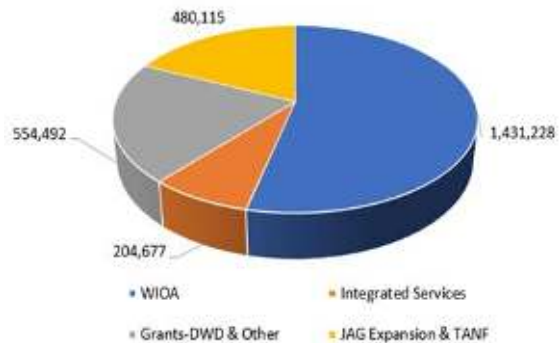


Unaudited financial data for year ended June 30, 20120 provided by Crowe Horwath LLP, Fiscal Agent. Crowe Horwath, LLP has been the Fiscal Agent for Grow Southwest Indiana Workforce since 2007.

Financials

Actual

Workforce Investment & Opportunity Act (WIOA) Funds	\$1,431,228
Infrastructure Agreement	204,677
Jobs for America's Graduates (JAG)	480,115
Others	554,492
TOTAL Expenses	<u>\$2,670,511</u>
Balance	\$1,365,144
<i>Available for Next Program Year</i>	



As Fiscal Agent, Crowe conducts financial monitoring of all contracts and sub-recipients. Crowe assists Grow Southwest Indiana Workforce in turn when it is being monitored by the Indiana Department of Workforce Development (DWD) and the Department of Labor (DOL).

County Statistics

	Workforce Services		
	Enrolled Residents	Services Provided	Placements
Dubois	130	1,146	64
Gibson	148	1,000	59
Knox	118	1,129	65
Perry	79	901	18
Pike	44	350	23
Posey	50	397	21
Spencer	39	314	16
Vanderburgh	583	3,934	279
Warrick	120	761	61
Other	93	585	64
Total	1,404	10,517	670

Metrics are based on county of residence not office location.

County Statistics

	Business Services		
	Businesses Registered	Job Orders	Job Openings
	13	1,278	1,460
	10	422	570
	22	407	1,306
	3	164	194
	0	76	76
	6	181	215
	6	130	134
	70	3,616	4,645
	12	439	468
		-	-
Total	142	6,613	9,068

Jobs for America's Graduates (JAG) is a state-based, national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. The program is with the Indiana Department of Workforce Development (DWD). In Region 11, the JAG program is offered in nine schools – Evansville Bosse, Mount Vernon, Southridge, Vincennes Lincoln, Pike Central, Tell City, Princeton Community, Gibson Southern, and Jasper.

JAG students receive adult mentoring while in school and one year of follow-up counseling after graduation. JAG aims for all participants to receive a high school diploma or equivalent, secure a quality entry-level employment or pursue post-secondary education/training. The JAG specialist leads and guides the students as they participate throughout the school year in several classroom activities and projects, including career presentation, critical thinking, public speaking, creative solutions, writing, and financial literacy.

5 of 5 Regional Performance Metrics

JAG Measures	Actual	Goals
Graduation	96.4%	90%
Total Job Placements	70.8%	60%
Positive Outcomes	82.6%	80%
Full Time Jobs	79.8%	60%
Full Time Placements	95.6%	80%

During the 2019-2020 program year, the JAG National 5 of 5 award was won by the region. Evansville Bosse, Gibson Southern, Mount Vernon, and Southridge JAG programs were also awarded the JAG National 5 of 5 award. Region 11 also had students place at our State Career Development Conference. This included Entrepreneurship team from Southridge, placed third and Hadley Sheffer, Princeton Community, was name the Outstanding JAG Senior in Indiana. Hadley Sheffer, Princeton Community, and Chandler Richardson, Pike Central, were awarded National JAG Ken Smith Scholarships.

Career Development Conference Regional Winners

Chapter Marketing Campaign

Vincennes Lincoln High School

Project Based Learning Presentation

Southridge High School

Entrepreneurship Plan

Southridge High School

Career Presentation

Jenifer Najarro, Southridge HS

Creative Solutions

Adrian Oretga, Princeton Community HS

Cover Design

Michael Stout, Vincennes Lincoln HS

Critical Thinking

Drake McBride, Southridge High School

Employability Skills

Kevin Calderon, Southridge High School

Financial Literacy

Caleb Hochesang, Southridge High School

Public Speaking

Bri Clouse, Vincennes Lincoln High School

Writing Skills

Grace Middleton, Southridge High School

Outstanding Senior

Hadley Sheffer, Princeton Community HS



Hadley Sheffer



Highlights

Evansville Office Move

In 1999, WorkOne occupied the location known as 700 E. Walnut in Evansville, Indiana along with other partners including Vocational Rehabilitation services, a childcare program, services for individuals with disabilities, service providers, Department of Workforce Development employees, and Adult Education programs. Over a five-day period in late June 2020, 10 movers loaded 21 years of WorkOne history into eight box trucks and reconstructed a new workspace at 4600 Washington Avenue, Suite 113, Evansville, Indiana.

Beginning in January 2020, Grow Southwest Indiana Workforce Board Team, viewed multiple properties for potential location of WorkOne services. When three properties were submitted at the February 2020 Board meeting, Grow Southwest selected the Washington Avenue Plaza site and approved the move. With a signed lease in late March, build out began in early April 2020.

In the former Schnucks grocery store on the corner of Washington Avenue and Green River Road, the space was raw, waiting for a complete and comprehensive interior construction including floors, ceilings, walls, wiring, IT communications, cubicles, interior offices, and spaces for WorkOne service provision. A Continuous Improvement Team studied office needs of various teams, DWD partners, veteran services, and community partners that required space full-time, part-time, and on a temporary basis; members of the Continuous Improvement Team also decided who and what moved when, all with the goal of no disruption of service.

The last day of service at the Walnut location was June 30, 2020, and the first day of service at the Washington Plaza location was July 1, 2020. Although leaving many years of service history at the previous location, the new WorkOne location provides quality enhanced service provision along with advantageous virtual services for those clients who prefer them. This fresh new workspace delivers opportunities for an innovative perception of reemployment.

Highlights

Walnut Street



Washington Avenue



Highlights

- ◆ Secured \$78,000 additional funding to provide referral incentives to social service agencies for customers referred to WorkOne for reemployment services
- ◆ Relocated Gibson County office to Ivy Tech – Princeton and Dubois County office to Vincennes University- Jasper; annual cost savings of \$41,400
- ◆ Organized 12 job fairs in the Region which hosted 309 employers and 1,128 job seekers
- ◆ Coordinated Dubois County Teacher Bootcamp alumni event to gather feedback for continuous improvement
- ◆ Aided in three Tours of Opportunity across the Region to provide awareness to students regarding careers available at local companies
- ◆ Assisted Vincennes University-Jasper Campus in first annual Technology Innovation in Manufacturing Challenge
- ◆ Signed agreement with local Southern Indiana FAME (So. INFAME) chapter and 4T Manufacturing to serve as fiscal agent and workforce development partner
- ◆ Selected JobWorks as Region 11 Service Provider
- ◆ Governor’s Work Ethic Certification was awarded to 92 high school seniors
- ◆ Launched virtual re-employment workshops in response to pandemic
- ◆ Maintained communication with community partners on unemployment updates and resources available for businesses and individuals
- ◆ Received \$120,000 for emergency pandemic needs, including personal protective equipment and technology upgrades
- ◆ Assisted 40 businesses to access \$1,249,139 in training funds through Next Level Jobs Employer Training grant; 338 employees received training needed to succeed in the workplace



Business of the Year

PGP International develops, produces, and markets rice flours and blends. The Company offers soy, rice, and pea protein crisps, rice and grain coatings, rice bran and meals, grain flours and blends, and glutinous rice and flours. PGP serves customers in the United States.

In the short time PGP has been located in Evansville they have developed a strong relationship with WorkOne Southwest and the business team. PGP participates in business seminars, job fairs, hiring events and NextLevel Jobs. PGP continually seeks out ways to hire and retain a skilled workforce. This past year they had five positions profiled for WorkKeys Assessments. WorkKeys has assisted PGP with recruitment in hiring qualified talent and increasing its retention rate. PGP participates in WorkOne community initiatives that focus on workforce development. They look forward to participating in The Tour of Opportunity every year. PGP is committed to the community in Southwest Indiana. This year PGP will be expanding their location in Evansville.



Clients of the Year

WorkOne Southwest employment specialists provide intensive and individualized career services that include but not limited to, resume assistance, interview skills training, job search assistance, and job retention skills. Post-secondary training based on career interests, knowledge skills, work values, skill gaps, and prior work experience is provided to eligible individuals as a tool for successful employment placement.

As they work with WorkOne customers, these career counselors acknowledge the challenges and barriers that must be resolved for successful job placement and retention at self-sufficient wage levels. Each year, WorkOne staff members have the honor to nominate an outstanding Client of the Year in the categories of Adult, Dislocated Worker and Youth.

For the Program Year 19-20, Region 11 presents the following awards.



Lauren Fields Dislocated Worker Services

Lauren is a single mother who started school in 2014. At that time, she struggled in her schoolwork and dropped out of school. Lauren worked as a customer service representative in a local call center for approximately nine months before she lost the position due to job outsourcing. Seventy-five others lost their job in the small community with a limited number of customer service positions. Even though the commute was 95 miles round-trip several times a week, she never missed class or the required externship hours.

“The program helped me achieve my goal and do something that I once tried to do and failed. When I quit the first time, I felt defeated. I went from the Honor Society to failing grades. With this second chance, I excelled and was elected the President of Student Medical Assistance Reaching Out Together Organization. I increased my GPA, became a part of the Honor Society again, and made the Dean’s List. I went from a high school drop out to having a degree. I do not just have a job now, but I have a career. I have something to be proud of.”

Clients of the Year

Jason Cooper Adult Services

Jason came to the Jasper office seeking assistance with unemployment and job search assistance. A single parent, 33-years-old, a baby on the way, he identified as a veteran with disabilities.



With the desire to learn new skills for a long-term job, Jason searched for a wage increase to better support his family. After reviewing WorkOne services and a referral to a Disabled Veterans Opportunity Program (DVOP), Jason worked with his case manager and learned of a position with Englert’s Home Center for a Heating Ventilation and Air Conditioner (HVAC) helper. Englert’s was willing to train the right candidate. Jason successfully interviewed and began training for a long-term commitment. Starting wage was \$15.00 and WorkOne was able to assist with tools needed for the job. A case manager and OJT specialist maintained contact with Jason and employer with reports of good progress.

At the completion of the OJT, Jason received a wage increase to \$16.00 per hour. He welcomed a new baby girl, is better able to support his family, and is an asset to the company.

Courtney Conder Youth Services



Courtney originally came into the office to obtain her HSE diploma. Struggling as a single mom, she enrolled in OSY services. She was working full-time with odd hours and experienced scheduling issues for work with the instructor to prepare for the TASC test. When she was able to take the TASC test, she failed a portion of it and gave up. She worked up her courage and tried the TASC test again. She passed. She was not interested in training at the time. She came back the following year to become a CMA.

She was re-enrolled in 2019 where she participated in a WEX at Tulip Tree Health Services for career exploration. Completing the WEX, she was offered a part-time position at Tulip Tree in June of 2019 in the office. She completed requirements to begin training in September 2019 and completed that training in December 2019 when she was offered a full-time position at Tulip Tree Health Services to begin January 6, 2020. Wages increased from \$9.65/hr. to \$15/hr. In addition, she has purchased a home for herself and her son. She is very happy with her life.

Workforce Development Board

Business Representatives

Dubois County

Sue Habig, Kimball Electronics
Jason Nord, Jasper Engines

Gibson County

Elaine Graber, Toyota
Terry Marsh, Gibson County Coal

Knox County

Amy O'Dell, Knox County ARC
Brittney Kirwer, Farbest Foods
Lori Williams, Pace Community Action Agency

Perry County

Rene Kreisle, ATTC Manufacturing

Posey County

Lauren Kern, SABIC

Spencer County

Rhonda Broerman, Jasper Memorial

Vanderburgh County

Eric Ahlbrand, Parkview Care Center
Theo Boots, American Red Cross
Makenzie Coulter, Flanders, Inc.
Darin Lander, Old National Bank
Heather Watts, CenterPoint
Jon Keck, Manpower

Regional Representatives

Marcia Forston, Junior Achievement
Drew Gerth, Warrick Education Center
Sara Worstell, Grow Southwest Indiana Workforce
Tim Martin, YouthBuild
Ryan McRoberts, IBEW Local 16
Bob Birge IN Dept of Workforce Development
Stephanie Norrick, AARP Senior Employment
Michelle Schaefer, Vocational Rehabilitation
David St. Clair, Southern IN Career & Technical Center
Kyla Dowell, Tech Community College
Chris Thorsen, IBEW Electrical JACT
Ellen Horan, Growth Alliance for Greater Evansville

County Chief Elected Officials

Dubois County

Dennis Spinner, Mayor, City of Huntingburg
Regional Chief Elected Official

Gibson County

Brad Schmitt, Mayor, City of Princeton

Knox County

Tim Ellerman, County Commissioner

Perry County

Jim Adams, Mayor, City of Tell City

Pike County

Ryan Coleman, County Commissioner

Posey County

Randy Thornburg, County Commissioner

Spencer County

Al Logsdon, County Commissioner

Vanderburgh County

Cheryl Musgrave, County Commissioner

Warrick County

Terry Phillippe, County Commissioner

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Communications Specialist
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Performance Monitoring Specialist
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Angie Sheppard

Business Services
& Communications Specialist
Angie.sheppard@workonesw.org

Executive

Makenzie Coulter

Board Chair
Youth Committee Chair

Sue Habig

Board Vice Chair

Stephanie Norrick

Operations Committee Chair

Brittney Kirwer

Business Services Committee Chair

Lori Williams

Board Treasurer
Finance Committee Chair

Jason Nord

Board Secretary

Amy O'Dell

HR Committee Chair

Business Services

Brittney Kirwer, Chair

Elaine Graber

Sue Habig

Darin Lander

Jon Keck

Jason Nord

David St. Clair

Mike Szakaly

Associate Members:

Thomas Donahue

Alyssa Weisbrock

Youth

Makenzie Coulter, Chair

Theo Boots

Marcia Forston

Drew Gerth

Sara Worstell

Tim Martin

Associate Members:

B.J. Watts

Wade Lowhorn

Lori McIntire

Mark Miller

Joe Shrode

Patricia Weinzapfel

Operations

Stephanie Norrick, Chair

Ellen Horan

Amy O'Dell

Michelle Schaefer

Ryan McRoberts

Finance

Lori Williams, Chair

Eric Ahlbrand

Chris Thorsen

Human Resources

Amy O'Dell, Chair

Heather Watts

Ellen Horan

Re-Employment Services

Workshops: Customers receive valuable tips on how to be noticed by employers and land the job they really want. Workshop topics include: Job Searches, Resume Development, and Interview Techniques.

Computer Classes: Customers can strengthen their computer knowledge or learn the basics.

Training Programs: Customers can expand their skills and increase their education. WorkOne Southwest can assist customers to find a training program to obtain a high-wage, in-demand career. Staff will also help determine eligibility for financial assistance.

Indiana Career Explorer: An online tool available to all Hoosiers to explore career interests and skills by identifying occupations, establishing educational strategies and connecting with employers.

Indiana Career Connect: Customers can utilize the #1 source of job openings in the state to find a career through IndianaCareerConnect.com.

Hoosiers with Disabilities

Employment Assistance: Provides services in both group and individual settings.

Reasonable Accommodations: Materials in alternate formats and reasonable accommodations are provided to job seekers upon request.

Assistive Technology: Locations are equipped with a variety of accessible equipment.

Individualized Services

- Resume Development
- Job Search Assistance
- Interview Coaching
- Current Labor Market Information
- Career Planning
- Scholarships
- Skills Evaluation

Business Services

- Candidate Assessment & Training
- Worker Displacement Assistance
- Current Labor Market Information
- Hiring Events
- Seminars
- Recruiting Tools

Dubois County

850 College Ave Admin Bldg 226
Jasper, IN 47546
P: 812-634-1599

Gibson County

2429 S. Crabtree Drive
Princeton, IN 47670
P: 812-386-7983

Knox County

2437 6th Street
Vincennes, IN 47591
P: 812-882-8770

Perry County

1034 31st Street
Tell City, IN 47586
P: 812-548-4870

Vanderburgh County

4600 Washington Ave Suite 113
Evansville, IN 47713
P: 812-424-4473



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