

ANNUAL REPORT

July 2025 - June 2026

WE DEVELOP SOUTHWEST INDIANA'S WORKFORCE



BOARD CHAIR MESSAGE

As we look ahead to the coming year, I am proud of the progress SWIN Workforce continues to make in strengthening opportunities for job seekers, employers, and communities throughout our region. The past year SWIN has demonstrated our commitment to innovation through the pilot of a pre-registration system for Jobapalooza. Pre-registration enhanced the event by creating efficiencies for both job seekers and employers which increases the likelihood of successful connections.

The organization will also be strengthening workforce development services for Medicaid-eligible adults by leveraging the expertise and proven systems currently in place at Southwest Indiana Workforce, which avoids duplicative resources, ensuring greater efficiency and stronger outcomes for those we serve through a strategic partnership.

We are grateful for the continued confidence demonstrated by community and industry partners such as Toyota and Alcoa, whose support will allow the Neighborhood Navigators program to continue connecting individuals and families with the resources they need to achieve stability and success.

As Board Chair, I remain optimistic about the opportunities ahead. We will continue seeking innovative solutions, building meaningful partnerships, and investing in programs that make a measurable difference in the lives of individuals across Southwest Indiana. Together, with the dedication of our staff, board members, partners, and stakeholders, we are well-positioned to meet the evolving needs of our workforce and create pathways to prosperity for years to come. Thank you for your continued support and commitment to our mission.

Terry Marsh, Board Chair
Southwest Indiana Workforce

ABOUT US

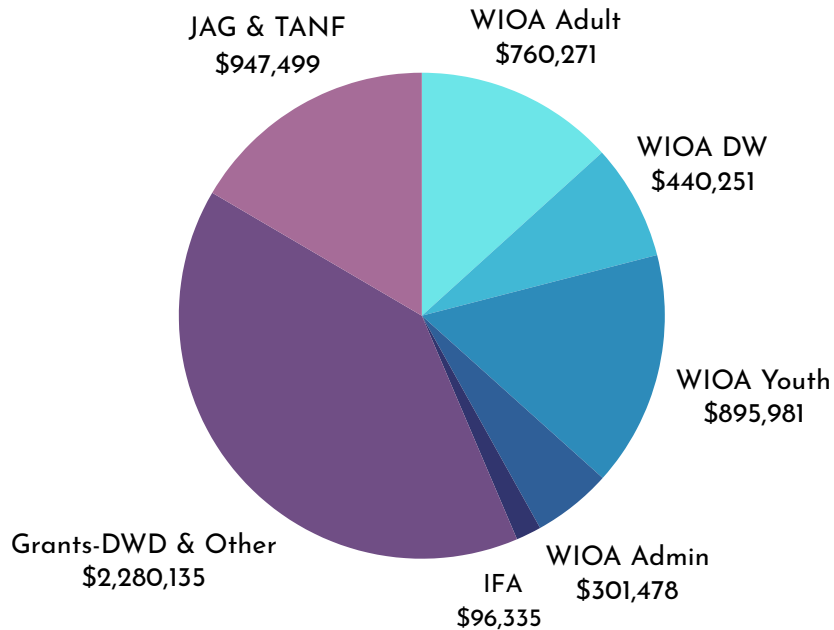
The Southwest Indiana Workforce Board is a 501c3 nonprofit organization comprised of representatives from business and community services in Southwest Indiana. The Board oversees the workforce development initiatives and the WorkOne Southwest offices in Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick counties.

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

Financials

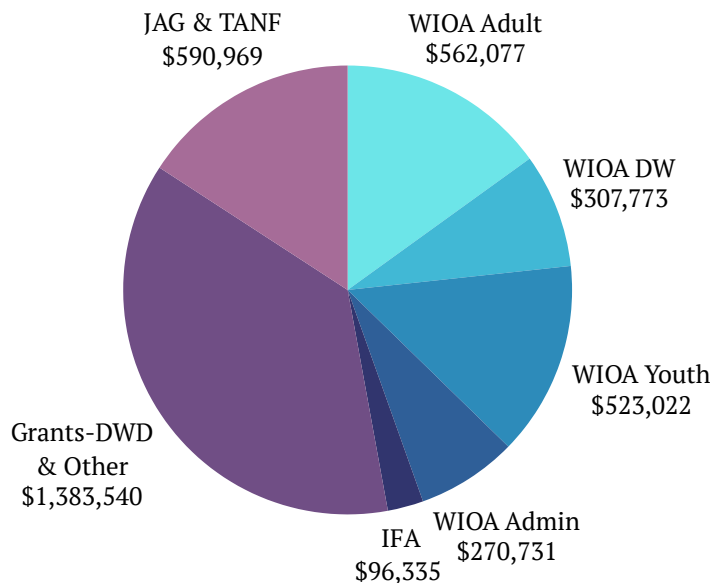
BUDGET

WIOA Adult	\$760,271
WIOA Dislocated Worker	\$440,251
WIOA Youth	\$895,981
WIOA Admin	\$301,478
IFA	\$96,335
Grants-DWD & Other	\$2,280,135
JAG & TANF	\$947,499
TOTAL Funding Budget	\$5,721,950



ACTUAL

WIOA Adult	\$562,077
WIOA Dislocated Worker	\$307,773
WIOA Youth	\$523,022
WIOA Admin	\$270,731
IFA	\$96,335
Grants-DWD & Other	\$1,383,540
JAG & TANF	\$590,969
TOTAL Expenses	\$3,734,447



Unaudited financial data for year ended June 30, 2026, provided by Crowe Horwath LLP, Fiscal Agent. Crowe Horwath, LLP has been the Fiscal Agent for Grow Southwest Indiana Workforce since 2007. 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).

Region 11 at a Glance

3,101 
Individuals Served
through one-on-one services
between July 2025 and June 2026

**434**
Individuals
have been placed into
employment within the
last program year.

82.5% 
of those individuals placed into
employment have been retained.

\$18.95 **Median Wage**
of individuals who have been
placed into employment within
the last program year. 

475 
K-12 Students 
participated in STEM Challenge, JAG, and
other activities within the last program year.

152 
Credentials
were awarded within the
last program year.

115 
Individuals
participated in work-based learning
programs within the last program year.


277 **Businesses**
have been served within
the last program year.



\$495,876
Funds invested in or awarded to businesses in the community.
(NLJ-ETG, OJTs, ABA, Incumbent Worker Training, PowerUp
Indiana any funds paid directly to employers)

Demographics

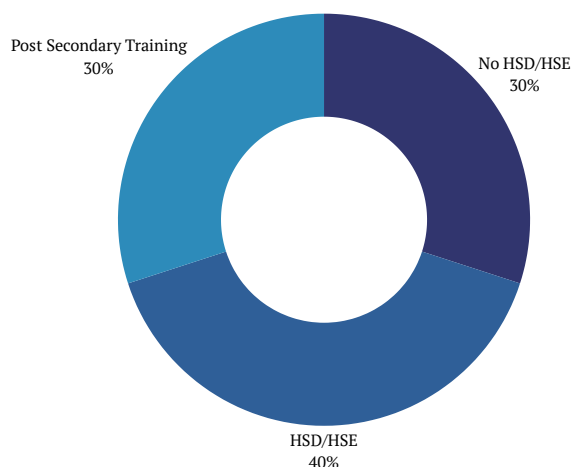
Region 11 People Served

July 2025 - June 2026

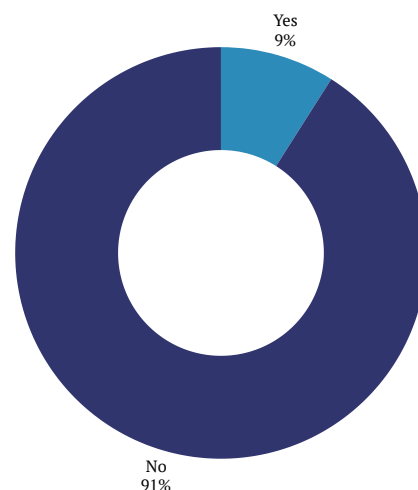
Male - 59%

Female - 41%

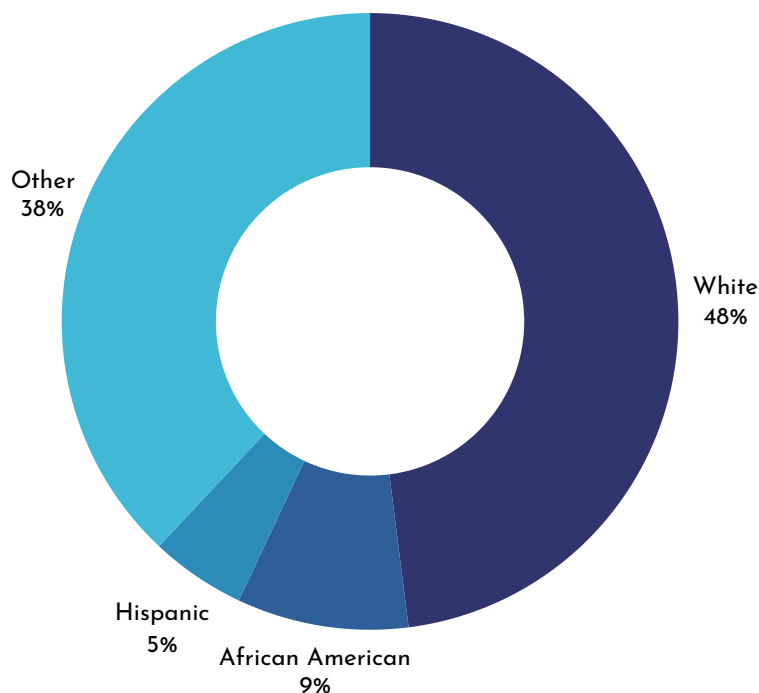
Education



Disability



Ethnicity



Food Stamps

Yes - 9%

No - 91%

YOUTH CAREER DAY

In early March, Southwest Indiana Workforce and WorkOne successfully brought together young adults and employers for a Career Day designed to introduce participants to career opportunities throughout Southwest Indiana.

The event, held at the Evansville WorkOne office, welcomed young adults ages 16-24 who were interested in exploring career options, gaining employment, and learning more about the skills needed to succeed in today's workforce.

Throughout the day, participants connected with employers representing a variety of industries and participated in hands-on activities that provided a closer look at different career paths. The interactive experiences allowed attendees to ask questions, explore potential opportunities, and better understand the training and skills required for specific occupations.

In addition to meeting with employers, participants received a free lunch provided by the International Brotherhood of Electrical Workers.

Southwest Indiana Workforce Business Services Manager Valerie Schmidt said the event created valuable opportunities for young adults to engage directly with local employers and discover potential career paths.

The event highlighted Southwest Indiana Workforce's ongoing commitment to connecting young adults with meaningful career opportunities while helping employers engage with the region's future workforce.

MAYOR STEPHANIE TERRY IS APPOINTED AS CHIEF LEO

SWIN Workforce and the Office of Evansville Mayor Stephanie Terry announced Mayor Terry's appointment as the organization's Chief Local Elected Official, effective July 1, 2026.

In this leadership role, Mayor Terry began working alongside elected officials from across Southwest Indiana to help guide the strategic direction of SWIN Workforce and support initiatives designed to strengthen the region's workforce. She also assumed responsibility for collaborating with local leaders to oversee funding decisions and ensure workforce investments aligned with the needs of employers, job seekers, and communities throughout the region.

"When people have access to meaningful careers, it strengthens families, businesses, and communities," says Mayor Stephanie Terry. "I'm honored to serve as the Regional Chief Local Elected Official for the SWIN Workforce Board and look forward to working with other elected leaders to expand opportunities for residents and support the workforce needs of employers. The work SWIN Workforce is doing helps connect people to careers and employers to talent, which is critical to the long-term success of Southwest Indiana."

BARBERING AND COSMETOLOGY APPRENTICESHIPS GAINING INTEREST

Barbering rolled out as an Indiana registered apprenticeship option in 2025. In September of the same year, two Vanderburgh County barbering apprenticeships were some of the first to begin for the state.

Throughout the duration of the apprenticeship, students have the opportunity to earn a wage while learning the trade from licensed professionals. This is a one year apprenticeship with 2,000 hours of on the job learning where students will review bookwork and gain hands-on experience.

Over the last program year, SWIN Workforce has helped register seven apprenticeships with the state of Indiana, continuing its commitment to expanding career pathways across Southwest Indiana.

Business Services Manager Valerie Schmidt and Business Services Specialist Angie Sheppard played key roles in helping establish the new barbering apprenticeship programs.

"The registered apprenticeship is a great alternative pathway for those interested in the trade to gain valuable experience while earning a proper wage. It's a great opportunity to redefine and reclaim your career. We hope that more businesses will take the opportunity to look into registered apprenticeships to continue to build up and train the future workforce," Schmidt says.

The new programs were launched by Keoni Thompson, owner of The Luxe, and Tyrell Ferguson, owner of Higher Image Hair Studio.

Ferguson is excited about the opportunity to help those who are interested in pursuing a barbering career.

"Now I'll be able to really get up close personal with them and ask, 'Okay, where are you struggling? What are you really trying to do? How are you trying to set up your services?'" Ferguson explains.

For Thompson, the opportunity is about creating a lasting impact.

"With this opportunity, I can have a few students and be able to change some people's lives," Thompson explains.

The momentum to help develop and establish these programs continues as more apprenticeships begin in the barbering and cosmetology field across southwest Indiana.

AWARDS

1 Phillip Murphy - Adult - Client of the Year

Phillip's career search is a story of perseverance, disappointment, and success. After being out of the workforce for an extended period and navigating employment with a disability, he came to WorkOne determined to pursue a career as a pharmacy technician. After completing work readiness preparation, Phillip received a job offer, but when the pharmacy rescinded it, he returned to WorkOne and developed a plan to try again. He applied for a pharmacy technician-in-training position with Paul's Pharmacy, completed two interviews, and was offered full-time employment in May 2026. Phillip's story represents the purpose of workforce development: rebuilding confidence, overcoming adversity, and achieving success through persistence.

2 Norman Stevens - Dislocated Worker - Client of the Year

Prior to WorkOne, Norman was unemployed for over one year. Struggling to maintain bills, Norman needed assistance with career exploration to determine the best career pathway. It was important to identify a career pathway that matched his interests, strengths, and employment goals. Individualized coaching built confidence in job readiness abilities and successful enrollment with completion in a training program. In addition, a critical service for Norman was the reinstatement of a driver's license.

For Norman, "working with my employment specialist at WorkOne has been life-changing...helping me improve my scores...supportive services and guiding me through the process of CDL training... I am enjoying my new employment and higher pay!"

3 Presley Dicks - Youth - Client of the Year

When Presley initially engaged with WorkOne, she had been unemployed for several months and, with the support of friends and family, wanted to transition back into full-time employment. Based on prior work, Presley initially believed a less public-facing role would be the best fit. Through a WorkOne work experience, Presley's perspective evolved. Demonstrating strong empathy, professionalism, and a genuine interest in helping individuals reach employment goals, it became clear that work environment played a significant role in Presley's career satisfaction. Through workshops, Presley learned about professionalism in the workplace, the difference between hard skills and soft skills, and the importance of communicating with the employer regarding questions and concerns. "I had been going from one job to the next with some gaps in between... a hard time assimilating into the workforce as an adult having only ever attended school while working less than 15 hours a week at part-time retail jobs...but this program and WorkOne, as a whole, was a breath of fresh air and a much-needed reset...a more well-rounded and healthier view of the workforce and the possibilities."

AWARDS

4 Polyvantis - Business of the Year

Polyvantis is leading the way in workforce development by investing in both its employees and the next generation of workers. Through its Mechanical and Electrical Registered Apprenticeship Programs, employees can earn while they learn, gain valuable technical skills, and build long-term careers with the company. Polyvantis is also helping inspire future talent through its participation in the Southwest Indiana STEM Challenge, giving students the opportunity to explore careers in STEM, advanced manufacturing, and technical fields. Their commitment to employee development and career exploration is helping build a stronger workforce for Southwest Indiana. By creating opportunities for employees to grow and students to explore future careers, Polyvantis is helping strengthen the region's talent pipeline.

5 Indiana Small Business Development Center - Business Development Partner of the Year

The Indiana Small Business Development Center (ISBDC) has been a valuable partner in expanding career opportunities across Southwest Indiana. Through their referrals, nine registered apprenticeship programs have been developed in the barbering and cosmetology industries, helping individuals earn while they learn and gain valuable hands-on experience. Their partnership is helping remove barriers, strengthen small businesses, and create new pathways to career success.

6 HIRE - Community Partner of the Year

HIRE, the Hoosier Initiative for Re-Entry, is a valuable partner within the SWIN Workforce system. Jordan Bauer demonstrates meaningful collaboration by working closely with WIOA, Wagner-Peyser, JVSG, and Business Services to strengthen referrals and connect customers with the support they need to obtain suitable employment. Jordan's consistent onsite presence and flexible access to HIRE services help customers overcome transportation, work, family, and scheduling barriers. Through collaboration with Business Services, Jordan also helps connect customers with employers open to hiring individuals with barriers, creating pathways to quality employment. Together, HIRE and WorkOne provide critical support to customers who may otherwise face significant challenges entering the workforce.

7 Nancy Schroering - Audrey Buckman Award

Nancy has dedicated her professional career of over 40+ years to serving the workforce system in various positions; her dedication to the support of staff, community partners, and focus on customer services defines her work. During Nancy's tenure of service to southwest Indiana workforce, she has served in multiple roles. She has held her current position as Regional Program Manager for JobWorks since 2014. As Regional Program Manager for JobWorks, Nancy leads the service provider staff with respect as well as knowledge to develop workforce service provision. She leads by example as she is always willing to do whatever tasks are needed without pause. For her exceptional service, professional leadership, community presence, and unwavering dedication to workforce development, Nancy Schroering is highly deserving of the Audrey Buckman Award.

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