Hancock County

Manufacturing Talent Pipeline & Education Roundtable

Wednesday, January 24th
9AM - 10:30AM

Community Foundation of Hancock County
971 W US Hwy 40,
Greenfield, IN

Agenda

Welcome- Brooke LeMay

Last Meeting Recap - Jessica Flory

Funding sources - Jessica Flory/Jill Coffey & Caitlin Carter

Drill down on Training Programs - Tom Glidden & Brooke LeMay

Q&A/Discussion

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Indiana Office of Work-Based Learning and Apprenticeship

Comprehensive Programs

Three Types

RAP

U.S. DOL REGISTERED APPRENTICESHIP

PRE

CERTIFIED PRE-APPRENTICESHIP

SEAL

STATE CERTIFIED

INDIANA DWD

WBL Standards		Registered Apprenticeship	Pre-Apprenticeship	State Earn and Learn
Paid Work Experience	Participants are paid employees who work, learn, and enhance their skills while increasing their employer's productivity	**Average: $20**	**Wages most coincide with RAP.**	**Ending wage (Minimum $15) must be higher than starting.**
On-the-Job Learning	Develops skilled workers through structured learning in a work setting	**2,000 Hr. Min.**	**120+**	**200 Hr. Min.**
Classroom Learning	Improves job-related skills through education in a classroom setting with college credit typically available	**144 Hr./Yr. Min.**	**40-100 Hr.**	**40 Hr. Min.**
Mentorship	Provides participants with the support of a skilled worker to assist and enhance critical hands-on learning or a career coach/counselor for Pre-Apprenticeship	**Required**	**Required (Career Counseling)**	**Recommended**
Credentials	Offers a portable, nationally-recognized credential to be issued during or at the completion of the program	**Included In Program**	**Industry Certification + Articulation Agreement to Registered Apprenticeship**	**Certification chosen from Indiana Promoted Industry Certification List**
Rewards for Skills Gains	Apprentices receive progressive wage increases as their skills and knowledge increase	**$**	**$**	**$**
Certified Registered	All WBL programs must go through a review process in order to become certified	**Federally Registered**	**State Certified**	**State Certified**

Who can build a SEAL, PRE or RAP?

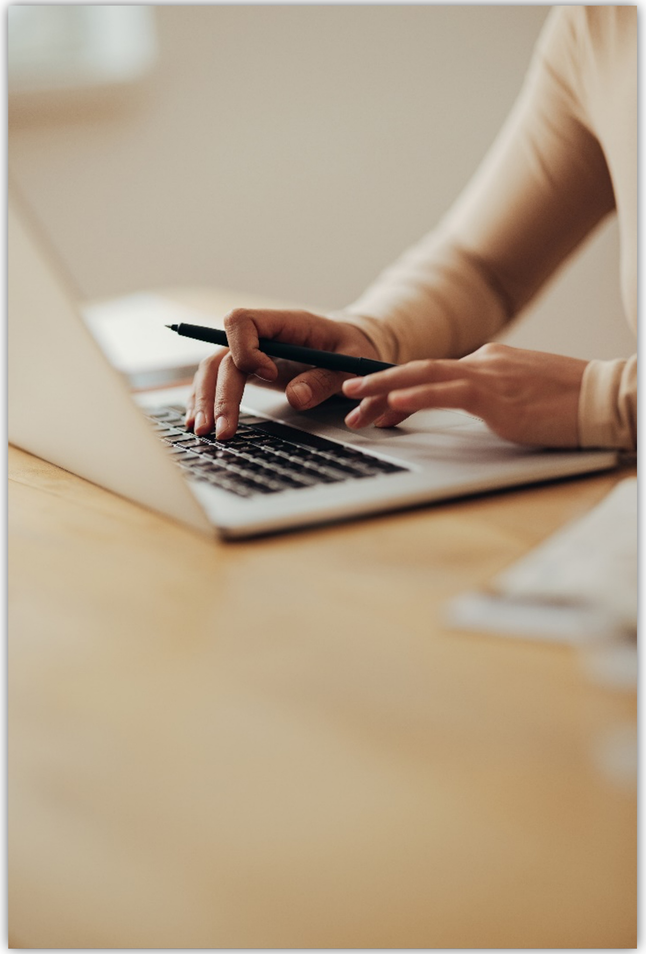
Groups that build programs are often referred to as “INTERMEDIARY”. Although anyone can build their own, we suggest the following groups.

- WorkOne
- Adult Education
- Ivy Tech
- Vincennes University
- US Dept. of Labor

Who owns the SEAL, PRE or RAP?

Typically referred to as the “SPONSOR” this organization is responsible for tracking and program integrity. The following groups can all be program sponsors and own the program.

- Employer
- Education Provider
- Union
- Community Group
- WorkOne
- High School
- Non-Profit



RAP/SEAL Benefits

For Business

- Recruitment
- Retention through a culture of professionalism and continuous development that provides economic mobility
- Sustainable pipeline of highly-skilled talent with the education, skills, and certifications that employers value
- Reduction of net cost for training and production

For Communities

- Alignment of Industry and Education
- Sustainable employment for both the unemployed and underemployed
- RAPs have a credential, measurable skill gain, and wage increases
- Creates long-term and strategic partnerships with employers
- Allows for more proactive workforce solutions

For Individuals

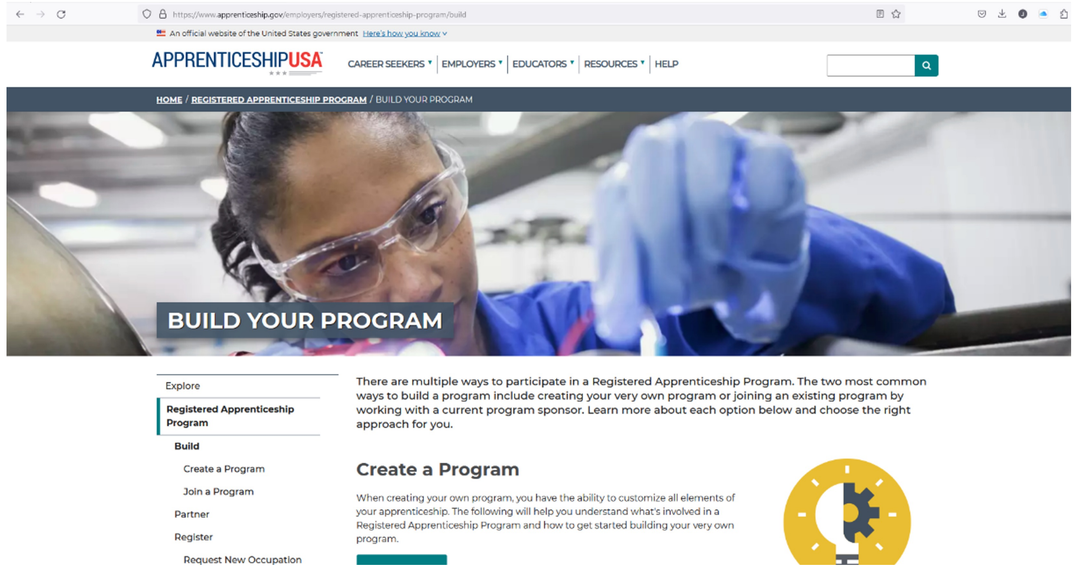
- Guaranteed Wages (earn while you learn)
- Professional training with multiple pathways
- Credential attainment with little or no cost
- Build Comfort and Confidence

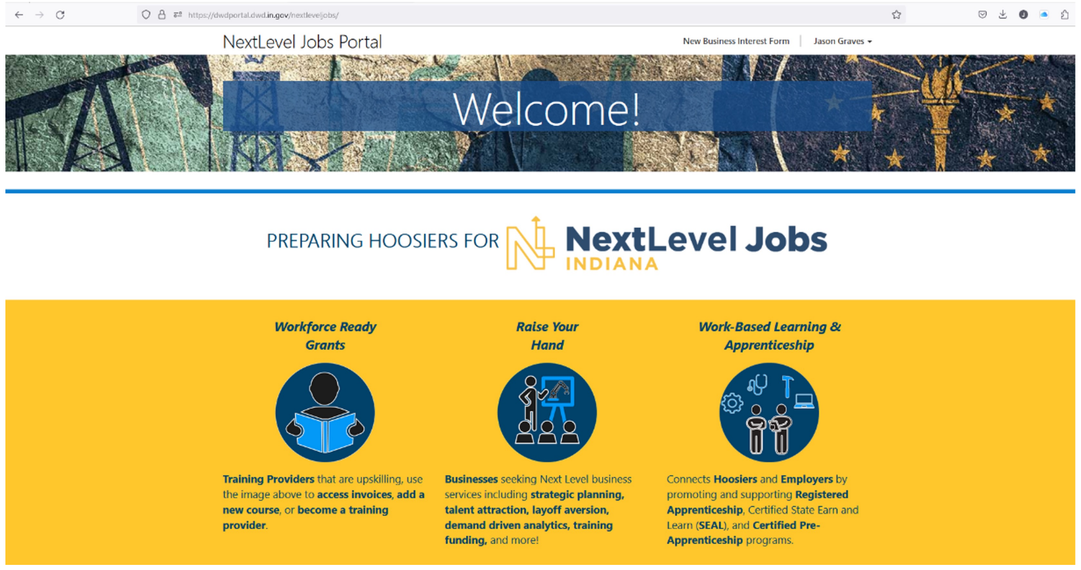
INDIANA DWD

Where do I start?

RAPs can be applied for through the Standard Builder website and participant data into the RAPIDS system.

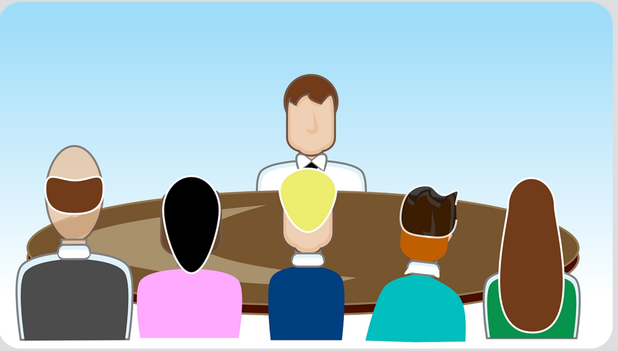
PRE and SEAL can be applied though the Access Indiana account and participant data will also be entered there.





Work-Based Learning Services & Funding

Intermediary Services



WorkOne Apprentice Representatives state wide assist in the following areas:

- Assist employer in identifying and selecting an apprenticeable occupation, identifying the best work process, and working with the employer to customize the work process to meet their needs.
- Assist with the selection of related training providers.
- Assist with the building of the Registered Apprenticeship program using the Department of Labor's Standards Builder.

WorkOne Central Indiana
AmericanJobCenter INDIANA

Additional WorkOne Apprenticeship/ WBL Services

- Provide guidance and direction once your program is approved to assist with implementation.
- Assistance in building state WBL programs.
- Assistance with identifying and connecting to WorkOne and other grant funding sources.

WorkOne Funding- The Apprenticeship Building America (ABA) Grant

The ABA grant is intended to support a coordinated, national investment strategy that aims to strengthen and modernize the Registered Apprenticeship Program (RAP) system centered on equity and promote Registered Apprenticeship as a workforce development solution.

- Expand Indiana's DOL Approved RAPs within the six key industry sectors: Health & Life Sciences, Building & Construction, Advanced Manufacturing, IT & Business Services, Transportation & Logistics, & Agriculture.

- Diversify RAP design and the industries that utilize registered apprenticeship and increase access to, and completion of, RAPs for underrepresented populations and underserved communities.

- Expansion of a statewide pre-apprenticeship framework that includes participation by all partners.

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Employer Training Grants

More than one million jobs must be filled in Indiana over the next 10 years. To help Hoosier employers fill these jobs, Indiana has created training grant opportunities to train, hire and retain workers to fill in-demand positions.

Work Experience
On the Job Training
Employer Training Grant

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Grant Funding for Employers
Work Experience

WorkOne Employment/Experience (WEX)

- Eligible Out of School Youth, 16-24 year old
- Up to 8 weeks (320 hours)
- WorkOne pays 100% wages and Workers Comp
- Candidate must qualify
- In Demand Job

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Grant Funding for Employers
On The Job Training

WorkOne OJT

- Youth or Adult Funding
- WorkOne reimburses up to 50% wages
- Minimum new hire wage-$11/hr Youth; $13.50/hr Adult
- Skill Gap Training
- In Demand Job

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Grant Funding for Employers

Who Can I Hire?

- ***WorkOne Client needing training/experience to work in their field of interest***
- ***Employer candidate –Reverse referral***
- ***WorkOne Screens applicants***
- ***Funds Available***

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Grant Funding for Employers

Employer Training Grant

- Up to $50K in training reimbursement

  Up to $5000 per trainee (post-secondary/nationally recognized credential)

  Up to $3000 per trainee (specialty company training)
- Minimum wage $17 (new hire) or 3% increase (existing)
- Retain trainee for 6 months
- Minimum Training length 40 hours
- In Demand Job
- Grant period July 1, 2023-March 31, 2024

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Grant Funding for Employers
Occupational Skills Training

- DWD eligible trainer
  https://intraining.dwd.in.gov
- 3rd party providers
- Over 100 eligible occupations on
  IN.gov/dwd/business-services/etg
- Must yield Certificate or Specialized Company Training

WorkOne Central Indiana
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Advanced Manufacturing Pathways -

Office of Work Based Learning & Apprenticeship

Contact Information

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Jessica Montgomery- County Coordinator
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Ivy Tech Anderson Workforce Solutions

IVY TECH COMMUNITY COLLEGE

Ivy+ Career Link Employer Services

- Custom Skills Training for Employers
- Employer-Sponsored Deferred Payments
- Talent Pipeline Development
- Apprenticeships/Training Programs

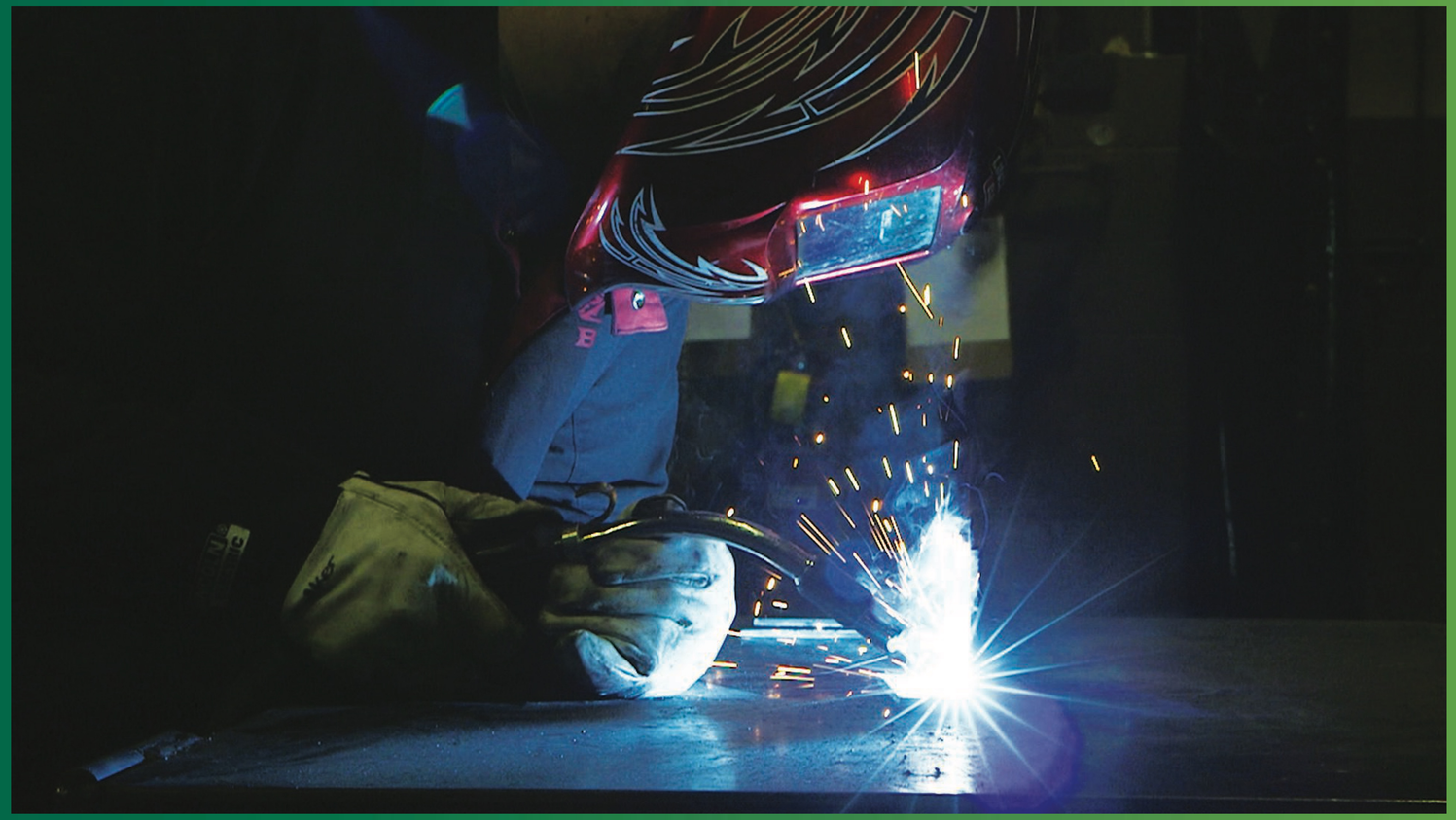
MSSC (Certified Production Tech) Skills Training

- Can be offered in Hancock County
- Schedule can be arranged (longer or shorter term)

Industrial Electrical Technical Certificate

Industrial Mechanical Technical Certificate

Automation & Robotics Technical Certficate



Welding Technical Certificate

Construction Certificate

HVAC Certificate

Discussion

- What have you heard today that sounds most helpful for your company?

- Questions about anything you have heard today?

We want to hear from you!
Scan the code to complete the survey.