



**Community
Foundation**
OF HANCOCK COUNTY

Hancock County
**Manufacturing Talent
Pipeline & Education
Roundtable**



Tuesday, October 10th
1PM - 3PM



**Community Foundation
of Hancock County**

971 W US Hwy 40,
Greenfield, IN

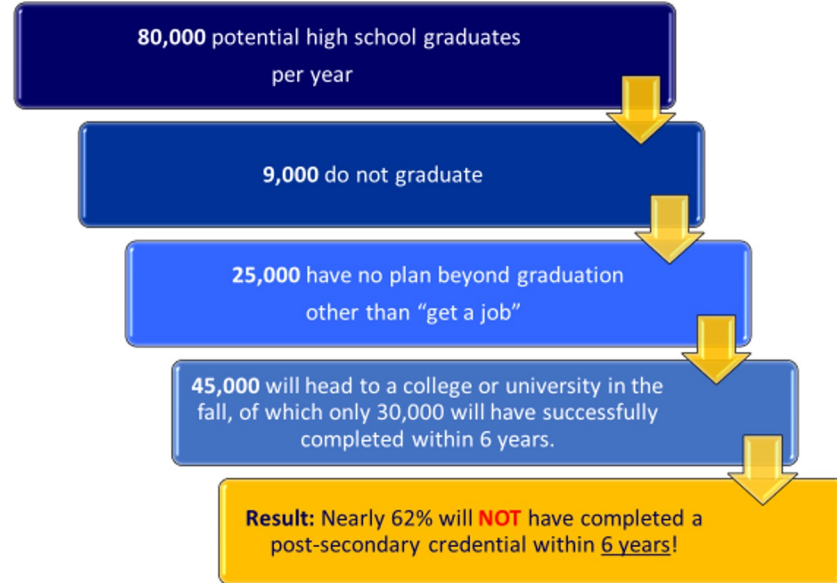


Indiana Office of Work-Based Learning and Apprenticeship

Inspirational Data

To Set the Stage

Indiana High School Seniors



Indiana Adults

92,951

Young Adults 18-24 without a High School Diploma

434,105

Adults 18-64 without a High School Diploma

Comprehensive Programs

Three Types

RAP

U.S. DOL
REGISTERED
APPRENTICESHIP

PRE

CERTIFIED
PRE-
APPRENTICESHIP

SEAL

STATE
CERTIFIED



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.

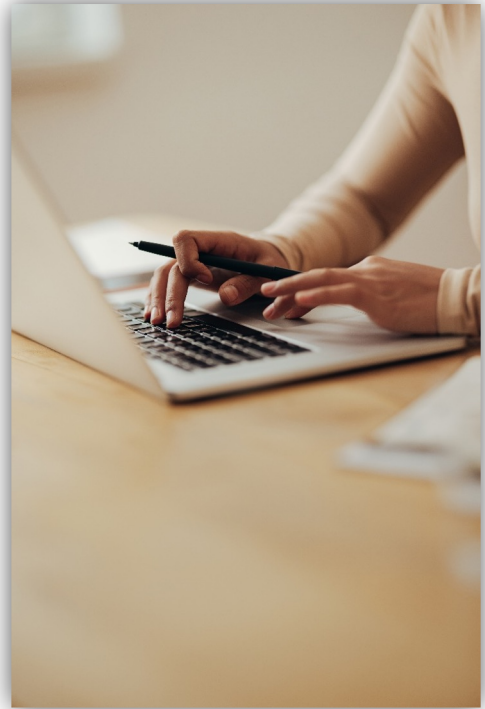
- WorkOne
- Adult Education
- Ivy Tech
- Vincennes University
- US Dept. of Labor



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

Employer ROI

Employer Benefits from Apprenticeship

Skilled Workforce – Pipeline of skilled employees, better matching of employee skills & character with employer needs, development of future managers

Improved Profitability – Lower recruiting costs, pipeline of skilled employees

Improved Retention

- Percentage of apprentices who retain employment after apprenticeship completion – **93%**
- For businesses, turnover costs (estimated at \$25,000 when a worker quits within the first year to over \$78,000 after five years) can be averted or delayed by ensuring that workers have upskilling opportunities.

Customized Training – Create flexible training options that ensure worker develop the right skills for your organization.

Diversity – Establishing a RAP helps employers diversify talent pipelines and hire the top talent.

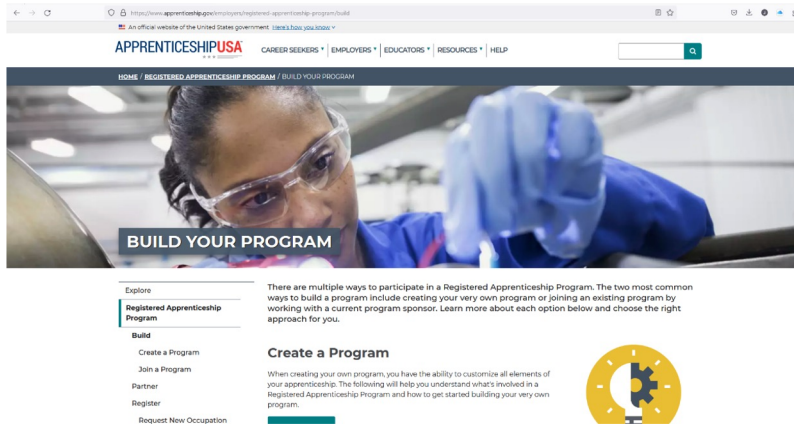
Funding and Resources – RAPs grant access to local, state and national networks of expertise and support.

Nationally Recognized Credentials –Nationally-accepted industry credentials only available through registered apprenticeship

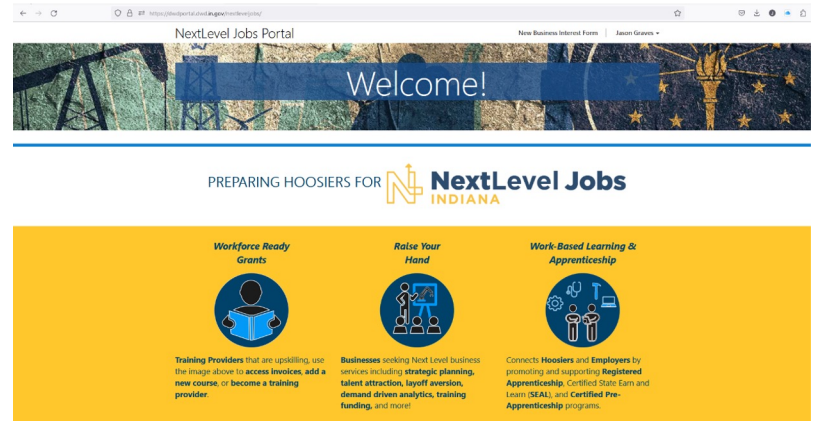
<https://www.apprenticeship.gov/>

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 through the Access Indiana account and participant data will also be entered there.



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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.
- Coordinate and participate in all meetings related to the development and final approval of your Apprenticeship program.

Additional WorkOne Apprenticeship/ WBL Services

- Assist with the creation of a State Earn and Learn (SEAL) program and/or a certified Pre-Apprenticeship program
- Provide guidance and direction once your program is approved to assist with implementation.
- Work with related parties to ensure your related training is listed on the DWD INTraining/ ETP website.
- 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.

WorkOne Funding- The Apprenticeship Building America (ABA) Grant

ABA Grant funds can be used to assist with apprentice cost in the following 3 areas:

- On the Job Learning
- Related Training
- Supportive Services

There will also be some apprentice follow up and available assistance during the grant period.



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

NextLevelJobs



Advanced
Manufacturing



Agriculture



IT & Business
Services



Health &
Life Sciences



Transportation
& Logistics



Building &
Construction

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

NextLevelJobs



**Advanced
Manufacturing**



Agriculture



**IT & Business
Services**



**Health &
Life Sciences**



**Transportation
& Logistics**



**Building &
Construction**

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

NextLevelJobs



Advanced
Manufacturing



Agriculture



IT & Business
Services



Health &
Life Sciences



Transportation
& Logistics



Building &
Construction

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*



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

NextLevelJobs



Advanced
Manufacturing



Agriculture



IT & Business
Services



Health &
Life Sciences



Transportation
& Logistics



Building &
Construction

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**



Contact Information

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Ivy Tech Anderson Workforce Solutions



Ivy+ Career Link Employer Services

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





Explaining Employer Training Programs

- Custom Degree Pathways -
Interdisciplinary Degree
- Concierge Service
- Collaborative Training Program

Anderson Campus Training Pathways

- Advanced Manufacturing
- Industrial Mechanical
- Automation & Robotics
- HVAC
- Industrial Electrical
- Welding
- Building Trades



Sample Program

Title	Catalog	Credits
STUDENT SUCCESS IN AMEAS	IVYT 113	1
APPLIED TECHNICAL MATHEMATICS	MATH 122	3
INDUSTRIAL ELECTRICAL I	INDT 113	3
INTRODUCTORY WELDING	INDT 114	3
MOTOR AND MOTOR CONTROLS	INDT 103	3
FLUID POWER I	INDT 104	3
MACHINE MAINTNANCE AND INSTALLATION	INDT 203	3
FLUID POWER II	ADMF 222	3
ELECTRICAL CIRCUITS	INDT 204	3
INDUSTRIAL ROBOTICS	ADMF 116	3
INDUSTRIAL ROBOTICS II	ADMF 206	3
PROGRAMMABLE AUTOMATION CONTROLS I	INDT 205	3
PROGRAMMABLE AUTOMATION CONTROLS II	INDT 206	3
PROGRAMMABLE AUTOMATION CONTROLS III	INDT 212	3

Contact Information

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Discussion



- What skills gaps are you seeing in your workforce?
- What positions are you having a hard time filling?
- What training topics are needed due to technological advances?
- Questions about anything you have heard today?

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

