



**Indiana Department of Workforce Development SWIC Work Ethic Taskforce**  
**Indiana State Library, History Reference Room**  
**315 West Ohio St., Indianapolis, IN 46204**  
**June 2, 2016**  
**1:00pm – 2:00pm**

Members present: Kevin Wachtel, Brianna Morse, Pamela Wright, Kristina Blankenship, Roy Vanderford, Dr. Andrew Melin, Michael Denny, Leslie Crist, Nancy Zemaitis, Tammy Stump, Jonathan Kraeszig, Tami Silverman, Thom Hayes

**Welcome and Introductions**

Kevin Wachtel, Chair, called the meeting to order at 1:06pm. Members introduced themselves and their organization.

**Work Ethic Taskforce Overview**

Brianna Morse, DWD Associate Director of Youth Initiatives, reviewed a brief history of the work ethic program and discussed the need for the taskforce as a sub-committee of the great State Workforce Innovation Council's work. Ms. Morse briefed members on the agenda for the day and what the taskforce should look forward to accomplishing.

**Overview of Greater Clark County Pride Program**

Dr. Andrew Melin, School Superintendent and Michael Denny, School Work Ethic Coordinator, provided an overview of the Greater Clark County PRIDE Program which is implemented in three high schools – Jeffersonville, Charlestown, and New Washington. The mission of the PRIDE Program is for all students to transition to post-secondary opportunities and have the academic and employability/soft skills necessary to succeed. Dr. Melin also shared information about Greater Clark's College and Career Readiness Advisory Board which has gathered more than 100 local businesses and community members to share in the creation and discussion of the Work Ethic program and others in the school corporation designed to assist students post-secondary success.

The program is comprised of nine criteria, five of which are subjective (Persistence, Respectfulness, Initiative, Dependability, and Efficiency) and the remaining four are quantifiable (Attendance, Behavior, Community Service, and GPA). The credential criteria is identical among each of the three schools and, upon attainment, recipients will have a strong work ethic and receive a certificate signed by Governor Pence, a PRIDE sash for grade 12 students at graduation, a reward card for middle school students to use at select local businesses and additional incentives for students as they seek employment from committed local businesses.

Discussion from taskforce members consisted of increasing attainment of the certificate by African Americans and students with disabilities, sharing testimonials from individuals who achieved the certificate, tracking of employment over a five year period to identify impact of the certificate, and

increasing focus on attendance in high school so the employability skills are learned and understood when transitioning into employment.

### **Statewide Implementation and Statement of Work Discussion**

Kevin Wachtel, Chair, and Brianna Morse, DWD Associate Director of Youth Initiatives, sought feedback from the taskforce on statewide implementation of the Work Ethic Certification. DWD has established a contract with the Greater Clark County schools and created a Statement of Work to ensure success within the partnership duties. It will be the responsibility of the taskforce to ensure the Work Ethic Certification criteria is rigorous and consistent throughout the state, no matter the school district, and in order to receive signature by the Governor.

Discussion ensued regarding developing a standard guide that identifies how the Work Ethic Certificate will help the community versus allowing the school system to modify the elements and potentially change the foundation or spirit of the certificate. Committee members identified similar efforts already occurring in the State of Indiana but perhaps titled a different name so it potentially could be a fairly easy transition from their current program to a standard criteria. The taskforce will also discuss developing a statewide/single certificate for the Governor to sign.

### **Future Meeting Dates and Next Steps**

Kevin Wachtel, Chair, stated the schedule was still being determined but the taskforce might host a combination of conference calls and in-person meetings.

The meeting was adjourned at 2:16pm.