

Work-Based Learning

Co-Leads: Leslie Crist (DWD) and Jim Heck (Region 11)

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Responsibilities

- Explore how to expand work-based learning and Earn and Learn models of workforce development.
- Recommend policy that may need to be considered for implementation, including Transitional Jobs policy 134(d)(5)
- OJT guidance for reimbursement at 75% rate 134 (c)(3)(H)
- Strengthen relationships with apprenticeship programs.
- Non-federal share of incumbent worker training 134(d)(4)
- Other issues as determined by the workgroup

Updates:

January 22 meeting notes:

Jose Torres (1), Brianna Morse (DWD), Steve Steed (DOL/App.), Kurt Keggeris (9), Chad Carter, Virginia Bates (VR), Jim, Heck (11), Gus Linde (12), Kim Tempel (BSR, 3), Kylee Hope (VR), Allison Bertel, Sherry Szmanda- Klein (2), Jod Haidle (6), Trish Maxwell (ABE/LARA), Trudie Dillman (8), Janet Boston (Chamber), Donna Martin (DFR)

- Leslie reviewed WIOA Youth changes (program elements) and eligibility criteria
- Governor's draft budget includes dropout prevention to maintain JAG program
- 2014 WIA funds can carry over to support IS JAG programs; new funding will be WIOA

Strengths

- WEX and OJT are more free-flowing in Region 9
- ECO 15 educational pathways, Works Council/public & private partnerships
- WorkINDiana program successes (employment after credential); short term training
- Change in focus related to youth and consumer centric, proactive decisions in VR
- Economic development collaboration, promote OOSY to employers
- Flexibility with services (VR)
- Comprehensive programming regarding internships/central resource; alignment with employers
- Apprenticeships are paid while in training; more direct connection with employment following training
- Work with employers to create training opportunities (Apprenticeships) specific to their business and positions
- Training and career pathways with Adult Education; referral process is seamless
- Diverse funding in the overall pot; creates more robust system; demand driven (employer focus); community based partnerships
- Embrace change (big and small)
- Committed to youth services

Weaknesses

- Lack of follow through by clients
- Lack of marketing
- Lack of interest by clients in new programming
- Staff turnover
- Customers don't possess strong soft skills that benefit employers
- Don't always meet business' expectations of potential employees or intern
- Education for state regarding service availability and provision (VR)
- Saturation of internship market; how to work with these other groups
- Finding the "right" client with a matching career interest and available training program

Opportunities

- New staff bring in new blood in Region 8 (office management, youth, business services)
- Beginning to see decrease in unemployment
- Underutilized VR training programs
- Improve usage of WorkINDiana programs
- Going outside of industry cluster (healthcare, etc.); companies are expanding
- Improved partnerships and alignments with each other
- Renewed focus on apprenticeships by Federal gov.; double number of app. over next 5 years
- Red tape with programs and funding
- Better service for those with developmental disabilities

Threats

- Investment in JAG, maintaining programs
- WIOA changes in funding/program requirements
- High HS dropout rate in certain regions
- Misconceptions and presumptions about programming availability
- Funding/sustainability
- Need employers interested in the clients available
- Don't know what we don't know
- System changes, technology; legislation requirements
- Flood of clients for TANF and/or food stamps needing job search services

Ticket to Work

- VR still working on culture change; ticket is a complicated system, but willing to be a ticket taker/work with the employment network

Vocational Rehabilitation

- Provide information on reasonable accommodations and assistive technology or other assistance to help individuals *retain* employment

Adult Education

- Remove complex system requirements; staff have to be knowledgeable about all programs (acting as guidance counselor); next step relationship building

Best Practices Jose, Trish , Sherry, Donna, Chad	Resource Mapping Kim , Trish, Trudie, Kylee, Donna, John D/Steve	Incumbent Worker Training Gus, Kurt, Allison , Jodi
Youth Work Experience Kim, Trish, Trudie, Kurt, Virginia, Sherry, Brianna	Adult/Dislocated Worker Trudie, Gus , Kylee, Jodi, John D/Steve, Allison	Marketing/Communication Donna, Janet, Jodi, Virginia
Employer Communication/Coordination Jose, Kim, Janet, Allison, Janet, Sherry, Chad		

Next meeting, February 13th 10 AM

WBL Workgroup

March 5, 2015

Attendees: Jeff Byrd, Chad Carter, Kim Tempel, Brianna Morse, Kurt Keggeris, Leslie Crist, Jim Heck, Mark Hollman, Doug Dillion, Jodi Heitel, Trudie Dillman

Best Practice:

- Review definitions of “best practice” provided by Trish
- Lt. Governor information regarding internships; goal of 10,000 statewide
- Job Corps at Summer Youth Program at State Fair
- Youth will be covered in survey; OJT; incumbent workers; transitional jobs (WEX)/Job Corps; WIA incentive grant; CTE for youth; apprenticeships (better connection with WorkOne); WorkINDiana; identify how do we all work together
- Concerns/ how to provide WEX for younger youth related to underage and working conditions/hours; insurance concerns vs. volunteers; review WorksCouncil information related to work hours, etc.; refer back to youth subcommittee

Resource Mapping

- Review of questions for release to partners
- WorkCouncils resource mapping (Chad to follow-up with Jennifer O’Shea)
- Other state agencies have done mapping; community service foundations; IEDC; out-of-state

Incumbent Worker Training

- Review of notes
- How loose/tight does information/policy need to be for training programs for incumbent workers
- Recommendation be *if* regulations don’ t come in time; how do we define it?
- Chad to send Allison information from other subcommittee; Kurt or Gus to attend on 3/13 at 10 am in 301C

Youth

- Review notes
- Discussion regarding ECO15 and Works Council
- Add Jeff Byrd to call; weekly report card re: 8 core success
- Side: side comparisons re: JAG and WIA/WIOA; Greater Clark Work Ethic certification

Adult/Dislocated Worker

- Defer to next week
- Review OJT TAB and make recommendations

Marketing/Communications

- How does each agency communicate and market to each other
- Intra-net?
- Give recommendations to Marketing Workgroup
- Regional VR and DFR contacts to be shared to the group

Employer Communication

- Partnership focused; how does what we do affect other agencies and departments
- How to streamline all of the contacts with employers; identify one point of contact; even within the same agency
- Add high schools/CTE into messaging and connections for marketing; timely data for teachers, etc.; WorksCouncil
- Research CRM options
- Components of consistent messaging for regions
- Link to DWD Brand Portal to all
- Executive Pulse (Region 3 option)

Try to reconvene subcommittee before next meeting on April 6th at 2:30 pm in person; conference call line will be available as well